A G E N D A

National Collegiate Athletic Association
Division I Leadership Council

Downtown Westin Hotel — March 24, 2009
Indianapolis, Indiana — 8 a.m. to 3 p.m.

1. Welcome and introductions.

2. NCAA update.

3. Examination and discussion of Division I membership standards. [Supplement No. 1]

4. Review of the Report of the Task Force on Commercial Activity in Intercollegiate Athletics. [Supplement No. 2]

5. Update regarding efforts to enhance the level of diversity.

   a. Presentation of information from the Barriers Study. [Supplement No. 3]

   b. Update regarding internal review of existing programs. [Supplement No. 4]

6. Review of legislative items in the 2008-09 cycle of potential interest to the Leadership Council. [Supplement No. 5]

7. Governance Update.

   [Note: These materials have been provided for informational purposes. Leadership Council members are requested to be familiar with the key agenda topics being considered by these governance groups. Unless otherwise noted, no formal presentation of this information is anticipated at the meeting but questions will be encouraged.]

   a. Division I matters.

      (1) Minutes from the January15 Leadership Council meeting. [Supplement No. 6]

      (2) Minutes and the joint report of the January 17, 2009, Board of Directors meetings. [Supplement No. 7]

(3) Report from the Communications and Coordination Committee. [Supplement No. 8A and 8B]

(4) Report from the Division I Student Athlete Advisory Committee. [Supplement No. 20]

(5) Division I Cabinet reports.

(a) Academic Cabinet. [Supplement No. 9]

(b) Administration Cabinet. [Supplement No. 10]

(c) Amateurism Cabinet. [Supplement No. 11] [Item 1 from the report will be referenced during the meeting.]

(e) Championships/Sports Management Cabinet. [Supplement No. 12]

(f) Recruiting and Athletics Personnel Issues Cabinet. [Supplement No. 13]

(g) Student-Athlete Awards, Benefits, Expenses and Financial Aid Cabinet. [Supplement No. 14]

b. Association-wide matters.

(1) Minutes from the January 17, 2009, NCAA Executive Committee meetings. [Supplement No. 15]

(2) Minority Opportunities and Interests Committee. [Supplement No. 16]

(3) Committee on Women's Athletics. [Supplement No. 17]

8. News from the NCAA.

a. Litigation update. [Supplement No. 18]

b. Governmental relations report. [Supplement No. 19 to be distributed at the meeting.]

9. Other items of business.

10. Adjournment.

SUPPLEMENT NO. 1
DI Leadership Council 3/09

GUIDING STATEMENTS FOR STUDY OF DIVISION I MEMBERSHIP REQUIREMENTS

STANDARDS

1. Division I athletics programs strive for regional and national excellence and prominence, and recognize the dual objective of serving both the university or college community and the general public.

2. Central to the mission of intercollegiate athletics in Division I is the academic and athletic success of student-athletes, as well as protection of their health and well-being.

3. Division I athletic competition in all sponsored sports should be conducted at the highest feasible level, with special emphasis in the sports of basketball and football, recognizing that institutional objectives in football are reflected by subdivision designation.

4. Division I members should allocate meaningful resources across the entire athletics program, including for financial aid, number of sports sponsored, athletics facilities, rules compliance and academic support services.

ASSUMPTIONS

1. Voting ratios/percentages by conference in governance of the division will be maintained.

2. Membership standards should promote conference stability, provide access to Division I for qualifying institutions, require a meaningful program-wide financial commitment and treat institutions fairly in determining their status as members of Division I.

3. Division I institutions should compete primarily against members of the division and provide extensive participation opportunities for both men and women that are consistent with the requirements of Title IX.

4. The number and nature of multisport conferences in Division I are fundamental considerations in establishing the level, structure and scope of Division I championship competition, the allocation of financial benefits and to the governance of the division.

Comments received from FCS and Division I Conference Commissioners

NCAA Division I Membership Principles Draft 2.23.09

In the interest of furthering the development of meaningful Division I Membership Principles, the information below presents support for continuing the historic trend towards making the Division I multisport conferences identified in the NCAA governance structure the primary agents for access to the benefits of Division I membership.

Leadership Council discussion excerpts:

Nov. 5, 2008: Excerpts from Leadership Council Report:

- The consistent variable that ties Division I institutions together is the Division I governance structure, which provides both governance access and a regulatory system. Accordingly, the governance structure should serve as the foundation for membership standards.
- The Division I governance structure is purposefully built on the foundation of the multisport conferences.

Dec. 16, 2008: Excerpts from document titled "Draft Fundamental Division I Membership Principles."

- The current Division I governance voting ratios/percentages by subdivision should be maintained.
- The number and nature of multisport conferences in Division I are fundamental to the level, structure and scope of Division I championship competition and to the governance of Division I.

January 15, 2009: NCAA Convention meetings - the Leadership Council met with the CCA and independently to continue reviewing the "draft Fundamental Division /Membership Principals."

Historic Background

Development of the Conference Representative Governance Structure and Multisport Conference role in Membership and Championships

- 1950's Era of select number of conferences (Big 10, Pac 8, etc.) and mega-conferences such as the ECAC, Southern, etc. Governance based on 1 institution, 1 vote. Championship access limited to AQ's from conferences.
- 1968 Association member institutions separated into University and College groupings.

- 1973 Association moves from University/College groupings into three legislative and competitive divisions (I/II/III).
- 1978 Division I aligned into subdivisions (IA/IAA/IAAA), with further governance emphasis on conferences; ongoing parallel development & expansion of conference-based Basketball/Football TV agreements. Men's basketball bracket expands to 32 teams.
- 1982 UCA (University Commissioners Association) formed to accommodate the development of multisport conferences.
- 1985 Men's basketball bracket expands to 64 teams.
- 1990 Revenue Distribution Formula revised with introduction of rolling units payable to the conference.
- 1991 Presidential leadership takes hold at the 1991 Convention, noted the "Reform Convention," as the Presidents Commission spearheads legislative change from the membership's CEO's. This initiates an increasingly active role for CEO governance that leads to the creation of the Division I Board of Directors and Presidential Advisory Group, with representative access based on conference membership structure.
- 1991 The UCA and CCA (Collegiate Commissioners Association) merge, forming the current CCA.
- Mid 1990's Conference access to NCAA championships increases through expanded brackets and the development of Play-In system for conferences without AQ status.
- 1994-97 The transition process occurs that changes the NCAA Governance structure model from an Annual Convention (1 school, 1 vote town meeting format) to a conference-based representative governance structure.
- Late 1990's NCAA Championships Cabinet activity in the restructured governance focuses on championship access and bracket expansion, with access for all conference champions.
- 2000-02 NCAA Membership Moratorium. Continued definition of multi-sport conference criteria; Reclassification and Provisional membership periods extended for incoming members.
- 2005-07 Re-organization of Representative Governance Structure, featuring the creation of the Leadership Council, developed and adopted; Four-year Membership Moratorium put into effect beginning August, 2007.

Principle

Division I Governance, Membership and Championship access is managed through institutional participation in multisport conferences as defined in bylaw 3.3. The multisport conferences identified in NCAA Constitution Article 4.2.1 are the governing members of NCAA Division I;

this set of governing conferences may be changed only by constitutional amendment put through the Division I legislative process as defined in bylaw 5.3.2.

A. Governance. The NCAA Division I Governance Process is based upon a representational system of bylaw identified multisport conferences.
B. Membership. The NCAA Division I Membership Process is managed through institutional membership in bylaw identified multisport conferences.
C. Championships. NCAA Division I Championships are accessed through participation in bylaw identified multisport conferences.

The restructured governance, championship access and membership process is a work in progress.

A. Aims of restructured Division I governance are:

    1. Place ultimate governance authority with the presidents.
    2. More effective and streamlined governance process based upon multisport conference affiliation.

B. Aims of restructured membership process are:

    1. Simplification and streamlining of the process.
    2. Recognition that Division I is built around membership in a multisport conference for access to the governance process, championship access or membership affiliation.
    3. Preserving national variety within Division I while assuring commitment of all institutions to some core level of competition/effort, through the conferences.

C. Aims of restructured championship access are:

    1. Multisport conferences are the coordinating entity for NCAA Championship access including AQ determination and hosting responsibilities.
    2. Managing NCAA resources and championship operations based on a formula that allows maximum team fields of 64 with 32 AQs [30 for MBB] reflective of governance system identification of member conferences.

STAFF DISCUSSION DOCUMENT REGARDING POSSIBLE NEW MEMBERSHIP MODEL REQUIREMENTS

1. Eliminate the seven-year provisional membership process, which would no longer permit an institution to enter Division I membership from outside the Association.

2. Require all future new members of Division I to enter the four-year "reclassification" process only after a showing of a bonefied offer of membership in a Division I voting conference and at least five years in good standing as a member of Division II.

3. A potential new member institution must meet Division I sports sponsorship minimums before applying for reclassification.

4. The institution must meet 75% of the grants-in-aid maximums for the appropriate conference-sponsored sports by the fourth year of the reclassification period.

5. A $1,000,000 application fee shall be submitted to the NCAA when applying for Division I reclassification, which will be provided to the sponsoring conference upon completion of the reclassification process and upon election to membership in Division I.

6. The reclassification process should be enhanced to require a demonstrated commitment to rules compliance and academic support services for student-athletes.

7. An institution may not be elected to active membership in Division I unless its APR score in each sponsored sport exceeds .900.

8. A Division II or III institution may continue to participate in one men's and one women's sport in Division I, except in football or men's and women's basketball. Requirements for participation in National Collegiate championships also remain the same.

9. Automatic Qualification (AQ) for all Division I championships shall be limited to multisport, voting conferences. [The single-sport exception provided for in Bylaw 31.3.4.4.2 would continue to apply to sports such as men's ice-hockey.]

10. A new Division I multisport conference may establish voting privileges only through Division I legislation to name the conference among those that may vote and to adjust the vote ratios among voting conferences.

11. No more than 32 AQs may be awarded for any Division I championship and at least 50% of the field must remain available for "at large" selections.

12. An AQ for a Division I championship requires that the conference include six "core" members (seven in men's basketball) that conduct "conference competition" in at least 4 sports for men and 4 for women with at least one in each season for each gender; football (if conducted) and men's and women's basketball in Division I.

13. Legislated Division I revenue distributions will be calculated for, and allocated to, only those Division I active member institutions and voting conferences at the time revenue contracts are signed. Revenue sharing within a conference shall be determined by the appropriate conference.

Current Division I Membership Requirements

Division	Sports Sponsorship	Football Attendance Requirements	Scheduling Requirements: Football	Scheduling Requirements: Men's Basketball	Scheduling Requirements: Women's basketball	Men's Swimming and Diving; Men's Indoor and Outdoor Track and Field	Scheduling Requirements: Other Sports	Financial Aid Minimums	Annual Dues
Football Bowl Subdivision (formerly I-A)	16 varsity including football; minimum of six male/mixed, minimum eight all female (emerging sport max: two).	15,000 average actual or paid attendance for all home football games. Institution must perform annual certified audit.	At least 60 percent against Football Bowl Subdivision members, including a minimum of four home contests against Football Bowl Subdivision opponents. One contests against a NCAA Football Championship Subdivision opponent may be counted provided the opponent has average 90 percent of the maximum grant in aid over a rolling two-year period.	All but four games against Division I teams, 1/3 of all contests in home arena.	All but four games against Division I teams.	At least 50 percent of contests against Division I opponents.	Contest used to meet minimum number of contests must be against Division I teams. Fifty percent of all additional competition must be against Division I teams.	Provide an average of at least 90 percent of football maximum grants over a rolling two-year period, and annually offer a minimum of 200 athletics grants in aid or $4 million total.	$1,800
NCAA Football Championship Subdivision (formerly I-AA)	Seven male/mixed and seven female, including two team sports per gender and not more than two emerging sports. (Or six male/mixed and eight female).	N/A	At least 50 percent of games schedules and played against Football Bowl Subdivision or NCAA Football Championship Subdivision.	All but four games against Division I teams, 1/3 of all contests in home arena.	All but four games against Division I teams.	At least 50 percent of contests against Division I opponents.	Contest used to meet minimum number of contests must be against Division I teams. Fifty percent of all additional competition must be against Division I teams.	Fifty percent of max grants in 14 sports; or aggregate expenditure of $1,077,346) ($538,673 for women) on 38 full grants (19 for women) exclusive of football and basketball; or 50 of full grants (25 for women) excluding football and basketball; or exception for institutions with exceptional reliance on federal assistance for student's needs.	$1,800

Division I	Seven male/mixed and seven female, including two team sports per gender and not more than two emerging sports. (Or six male/mixed and eight female.)	N/A	N/A	All but four games against Division I teams, 1/3 of all contests in home arena.	All but four games against Division I teams.	At least 50 percent of contests against Division I opponents.	Contest used to meet minimum number of contests must be against Division I teams. Fifty percent of all additional competition must be against Division I teams.	See NCAA Football Championship Subdivision.	$1,800

CURRENT RECLASSIFICATION PROCESS

20.5 CHANGE OF DIVISION MEMBERSHIP

20.5.1 Reclassification Options. A member institution may request a change of division membership according to the provisions of this section. A member of Division I may petition to change its membership to Division II or Division III, and a member of Division II may petition to change its membership to either Division I or Division III. (See Constitution 3.1.1.) *(Revised: 8/9/07)*

20.5.2 Requesting Reclassification.

20.5.2.1 Deadline for Submission of Petition. When petitioning for change of division membership, a member shall notify the Administration Cabinet on an application approved by the cabinet. The application shall be received in the national office (by mail or electronic transmission) not later than June 1 prior to the academic year that the institution begins its one-year exploratory period in the reclassification process. Any application received after that date shall be postmarked not later than May 25. A fee of $15,000 shall accompany the application. If the applicant fails to qualify for active membership, the application fee shall be refunded, less any expenditure for educational costs related to the membership process. *(Revised: 4/25/02 effective 8/1/02, 4/24/03 effective 8/1/03, 3/10/04, 4/28/05, 10/27/05, 11/1/07 effective 8/1/08)*

20.5.2.2 Compliance with Criteria. If the member has met all applicable membership criteria of this article for the division to which it intends to transfer and has complied for the four years preceding June 1 with all other requirements set forth in this bylaw, the member shall be transferred to the new division effective the September 1 that the institution selects as its effective date. *(Revised: 1/10/90, 4/25/02 effective 8/1/02)*

20.5.2.2.1 Exploratory Year. During the exploratory year, an institution that has petitioned for a change of division or subdivision membership shall satisfy the following requirements: *(Adopted: 4/25/02 effective 8/1/02)*

(a) Attendance at the NCAA Convention and a regional compliance seminar conducted by the NCAA. Institutional representatives required to attend the Convention and compliance seminar are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 10/27/05, 3/8/06)*

(b) Attendance at an orientation session conducted by the national office staff related to basic Division I membership requirements. Institutional representatives required to attend the orientation session are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 3/8/06)*

(c) Compliance with all minimum sport sponsorship and financial aid membership requirements; and *(Adopted: 1/8/07 effective 8/1/07 for those institutions entering the exploratory year on or after 8/1/07, Revised: 10/10/07)*

(d) Submit a formal confirmation of its intent to reclassify to Division I and a skeleton strategic plan that addresses the Division I philosophy statement (see Bylaw 20.9) and athletics certification operating principles (see Bylaw 22.2) by June 1. During the exploratory year, an institution that has petitioned for a change of division shall start receiving all NCAA mailings relating to the new division. *(Revised: 3/10/04, 8/4/05)*

20.5.2.2.1.1 Application of Infractions and Reinstatement Processes. During the exploratory year, a Division II member reclassifying to Division I shall continue to process institutional and individual student-athlete violations through the Division II enforcement and student-athlete reinstatement processes. *(Adopted: 1/8/07)*

20.5.2.2.2 First Year. During the first year of reclassification, an institution shall satisfy the following requirements: *(Adopted: 4/25/02 effective 8/1/02; Revised: 3/10/04)*

(a) Compliance with all minimum contests and participation requirements for sports sponsorship as set forth in Bylaw 20.9.4.3;

(b) Submit a strategic plan based on feedback from the previous plan;

(c) Apply all Division I legislation except scheduling requirements and continuing eligibility requirements (e.g., progress-toward-degree, five-year rule) for student-athletes who are completing their final season of competition and were enrolled at the institution at least one year prior to the institution's petition for exploratory membership; *(Revised: 10/27/05, effective 8/1/06)*

(d) Attendance at the NCAA Convention and a regional compliance seminar conducted by the NCAA. Institutional representatives required to attend the Convention and compliance seminar are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 10/27/05, 3/8/06)*

(e) Attendance at an orientation session conducted by the national office related to the application of Division I legislation and issues impacting Division I. Institutional representatives required to attend 312 the orientation session are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 3/8/06)*

(f) Process institutional and individual student-athlete violations of Division I legislation through the Division I enforcement and student-athlete reinstatement

processes. The institution shall be subject to any and all sanctions for violations of Division I legislation; and *(Adopted: 1/8/07)*

(g) Submit an annual report and updated strategic plan by June 1 based on feedback from the previous year's plan. The institution shall report all violations to the Administration Cabinet as part of the annual report. *(Revised: 8/4/05, 1/8/07, 11/1/07 effective 8/1/08)*

20.5.2.2.3 Second Year. During the second year of reclassification, an institution shall satisify the following requirements: *(Adopted: 4/25/02 effective 8/1/02*)

(a) Full compliance with all Division I legislation and membership requirements;

(b) Attendance at the NCAA Convention and a regional compliance seminar conducted by the NCAA. Institutional representatives required to attend the Convention and compliance seminar are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 3/8/06)*

(c) Attendance at a meeting to be conducted at the NCAA Convention to discuss issues impacting Division I members. Institutional representatives required to attend the meeting are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 3/8/06)*

(d) Completion of a compliance review conducted by the national office and submission of a report with an institutional response to findings; *(Adopted: 8/4/05 effective 8/1/06)*

(e) Process institutional and individual student-athlete violations of Division I legislation through the Division I enforcement and student-athlete reinstatement processes. The institution shall be subject to any and all sanctions for violations of Division I legislation; and *(Adopted: 1/8/07)*

(f) Submit an annual report and updated strategic plan by June 1 based on feedback received from the previous year's plan. The institution shall report all violations to the Administration Cabinet as part of the annual report. *(Revised: 8/4/05, 1/8/07, 11/1/07 effective 8/1/08)*

20.5.2.2.4 Third Year. During the third year of reclassification, an institution shall satisfy the following requirements: *(Adopted: 4/25/02 effective 8/1/02)*

(a) Attendance at the NCAA Convention and a regional compliance seminar conducted by the NCAA. Institutional representatives required to attend the Convention and compliance seminar are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 3/8/06)*

(b) Attendance at a meeting to be conducted at the NCAA Convention to discuss issues impacting Division I members. Institutional representatives required to

attend the meeting are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 3/8/06)*

(c) Completion of an NCAA athletics certification orientation; *(Revised: 5/27/05)*

(d) Process institutional and individual student-athlete violations of Division I legislation through the Division I enforcement and student-athlete reinstatement processes. The institution shall be subject to any and all sanctions for violations of Division I legislation; and *(Adopted: 1/8/07)*

(e) Submit an annual report and updated strategic plan by June 1 based on feedback received from the previous year's plan. The institution shall report all violations to the Administration Cabinet as part of the annual report. *(Revised: 8/4/05, 1/8/07, 11/1/07 effective 8/1/08)*

20.5.2.2.5 Fourth Year. During the fourth year of reclassification, an institution shall satisfy the following requirements: *(Adopted: 4/25/02 effective 8/1/02)*

(a) Successfully complete an NCAA athletics certification self-study and evaluation visit;

(b) Attendance at the NCAA Convention and a regional compliance seminar conducted by the NCAA. Institutional representatives required to attend the Convention and compliance seminar are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 10/27/05, 3/8/06)*

(c) Attendance at a meeting conducted at the NCAA Convention to discuss issues impacting Division I members. Institutional representatives required to attend the annual meeting are the president or chancellor (or an individual appointed by the president or chancellor with executive status at the institution), the director of athletics, the senior woman administrator, the faculty athletics representative and the compliance coordinator; *(Revised: 8/5/04, 3/8/06)*

(d) Process institutional and individual student-athlete violations of Division I legislation through the Division I enforcement and student-athlete reinstatement processes. The institution shall be subject to any and all sanctions for violations of Division I legislation; and *(Adopted: 1/8/07)*

(e) Submit an annual report and updated strategic plan by June 1 based on feedback received from the previous year's plan. The institution shall report all violations to the Administration Cabinet as part of the annual report. *(Revised: 8/4/05, 1/8/07, 11/1/07 effective 8/1/08)*

Final Report of the NCAA Task Force on Commercial Activity in Division I Intercollegiate Athletics

Preamble.

In compliance with the charge of the NCAA Division I Board of Directors, the following is a report of the Board-appointed Task Force on Commercial Activity in Intercollegiate Athletics. It is submitted to the Board with the recommendation that it be forwarded to the Division I Leadership Council for a broad discussion, thorough vetting both within the governance structure and the membership, and the proposal of implementing legislation where clear parameters are apparent or of best practices where informed judgment and flexibility are favored. On the following pages are a discussion of the tension that exists in the higher education community and beyond regarding the nature of commercial activity in intercollegiate athletics; a historic perspective that explores the ambivalence among the concepts and practices of amateurism, professionalism and commercialism; the task force charge outlining the group's anticipated work product; and a set of recommended principles and guidelines that emerged from three in-person meetings of the group and numerous e-mail exchanges.

It is the overarching conclusion of the task force that for most Division I intercollegiate athletics programs, and for a growing number of other athletics programs, the need for revenue gained through commercial activity associated with intercollegiate athletics (including ticket sales, sale of merchandize, royalties from the sale of media rights, and the development of corporate sponsorships) is as essential to the successful future of the enterprise as is the continued integration of intercollegiate athletics with the values of higher education. While this is disheartening and even contradictory to some in higher education and public who wish intercollegiate athletics to be devoid of any and all commercial influences, commercially generated revenue is both necessary and appropriate as a means for holding the subsidization of athletics from a university's general funds within such bounds that academic mission and programs are not threatened. Indeed, revenue to offset the cost of equipment, personnel, travel and facilities acquired through commercial efforts is as historic as college sports itself.

However, there are two conditions commercial activity must meet to avoid compromising the relationship between intercollegiate athletics as an educational component of the university experience and higher education itself. First, commercial activity cannot abridge the principle of amateurism as applied to student-athletes, including their exploitation by commercial and professional interests. Second, it must comport with the values of higher education.

In the briefest of terms, there are also two conditions for the maintenance of amateurism as understood in the American collegiate model of athletics: (1) Student-athletes cannot financially benefit from their participation in intercollegiate athletics beyond grants-in-aid and other forms

of approved support allowed by NCAA regulations to promote student-athlete wellbeing, and (2) their motivation to play college sports should come primarily from the educational and physical benefits of participation. While these are the conditions *student-athletes* must meet to be amateurs, the principle of amateurism in the collegiate model also includes the responsibility of the NCAA, conferences and member institutions to protect student-athletes from exploitation by commercial and professional interests. In essence, the Association and its member conferences and institutions are charged with ensuring that student-athletes are not taken advantage of in ways that would violate their amateur standing or that threaten the educational advantage gained through participation.

As straight forward as all these conditions appear to be, they can prove to be elusive in their implementation, especially with regard to the increased association of commercial entities with intercollegiate athletics, the expansion of media platforms ranging from print to the Internet and "new media" initiatives, and the growth of intercollegiate athletics as programming inventory for various electronic media. A broadening in the relationship between higher education, intercollegiate athletics and commercial entities is not necessarily an issue for concern if the relationship respects the primacy of collegiate athletics as students, is reciprocal in nature, and the values of higher education are not abridged.

To that end, the NCAA Task Force on Commercial Activity in Intercollegiate Athletics in Division I was formed in June 2008 and charged to review the current rules and applications regarding such activity and to recommend a set of principles for consideration by the Association's governing structure that would guide future applications. Specifically, the task force was asked to find a balance point between the abandonment of all commercial activity in an effort to achieve an unrealistic sense of purity and the engagement of such crass commercialism that the differences that demarcate the collegiate and professional models of sport are lost.

Historic Perspective.

Intercollegiate athletics in the United States – a phenomenon unique to America – is a little more than 150 years old. The first recorded athletics contest between two institutions of higher education was conducted in 1852 and predates both the creation of the NCAA in 1906 and the development of national policy through NCAA regulation in 1921. Ironically, that first contest, a rowing regatta between the men of Harvard and the men of Yale August 3, 1852, does not predate the introduction of commercial activity associated with college sports. Indeed, the race came about at the urging of James Elkins, superintendent of the Boston, Concord and Montreal

Railroad in order to sell tickets to fans to travel and watch the contest. It was a commercial venture on the part of the railroad and its enterprising superintendent who understood the attraction of an athletics event between two of America's great institutions of higher education. Soon, stands at rowing regattas were being constructed "for those willing to pay 50 cents for a seat." Local businesses were advertising their services to fans and boosters. As other sports were added to the opportunities for intercollegiate athletics, the interest in tapping commercial resources to offset the cost of equipment, travel, room and board, and facilities – while often underwritten by the participants themselves – was increasing. Before the turn of the new century, running tracks were being constructed for collegiate competition; and soon after the dawning of the 20th century, the first football stadiums were built on campus. Where campus facilities did not exist, communities were vying for the opportunity to host intercollegiate events for the economic impact such contests would have on their businesses. The interest among students to participate in athletics against other students, the interest among fans and spectators to watch and root for their favorite sides, the interest of the media to report the results as news, and the interest of commercial entities to associate with and profit from the contests was fast established as a fact of the campus athletics experience and the American culture.

There is a temptation in the modern era of intercollegiate athletics to perceive that commercial activity is a recent development fostered by television and embraced by athletics administrators to swell coffers, build ever-expanding programs, and increase payrolls for coaches and other personnel. It is true that television has had an enormous impact on the exposure of intercollegiate athletics with the growing need to acquire programming inventory as broadcast platforms have mushroomed. First radio and then television clearly have added to the exposure of what once were regional match-ups so that an entire nation – and indeed, the world – understands the significance of regular-season contests between Michigan and Ohio State, Texas and Oklahoma, Alabama and Auburn, Notre Dame and Southern Cal. In fact, the Internet presents nearly unlimited access for even the smallest intercollegiate programs. But the presence of commercial activity within the context of intercollegiate athletics is as old as the enterprise itself and it is growing. Through marketing and promotion, the hype and drama associated with these games challenge anything that professional sports can offer. Because of the high interest, advertisers and marketers at local, regional and national levels are eager for an association with such events and with the institutions of higher education that sponsor the teams. Depending on the relative competitiveness or circumstances of the games, corporations are willing to pay premium prices for the opportunity to put their products before the eyes of an enormous audience across a broad spectrum of media.

Commercial activity associated with intercollegiate athletics is not new, and it is not going away.

Despite this simple truth, higher education, the media and the general public are ambivalent and confused about the relationship of commercial activity with intercollegiate athletics. Much of the confusion comes from a firm commitment to the principle of amateurism and an ironic lack of understanding of the term that we inherited from England but never embraced in the same way as a class distinction. What worked to set intercollegiate athletics apart at Oxford and Cambridge from professional sports – that the amateur was of a social class that could afford both the time and expense of sport without compensation or reimbursement – has never worked as well in the egalitarian culture of America's institutions of higher education. Indeed, American universities not only opened their doors to 19th century commoners but welcomed them on its athletics teams where the merits of physical talent were desired over economic advantage. The American version of amateurism that developed as athletics increasingly became a part of the student experience on campuses across the country was not a way to keep social classes apart; it was a commitment to the avocational approach to athletics in the university environment as opposed to the vocational approach in professional sports.

So, while the impact of commercial activity and the interests of commercial entities have been welcomed from the beginning – and indeed has helped salve the irritation of faculty and others that athletics financially distracts from the educational mission of the academy – the scale and scope of such activities juxtaposed against a rigid commitment to play without pay for the athletes has never made for a comfortable seat where the two notions can rest side by side. As both practical and imperative as commercial support has been to the creation, rise and expansion of intercollegiate athletics, it has burdened the conscience of all who assume amateurism must first and always be held apart from concerns about money. It is helpful, therefore, to recall that the NCAA's long-ago adopted definition of amateurism as it relates to intercollegiate athletics has almost nothing to say about compensation and everything to say about motivation. The Principle of Amateurism memorialized in the Association's Constitution declares that "participation should be motivated primarily by education and by the physical, mental and social benefits to be derived. Student participation…is an avocation, and (they) should be protected from commercial and professional interests."

The second concept that adds to America's collective confusion about the relationship of commercial activity to intercollegiate athletics is that while participation is to be an avocation for students, college sports as an enterprise is a professional undertaking for everyone else. Furthermore, the generating of revenues to help offset expenses must be guided by the same sound business principles as any commercial entity. When Harvard met Yale in the first rowing contest in 1852 and Princeton traveled to Rutgers for the first intercollegiate football game in 1869, it was the result of students seeking freedom from their 19th Century classrooms. But once

the colors were raised and the pride of victory was contested, it was not long until the professional coach was introduced to improve the chances of winning. Before the establishment of the NCAA in 1906, nearly every sport had coaches who were paid for their expertise. The expansion toward programs with multiple sports lead inevitably to a need for professional management of budgets and schedules, the hiring of coaches and other personnel, the building of facilities to host events, and the development of revenues to pay for the enterprise.

On one hand, such growth of staff, facilities and the need for their management is no different in athletics than for any other activity on campus that is developed in response to need or interest. As the curriculum of higher education in the 18th and 19th century evolved into that of the comprehensive universities of the 20th century, music, journalism and computer science – as examples – were introduced and had to be supported by an infrastructure of personnel, facilities and development. The difference in athletics is the media attention that college sports invited, the public enthusiasm that fans and alumni demonstrated, and the commercial interest that was attracted by both. In addition, the emotional engagement that intercollegiate athletics stimulates, the media and business awareness that follows run so parallel to college sports' professional counterpart that those who view all that pertains to higher education from the viewpoint of the academy are made uncomfortable by the proximity.

The question of whether there should be a connection between higher education-sponsored athletics and the commercial activity that has grown up around such events (regardless of confusion about the propriety of amateurism being under attack or the spreading of professionalism into the infrastructure for college sports) was answered when the first ticket was sold and the first coach was hired. All that has followed is an issue of scale and scope.

To be certain, commercial activity cannot be stripped away from intercollegiate athletics at any level. Higher education requires of college sports programs, as it does of any other component of the campus, that the activity offset at least some of its costs by generating revenue. And as public support and private appreciation for higher education have increasingly experienced a reversal to public appreciation and private support, the need to monetize the assets of an institution and to encourage corporate and private investment in the very basics of the academy, intercollegiate athletics will be pressed more aggressively to develop wider revenue streams through commercial activity. While some in America's colleges and universities have publically lamented the increased commercial nature of the entire campus, it is a fact of 21st century life that institutions of all types will succeed increasingly by their own wits and best efforts to engage the world beyond the campus.

We know from our experiences with media partners and their advertisers that it is not only the popularity of college sports that is attractive. It is also the values that intercollegiate athletics and higher education foster that appeal to marketing and advertising interests. Indeed, if there were no constraints on commercial activity – if colleges and universities were to barter their values (the avocational motivation for athletics participation and the protection of the student-athlete from commercial and professional interests) for a few dollars more – the appeal would be weakened. The attraction of intercollegiate athletics that allows the enterprise to compete favorably with professional sports for media attention and commercial support is not the athletics superiority of the collegiate product. Professional athletes are paid for a reason; they are better at what they do than amateurs because playing sports is the professional's job. The attraction is the near visceral recognition that intercollegiate athletics and higher education share common values and that the keystone to the relationship is the student-athlete who resides in both worlds. That is a value that advertisers and corporations are as interested in preserving as is higher education. Their interest is not in overwhelming the constraints; it is in understanding in clear and unambiguous terms exactly what the constraints are.

As noted earlier, commercial activity associated with intercollegiate athletics is not new, and it is not going away. More importantly, the relationship between commercial entities and college sports, when conducted within the appropriate constraints of higher education, should be encouraged and strengthened. Not only is the revenue from such activity critical to intercollegiate athletics and the colleges and universities that sponsor athletics, it helps engage communities beyond the campus in ways that fulfils the broader mission of higher education. The best relationship is a reciprocal one in which the corporate world advocates for the values of intercollegiate athletics and carries the messages for higher education. We, in turn, have an obligation to work with corporations to help them understand the role of universities in the advancement of national well-being and success. We need to take the steps to educate and support corporations in this endeavor.

But if commercial activity is here to stay – and is to be encouraged – for both intercollegiate athletics and all of higher education, what then are the constraints we use to determine how far we can go without compromising our mission or the principles that underpin that mission? Where can we move comfortably among the conflicting concepts of commercialism, amateurism and professionalism? Is there a true north that can guide each of us so that the desire to compete doesn't incrementally push all of us beyond the brink?

Clearly, there is a shared responsibility for addressing these questions. There may be some regulation that be developed, especially with regard to making commercial activity compliant

with the principle of amateurism for student-athletes. And while the Association can develop recommendations for commercial activity practices that align with the values of higher education, as with most other issues that confront higher education, the answers to these questions most likely are apparent only on a campus-by-campus basis. with most other issues that confront higher education, the answers most likely are apparent only on a campus-by-campus basis. As compelling as it is to find refuge in regulation and national policy that relieves a campus from the difficult decision, it is most likely that each campus must be guided in the decisions regarding commercial activity related to intercollegiate athletics by the principles that guide commercial activity for the rest of the campus. The ways in which we encourage private and commercial funds to subsidize athletics initiatives and the conditions we are willing to accept for how those funds will be spent should be consistent with how we encourage and accept private and commercial funds for the rest of the campus. And while the opportunities for development of commercial relationships are likely greater for athletics than most other components of the campus, the principles for doing so should nonetheless be consistent with the way in which the rest of the campus would approach those opportunities if they were available.
In short, the task at hand – as media platforms broaden and as institutions reach further beyond the campus for new revenue opportunities – is to align the commercial activity associated with intercollegiate athletics with the rest of higher education and to find the appropriate and reciprocal relationship with corporate America so that both benefit in accordance with their shared values.

Task Force Charge.

Prior to its first meeting, the Task Force on Commercial Activities in Intercollegiate Sports received a document outlining the group's charge. The document presented the scope of the issues to be undertaken, including the update and clarification of rules for the uses of student-athlete likenesses, images and names and an expanded charge to address the more general issue of proper engagement in commercial activity in the presentation and broadcast of intercollegiate athletics contests. The charge document also attempted to present the differences between college and professional sports that might influence how and to what degree limits should be established that demarcate the two approaches to sports presentation.

Professional sports, the charge observed, seeks to build audiences by entertainment in sports venues and through media presentations, especially the broadcast media. The purpose is to create interest in sports properties that translates to profits for the owners. The participants in the events are remunerated professional athletes, whose primary functions are to win the contests and add celebrity to the product.

College sports, by contrast, seeks to develop positive interest and loyalty in the sponsoring universities by engaging its campus constituencies, alumni and friends through sports events and through media presentations. The purpose is to create visibility and a sense of standing for the sponsoring universities that can be translated into prestige and attractiveness to potential students. The players themselves are students, not employees, who are to receive the benefits of being enrolled in a university, including the education developmental benefits of participating in competitive sports. Most college and university athletics programs do not result in revenues that exceed expenses and require institutional subsidies to make up the difference. For those specific sports programs that have revenues above expenses, the revenues are distributed broadly to fund participation opportunities in sports with little or no revenues.

The problem with regard to commercial activity arises when the differences between college sports and professional sports are diminished, and the similarities begin to dominate. When media companies and corporate sponsors, reporters and analysts, and university athletics departments, alumni and boosters overly emphasize the similarities between college sports and professional sports, the higher education context for college sports becomes weakened, with the threat of being lost. In too many cases, focus on revenue generation through advertising and corporate sponsorship is not only changing the look and feel of college games, but also the perceived connectivity to higher education.

How can the higher education context of college sports be preserved, even as real world pressures to produce revenue and favorable visibility push the enterprise toward the professional sports approach? How, that is, can the loss of identity of college sports be halted?

Both the narrative and the earlier charge present the case that the answers are neither to divorce college sports from media and commercial interests nor to encourage the drift of college sports toward the professional sports approach. Commercial activity associated with intercollegiate athletics is here to stay and indeed can and should be embraced. The appropriate approach is to nurture a reciprocal appreciation that encourages corporate America to recognize its interest in selling products in ways that are consistent with and helps communicate the values of intercollegiate athletics and higher education.

The charge to the task force was to find the balance point between two extreme positions, between unrealistic idealism and crass commercialism. There is, and there must be, commercial activity associated with college sports. But this commercial activity must respect the context in which college sports is conducted, and it must respect, in particular, that the participants are college students, not paid professional athletes.

The task force was asked to develop the principles that clearly establish this balanced position. These principles, according to the charge, should be sufficiently detailed so that they can be easily translated into enforceable NCAA legislation and rules. They should not be so abstract that they do not relate to action. The formulation of specific NCAA legislation can be undertaken by other NCAA committees with staff assistance, once these principles are in place.
The principles must be sufficiently broad-based so that they cover all sports and all commercial activity associated with athletics. They should deal in a consistent way with national postseason championship events, including the Final Four basketball tournaments and football bowl games, with conference championship events and with all regular season games. These principles should be applicable to commercial activity connected with the venues, the broadcast media, and new media in all forms. They should pertain to all contractual arrangements between university athletics departments, athletics personnel and corporate entities that involve sponsorship and promotions, including for example shoe companies and beer distributors.

Special attention needs to be paid to the two issues that motivated the formation of the task force. There must be clear principles that can be translated into enforceable rules pertaining to the uses of student-athlete likenesses, images and names. Similarly, the principles must pertain to BCS postseason football games and indeed all bowl games.

Principles.

After three in-person meetings and numerous e-mail discussions, the task force developed a set of principles for commercial activity that involve student-athlete names or likenesses and activity that does not. The following principles include recommendations for legislative regulation in those instances involving direct student-athlete involvement or exploitation; creation of an oversight committee to inform staff decisions and appeals and to monitor trends regarding commercial activity; and a list of best practices to guide commercial activity at the national, conference and campus levels.

Commercial activities involving student-athlete names or likenesses.

NCAA legislation should be developed regarding the implementation of the following guiding principles concerning use of student-athlete names or likenesses in commercial activities.

1. A student-athlete's name or likeness may not be used in a manner to portray the student-athlete as promoting or endorsing the sale or use of a commercial product or service, or in a manner that a reasonable person would consider exploitation of the student-athlete(s).

   COMMENTS:

   Use by media that is protected by the first amendment would not constitute a violation of NCAA Bylaws as this is written. Use to broadcast and promote intercollegiate competition that is now permitted would continue. A student-athlete's specific association with the commercial product or service or that endorses, or promotes through appearance, words or actions would not be permitted. This change would permit current "indirect" uses, however, a new committee described in No. 5 below would be established to evaluate the uses involving student-athletes that are not prohibited by amateurism rules.

2. Use of a student-athlete's name or likeness (e.g. via game footage) that does not portray the student-athlete in a manner as promoting or endorsing the sale or use of a commercial product or service is permissible if the student athlete has consented to such use, such use is approved by the institution's director of athletics and there is a clear, official and visibly referenced-association between the commercial entity and the institution, conference or NCAA (e.g. "The ABC Company is an official corporate partner of X University and applauds the academic achievements of the institution's student-athletes"). If an institution or student-athlete learns of an improper use of the student-athlete's name or likeness, the member institution must issue a cease and desist notice to the entity.

   COMMENTS:

   The NCAA membership services staff remains the interpretative body for questions about NCAA Bylaw 12 related to student-athlete amateurism. The NCAA membership services staff also provides interpretative advice for permissible uses of likeness proposed by the NCAA national office for the Association's corporate and broadcasting programs, although there should be fewer interpretations after adoption of legislation consistent with these principles. The governance structure (e.g., beginning with the Legislation and Interpretations Committee) ultimately serves as a check on the consistency of interpretations of NCAA rules.

   In addition, a practical process to obtain student-athlete consent and director of athletics approval must be investigated. One approach would be to expand the language of the student-athlete statement. Director of athletics approval could be obtained in advance as well.

3. Provided the provisions in No. 2 above are met, use of a student-athlete's name or likeness is permissible if it is part of the actual coverage, in any medium, of the student-athlete's competition (e.g., TV broadcast, Internet Web cast, mobile statistics and highlights) or is a representation of that actual competition (e.g., photos, footage), provided such use does not take the form of a fabricated product (e.g., names on jerseys). If an institution or student-athlete learns of an improper use of the student-athlete's name or likeness, the member institution must issue a cease and desist notice to the individual or entity.

   COMMENTS:

   This point is added to differentiate between use of name or likeness in the context of athletics competition captured in media forms versus the insertion of a student-athlete's name or likeness on a non-media product. It also is permissible to use a student-athlete's name or likeness to promote media coverage in which the student-athlete, the student-athlete's team or the student-athlete's conference is scheduled to compete or has competed.

   The concept of "convergence", which will merge the interactivity of the computer and computer simulation with television broadcast, will need to be interpreted as it relates to the appropriate uses of student-athlete names and likenesses.

4. A student-athlete may not be paid in any form (see Bylaw 12.02.2) for use of his or her name, likeness or athletics reputation.

   "Bylaw 12.02.2—Pay. Pay is the receipt of funds, awards or benefits not permitted by the governing legislation of the Association for participation in athletics."

5. A "Commercial Activities Oversight Committee" shall be established and empowered to: (1) make binding determinations for questions regarding uses of student-athlete names and likenesses that while not prohibited under NCAA amateurism rules, should nonetheless be prohibited as exploitation, and (2) monitor and review annually the advertising/ marketing/sponsorship and other commercial trends, practices and policies in Division I and specifically those of the NCAA national office.

   COMMENTS:

   The committee would be charged to ensure that the values of higher education, the "collegiate model" and the interests of student-athletes continue to be protected in relationships with corporate entities. The committee would apply a reasonable person standard in making decisions concerning uses of student-athlete names and likenesses that

should, or should not, be considered exploitation, and therefore, prohibited or not prohibited. Annual reports from the committee that include evaluation of the Association's policies and practices shall be submitted to the NCAA Executive Committee.

6. All institutions, conferences, and the NCAA national office shall include specific contractual language in all licensing, marketing/sponsorship, advertising, broadcast, and other commercial agreements that would outline the entity's obligation to comply with NCAA Bylaws, policies, and interpretations, particularly those relating to use of a student-athlete's name or likeness. Institutions, conferences, and the NCAA national office also shall have an obligation to seek reasonable solutions with the contractual entity in cases where NCAA Bylaws regarding use of student-athletes' names and likenesses are not met.

   COMMENTS:

   For example, if a TV network partner does not comply with a requirement of a contract, the institution/conference/NCAA national office might ask them to remove an objectionable ad from future use or produce a replacement ad that sends a "higher education appropriate" message, or even pay a penalty in extreme cases.

7. Each institution, conference, and the NCAA national office shall maintain written policies for its licensing, marketing/sponsorship, advertising, broadcast and other commercial agreements (participants in football bowl games also will be asked to follow this process). These policies will be made available upon request from the Commercial Activities Oversight Committee in that committee's role to evaluate trends and ensure consistency with NCAA Bylaws, policies, interpretations, and best practices.

Commercial activities not involving student-athlete names or likenesses.

Recommended NCAA Best Practice.

Many commercial activities of institutions, conferences, and the NCAA national office do not involve the use of student-athlete names or likenesses, but must still embrace the essential principles upon which intercollegiate athletics is founded.

Corporate and broadcast relationships offer revenue streams that are demonstrably important to sustain overall intercollegiate athletics programs. As a result, the following are recommended standards to consider in such relationships that would encourage uniform practices that would help support the "collegiate model" of intercollegiate athletics and help maintain the line of demarcation between college and professional athletics:

1. The content of commercial advertising and marketing that officially aligns with the institution, conference or NCAA national office and their respective missions should expand the public's understanding of and confidence in higher education and the values of intercollegiate athletics.

2. The quantity of commercial advertising and marketing associated with intercollegiate teams and venues is governed by the respective sponsoring institution, conference or in the case of championships competition, NCAA policies. Such advertising and marketing should be consistent with the mission and values of higher education.

3. Institutions and its athletics personnel, conferences and the NCAA national office should establish written policies and standards regarding the use of intellectual property (e.g. marks and logos) in relation to commercial entities and activities.

4. Institutional presidents, conference boards of presidents and NCAA presidential groups should maintain written policies and standards for advertising and marketing associated with intercollegiate athletics, its participants and personnel.

Respectfully submitted to the Division I Board of Directors.

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Gender Equity in College Coaching and Administration: Perceived Barriers

NCAA Leadership Council

NCAA Research

Overall Goals

1. Determine what factors continue to influence women's careers.

2. Determine what motivates women to seek careers in intercollegiate athletics.

3. Determine the potential obstacles institutions may face in recruiting and retaining women in coaching and administration.

*Apply the results to other issues in athletics.

Methodology

- Coaches and Administrators
  - Generated lists from our Membership Database
  - Emailed the survey to the Senior Woman Administrators (SWA) at all three divisions who forwarded the information to all female administrators and female coaches in their athletics departments
- Officials
  - Emailed the survey to conference commissioners, conference SWAs, and institutional SWAs at each NCAA conference at all three divisions who forwarded the information to female intercollegiate athletics officials
- Student-Athletes
  - Emailed using the Student Athlete Advisory Committee (SAAC) listserv who forwarded the information to female student-athletes at their campuses.
  - SWAs were also notified in order to raise awareness and as an avenue for female SAAC representatives to gain access to email lists.

Survey Response: By Division

2007-08 Survey			
	Division I	**Division II**	**Division III**
Coaches (n=1,475)	50%	20%	30%
Administrators (n=1,107)	61%	17%	22%
Student-Athletes (n=8,900)	43%	14%	42%
Officials (n=1,127)	57%	59%	65%

*Percents represent 2007-08 survey respondents by division.

2007-08 Coaches Findings

- 96% of respondents indicate they would still be an intercollegiate coach if they were to start over again and 94% agree they encourage current student-athletes to consider intercollegiate athletics as a career.
- 97% of respondents indicate the university's support of women's athletics programs as an important factor in their decision to accept a position in athletics, followed by the challenge of assignment (97%) and academic reputation (96%).
- 67% of respondents attribute their interest in their first position in athletics to their involvement as a female student-athlete. (Encouragement by a coach (41.5%) followed as the second most item endorsed.)
- While 91% indicate satisfaction with their current overall employment, 38% are dissatisfied with the equality of the sexes within athletics departments. Other items of dissatisfaction include dissatisfaction with salary (33%) and level of stress involved with the job (26%).
- 97% of respondents feel qualified women do not apply for intercollegiate coaching positions and only 39% feel the most qualified applicants are hired regardless of gender.
- Family was the most cited reason female coaches feel women DO NOT ENTER and LEAVE careers in athletics, followed by time requirements and salary.

2007-08 Administrators Findings

- 91% of respondents indicate they would still be an intercollegiate athletics administrator if they were to start over again and 95% agree they encourage current student-athletes to consider intercollegiate athletics as a career.
- 98% of respondents indicate the challenge of assignment as an important factor in their decision to accept a position in athletics, followed by location (96%) and university's support of women's athletics programs (96%).
- 42% of respondents attribute their interest in their first position in athletics to their involvement as a female student-athlete. (Actively sought a position in intercollegiate athletics (35%) followed as the second most item endorsed.)
- While 88% indicate satisfaction with their current overall employment, 40% are dissatisfied with the level of stress involved with the job. Other items of dissatisfaction include gender equality within athletics departments (37%) and equality of race/ethnicity in athletics departments (33%).
- 95% of respondents feel qualified women do not apply for intercollegiate athletics administrator positions and only 40% feel the most qualified applicants are hired regardless of gender.
- Time requirements was the most cited reason female athletics administrators feel women DO NOT ENTER careers in athletics, followed by family and job availability.
- Family was the most cited reason female athletics administrators feel women LEAVE careers in athletics, followed by time requirements and salary.

2007-08 Officials Findings

- 98% of respondents indicate they would still be an intercollegiate athletics official if they were to start over again.
- 37% of respondents attribute their interest in their first position in athletics to their involvement as a female student-athlete. (The need for supplemental income (21%) followed as the second most item endorsed.)
- While 88% indicate satisfaction with their current overall employment, 45% are dissatisfied gender equality within athletics departments. Other items of dissatisfaction include opportunity for career advancement (35%) and equality of race/ethnicity in athletics departments (30%).
- 52% of the respondents feel the most qualified officiating applicants are hired regardless of gender.
- Time requirements was the most cited reason female athletics officials feel women DO NOT ENTER careers in athletics, followed by family commitments and job availability.
- Family commitments was the most cited reason female athletics administrators feel women LEAVE careers in athletics, followed by time requirements and gender discrimination.

2007-08 Student-Athlete Findings

- 97% of female student-athletes indicate they would compete in intercollegiate athletics again if they could start over.

- 38% of female student-athletes indicate their career aspirations are to work with athletics, however, only 10% report wanting to work in college athletics.

- Female student-athlete respondents who report higher levels of agreement with the statement “I would still compete if I had it to do over” were significantly more likely than female student-athletes with lower levels of agreement with the statement to report their career will likely involve athletics or exercise science.

- Female student-athletes that report their career will likely involve athletics or exercise science were more likely to report their roster spot as first team than were female student-athlete respondents who report their career will unlikely involve athletics or exercise science.

2007-08 Student-Athlete Findings

- Female student-athletes who report their career will likely involve athletics or exercise science were more likely to report having a scholarship than were female student-athlete respondents who report their career will unlikely involve athletics or exercise science.

- In their first year after leaving college, 38% of female student-athlete respondents plan to attend graduate school.

- Lack of interest beyond playing was the most cited reason why female student-athlete respondents feel women DO NOT ENTER careers in athletics, followed by burn out and salary.

- Time requirements was cited as the most common reason why female student-athlete respondents feel women LEAVE careers in athletics, followed by salary and gender discrimination.

Suggestions for Improvement

- Market coaching, athletics administration and officiating to young women as viable professions.
- Make practical experience available in the fields of coaching, athletics administration and officiating.
- Increase in-service training opportunities for women in the fields of coaching and officiating.
- Create additional networking and communication opportunities to interact with coaches, administrators and officials on a national intercollegiate basis.
- Develop mentoring programs to increase the accessibility to role models within college athletics.
- Encourage institutional exploration of hiring practices and procedures.

Practical Application:
Division I Membership Demographics

NCAA Research

Division I Athletics Administrative Staff

Female Representation

- 27 – Directors of Athletics
- 376 – Associate Directors of Athletics
- 284 – Assistant Directors of Athletics
- 329 – Senior Woman Administrators
- 87 – Faculty Athletics Representatives

* Total potential female representation in Division I athletics administrative staff is 42.8% or 8,613 positions.

* Total potential female committee candidates in Division I athletics administration is 774 (SWA is excluded because it is a designation, not a position)

*Numbers reflect the data reported in the 2007-2008 Ethnicity and Gender Demographics of NCAA Member Institutions' Athletics Personnel Report.

Division I Athletics Administrative Staff

Racial/Ethnic Minority Representation

- 52 – Directors of Athletics (44 Men, 8 Women)
- 154 – Associate Directors of Athletics (96 Men, 58 Women)
- 156 – Assistant Directors of Athletics (100 Men, 56 Women)
- 67 – Senior Woman Administrators (1 Man, 66 Women)
- 49 – Faculty Athletics Representatives (38 Men, 11 Women)

* Total potential racial/ethnic minority representation in Division I athletics administrative staff is 16.3% or 3,280 positions.

* Total potential racial/ethnic minority committee candidates in Division I athletics administration is 411 (SWA is excluded because it is a designation, not a position)

*Numbers reflect the data reported in the 2007-2008 Ethnicity and Gender Demographics of NCAA Member Institutions' Athletics Personnel Report.

Division I Head Coaches

Racial/Ethnic Minority Representation for Men's Teams

- 25 - Baseball
- 98 - Basketball
- 56 - Cross Country
- 3 - Fencing
- 35 - Football
- 22 - Golf
- 3 - Ice Hockey
- 1 - Lacrosse
- 1 - Rowing
- 0 - Skiing
- 28 - Soccer
- 7 - Swimming
- 36 - Tennis
- 61 - Track, Indoor
- 69 - Track, Outdoor
- 3 - Volleyball
- 4 - Water Polo
- 6 - Wrestling

*Head Coaches for Division I Men's Teams are comprised of 2.6% (79) women and 15.6% (461) racial/ethnic minorities.

*Numbers reflect the data reported in the 2007-2008 Ethnicity and Gender Demographics of NCAA Member Institutions' Athletics Personnel Report.

Division I Head Coaches

Racial/Ethnic Minority Representation for Women's Teams

- 68 - Basketball
- 18 - Bowling
- 71 - Cross Country
- 4 - Fencing
- 8 - Field Hockey
- 21 - Golf
- 5 - Gymnastics
- 4 - Ice Hockey
- 4 - Lacrosse
- 0 - Rifle
- 5 - Rowing
- 0 - Skiing
- 50 - Soccer
- 32 - Softball
- 11 - Swimming
- 54 - Tennis
- 83 - Track, Indoor
- 89 - Track, Outdoor
- 63 - Volleyball
- 4 - Water Polo

*Head Coaches for Division I Women's Teams are comprised of 40.7% (1,411) women and 17.3% (598) racial/ethnic minorities.

*Numbers reflect the data reported in the 2007-2008 Ethnicity and Gender Demographics of NCAA Member Institutions' Athletics Personnel Report.

Division I
General Committee Demographics

NCAA Research

Division I General Committees

Committee	Actual Members	Males	Percent Male	Females	Percent Female	Minorities	Percent Minorities
Division I Board of Directors	18	15	83%	3	17%	1	6%
Division I Board of Directors: DI Presidential Advisory	20	18	90%	2	10%	1	5%
Division I Leadership Council	31	24	77%	7	23%	5	16%
Division I Legislative Council	30	11	37%	19	63%	7	23%
Division I Academic Cabinet	22	8	36%	14	64%	3	14%
Division I Administration Cabinet	22	8	36%	14	64%	5	23%
Division I Amateurism Cabinet	22	13	59%	9	41%	7	32%
Division I Awards, Benefits, Expenses and Financial Aid Cabinet	22	11	50%	11	50%	5	23%
Division I Championships/Sports Management Cabinet	32	18	56%	14	44%	8	25%
Division I Recruiting Cabinet	22	13	59%	9	41%	4	18%
Division I Committee on Academic Performance	15	12	80%	3	20%	3	20%
Division I Amateurism Fact-Finding	13	5	38%	8	62%	2	15%
Division I Committee on Athletics Certification	18	7	39%	11	61%	4	22%
Division I Committee on Infractions	7	5	71%	2	29%	1	14%
Division I Infractions Appeals	3	1	33%	2	67%	0	0%
Division I Initial-Eligibility Waivers	20	7	35%	13	65%	4	20%
Division I Legislative Review and Interpretations	8	6	75%	2	25%	1	13%
Division I Progress Toward Degree Waivers	7	4	57%	3	43%	0	0%
Division I Student-Athlete Advisory	30	13	43%	18	60%	3	10%
Division I Student-Athlete Reinstatement	5	3	60%	2	40%	1	20%

Summary: 2/20 committees have zero minority representation

Division I Sports Committees

Committee	Actual Members	Males	Percent Male	Females	Percent Female	Minorities	Percent Minorities
Division I Baseball	10	10	100%	0	0%	0	0%
Division I Men's Basketball	10	9	90%	1	10%	3	30%
Division I Men's Basketball Issues	15	14	93%	1	7%	2	13%
Division I Women's Basketball	11	4	36%	7	64%	1	9%
Division I Women's Basketball Issues	19	1	5%	18	95%	4	21%
Division I Field Hockey	6	0	0%	6	100%	1	17%
Division I Football Championship	9	9	100%	0	0%	2	22%
Division I Men's Golf	6	6	100%	0	0%	0	0%
Division I Women's Golf	6	1	17%	5	83%	0	0%
Division I Men's Ice Hockey	6	6	100%	0	0%	1	17%
Division I Men's Lacrosse	5	5	100%	0	0%	0	0%
Division I Women's Lacrosse	6	1	17%	5	83%	1	17%
Division I Women's Rowing	7	6	86%	1	14%	0	0%
Division I Men's Soccer	11	9	82%	2	18%	1	9%
Division I Women's Soccer	10	5	50%	5	50%	0	0%
Division I Women's Softball	9	3	33%	6	67%	1	11%
Division I Men's and Women's Swimming	11	7	64%	4	36%	1	9%
Division I Men's and Women's Tennis	12	6	50%	6	50%	2	17%
Division I Men's and Women's Track & Field	12	8	67%	4	33%	3	25%
Division I Women's Volleyball	10	0	0%	10	100%	1	10%
Division I Wrestling	7	7	100%	0	0%	1	14%

Summary: 6/21 committees have zero minority representation; 6/21 have zero female representation; 2/21 have zero male representation

Committee Summary

Division I Committees:

- 19% of Division I specific committees do not have any racial/ethnic minority representation.
- 15% of Division I specific committees do not have any female representation.

Areas of difficulty: Sports specific committees

Division I Sports Committees: Pool Issues

Committee	Actual Members - Total	Females Currently on the Committee	Head Female Coaches Available in the Membership	Minorities Currently on the Committee	Racial/Ethnic Minority Head Coaches Available in the membership
Division I Baseball	10	0	0	0	26
Division I Men's Basketball	10	1	0	3	98
Division I Men's Basketball Issues	15	1	0	2	98
Division I Women's Basketball	11	7	212	1	68
Division I Women's Basketball Issues	19	18	212	4	68
Division I Field Hockey	6	6	70	1	8
Division I Football Championship	9	0	0	2	35
Division I Men's Golf	6	0	4	0	22
Division I Women's Golf	6	5	132	0	21
Division I Men's Ice Hockey	6	0	0	1	2
Division I Men's Lacrosse	5	0	0	0	1
Division I Women's Lacrosse	6	5	75	1	4
Division I Women's Rowing	7	1	35	0	5
Division I Men's Soccer	11	2	0	1	28
Division I Women's Soccer	10	5	98	0	50
Division I Women's Softball	9	6	189	1	32
Division I Men's and Women's Swimming	11	4	43*	1	18*
Division I Men's and Women's Tennis	12	6	106*	2	90*
Division I Men's and Women's Track & Field	12	4	93*	3	158*
Division I Women's Volleyball	10	10	155	1	63
Division I Wrestling	7	0	0	1	6

Items to Consider

- Personal Interest in Athletics
- Personal Interest in Committee Service
- Committee Requirements/Specifications
  - Gender
  - Geographic Region
  - Position Requirement
- Association Wide Committee Participation
- National Collegiate Committees Participation
- Sport Rules Committees Participation

The segmentation of the above items contribute to difficulties in filling committee positions based on race/ethnicity and gender in certain areas due to small n's.

DIVERSITY/INCLUSION AND GENDER PROGRAMS MATRIX

PROGRAM	DATE FOUNDED	PROGRAM ADMINISTRATOR	BUDGET	ANNUAL PARTICIPANTS	SUCCESS MEASURES	PROGRAM ACCOMPLISHMENTS
NCAA Football Coaches Academies: Program Mission Statement: The NCAA Football Coaches Programs are administered by the NCAA with support from the American Football Coaches Association (AFCA), the Black Coaches Association (BCA) and the National Football League (NFL). The programs are designed to address the lack of minorities in the football coaching ranks. The mission of the NCAA Football Coaches Academy and Expert Coaches Forum is to assist minority coaches with career advancement through skills enhancement, networking and exposure opportunities, and to raise awareness regarding the substantial pool of talented minority coaches. The following are objectives for the programs: 1. To increase the understanding and application of skills necessary to secure head coaching positions. 2. To increase the understanding and awareness of competencies necessary for success in head coaching at the intercollegiate level. 3. To motivate assistant coaches and coordinators to pursue careers as head coaches. 4. To introduce minority coaches to senior-level coaches and administrators. 5. To raise public awareness of the existing talent pool of minority coaches. Program Overview: The NCAA Football Coaches Programs consist of three primary programs: Future Football Academy, Football Coaches Academy and Expert Coaches Forum. Each program is designed to address development needs of coaches with varying levels of coaching experience and expertise. Future Football Coaches Academy: The Future Football Coaches Academy is designed to help provide aspiring young coaches with the opportunity to learn the ins and outs of collegiate coaching. During the course of the three-day workshop the individuals attend a variety of sessions including: Master Coaches Lecture; Head Coaches Panel; Buzz Sessions – XO Football Talk; and Head Coaches Mentor Matchup Sessions.	2007	Diversity and Inclusion	$329,000	30-35 per academy	• Successful completion of programs by selected participants. • Increase in professional development, growth and advancement opportunities for minority coaches. • Increase in the number of ethnic minority assistant coaches, coordinators and head football coaches in all NCAA divisions.	Since Diversity and Inclusion was created as a NCAA department in 2005, eleven coaches of color have been hired in Division I. Ten out of eleven hired were alumni of NCAA Diversity and Inclusion Football programs. During the 2005-06 season, there were 26 openings in Division I. There were 2 minority hires in Division I-A and both were alumni of NCAA Diversity and Inclusion Football programs. During the 2006-07 season, there were 35 openings in Division I. There were 4 minority hires in Division I FBS. Three were alumni of NCAA Diversity and Inclusion Football programs. During the 2007-08 season, there were 18 openings in Division I FBS. During this period there were 4 minority hires in FBS and all were alumni of the Expert Coaches Forum. Additionally, there was 1 minority hire in FCS and this individual also is an alumnus of the Expert Coaches Forum. The 2008 FCS Championship coach is a 2004 alumni of the NCAA Football Coaches Academy.

Eligibility Criteria: *Individuals who have recently completed their collegiate eligibility and have a desire to enter the college football coaching profession and have a recommendation from their head coach.*						
Football Coaches Academy: *The Football Coaches Academy is a three-day workshop. The sessions focus on communications (public speaking, booster/alumni relations, interviewing skills, relationships with players and parents); fiscal responsibilities (fund-raising, budgeting); building a successful program (managing staff, relationships with presidents, administrators and community); moral and ethical considerations (sports wagering, agents, NCAA rules compliance); and academic issues (academic support, eligibility standards).*	*2003*					
Eligibility Criteria: *All NCAA coaches are eligible; however, an emphasis is placed on recruitment of current minority coaches with one to eight years of coaching experience.*						
Expert Coaches Forum: *The Expert Coaches Forum is aimed at coaches with at least eight years of experience. The forum is designed to improve and reinforce various aspects of securing, managing and excelling in head football coaching positions at the intercollegiate level.*	*2004 Revised in 2007*					
Eligibility Criteria: *All NCAA coaches are eligible; however, an emphasis is placed on recruitment of current minority coaches with at least eight years of experience who hold the title of head coach, offensive/defensive coordinator, or associate head coach.*						

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
Division II Coaching Enhancement Grant: *The Division II Coaching Enhancement Grant provides funding to Division II institutions to enhance the pool of qualified minority and female coaches in Division II sports. The program also addresses the issues of access, recruitment, selection and the long-term success of women and ethnic minority coaches in Division II. The grant is administered through conference offices and provides campuses with a percentage of funding, decreasing on an annual basis over a two-year period, to hire women and ethnic minority coaches. Ten conferences participate in this program. The grant is administered as follows:* • *The NCAA provides a total of $32,000 to no more than 18 institutions selected to receive the grant, $16,000 each academic year.* • *Selected institutions are required to commit an $8,000 minimum match for each year of the program to supplement the salary/benefits for the position.* • *Each selected institution must also commit $1,200 to provide professional development opportunities.*	*2004*	*Diversity and Inclusion (Implemented in 2004 by Division II, in 2007 Diversity and Inclusion became the program administrator.*	*$320,000 for a two year period.*	*18 institutions*	• *An increase in the number of female and minority coaches at the Division II level*	*Eighteen institutions were selected to receive grants.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NCAA Leadership Institute for Ethnic Minority Males and Females: *The Program Mission: The mission of the NCAA Leadership Institute for Ethnic Minority Males and Females (the Institute) is to enhance job-related competencies for mid-level minority male and female administrators.* *Program Overview: The Institute represents the NCAA's commitment to address the critical shortage of senior-level professionals of color in athletics administrative staff at NCAA member institutions and within conference offices. The 12-month Institute enhances job-related competencies through completion of four professional development sessions (Leadership and Administration, Human Resource Management, Finance and Fundraising, and Booster, Public and Media Relations), practical work experiences and a weeklong intensive workshop. Enrollment is limited to 25 participants.* *Eligibility Criteria: The Leadership Institute seeks applicants who have at least three years of full-time athletics administrative experience and express a demonstrated commitment to develop professionally as administrators within the field of sports. Interested applicants must complete the online application form and submit additional required material to include a letter of recommendation, resume and personal statement. Upon selection, institutions and conference offices must provide travel and lodging costs, and mentor the participant as they complete practical assignments that enhance their understanding and application of the content areas.*	*2001*	*Diversity and Inclusion*	*$250,000*	*25 per Institute*	• *The number of participants that complete the 12-month Institute.* • *The number of participants that obtain associate and or senior-level administrative positions at the completion of the Institute.* • *The participants acquiring skills that improve their marketability in pursuing administrative advancement.*	*Program participation and interest continue to increase as demonstrated in overall increase in the number of applications received. Present and past program participants continue to advance both within their current positions and obtain promotions.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NCAA Fellows Leadership Development Program: *Program Goal: The goal of the NCAA Fellows Leadership Development Program (Fellows Program) is to enhance the employment and leadership opportunities for women and people of color at the senior management level of intercollegiate athletics.* *Program Overview: The Fellows Program provides academic and practical work experiences that enable individuals the opportunity to develop their talents and abilities and to mesh these skills with their aspirations. The 18-month program fosters leadership within intercollegiate athletics through participation in the NCAA convention, workshops, seminars and other Association-related meetings. Special emphasis in areas of marketing, public relations, budgeting, booster relations, leadership training, compliance, fundraising, diversity training and management training is provided. In addition, each NCAA Fellow completes an implementation project under the guidance of the athletics director or conference commissioner and other appropriate staff of which they are currently employed. Each NCAA Fellow is assigned an executive mentor from the membership to assist with career advisement. Expenses for Fellow's travel, seminar and workshop fees, and other related expenses are primarily provided by the NCAA.* *Eligibility Criteria: Any racial/ethnic minority or female staff member at the athletics administrator level (associate level or above, desired) at an NCAA member institution, conference office or affiliate may apply for an NCAA fellowship. It is preferred that candidates have a minimum of seven years of experience and are recommended by his or her athletics director or conference commissioner. NCAA Fellows are chosen from all NCAA divisions. A selection committee comprised of representatives from MOIC, CWA and national office staff select fellows through an application process.*	*1997*	*Diversity and Inclusion*	*$225,000 over 18 months*	*From 1997 - 2005, there was an average of 6-8. This increased to 12 in 2006.*	• *The number of participants that complete the 18-month Fellows Program.* • *The number of participants that advance to senior-level positions in intercollegiate athletics after completion of the program.*	*Since the inception of the NCAA Fellows Leadership Development Program, 46 individuals have been selected as NCAA Fellows. Ninety-eight percent have completed the Fellows Program (one individual from the 2008 class accepted a position outside athletics after beginning the program and was replaced by the selection committee's first alternate).* *Additionally, 52 percent (24 of 46) of the fellows have received job promotions or new positions simultaneous or subsequent to participation in the program.* *Currently, 87 percent of former NCAA Fellows hold senior-level positions, including four directors of athletics, one interim director of athletics and one associate commissioner.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
Division II Strategic Alliance Matching Grant Enhancement Program: *Program Mission: Division II is committed to promoting and supporting diversity and inclusion within Division II athletics departments and conference offices through the Division II Strategic Alliance Matching Grant Enhancement Program. This grant is designed to create full-time administrative positions for women and people of color in athletics administration.* *Program Overview: The matching grant provides funding to enhance diversity and inclusion through full-time professional administrative positions. Selected institutions and conference offices receive matching grant funding for three years with diminishing contributions by the NCAA. The NCAA funds 75 percent of the proposed costs during the first year, 50 percent the second year and 25 percent the third year. Second and third-year funding is contingent upon the submittal of a status report. Matching grant recipients are required to maintain the position for a minimum of two years after matching grant funds are exhausted. A selection committee comprised primarily of representatives from the Division II membership select matching grant recipients through a proposal review process.* *Eligibility Criteria: Any active Division II institution or voting conference is eligible to submit a proposal for a matching grant*	*2000*	*Diversity and Inclusion*	*$700,000*	*Varies*	• *The number of grant recipients that maintain the position beyond the required five year period.* • *The number of women and people of color that remain employed at Division II athletics programs.* • *The number of minorities or women that remain employed in intercollegiate athletics.*	*Currently, five institutions and one conference office are completing their fifth year of program compliance; five institutions and one conference are completing their fourth year; five institutions and two conferences are completing their third year; four institutions are completing their second year; and six institutions and two conferences are completing their first year. Seven institutions and one conference were selected to participate in class seven which began in the fall of 2008.* *Since the program's inception, 212 matching grant applications have been received and 25 percent were funded. Of the 53 positions created, 52 individuals have been provided the opportunity to work in athletics administration. Those individuals include nine percent minority males, 33 percent minority females and 58 percent white females.* *A tracking system has been developed to collect career information on participants in the matching grant program on an annual basis.*

Program	Date Founded	Program Administrator	Budget	Annual Participants	Success Measures	Program Accomplishments
Division III Strategic Alliance Matching Grant Program: *Program Mission Statement: Division III celebrates its commitment and stand for inclusion as demonstrated through its continued support of the Division III Strategic Alliance Matching Grant for its member institutions and conference offices. This grant provides monetary assistance to create full-time professional administrative opportunities for women and people of color within their athletics and administrative coaching staffs.* *Program Overview: The matching grant provides funding for new administrative positions for three years. Positions that include coaching responsibilities must include significant administrative responsibilities. The NCAA funds 75 percent of the position during the first year, 50 percent the second year and 25 percent the third year. Funding in years two and three is contingent upon the submittal of a status report. After NCAA funding has ended, the matching grant recipient should, preferably, incorporate the position into the ongoing operation of the institution or conference office. A selection committee comprised primarily of representatives from the Division III membership chooses matching grant recipients through a proposal review process.* *Eligibility Criteria: Any active Division III institution or voting conference is eligible to submit a proposal for a matching grant.*	*2001*	*Diversity and Inclusion*	*$670,000*	*Varies*	• *The number of matching grant recipients that maintain the position or program beyond the three-year period.* • *The number of minorities or women that remain employed at Division III athletics programs.* • *The number of minorities or women that remain employed in intercollegiate athletics.*	*Since the program's inception, 140 matching grant applications have been received and 40 percent of these applications were funded. Currently, eight institutions are in third-year status; eight institutions and one conference office are in second-year status; and seven institutions are in first-year status. Nine institutions and one conference were selected to receive funding during the 2008-09 fiscal year.* *Fifty-six positions have been created. Fifty-five individuals have been provided the opportunity to work in athletics administration. Those individuals include 14.5 percent minority males, 12.7 percent minority females and 72.7 percent white females.* *A tracking system has been developed to collect career information on participants in the matching grant program on an annual basis.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NCAA Internship Program: *The NCAA offers one-year internships at its national office in Indianapolis, Indiana, providing on-the-job learning experiences for college graduates from a four-year NCAA member institution who express an interest in pursuing a career in the administration of intercollegiate athletics. These are paid, 12-month positions.* *Intern positions are available in administrative services; branding and communications: brand strategies and events, public and media relations, publishing/new media; championships; corporate and broadcast alliances; Division I men's and women's basketball; diversity and inclusion; educational affairs; enforcement services; governance; academic and membership affairs, and the NCAA Eligibility Center.*	*1988*	*Diversity and Inclusion*	*$677,400*	*Maximum of 19*	• *The number of interns that secure full-time positions in intercollegiate athletics and advance through the ranks.*	*Since the program began in 1988, more than 205 individuals have been chosen to fill the one-year assignments that begin in June.* *Approximately 90% of the participants obtain employment within sports-related organizations and intercollegiate athletics.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
Division III Ethnic Minority and Women Internship Grant: *Program Mission Statement: The Division III Ethnic Minority and Women's Internship Grant Program is an important initiative that supports the stated mission of Division III institutions and conferences embracing diversity and inclusion. The internship is a two-year grant designed to provide an administrative and/or coaching opportunity to a developing administrator.* *Program Overview: The NCAA awards $23,100 for Division III institutions or conference offices to hire a 20-month intern. Interns may be assigned to administrative and/or coaching areas. Grants are awarded for a two-year period ($46,200 total). Funding covers the intern's salary ($20,100), and travel to professional development activities ($3,000). The institution or conference office is responsible for providing an additional in-kind contribution of at least $3,700 per year. A selection committee comprised primarily of Division III members selects grant recipients through a proposal review process. Internship program recipients are responsible for selecting and hiring their own interns.* *Eligibility Criteria: Any active Division III member institution or voting conference is eligible to submit a proposal.*	*2001*	*Diversity and Inclusion*	*$820,000*	*Maximum of 19*	• *The number of interns who complete or exit the internship program in good-standing to accept full-time employment in intercollegiate athletics.* • *The number of intern positions maintained at DIII institutions.* • *The number of interns that accept positions in athletics administration upon completion of the internship program at Division III institutions or conference offices.*	*Since the program's inception, 373 internship grant applications have been received and 28 percent of applications were funded. Ninety-six individuals have been provided the opportunity to work in athletics administration. Those individuals include 13.5 percent minority males, 20.8 percent minority females and 65.6 percent white females.*

Program	Date Founded	Program Administrator	Budget	Annual Participants	Success Measures	Program Accomplishments
Ethnic Minority and Women's Enhancement Postgraduate Scholarships for Careers in Athletics: *The Program Mission Statement: The mission of the Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics (NCAA Enhancement Scholarship) is to increase the pool of minority and women candidates obtaining sports-related graduate degrees.* *Program Overview: The NCAA awards 26 NCAA Enhancement Scholarships annually (13 to minorities and 13 to women). The NCAA Enhancement Scholarship is $6,000. Representatives of the MOIC and the CWA select scholarship recipients through an application review process.* *Eligibility Criteria: Minority and women graduates at all NCAA member institutions entering into the first year of initial postgraduate studies are eligible to apply. All interested applicants must be pursuing a degree in a sports-related program that will assist the applicant in obtaining a career in intercollegiate athletics (athletics administrator, coach, athletic trainer or other career that provides a direct service to intercollegiate athletics). The NCAA Enhancement Scholarships are not renewable and the recipient must be a full-time student at all times while receiving the scholarship. An application must be completed and include all of the requested information to be considered. Applicants must be a U.S. citizen to apply.*	*1988*	*Diversity and Inclusion*	*$157,000*	*26 scholarship recipients (13 ethnic minorities and 13 women)*	• *The number of NCAA Enhancement Scholarship recipients that obtain a graduate degree in a sports-related major.* • *The number of NCAA Enhancement Scholarship recipients that are employed in intercollegiate athletics at the completion of their graduate program.*	• *Since its inception, 507 enhancement scholarships have been awarded. Prior to June 2002, participant accomplishments were not collected. Since that time, tracking participants has occurred as follows:* • *Established a database for all former NCAA Enhancement Scholarship recipients.* • *Tracked current addresses for all former NCAA Enhancement Scholarship recipients.* • *Forwarded a survey to determine degree completion, program major, and employment history.* • *Created a monitoring system to collect this information on an annual basis from future postgraduate scholarship recipients.*

Program	Date Founded	Program Administrator	Budget	Annual Participants	Success Measures	Program Accomplishments
NCAA Women's Coaches Academy: *Program Mission Statement: The NCAA Women Coaches Academy (WCA) provides skills training for coaches at all levels to assist them in being more efficient, productive, resourceful and successful. The academy is designed for women coaches who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success. The participants learn skills that are not sport specific, yet ones that are relevant and necessary for coaching responsibilities, beyond the X's and O's.* *Program Overview: The WCA is designed to give coaches the opportunity to understand their expanding role as a coach, along with perspectives and skills to help them make the most of their situation. In the company and understanding of other coaches, they will have the opportunity to talk and listen with others to gain support and learn new tools and strategies. The first component is the Core Curriculum offered in a five day format. The WCA program is structured into four educational tracks. Listed below is how the Core Curriculum subjects fit within the tracks.* *1. Philosophy and Fundamentals.* • *Title IX and Gender Equity.* • *History and Culture of Women's Sports.* • *Philosophies of Coaching.* • *Fundamentals of Coaching.* • *Learning Styles and Teaching Methods.* *2. Management Skills.* • *Change Management.* • *Ethics and Decision-Making.* • *Principles of Marketing.* • *Management Methods.* • *Legal Issues of Coaching.* *3. Communication Strategies.*	*2002*	*WinStar Foundation*	*$280,000*	*Approx. 40 participants per class - 4 per year*	• *Retention of women coaches in the industry and advancement through the coaching ranks.* • *Graduates' advancement and changes in jobs are tracked by the Foundation and published with other news in an online periodical.* • *Testimonials and evaluations show career and life-impacting training.*	*To date there have been 16 highly successful sessions of the five-day academies, which are open to any coach from any sport and any division.* *483 coaches from all three divisions have participated:* • *61% head coaches* • *28% minority participants* • *16 different women's sports represented* • *Retention of women in the coaching profession post-academy is 88%.* *At the last online academy registration opening, over 300 coaches attempted to register in the first hour.*

• *Communication Skills.* • *Diversity.* • *Public Speaking.* *4. Career Development.* • *Interviewing,* • *Networking.* *Attendees must pay their own transportation costs and are placed in double rooms, however tuition is free. Graduates continue their network via periodic e-newsletters, continuing education conference calls, alumni receptions and the opportunity to participate in Dimension 2.* *Note: Dimension 2 Coaches Academy is the advanced WCA offered to WCA grads bi-annually. In these years, WCA participants = 90 and Dimension 2 participants = 25.*						

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
Achieving Coaching Excellence (ACE) Program for Minority Basketball Coaches: *The ACE Program is a collaborative effort of the NCAA and the Black Coaches Association (BCA) to further the mission and vision of advancement for minority men and women in athletics. The ACE program is designed to assist an already talented group to become the next generation of collegiate head basketball coaches.* *Activities for the four-day, intensive program are divided into "on-court" and "off-court" instructions. Completion of the ACE program will advance coaching skills and marketability of "up and coming" ethnic minorities. It will also assist with developing the total coach in the areas of communications, budget planning, X's and O's and program development.*	*2003- Women's program* *2007 – Men's program*	*Black Coaches Association*	*$10,000 matching grant for each program.*	*60 females* *10 males*	*Increased number of ethnic minority head basketball coaches in all NCAA divisions.*	*There have been a total of 70 participants, 60 of which were women. 18 of the 60 female participants have been hired as head coaches and 2 of 10 male participants have been hired as head coaches.*

Program	Date Founded	Program Administrator	Budget	Annual Participants	Success Measures	Program Accomplishments
Matching Grants for Advancement of Minority Women Coaches Program: (Women's Summit/Coaches Professional Development) *Program Mission Statement: The mission of the Matching Grants for Minority Women Coaches is to provide grant funds to coaching and other associations or organizations to assist in their programming efforts to increase the available development opportunities for minority women coaches and officials in intercollegiate athletics.* *Program Overview: The matching grants support opportunities for coaches and other associations/organizations in their efforts to: promote coaching and officiating as a profession to minority women; identify, recruit and maintain women in the coaching and officiating professions; develop professional development strategies for minority women coaches and officials at all levels; enhance partnerships, and to strategically promote opportunities for minority women coaches and officials.* *Eligibility Criteria: Any coaches association and other organizations focusing on the development of minority women, as well as minority and women coaches and officials at all levels are eligible to apply for grant funds. Matching grants must address at least one of the program goals, and include additional funding sources.* *Program Mission: The mission of the NCAA Summit on Athletics Opportunities for Minority Women (the NCAA Summit) is to address issues related to the low representation of women minority coaches and lack of available professional development opportunities.* *Program Overview: The NCAA Summit invites representatives from sports organizations and coaching associations to collaborate on advancement opportunities for minority women at the grass roots, high schools, and college levels. The selected participants use their annual meetings to reflect and evaluate on available opportunities and how to increase the availability and accessibility of these opportunities.* *This program has combined with the Matching Grant for Minority Women*	*2002*	*Diversity and Inclusion*	*$300,000*	*Varies per request*	• *An increase in the professional development opportunities for minority women coaches.* • *An increase in the number of organizations that provide professional development opportunities for minority and non-minority women coaches.*	• *Six matching grants were awarded in 2002 with programs during the 2002-03 fiscal year.* • *Seven matching grants were awarded to the following organizations for the 2003-04 and 04-05 fiscal years: American Volleyball Coaches Association, Black Coaches Association, Black Women in Sport Foundation, National Federation of State High School Associations (NFSH), Sports Explorer, United States Olympic Committee, and the Women's Basketball Coaches Association.* • *These same grants were awarded in the 2005-06 fiscal year with some adjustment in funding amounts.* • *Six matching grants were awarded to the following organizations for the 2006-07 fiscal year: American Volleyball Coaches Association, Black Coaches and Administrators, Black Women in Sport Foundation, National Soccer Coaches Association of America, United States Olympic Committee, and the Women's Basketball Coaches Association.* • *Eight matching grants were awarded to the following*

Coaches. The NCAA gives the funding for this program directly to organizations that are recipients of the matching grant.						*organizations for the 2007-08 fiscal year: American Volleyball Coaches Association, Black Women in Sport Foundation, Black Coaches and Administrators, Mid-American Conference, USA Track and Field, U.S. Fencing Coaches Association, United States Olympic Committee, and the Women's Basketball Coaches Association.* • *Eleven matching grants were awarded to the following organizations for the 2008-09 fiscal year including two new grant recipients. American Volleyball Coaches Association, Black Women in Sports Foundation, Black Coaches and Administrators, Intercollegiate Women's Lacrosse Association (new grant recipient,. Mid-American Conference, National Intercollegiate Soccer Officials Association, USA Track and Field, United States Fencing Coaches Association, United States Olympic Committee, Virginia Commonwealth University (new grant recipient), Women's Basketball Coaches Association.*

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NCAA Postgraduate Scholarship Program: *The NCAA awards up to 174 postgraduate scholarships annually, 87 for men and 87 for women. The scholarships are awarded to student-athletes who excel academically and athletically and who are in their final year of intercollegiate athletics competition. The one-time grants of $7,500 each are awarded for fall sports, winter sports and spring sports. Each sports season (fall, winter and spring), there are 29 scholarships available for men and 29 scholarships available for women. The scholarships are one-time, non-renewable grants.* *The NCAA Postgraduate Scholarship was created to promote and encourage postgraduate education by rewarding the Association's most accomplished student-athletes through their participation in NCAA championship and/or emerging sports. Athletics and academic achievements, as well as campus involvement, community service, volunteer activities and demonstrated leadership, are evaluated.* • *Note: This scholarship does not include racial, ethnic, or gender criteria*	*1964*	*Diversity and Inclusion*	*$1,202,000*	*174 annually (87 for men and 87 for women)*	• *Number of participants who have obtained a graduate or professional degree.*	*Since its inception, 5,000 postgraduate scholarships have been awarded. Over the years the numbers of scholarships have increased in both sum and quantity.* *Thus far the NCAA Postgraduate Scholarship program has awarded $21,669,000.00 in the past 45 years.* *From 1964-1965, 32 scholarships were given out in the amount of $1,000.00 per scholarship. For the next three years the scholarship amount continued at $1,000.00 per scholarship, however the number of scholarships increased in 1965 to 50 and then again in 1967 to 70 scholarships.* *In 1968 to 1980 the number of scholarships increased to 80 scholarships per year with two financial increases. The first increase was in 1975 which took the dollar amount to $1,500 and the second increase was in 1979 to $2,000.00. By 1980 the NCAA awarded 1,112 postgraduate scholarships.* *From 1980-1987 the NCAA awarded 90 scholarships per year in the amount of $2,000.00 per scholarship. In the 1981-82*

						academic year, the NCAA earmarked a specific number of scholarships for women. Then in 1987 another increase was implemented and this was the first year that scholarship recipients were allowed to postpone their award for up to five years. At this time, the scholarships increased to 100 per year with another financial increase to $4,000.00 per year.

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NACWAA Institutes: *NACWAA/HERS Institute for Administrative Advancement: NACWAA and HERS-Mid America founded the NACWAA/HERS Institute for Administrative Advancement – an annual residential week-long intensive management training program designed for coaches and administrators in intercollegiate athletics administration. Curriculum includes sessions related to athletics culture, professional development, leadership skill, and financial planning. The Institute receives financial support from the NCAA.* *NACWAA Leadership Enhancement Institute:* *The Leadership Enhancement Institute (NACWAA/HERS level II) provides advanced educational opportunities and professional development for NACWAA/HERS program graduates who are looking for more in-depth training in designated areas of athletics administration.* *Topics include management/leadership styles, budget/finance/fundraising strategies, career enhancement skills for the future and other contemporary issues. The format includes practical applications, case studies and interactive activities. In addition, there are opportunities for "hot topic" forums with the faculty. Sources of funding include participants' institutions/conferences, the participants themselves and outside sources. In addition, scholarships and grants may be available from the NCAA and NACWAA. Candidates should apply early. Information is available in December.*	*1995* *2007* *2002*	*NACWAA*	*$410,000*	*HERS – 80* *LEI – 24* *Exec. Inst. – 16*	• *The number of women who express interest in programs by applying annually.* • *The number of women that graduate from the institutions annually.* • *The number of graduates that advance their career through promotions.* • *The number of graduates who have acquired positions in senior level athletics administration.* • *The number of NACWAA/HERS graduates who seek to continue their professional development by attending Leadership Enhancement Institutes, Executive Institutes, NCAA Leadership Institute for Ethnic Minority Males and Females, and National Conventions.*	*The programs are evaluated by collecting and analyzing evaluations submitted by participants at each institute. These evaluations include statements of impact on the individuals. Success is tracked through various databases, emails, news outlets, and press releases. Over 900 participants have gone through the various institutes; over 20% of them minority women.* • *HERs Institutes are offered at East and West sites each year.* • *The Leadership Enhancement Institute is operated at one site annually, with the goal of expanding to east and west sites as the pool of HERS graduates grows.* • *Some scholarships are provided, but attendees generally pay their own transportation* • *Tuition rates: HERS - $2,250; LEI - $1,00; Executive Institute - $1,000* • *Within one year of completing the Leadership Enhancement Institute, one third of the inaugural class was promoted* • *Approximately 50% of NACWAA/HERS graduates has been promoted or advanced*

NACWAA Institute for Athletics Executives: *In 2002, the NCAA Committee on Women's Athletics and NACWAA began work towards the development and funding for an institute to enhance opportunities for women to move into positions as directors of athletics or conference commissioners in Division I. Today, directors of athletics from Division II and Division III are also included in the professional development experience.* *Each summer from mid to late July, the National Association of Collegiate Women Athletics Administrators (NACWAA) hosts the Institute through a funding grant provided by the NCAA. Participants include women currently serving as directors of athletics, senior associate and associate athletics directors, and associate or assistant conference commissioners who are chosen through a comprehensive selection process by invitation only. Expenses for the Institute, including air travel, lodging, meals and program materials, will be provided by NACWAA. The curriculum is designed to enhance knowledge in the areas of contract negotiations, staff development, capital campaign participation for funding and facility development, enhanced leadership skills, working with university CEO,s and a clearer understanding of the process for a director of athletics search.*						*their career.* • *Over 40% of Division I and II female Athletic Directors have attended one or more of NACWAA's leadership institutes* • *30% of all female Athletic Directors attended one or more NACWAA institutes*
Divisions II and III NACWAA Grants *These grants provide funding for Divisions II and III administrators to attend and participate in NACWAA events (.e.g. NACWAA Fall Forum, NACWAA/HERS Institute and NACWAA LEI).*			*$50,000* *$50,000*	*Varies by need*		

Program	*Date Founded*	*Program Administrator*	*Budget*	*Annual Participants*	*Success Measures*	*Program Accomplishments*
NCAA/NACWAA Women's Leadership Symposium *Designed as a low-cost educational experience for professional women new to working in intercollegiate athletics administration and coaching and students aspiring to a career in college athletics, the new NCAA/NACWAA Women's Leadership Symposiums carries an event created by the Horizon League and MAC to new regions of the country, beginning with a regional event in Boston in 2009 in conjunction with the NCAA Women's Frozen Four Ice Hockey Championship.* *The two-day program will focus on the following areas of skill development:* *1. Leadership Skills (values clarification, philosophy development, leadership and communication skills and conflict resolution)* *2. Management Strategies (finance, personnel and legal issues)* *3. Career Advancement (interviewing and networking)* *The mission of the program is to further the participants' skills, expand their professional network and promote the recruitment and retention of women in athletics administration and coaching.*	*2009*	*Gender Initiatives*	*$40,000*	*Initial registration: 139*	• *Registration interest and interest by conferences in our covered regions to initiate these events.*	*Goal is to provide training to female coaches and administrators for women not as likely to receive institutional support for professional development in an effort to recruit and retain women in the field. Attendees include administrators, coaches, graduate students and student-athletes interested in athletics careers.* *NCAA plans to provide one event annually in the northeast or west. The WAC has requested an event in the summer of 2010.* *Registration is $75 ($25 students)*
Snell/Shillingford Symposium *For the past ten years, the Snell Symposium has been offered to students from several athletic conferences including the Centennial, Mid-Atlantic, Penn State and NESCAC Conferences. The purpose of the Symposium has been to encourage interested female students to consider the profession of coaching. The process includes the attendance of two or three students from each conference institution as well as a mentor/coach from the same institution.* *The Symposium format provides education and mentorship relationships that continue beyond the event. That mentoring component is attributed as a key element in the success of the symposium attracting young women to coaching as a profession.*	*2000 [G/I began funding in 2007]*	*Snell/ Shillingford*	*$5,000*	*20-25 student-athletes*	• *Number of participants who enter the coaching field.*	*The mentoring program has been successful in sending half its participants into the coaching field at all educational levels.*

DIVERSITY/INCLUSION AND GENDER PROGRAMS REVIEW
DRAFT PROPOSAL
February 24, 2009

I. Introduction. The National Collegiate Athletic Association (NCAA) currently administers nearly 20 programs focused on the enhancement of opportunities in athletics administration for women and people who identify themselves as ethnic or racial minorities. Additionally, the Association administers two programs that promote academic achievement for students. These programs were designed and implemented to fulfill the charge in the NCAA strategic plan to enhance opportunities for women and minorities and to enhance the hiring practices for employment in the field of athletics administration.

The enactment of this assessment is rooted in the charge from the NCAA Strategic Plan to ensure the efficiency of all NCAA programming. To that end, the objectives of this assessment are:

1. To identify and celebrate successful programs.
2. To recommend improvements for less than successful programs.
3. To recommend dissolution or realignment of ineffective programs.
4. To recommend a process for ongoing assessment of programming.

II. Background. The programs that will be assessed can be grouped into three categories: 1) scholarships; 2) internships or employment programs, or 3) professional development opportunities. Each program has a unique history and set of policies and procedures. The programs to be assessed include:

1. Scholarships.

    a. NCAA Postgraduate Scholarship Program.
    b. Ethnic Minority and Women's Enhancement Postgraduate Scholarships for Careers in Athletics.

2. Internships or Employment Programs.

    a. Division II Coaching Enhancement Grant.
    b. Division II Strategic Alliance Matching Grant Enhancement Program.
    c. Division III Strategic Alliance Matching Grant Program.
    d. NCAA Internship Program.
    e. Division III Ethnic Minority and Women Internship Grant.

3. Professional Development.

   a. NCAA Football Coaches Academies: Future Football Coaches Academy.
   b. NCAA Football Coaches Academies: Football Coaches Academy.
   c. NCAA Football Coaches Academies: Expert Coaches Forum.
   d. NCAA Leadership Institute for Ethnic Minority Males and Females.
   e. NCAA Fellows Leadership Development Program.
   f. NCAA Women's Coaches Academy.
   g. Matching Grants for Advancement of Minority Women Coaches Program: (Women's Summit/Coaches Professional Development).
   h. Achieving Coaching Excellence (ACE) Program for Minority Basketball Coaches.
   i. National Association of Collegiate Women Athletics Administrators (NACWAA) Institutes: NACWAA/HERS Institute for Administrative Advancement.
   j. NACWAA Institutes: NACWAA Leadership Enhancement Institute.
   k. NACWAA Institutes: NACWAA Institute for Athletics Executives.
   l. NCAA/NACWAA Women's Leadership Symposium.
   m. Divisions II and III NACWAA Grants.
   n. Snell/Shillingford Symposium.

III. Methods.

A. Study Design.

1. Phase I. An internal process where the investigators will compile the data elements for each program from in-house sources, identify gaps in the information and recommend methods to attain the needed information. Depending on the comprehensiveness of the available information, a content analysis will be performed as well as quantitative analyses. Recommendations related to the assessment of the programs will be included.

2. Phase II. An internal and external process where data will be gathered from sources beyond the national office to complement existing data on selected programs that would allow recommendations related to the assessment to be made. Further internal data collection may be included here as well. Particular focus will be given to collecting data that link directly to the attainment of outcome measures which can then be assessed against the program's stated objectives. A content analysis will be conducted.

B. Evaluation instrument. A template form will be used to collect the information necessary to conduct Phase I of the assessment.
The form elements include:

1. Program Description. This is an overarching description of the program as it is currently administered. The program mission should be included here.
2. Program Administration. Which organizations and/or departments are responsible for the support and implementation?
3. Program Objectives. What are the explicit objectives of the program? The outcome measures will be assessed against these objectives.
4. Program Implementation Overview. How is the program implemented? This would include an overarching description of program policies and procedures.
5. Eligibility Criteria. Who (people or institutions) are eligible for the program benefits?
6. Budget. Include current and historical budget information here. Delineate proportion of funding responsibility for each entity if funding is shared.
7. Participant Information. How many people and/or entities are enrolled in the program? Include current and historical information here.
8. Outcome Measures. Include the explicit measures to assess the program as indicated within the established program policies. This section would include success targets, measurement tools and timeline as established in the program policies.

Phase II may require additional data collection tools such as surveys, interviewing and focus groups to obtain the outcome measures or other factors. These additional tools would need to be developed. The evaluation form noted above, complemented by the additional data collected during Phase II, will be used for this phase.

C. Administration.

1. Phase I: The investigators will collect the data, conduct the analysis and compile the report. The steering committee will be used to refine the recommendations. *Timeline: Six months.*

2. Phase II: The investigators will collect any additional data, conduct the analysis and compile the report. The steering committee will be used to refine the recommendations. *Timeline: Six months.*

D. Data Management.

3. Phase I. A number of historical sources will be accessed to implement Phase I. They include:

   a) Program literature.
   b) Program applications.
   c) Interim reports.
   d) Exit interviews.
   e) Budget reports.

   These sources are housed in the national office in the following departments:

   1. Diversity and Inclusion.
   2. Governance Offices.
   3. Office of Gender Initiatives.

4. Phase II. The data management for this phase cannot be determined until Phase I has been completed and information gaps identified. This phase may include the management of survey, interview and focus group data. The investigators will be responsible for the collection and management of this data.

IV. Personnel.

A. Diversity/Inclusion and Gender Programs Review Working Group. This group will be the steering committee for the study. They will provide guidance on the scope of the proposed study as well as analysis and report writing. This group also will assist the investigators in identifying data sources and in data collection.

B. Diversity/Inclusion and Gender Programs Review Working Group Subcommittee. This group will be the investigators for the study responsible for the management of all facets.

V. Analysis. The analysis will be comprised of a comprehensive program assessment. It will employ both qualitative and quantitative methods. Quantitative methods would include descriptive and trend analyses. Content analysis will be the primary qualitative method.

A. Phase I. Analyses for this phase include examination of program objectives to confirm validity and measurability. Descriptive and trend analysis will be conducted where appropriate. A content analysis to assessment the alignment of measurable outcomes with objectives where appropriate. Recommendations for further data collection will be included.

B. Phase II. A content analysis will be conducted to assess the alignment of measurable outcomes with program objectives. Descriptive and trend analysis will be conducted where appropriate.

VI. Reporting. A report will be compiled at the conclusion of each phase and at any time the steering committee requests. The Phase I report will include recommendations for further data collection, as well as recommendations related to the alignment of outcome measures with stated program goals where appropriate. The Phase II report will contain recommendations related to the alignment of outcome measures with stated program goals. An executive summary will be compiled at the conclusion of each phase.

VI. Significance. A comprehensive program assessment will allow the stated goals of the study to be met:

1. To identify and celebrate successful programs.
2. To recommend improvements for less than successful programs.
3. To recommend dissolution or realignment of ineffective programs.
4. To recommend a process for ongoing assessment of programming.

In concordance with these objectives, this assessment will provide guidance for the NCAA in relation to efficiencies in association programming that is called for in the strategic plan.

DIVERSITY/INCLUSION & GENDER PROGRAM REVIEW: PHASE I DATA COLLECTION TEMPLATE

1. Program Name

2. Program Description
   A. General Description.
   B. Program Mission.
   C. Program Scope.
   D. Target Audience.
   E. NCAA Strategic Plan Reference.
   F. Priority.

3. Program Administration
   A. Type: NCAA or Partnership.
   B. Responsible Agencies: Which organizations and/or departments are responsible for the support and implementation?

4. Program Objectives: What are the explicit objectives of the program?

5. Program Implementation Overview
   A. Program policies.
   B. Program procedures.

6. Participant Eligibility Criteria

7. Budget (Historical)
   A. Funding Source(s).
   B. Budget Information.
      1. Funding.
      2. Expenses.
      3. Cost per participant.
      4. Program management cost

8. Participant Information (Historical)
   A. Number of Applicants.
   B. Applicant Demographics.
   C. Acceptance Rate.

9. Outcome Measures
    A. Measures: Include the explicit measures to assess the program as indicated within the established program policies.
    B. Outcome Targets and Timeline.
    C. Measurement Tools.

10. Findings
    A. Statement regarding the validity and measurability of the stated program objectives.
    B. Findings based on quantitative analyses from the budget, participant information and appropriate outcome measures.
    C. Findings based on qualitative analyses from the appropriate outcome measures.

11. Recommendations
    A. If the validity and/or measurability of the stated program goals are questionable, what are the recommended actions?
    B. Further data collection needed? If so, what data are needed and how should they be obtained?
    C. Other recommendations based on findings.

NCAA Division I 2008-09 Legislative Cycle Voting Chart
April 2009 Legislative Council Meeting

The following chart lists the proposals set forth in the 2009 NCAA Official Notice in the order in which the NCAA Division I Legislative Council will vote on them at its April 20, 2009 meeting.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-12	PERSONNEL -- LIMITATIONS ON NUMBER OF OFF-CAMPUS RECRUITERS AT ANY ONE TIME -- EXCEPTION -- BASKETBALL -- JULY EVALUATION PERIODS	In basketball, to specify that during the July evaluation periods, a coach replaced for the purpose of off-campus recruiting activities is not required to return to the institution's campus before engaging in additional recruiting activities, provided no more than three coaches engage in off-campus recruiting activities each day.	• Noted a possible travel cost savings if a coach is not required to return to campus, but that additional costs may be incurred to have four coaches away from campus at all times during the evaluation periods. • Concept could be expanded beyond the summer and to other sports. • Concern expressed related to monitoring and a potential conflict with a desired increase in summer access to incoming prospective student-athletes.
2008-13-B	AMATEURISM -- EXCEPTION FOR PRIZE MONEY FOR STUDENT-ATHLETES -- OUTSIDE THE PLAYING SEASON DURING THE SUMMER VACATION PERIOD -- INDIVIDUAL SPORTS	In individual sports, to permit a student-athlete to accept prize money based on his or her place finish or performance in an open athletics event (an event that is not invitation only), provided the competition occurs outside the institution's declared playing and practice season during the institution's summer vacation period and the prize money does not exceed actual and necessary expenses and is provided only by the sponsor of the open event.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-15-B	RECRUITING -- DEFINITIONS AND APPLICATIONS -- PROSPECTIVE STUDENT-ATHLETE -- INSTITUTIONAL ORIENTATION SESSION	To specify that a recruited prospective student-athlete who has signed a National Letter of Intent (NLI) [or, for an institution that does not use the NLI in a particular sport or for a prospective student-athlete who is not eligible to sign an NLI (e.g., four-year college transfer), the institution's written offer of admission and/or financial aid] and has reported to an institutional orientation session that is open to all incoming students within 14 calendar days prior to the opening day of classes of a regular academic year term shall not be subject to the contact restrictions in Bylaw 13 and shall be considered a student-athlete for purposes of Bylaw 16 as of the opening day of the orientation session.	
2008-19 FBS/FCS	RECRUITING -- CONTACTS AND EVALUATIONS -- FOOTBALL -- ONE CONTACT WITH JUNIORS OR SENIORS -- SPRING EVALUATION PERIOD	In football, to specify that during the spring evaluation period, an institution may make one in-person, off-campus contact per prospective student-athlete (including prospective student-athletes in their junior year) at the prospective student-athlete's educational institution; further, to specify that an institution may use an additional evaluation in conjunction with the contact.	• Expressed concern regarding potential of increased costs, increased time spent in recruiting and increased recruiting pressures. ○ Pressures involved with contacts are greater than those related to evaluations. • Potential significant intrusion on prospective student-athletes during class time.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-20-A FBS/FCS	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- EVENTS ORGANIZED AND CONDUCTED BY SCHOLASTIC ATHLETICS GOVERNANCE BODIES -- OTHER EVALUATION EVENTS	In football, to specify that live athletics evaluations are permissible at events organized and conducted solely by a scholastic athletics governing body (e.g., state high school athletics association, junior college athletics association); further, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Expressed concern regarding potential involvement or attempted influence of nonscholastic entities on events for which the organization and conduct would be solely limited to scholastic athletics governing bodies. Adoption of Proposal No. 2008-20-A renders Proposal No. 2008-20-B moot.
2008-20-B FBS/FCS	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- OTHER EVALUATION EVENTS	In football, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Rendered moot by the adoption of Proposal No. 2008-20-A.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-25-D	RECRUITING -- LETTER OF INTENT PROGRAMS -- REQUIREMENTS FOR OFFERS OF ATHLETICALLY RELATED FINANCIAL AID -- COMPLETION OF AMATEURISM CERTIFICATION QUESTIONNAIRE -- DELAYED EFFECTIVE DATE	To specify that an institution shall not provide a high school, preparatory school or transfer (if applicable) prospective student-athlete a written offer of athletically related financial aid until he or she has completed the amateurism certification questionnaire administered by the NCAA Eligibility Center.	
2008-29	RECRUITING -- TRYOUTS -- EXCEPTIONS -- VOLUNTARY SUMMER CONDITIONING -- SPORTS OTHER THAN FOOTBALL AND BASKETBALL	In sports other than football and basketball, to specify that a prospective student-athlete may engage in voluntary summer workouts conducted by an institution's strength and conditioning coach with department-wide duties and may receive workout apparel (on an issuance and retrieval basis), provided he or she is enrolled in the institution's summer term prior to the student's initial full-time enrollment at the certifying institution.	• Concern expressed that different standards would exist for football, basketball and all other sports. ○ Different standards were intentional based on history of legislation for football and basketball. • Concern expressed related to need for additional staffing, pressure for summer enrollment and increased risk/liability issues. • Promotes greater equity among sports. • Provides structure for safety presence during workouts.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-32-B	ELIGIBILITY -- GENERAL ELIGIBILITY REQUIREMENTS -- FULL-TIME ENROLLMENT -- REQUIREMENT FOR COMPETITION -- NONTRADITIONAL COURSES -- UP TO 50 PERCENT OF MINIMUM REQUIREMENT	To specify that enrollment in a nontraditional course (e.g., distance-learning, correspondence, extension, Internet courses, independent study or any other course or credit that is not earned in a typical face-to-face classroom environment with regular contact hours between the instructor and the student) offered by the certifying institution may be used to satisfy up to 50 percent of the minimum full-time enrollment requirement for competition, provided the specified conditions are met.	
2008-34	ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- CORE CURRICULUM TIME LIMITATION -- STUDENTS WITH EDUCATION IMPACTING DISABILITIES	To specify that if a prospective student-athlete with a diagnosed education-impacting disability graduates from high school within the core-curriculum time limitation, he or she may use up to three core courses completed after high school graduation to satisfy the core-curriculum or minimum grade-point average requirements, or both.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues

2008-43	AWARDS, BENEFITS AND EXPENSES -- HOUSING AND MEALS -- FRUIT, NUTS AND BAGELS	To specify that an institution may provide fruit, nuts and bagels to student-athletes at any time.	• Overall potential for increased costs, but a possible practical savings or maintenance of supplement budget.
			  ○ Cost could be shifted from supplements to fruit, nuts and bagels.
			• Potential to provide better nutrition to student-athletes.
			• Is the legislation necessary?
			  ○ Is the current meals and benefits legislation sufficient to meet the nutritional needs of student-athletes?
			  ○ Encourage responsible behavior of student-athletes and full use of current legislation.
			• Potential recruiting advantage.

2008-45	PLAYING AND PRACTICE SEASONS -- GENERAL REGULATIONS -- SKILL INSTRUCTION -- SPORTS OTHER THAN FOOTBALL -- CONCURRENT SESSIONS	In sports other than football, to specify that prior to September 15 and after April 15, no more than four student-athletes from the same team may be involved in skill-related instruction with their coaches at any one time in any one facility.	• Concern expressed related to potential advantage for institutions with multiple facilities. ○ Coaches could devote more time to recruiting activities.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues

2008-46	PLAYING AND PRACTICE SEASONS -- BASEBALL -- PRESEASON PRACTICE AND FIRST CONTEST -- CHAMPIONSHIP SEGMENT	In baseball, to specify that in the championship segment, an institution shall not commence practice sessions prior to the Friday that is three weeks prior to the first permissible contest date for the championship segment and shall not play its first contest (game or scrimmage) with outside competition prior to the Friday in February that is 14 weeks before the Friday immediately preceding Memorial Day.	• Noted that the current legislation has only been in effect for one year.
			  ○ Time may not be sufficient to fully evaluate impact and potential options within the current legislation.
			  ○ Change would erode compromise reached related to geographical realities.

2008-48	PLAYING AND PRACTICE SEASONS -- BASEBALL -- MAXIMUM NUMBER OF CONTESTS -- 52	In baseball, to reduce the maximum number of contests from 56 to 52.	• Noted that the NCAA Division I Board of Directors has indicated intent to review the recently adopted baseball legislation after three years. • Sentiment expressed that the issues may not have been fully reviewed prior to the adoption of the current legislation.
2008-51	PLAYING AND PRACTICE SEASONS -- PRESEASON PRACTICE -- CROSS COUNTRY, FIELD HOCKEY, WOMEN'S RUGBY, SOCCER, WOMEN'S VOLLEYBALL AND MEN'S WATER POLO	In cross country, field hockey, women's rugby, soccer and men's water polo, to specify that an institution shall not commence practice sessions before 16 days prior to the date on which the first permissible contest or date of competition may occur; further, in women's volleyball, to specify that an institution shall not commence practice sessions before 20 days prior to the date on which the first permissible contest may occur.	• An institution that delays its first contest would be able to practice more than those that start on the first permissible date. ○ Resulting in additional expenses in such circumstances. • Some anecdotal indication that starting dates would be the same or very similar under the current legislation or the proposal.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-52 FCS only	PLAYING AND PRACTICE SEASONS -- FOOTBALL -- PRESEASON PRACTICE -- LIMIT ON NUMBER OF PARTICIPANTS -- REPLACEMENT OF STUDENT-ATHLETE DUE TO INJURY OR ILLNESS	In football, to specify that a student-athlete who sustains an injury or illness that prevents further participation in preseason practice activities may be replaced with another student-athlete without including that individual in the institution's limitation on the number of individuals who may participate in preseason practice.	• NCAA Division I Football Championship Subdivision Governance Committee expressed preliminary opposition. ○ Concern related to potential financial impact and potential abuse of the rule, in that it may result in "tryouts." .
2008-54	PLAYING AND PRACTICE SEASONS -- GOLF -- ANNUAL EXEMPTIONS -- HAWAII OR ALASKA	In golf, to specify that the dates of competition of one event (e.g., dual competition, tournament) in Hawaii or Alaska either against or under the sponsorship of an active Division I member located in Hawaii or Alaska, by a member located outside the area in question are exempted from the maximum number of dates of competition.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues

2008-55-A	PLAYING AND PRACTICE SEASONS -- WOMEN'S SOCCER -- FIRST CONTEST OR DATE OF COMPETITION -- 12-WEEK SEASON	In women's soccer, to specify that an institution shall not play its first contest or engage in its first date of competition (game) with outside competition prior to the 12th weekend prior to the start of the women's soccer championship.	• Noted that the current legislation has only been in effect since August 1, 2008.
			• Is the legislation necessary?
			  ○ Will men's soccer seek the same change next year?
			• Legislation has changed frequently in recent years.
			  ○ Changes were due to attempt to conduct the men's and women's championships on the same weekends, which did not succeed logistically.

2008-57	PLAYING AND PRACTICE SEASONS -- TRACK AND FIELD -- SAFETY EXCEPTION -- HURDLES AND STEEPLECHASE	To specify that a coach may be present during voluntary individual workouts in the institution's regular practice facility (without the workouts being considered as countable athletically related activities) when the student-athlete is engaged in jumping hurdles or the jumping element of the steeplechase.	• Does a true safety issue exist for these events? • Would other events or sports seek for similar provisions (e.g., jumping elements of other sports).

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-59	DIVISION MEMBERSHIP -- DEFINITIONS AND APPLICATIONS -- EMERGING SPORTS FOR WOMEN -- ARCHERY, BADMINTON, SYNCHRONIZED SWIMMING, TEAM HANDBALL AND SAND VOLLEYBALL	To add sand volleyball as an emerging sport for women.	• Sand volleyball has satisfied established criteria to be considered by the membership for inclusion on the list of emerging sports for women. • Addition of sand volleyball and the removal of the other sports will be addressed in separate votes. • Concern expressed related to the timing of implementation of sand volleyball and its impact on "indoor" volleyball (e.g., potential impact on the number of coaches/burden on coaches, impact on scholarships). • Concern with moving forward prior to other issues (e.g., playing and practice seasons, financial aid) being addressed or outlined.
2008-67	ADMINISTRATIVE REGULATIONS -- RECRUITING CALENDARS -- SOFTBALL -- CONTACT PERIOD AUGUST 1 THROUGH THE DAY PRIOR TO THANKSGIVING DAY	In softball, to establish a contact period from August 1 through the day prior to Thanksgiving Day.	• Noted that the current legislation has only been effective since August 1, 2007. • Would ease stress on prospective student-athletes and missed class time created by a truncated period.
2008-68-B	ADMINISTRATIVE REGULATIONS -- RECRUITING CALENDARS -- WOMEN'S LACROSSE -- FALL EVALUATIONS -- LIMITATION ON EVALUATIONS OF LACROSSE ACTIVITIES	In women's lacrosse, to specify that during the fall contact period, evaluations of prospective student-athletes participating in lacrosse activities are limited to the three weekends prior to Thanksgiving.	

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Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-75-1	2008-75-1 ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- ELIGIBILITY FOR FINANCIAL AID, PRACTICE AND COMPETITION -- QUALIFIER -- EXCEPTION -- EARLY ACADEMIC CERTIFICATION -- SUBMISSION OF TRANSCRIPT -- WAIVER	Intent: To amend Proposal No. 2008-75 to specify that the Academics Cabinet may waive, based on objective evidence that demonstrates circumstances for which a waiver is warranted, the requirement that an institution must ensure submission of the final high school transcript to the Eligibility Center for a student-athlete who is certified as a qualifier pursuant to the early academic certification exception.	
2008-75	ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- ELIGIBILITY FOR FINANCIAL AID, PRACTICE AND COMPETITION -- QUALIFIER -- EXCEPTION -- EARLY ACADEMIC CERTIFICATION -- SUBMISSION OF TRANSCRIPT	To specify that if a student-athlete is certified as a qualifier pursuant to the early academic certification exception and his or her initial full-time collegiate enrollment occurs at the certifying institution, the institution shall ensure submission his or her final high school transcript (official or unofficial) to the NCAA Eligibility Center by November 15 following the student-athlete's initial full-time enrollment; further, to specify that a violation of this provision shall be considered an institutional violation, however, the student-athlete's eligibility shall not be affected.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-77-1	2008-77-1 ELIGIBILITY -- TRANSFER REGULATIONS -- TWO-YEAR COLLEGE TRANSFERS -- SUBMISSION OF INFORMATION NECESSARY TO DETERMINE ACADEMIC INITIAL-ELIGIBILITY STATUS -- WAIVER	To amend Proposal No. 2008-77 to specify that the Academics Cabinet may waive, based on objective evidence that demonstrates circumstances for which a waiver is warranted, the requirement that an institution submit information necessary to determine the academic initial-eligibility status of a two-year or 4-2-4 transfer student.	
2008-77	ELIGIBILITY -- TRANSFER REGULATIONS -- TWO-YEAR COLLEGE TRANSFERS -- SUBMISSION OF INFORMATION NECESSARY TO DETERMINE ACADEMIC INITIAL-ELIGIBILITY STATUS	To specify that an institution shall ensure submission of all necessary information (e.g., high school transcripts, test scores) to the NCAA Eligibility Center to determine the academic initial-eligibility status of a two-year college or 4-2-4 transfer student-athlete prior to the end of the student-athlete's first regular academic term of full-time enrollment at the institution; further, to specify that a violation of this provision shall be considered an institutional violation; however, the student-athlete’s eligibility will not be affected.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-79-1	AMATEURISM -- INVOLVEMENT WITH PROFESSIONAL TEAMS -- PROFESSIONAL BASKETBALL DRAFT -- FOUR-YEAR COLLEGE STUDENT-ATHLETE -- MEN'S BASKETBALL DECLARATION TO RESUME INTERCOLLEGIATE PARTICIPATION BY THE END OF MAY 8	To amend Proposal No. 2008-79 to specify that, in men's basketball, to specify that an enrolled student-athlete may enter a professional league's draft one time during his collegiate career without jeopardizing eligibility in the sport, provided the student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation by May 8 of the year in which the draft will occur; the student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and the student-athlete is not drafted.	
2008-79	AMATEURISM -- INVOLVEMENT WITH PROFESSIONAL TEAMS -- PROFESSIONAL BASKETBALL DRAFT -- FOUR-YEAR COLLEGE STUDENT-ATHLETE -- MEN'S BASKETBALL	In men's basketball, to specify that an enrolled student-athlete may enter a professional league's draft one time during his collegiate career without jeopardizing eligibility in the sport, provided the student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation by the end of the day prior to the first day of the spring National Letter of Intent signing period for the applicable year; the student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and the student-athlete is not drafted.	

MINUTES OF THE

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

DIVISION I LEADERSHIP COUNCIL

Gaylord National Resort and Convention Center
National Harbor, Maryland

January 15, 2009

Participants:

Jeffrey Altier, Stetson University, Atlantic Sun Conference
Dan Beebe, Big Twelve Conference (Alternate)
McKinley Boston, Jr., New Mexico State University, Western Athletic Conference
Peg Bradley-Doppes, University of Denver, Sun Belt Conference
Janet Cone, University of North Carolina, Asheville, Big South Conference
Chris Dawson, Pacific 10 Conference (Alternate)
James E. Delany, Big Ten Conference
Tom Douple, Summit League
Damon Evans, University of Georgia, Southeastern Conference
Peter Fields, Montana State University-Bozeman, Big Sky Conference
Chet Gladchuk, U.S. Naval Academy, Patriot League
Alan Hauser, Appalachian State University, Southern Conference
R.C. Johnson, University of Memphis, Conference USA
Cynthia K. Jones, Southern Illinois University at Carbondale, Missouri Valley Conference
Kerry Kenny, Division I Student-Athlete Advisory Committee
Lynn King, University of the Pacific, Big West Conference
Paul Kowalczyk, Colorado State University, Mountain West Conference
Jonathan (Jon) LeCrone, Horizon League
Susan Cross Lipnickey, Miami University, Mid-American Conference
John Marinatto, Big East Conference
Charles McClelland, Texas Southern University, Southwestern Athletic Conference
Jim Miller, University of Richmond, Atlantic 10 Conference
Patrick Nero, America East Conference
Jeff Orleans, Ivy League
John Ritschdorff, Marist College, Metro Atlantic Athletic Conference
Dennis Thomas, Mid-Eastern Athletic Conference
John Watson, Pepperdine University, West Coast Conference
Brenda Weare, Northeast Conference
Charles Wellford, University of Maryland, College Park, Atlantic Coast Conference
Bobby Williams, Sam Houston State University, Southland Conference
Mark Wilson, Tennessee Technological University, Ohio Valley Conference
Tom Yeager, Colonial Athletic Association (Alternative)
S. David Berst, NCAA
Beth DeBauche, NCAA, recording secretary
Bernard Franklin, NCAA
Kevin Lennon, NCAA

[NOTE: Michael Alden, University of Missouri, Columbia, Big Twelve Conference and Lisa Love, Arizona State University, Pacific – 10 Conference were unable to participate.]

Also in attendance as invited guests were: Rich Ensor, Metro Atlantic Athletic Conference (chair of the former Management Council's Governance Subcommittee), Rob Halvaks, Big West Conference (chair of the Administration Cabinet) and Greg Sankey, Southeastern Conference (chair of the former Management Council's Membership Subcommittee).

NCAA staff members, Erik Christianson, Elsa Cole, Joni Comstock, Michelle Hosick, Matt Maher, Steve Mallonee, Delise O'Meally, and Charlotte Westerhaus were also present during portions of the meeting.

[NOTE: Please refer to the report of the January 15, 2009, Division I Leadership Council meeting for the actions taken (formal votes or "sense of the meeting"), in accordance with the NCAA policy governing the minutes of all Association entities. While certain items on the Board's agenda were acted upon at various times throughout the meeting, all final actions within a given topic are combined in the report for convenience of reference. The information contained in this document includes only those items that are not contained in the report of the Leadership Council (Attachment No. 1).]

The meeting was called to order at 1:00 p.m. on January 15, 2009, by the chair, Damon Evans. All were present as noted above.

1. **Opening remarks.** Leadership Council chair, Damon Evans, welcomed the members to the meeting and acknowledged the alternates in attendance, Big Twelve Commissioner Dan Beebe, Colonial Athletic Association Commissioner Tom Yeager and Pacific-10 Associate Commissioner Chris Dawson.

2. **Visit with NCAA President**. With the NCAA president unable to attend the meeting, NCAA executive senior vice president Bernard Franklin made a few opening comments.

3. **Follow-up from joint the Leadership Council – Collegiate Commissioners Association meeting.**

   [NOTE: Prior to the Leadership Council meeting, the Leadership Council met with the Collegiate Commissioners Association (CCA). Some of the items listed below were

discussed only during the joint Leadership Council/CCA meeting, while other items were discussed in both settings.]

a. Discussion regarding ways to enhance the level of cooperation between the CCA and the Leadership Council. Leadership Council chair Damon Evans led this conversation between the Council and the CCA. Damon was joined by CCA chair Rich Ensor in leading this conversation.

b. Status report and review of proposed timelines for membership consideration of the recommendations of the Men's Basketball Academic Enhancement Group and the Women's Basketball Issues Committee. In the joint meeting, David Berst presented the update regarding the work of the Men's Basketball Academic Enhancement Group and Beth DeBauche presented the report of the Women's Basketball Issues Committee.

c. Discussion regarding proposed championships travel initiatives and NCAA budget priorities. NCAA staff members Joni Comstock and Steve Brown led this review of recent changes in championships travel policies in the joint Leadership Council/CCA session.

d. Examination and discussion regarding potential Division I membership principles and standards. David Berst took the lead in the discussion of potential membership standards during both the joint Leadership Council/CCA meeting and during the Leadership Council meeting.

e. Confirmation of permissible uses of the Student-Athlete Opportunity Fund. During the joint meeting, Damon Evans introduced the discussion and during the Leadership Council meeting, David Berst led the Council through this review and consideration of permissible uses under the Student-Athlete Opportunity Fund.

3. **Discussion regarding ways to enhance the level of diversity in the Division I governance structure.** Staff liaison Beth DeBauche, along with NCAA vice president Charolette Westerhaus, led the Leadership Council through this discussion aimed at developing ideas for enhancing the level of diversity serving in the Division I governance structure.

4. **Discussion of legislative actions taken by the Legislative Council in advance of the January 17 Division I Board of Directors meeting**. Legislative Council chair, Joe D'Antonio, provided this update from the January 14 – 15, 2009, Legislative Council meeting.

5. **Report from the Communications and Coordination Committee and discussion with the Division I cabinet chairs**. Leadership Council staff liaison Beth DeBauche introduced the members of the Communications and Coordination Committee: Grace Calhoun, Awards, Benefits, Expenses and Financial Aid Cabinet; Carolyn Callahan, Academic Cabinet; Joe D'Antonio, Legislative Cabinet; Rob Halvaks, Administration Cabinet; Petrina Long, Recruiting and Athletics Personnel Cabinet; Mike Rogers, Amateurism cabinet; Jeff Schemmel, Championships/Sports Management Cabinet; and Damon Evans, Leadership Council. The cabinet chairs then entered into a discussion with the Leadership Council where they shared their cabinets' priorities with the Council members.

6. **Report from the Student-Athlete Advisory Committee**. Division I Student-Athlete Advisory Committee chair Kerry Kenny presented this report. Given that this was Kerry's last meeting as chair, the Leadership Council thanked him for his service.

7. **Status reports on other Division I initiatives.**

   a. Task Force on Commercial Activity in Intercollegiate Athletics. David Berst, primary staff liaison to the Task Force on Commercial Activity in Intercollegiate Athletics, provided the Council with a procedural update regarding receipt of the task force report and explained the Leadership Council's anticipated role in this process.

   b. Football Academic Working Group. David Berst provided a brief status report on the ongoing efforts of the Football Academic Working Group.

8. **Litigation update.** NCAA General Counsel Elsa Cole provided this update.

9. **Review of 2009 NCAA Convention schedule.** Beth DeBauche provided an overview of the remaining events for Leadership Council members under the 2009 NCAA Convention schedule.

10. **Adjournment**. The chair, Damon Evans, adjourned the meeting at 3:40 p.m.

# # # # #

MINUTES OF THE

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

DIVISION I BOARD OF DIRECTORS

Gaylord National Resort and Convention Center
National Harbor, Maryland

January 17, 2009

Participants:

Michael Adams, University of Georgia, Southeastern Conference
Charles Bantz, Indiana University-Purdue University at Indianapolis, Summit League
James Barker, Clemson University, Atlantic Coast Conference (chair)
William Beauchamp, University of Portland, West Coast Conference
Frank Brogan, Florida Atlantic University, Sun Belt Conference
Thomas Buchanan, University of Wyoming, Mountain West Conference (Alternate)
Bruce Grube, Georgia Southern University, Southern Conference
Robert Kustra, Boise State University, Western Athletic Conference
Ann Millner, Weber State University, Big Sky Conference
Kevin Mullen, Siena College, Metro Atlantic Athletic Conference
Harvey Perlman, University of Nebraska, Big Twelve Conference
John Peters, Northern Illinois University, Mid-American Conference
Thomas Powell, Mount St. Mary's University, Northeast Conference
Edward Ray, Oregon State University, Pacific-10 Conference
Shirley Raines, University of Memphis, Conference USA
Graham Spanier, Pennsylvania State University, Big Ten Conference (Alternate)
Nancy Zimpher, University of Cincinnati, Big East Conference
S. David Berst, NCAA
Beth DeBauche, NCAA, recording secretary
Bernard Franklin, NCAA

[NOTE: Robert Bruininks, University of Minnesota, Big Ten Conference, Anthony Di Giorgio, Winthrop University, Big South Conference and David Schmidly, University of New Mexico, Mountain West Conference were unable to attend.]

Also in attendance were Damon Evans, University of Georgia, Southeastern Conference, chair of the Division I Leadership Council and Joe D'Antonio, Big East Conference, chair of the Division I Legislative Council.

NCAA staff members Erik Christianson, Elsa Cole, Joni Comstock, Julie Cromer, Abe Frank, Lynn Holzman, Michelle Hosick, Jim Isch, Tom Jernstedt, Kevin Lennon, Steve Mallonee, Delise O'Meally, Todd Petr, Wallace Renfro, Greg Shaheen, Robert Vowels, Charlotte Westerhaus and Bob Williams were also present during portions of the meeting.

[NOTE: Please refer to the report of the January 17, 2009, Division I Board of Directors meeting for the actions taken (formal votes or "sense of the meeting"), in accordance with the NCAA policy governing the minutes of all Association entities. While certain items on the Board's agenda were acted upon at various times throughout the meeting, all final actions within a given topic are

combined in the report for convenience of reference. The information contained in this document includes only those items that are not contained in the report of the Board of Directors (Attachment No. 1).]

The meeting was called to order at 9:30 a.m. on January 17, 2009, by the chair, President Barker. All were present as noted above.

1. **Opening remarks.** Board of Directors chair, James Barker, welcomed the members to the meeting and acknowledged the alternates in attendance, Thomas Buchanan, University of Wyoming, Mountain West Conference and Graham Spanier, Pennsylvania State University, Big Ten Conference.

2. **President's Report.** Given that the NCAA president Myles Brand was unable to attend the meeting, Bernard Franklin shared a few comments with the group. As part of this report, Greg Shaheen provided an update on progress being made with the Youth Basketball Initiative. Additionally, Walter Harrison, as chair of the Committee on Academic Performance and Ed Ray, as chair of the Board of Directors subcommittee of the group examining the concept of an "APR coaches rate," led a discussion on this topic. Presidents Harrison and Ray were joined by staff liaison Diane Dickman.

3. **Litigation Update.** Elsa Cole, general counsel, provided this report to the Board.

4. **Governmental relations report.** NCAA Managing Director for Governmental Relations, Abe Frank, presented this report.

5. **Report of the Division I Presidential Advisory Group (PAG).** The Division I Presidential Advisory Group chair, Bruce Grube, provided an overview of the group's January 12, 2009, conference call.

6. **Task Force on Commercial Activities – Principles.** Graham Spanier, president of Pennsylvania State University and the chair of the Task Force on Commercial Activity in Intercollegiate Athletics led this discussion with the Board as he reviewed the work and recommendations of the Task Force.

7. **Update on the work and recommendations of the Men's Basketball Academic Enhancement Group.** David Berst, as primary staff liaison to this working group, provided a status report regarding the preliminary recommendations of the group and the anticipated plans to allow for review by both the membership and governance structure.

8. **Status report on the efforts of the Football Academic Working Group**. NCAA vice president David Berst provided this brief status report on the ongoing efforts of the Football Academic Working Group.

9. **Report from the Working Group Examining Issues Associated with Academic Risk**. Sidney McPhee, president of MTSU, who is serving as chair of this working group that was charged with seeking to offer strategies to address factors that put student-athletes at risk of not graduating, presented this report. He shared information on the recommended Facilitating Learning and Achieving Graduation Program (FLAG). President McPhee was joined by NCAA staff liaison Julie Cromer.

10. **Division I Governance Structure Updates.**

    a. Update from the substructure, including a report from the Communications and Coordination Committee. Beth DeBauche, as staff liaison to this committee, provided an update on the work of this group along with an assessment of progress being made under the new Division I governance structure.

    b. Report of the January 15, 2009, Division I Leadership Council. Damon Evans, chair of the Leadership Council, provided this update regarding the January 15 meeting.

    c. Report of the January 14–15, 2009, Division I Legislative Council. Joe D'Antonio, chair of the Legislative Council, reviewed actions from the Legislative Council's Convention meeting and presented the report.

    d. Modification to Bylaw 32.6.2. David Berst reviewed the recommendation from the Committee on Infractions to amend the terms of Bylaw 32.6.2.

11. **New NCAA Sportsmanship Initiatives.** NCAA vice president Robert Vowels shared information regarding a program of new sportsmanship initiatives developed by the Committee on Sportsmanship and Ethical Conduct.

12. **Update regarding championships travel initiatives**. NCAA senior vice president Joni Comstock and director Steve Brown provided the Board with an overview of recent staff and governance driven changes to championships travel policies.

13. **Adjournment**. President Barker adjourned the meeting at 3:10 p.m.

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The National Collegiate Athletic Association
January 20, 2009 SDB/EED:vlm/pem

Report of the January 17, 2009, Division I Board of Directors and the January 15, 2009, Leadership Council Meetings

Table of Contents of Key Issues

Section One

NCAA president's Report. 1

Status report regarding Youth Basketball Initiative. 1
Head Coaches Academic Progress Rate Initiative. 1

Report of the Division I Presidential Advisory Group January 12 conference call. 2

Task Force on Commercial Activities – Principles. 3

Update on the work and recommendations of the Men's Basketball Academic Enhancement Group 3

Status report on the efforts of the Football Academic Working Group 4

Report from the Working Group Examining Issues Associated with Academic Risk 4

Division I Governance Structure Update. 5

Report of the January 15, 2009, Division I Leadership Council.. 5

Report of the January 14 – 15, 2009, Division I Legislative Council 6

New NCAA Sportsmanship Initiatives 7

Update regarding championships travel initiatives 8

Section Two

Report of the Leadership Council Meeting

Discussion regarding ways to enhance the level of communication and cooperation between the CCA and the Leadership Council. **9**

Status report and review of proposed timeline for membership consideration of the recommendations of the Men's Basketball Academic Enhancement Group and the Women's Basketball Issues Committee in advance of conference spring meetings. 9

Discussion regarding proposed championships travel initiatives and NCAA budget priorities. 11

Status report regarding potential Division I membership principles and standards..... 11

Review of permissible uses of the Student-Athlete Opportunity Fund. 12

Discussion regarding ways to enhance the level of diversity in the Division I governance structure..... 12

Report from the November 5 2008, Leadership Council meeting. 13

Discussion of legislative actions taken by the Legislative Council in advance of the January 17 Division I Board of Directors meeting 13

Report from the Communications and Coordination Committee 13

Discussion with the Division I cabinet chairs regarding Division I priorities..... 13

Report from the Student-Athlete Advisory Committee 14

Task Force on Commercial Activities in Intercollegiate Athletics..... 14

Football Academic Working Group..... 14

Amateurism Cabinet review of issues associated with the definition of and involvement with a professional team..... 15

Report of the NCAA Division I Board of Directors meeting
January 17, 2009

Section One

Actions taken on items considered only by the
Board of Directors.

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1. Opening remarks.

2. **Minutes of the October 29 – 30, 2008, Board of Directors meeting.** [Reference BD Supplement No. 1.]

   BOARD ACTION: Approved the minutes as distributed. (Unanimous Voice Vote.)

3. **Report of the October 30, 2008, meeting of the NCAA Executive Committee.** [Reference BD Supplement No. 2.]

   BOARD ACTION: Received a written report.

4. **NCAA president's report.**

   a. **Status report regarding Youth Basketball Initiative.**

      BOARD ACTION: Were informed that with the hiring of a president for the youth basketball initiative, the foundation for the management of this effort is being laid; from establishing an office and finding a technology partner, to initiating efforts to connect with key shareholders in the sport of basketball.

      [Note: It is anticipated that the president will be able to share the prioritized path for this initiative with the Board as early as its April 2009 meeting.]

   b. **Head Coaches Academic Progress Rate Initiative.**

      BOARD ACTIONS:

      (1) Approved the development and implementation of a publicly available Website search mechanism that will provide for each Division I head coach a "life-time APR batting average accounting" for all head coaching years. The report will include each year, school and APR used to create this running rate. This report will include previously collected APR information and could be launched as early as the spring of 2010.

      (2) Charged the Committee on Academic Performance with completing the necessary implementation details and with sharing its resulting

recommendations with the Board by its August 2009 meeting. Elements the CAP will seek to develop include the supporting descriptive language and whether the report should include the name of other institutional representatives, including presidents.

(3) Supported a recommendation to initiate efforts to gather additional academic and other information specific to head coaches so that the information is ultimately available to develop a secure Website. That Website would be available as a tool for institutional presidents, providing them with access to NCAA specific information pertaining to head coaches.

(4) Noted that the development of such a secure Website warranted a deliberative approach given the complexity and cost associated with this potential resource.

[Note: The Board will continue to receive updates on efforts to gather this additional information.]

5. Litigation update.

BOARD ACTION: Received a report from the NCAA general counsel regarding current cases involving the Association.

6. Governmental relations report. [Reference BD Supplement No. 4.]

BOARD ACTION: Received a report and took no action.

7. Report of the Division I Presidential Advisory Group January 12 conference call. [Reference BD Supplement No. 5.]

BOARD ACTION: Received a report from the Division I Presidential Advisory Group's January 12, 2009, conference call and heard comments from the group's chair throughout the meeting regarding pertinent points raised by the group.

8. Task Force on Commercial Activities – Principles. [Reference BD Supplement No 6.]

BOARD ACTIONS:

a. Reviewed a final report of the Board-appointed Task Force on Commercial Activity in Intercollegiate Athletics that included a preamble; a historic perspective that explores the concepts and practices of amateurism, professionalism and commercialism; the task force charge outlining the group's anticipated work product; and a set of recommended principles and best practices.

b. Received a presentation from the task force chair and following discussion, agreed to forward the report to the Leadership Council to manage discussion, through the governance structure and the membership.

c. Asked the Leadership Council and substructure to consider the development of implementing legislation in those areas where clear parameters are apparent and/or the development of best practices where informed judgment and flexibility are favored. The Leadership Council is expected consider the report at its next meeting.

9. Update on the work and recommendations of the Men's Basketball Academic Enhancement Group. [Reference BD Supplement No. 7.]

BOARD ACTIONS:

a. Received an update on the BAEG's recent December meeting and learned the timeline to provide a final report to the Board is the end of the 2008-09 academic year.

b. Were informed:

- That the committee is modifying its required summer school model for the initial and second summers to focus attention on underperforming student-athletes and teams, rather than all men's basketball players.

- The Committee on Academic Performance and the Academic Cabinet are expected to assist in evaluating data to support possible initiatives and rule changes that would provide for a time period to better prepare low academic achievers for the academic rigors of college.

- The Committee plans to meet in April to further consider these items and to consider issues and comments received related to APR calculations.

10. Status report on the efforts of the Football Academic Working Group. [Reference BD Supplement No. 8]

BOARD ACTION: Received an oral update on the preliminary work of the six subcommittees of the Football Academic Working Group and the committee's plan to meet in early March. The committee is maintaining close contact with the Men's Basketball Academic Enhancement Group and is focusing its work on eligibility, retention and finances for both the Football Bowl and Football Championship subdivisions. The committee is not expected to submit its final report to the Board until the summer of 2009.

11. Report from the Working Group Examining Issues Associated with Academic Risk. [Reference BD Supplement No. 9.]

BOARD ACTION: Received a report from the chair of the working group that was appointed in response to the issues identified in the report of the Presidential Task Force on the Future of Division I Intercollegiate Athletics pertaining to the academic risk of student-athletes, and were informed that:

- The group conceptualized risk to include all the factors that can reduce a student-athletes chance of graduating, including nonacademic factors.

- A student-athlete's level of risk may fluctuate throughout the course of his or her collegiate enrollment. As a result, risk assessments should not be limited to the point of student-athlete entry; rather they should continue throughout a student-athlete's career.

- In response, the group recommends the Facilitating Learning and Achieving Graduation Program (FLAG), which is intended to:

    - Optimize campus environment to leverage opportunities for graduation success.

    - Increase efficiency of current service including academic support and life skills programs.

    - Inform decision-making regarding recruiting, admissions and program resources.

- The FLAG program will determine an individual student-athlete's hurdles to graduation, match support services for an individual student-athlete to navigate the hurdles, and evaluate the level and effectiveness of services provided.

[Note: The full recommendations of the working group will be reviewed by the Academic Cabinet in February and if approved, implementation could begin as early as Fall 2009.]

12. Division I Governance Structure Update.

BOARD ACTION: Were informed that the request to override the Board of Directors previous adoption of Proposal No. 2007-30-C – Recruiting -- Contacts and Evaluations -- Men's Basketball Evaluations -- April Contact Period was not successful. [Vote: For 118, Against 144, Abstain 2.] Therefore, the Board of Directors previous adoption of Proposal No. 2007-30-C was upheld.

a. Update from the substructure, including a report from the Communications and Coordination Committee. [Reference BD Supplement No. 10.]

BOARD ACTIONS:

(1) Received an update on the impact of the new Division I governance structure in which it was reported that the new structure, appears to have resulted in great strides being made in the development of a more coordinated Division I governance agenda. This more coordinated approach is due, in part, to the high level of communication that exists between the members of the Communications and Coordination Committee; and

(2) Learned that with the systems now apparently in place to enhance the level of coordination, the focus is on identifying effective and simple ways to share governance information with the membership and ensuring the substructure, especially the Leadership Council, focuses on providing meaningful advice and assistance to the Board.

b. Report of the January 15, 2009, Division I Leadership Council. [Reference BD Supplement No. 11.]

BOARD ACTIONS:

(1) Heard from the chair of the Leadership Council that in an effort to enhance the level of governance-related communication, the council, during its Convention meeting, had an opportunity to discuss key issues on the Division I agenda with the Collegiate Commissioners Association, the cabinet chairs, the Legislative Council and the Student-Athlete Advisory Committee;

(2) Learned that the Leadership Council is continuing its important, yet difficult, examinations of Division I membership standards and ways to enhance diversity within the Division I governance structure; and

(3) Were informed that the council eagerly accepts its charge from the Board to develop recommendations regarding the necessary implementation details related to the Boards' guiding principles on commercial activity in Division I intercollegiate athletics.

c. Report of the January 14 – 15, 2009, Division I Legislative Council. [Reference BD Supplement No. 12.]

BOARD ACTIONS:

(1) Briefly reviewed with staff, the new legislative process, set forth below as follows:

(a) The Legislative Council is responsible for considering all legislative proposals and providing a report to the Board. [Note: Proposals receiving two-thirds support by the Legislative Council at its January meeting are considered adopted, but the actions are not considered final until the conclusion of the Board of Directors meeting.]

(b) The Board, upon receipt of the Legislative Council report, has authority to consider any proposal adopted by the council but is not required to do so.

(2) Received a report from the chair of the Legislative Council in which he highlighted the key legislative actions by the council and heard from both the chair and staff that there appeared to be only one legislative action that required additional Board review. That action was the Legislative Council's adoption of Proposal No. 2008-62 Committees -- Committees Reporting to Board of Directors -- Division I Presidential Advisory Group -- Duties -- Legislative Issues.

(3) Agreed to table for consideration in April, Proposal No. 2008-62 -- Committees -- Committees Reporting to Board of Directors -- Division I Presidential Advisory Group -- Duties -- Legislative Issues to allow time for the Division I Presidential Advisory Group to discuss the proposal at its next meeting and to present a position to the Board. (Unanimous Voice Vote.)

(4) Discussed whether Proposal Nos. 2008-32-A, 2008-35-A and 2008-35B, which were defeated by the Legislative Council, should be resurrected. Board members discussed whether, given the evolving methods of course delivery, the proposals should be considered but determined to take no further action,

recognizing that the Academic Cabinet will continue its examination of this important issue.

[Note: Board members noted a desire to receive legislative assistance from both the NCAA staff and their member conferences in advance of the legislative meetings to ensure they had properly prepared for the legislative discussions.]

d. Modification to Bylaw 32.6.2.

BOARD ACTIONS: Approved the Committee on Infractions' recommended amendment to Bylaw 32.6.2, which now will require an institution to share its "response" to the Committee on Infractions with an "involved individual" who does not attend a Committee on Infractions hearing. (Unanimous Voice Vote.)

13. New NCAA Sportsmanship Initiatives. [Reference BD Supplement No. 13.]

BOARD ACTIONS:

a. Received a presentation in which it was explained that as a result of extensive research, which shows that negative fan conduct is a most serious issue, the NCAA Committee on Sportsmanship and Ethical Conduct launched a new sportsmanship initiative entitled "RESPECT."

b. Learned that this national campaign has two phases.

- Phase I is focused on addressing fan behavior with the RESPECT campaign and includes a new Website with downloadable materials, a presentation template for 2009 Spring conference meetings and partnerships with constituent groups.

- Phase II is focused on creating a culture of respect on campuses. It will include identifying campus leaders charged with coordinating efforts to create and sustain a culture of respect, creating best practices and establishing accountability measures.

14. Update regarding championships travel initiatives. [Reference BD Supplement No. 14.]

BOARD ACTIONS:

a. Heard a presentation about the impact of staff and governance driven changes to championship travel policies, which includes implementation of a travel software tool, baggage limits and an increase in the driving mileage requirements;

b. Learned that the preliminary findings have shown cost savings and that the staff, along with the governance structure, will continue to look for ways to provide cost savings, mindful that ensuring a positive student-athlete championships experience is the primary objective; and

c. Asked to receive regular updates on the situation and suggested the staff explore whether the increase in the mileage driving requirements has any impact on missed class time.

15. Future meeting dates.

a. April 30, 2009, National Office, Indianapolis, Indiana.
b. August 6, 2009, National Office, Indianapolis, Indiana.
c. October 29, 2009, National Office, Indianapolis, Indiana.

16. Adjournment.

Section II

Action taken on items considered by the Leadership Council on January 15, 2009

1. Discussion regarding ways to enhance the level of communication and cooperation between the CCA and the Leadership Council.

LDC ACTIONS:

a. Discussed the importance of ensuring there is a high level of communication and a spirit of cooperation between the Leadership Council and the Collegiate Commissioners Association (CCA) under the new Division I governance structure;

b. Noted that while there is a natural synergy between the Leadership Council and the CCA, they play different roles within the governance structure; with the CCA members representing local constituencies and the Leadership Council charged with having a more national focus. Given the difference in focus, the Leadership Council members should strive to play a leadership advisory role, and seek to move the Division I agenda forward by focusing on providing advice and ideas to the Board of Directors and other governance bodies; and

c. Discussed the importance of establishing good lines of communication between the governance bodies and the 31 multisport conferences, and acknowledged this point is particularly acute for the conferences in the FCS/Division I subdivisions as they are not represented on every cabinet.

2. Status report and review of proposed timeline for membership consideration of the recommendations of the Men's Basketball Academic Enhancement Group and the Women's Basketball Issues Committee in advance of conference spring meetings. [Reference LDC Supplement No. 1.]

LDC ACTIONS:

Men's Basketball.

a. Received an update on the ongoing work of the Men's Basketball Academic Enhancement Group and learned that during its December 3 meeting, the group modified some of its earlier recommendations after receiving comments and feedback from the membership.

b. Learned that the group is now recommending:

- Mandatory summer school based on the academic profile and performance of the individual student-athletes and institutional teams rather than mandatory summer school for all incoming men's basketball student-athletes.

  [Note: The details regarding impacted student-athletes and programs still need to be developed, but the BAEG has expressed preliminary interest in requiring summer school for entering student-athletes who are determined and defined to be "at risk."]

- That a similar concept to the one noted above be applied to student-athletes in the summer immediately following the first year of enrollment: No changes in the APR calculation in men's basketball at this time. [Note: The 0 for 2 subcommittee in a recent conference call revised its recommendations regarding APR adjustments and waivers.]

c. Learned that the BAEG is continuing to examine the concept of a "year of readiness" for both student-athletes initially enrolling and two-year college transfer student-athletes.

d. Learned that the group hopes to conclude its work by the end of this academic year so that the recommendations can be discussed by the membership at conference spring meetings and that any resulting legislation can be considered in the 2009-10 legislative cycle.

Women's Basketball.

- Were informed that the Women's Basketball Issues Committee is beginning to discuss concepts relative to the development of an academic-access model. The intention behind this effort is to develop a model that contributes to the long-term well-being and development of student-athletes, increases the potential of improved academic performance, enhances the coach and student-athlete relationship and acknowledges the role basketball plays in allowing student-athletes to achieve a sense of balance.

  [Note: The Women's Basketball Issues Committee has identified three preliminary concepts and plans to continuing its work in the months ahead.]

3. Discussion regarding proposed championships travel initiatives and NCAA budget priorities. [Reference LDC Supplement No. 2.]

LDC ACTIONS:

a. During the joint CCA/Leadership Council meeting, received an update on the preliminary findings regarding the impact of staff-driven and governance-driven changes to championship policies and learned that there appears to have been cost savings as a result of changes. The staff, along with the Championships/Sports Management Cabinet, will continue to monitor the situation to ensure the standards and deliverable results in a positive student-athlete experience.

b. Heard from group members that they would like to receive updates regarding the impact of these changes and wanted to ensure this is not creating a situation where the costs are being pushed to the institutions.

c. Briefly discussed whether, given the current economic situation, the current championships/competition methods were sustainable and whether focus should be on "reengineering" existing models.

4. Status report regarding potential Division I membership principles and standards. [Reference LDC Supplement No. 3.]

LDC ACTIONS: During both the joint CCA/Leadership Council meeting and the Leadership Council meeting, members shared thoughts regarding membership standards in Division I. Thoughts included:

a. Requiring conference membership before admission to the Division may lead to more cohesion among member schools and within conferences.

b. Evaluating the definition of a conference may be easier than developing institutional standards.

c. Thought should be given to "unlinking" aspects of membership requirements, whether it is automatic qualification, distribution, etc.

d. The Council should seek to identify principles and assumptions, which in turn should lead to the conditions of membership.

[Note: The Leadership Council continued its discussion in its private session, reviewing a document entitled "draft Fundamental Division/Membership Principals" and members offered thoughtful editorial comments, which were recorded by staff for further drafting.]

5. Review of permissible uses of the Student-Athlete Opportunity Fund. [Reference LDC Supplement No. 4.]

LDC ACTIONS: Confirmed that the current list of permissible uses under the Student-Athlete Opportunity Fund does not include upgrades to travel. [Approved by a substantial majority.]

6. Discussion regarding ways to enhance the level of diversity in the Division I governance structure. [Reference LDC Supplement No. 5.]

LDC ACTIONS:

a. Reviewed Supplement No. 5, which summarized the Leadership Council's discussions to date regarding possible ways to enhance the level of gender, ethnic and positional diversity serving within the governance structure. During the course of this review, requested additional data and information including:

   (a) A presentation on the Barriers Study finding.

   (b) Information, if any, on barriers relative to retention of ethnic minorities.

   (c) Additional information about the available pool of potential nominees. [Note: The Leadership Council has already received some information regarding what was termed "pipeline" issues.]

   (d) A copy of the soon to be released best hiring practices.

   (e) Information regarding sports management programs with the goal of working with programs to enhance information regarding careers.

b. Agreed that this requested material should be sent out in advance of the next meeting to assist the Council members in preparation for the meeting.

c. Noted that while FARs are represented in the new governance structure, their involvement is not well distributed across all cabinets and heard from some of the cabinet chairs that this lack of distribution of some areas in the structure limits the depth of discussions.

7. Governance Update.

a. Division I matters.

(1) Report from the November 5 2008, Leadership Council meeting. [Reference LDC Supplement No. 6.]

LDC ACTIONS: Approved the report.

(2) Discussion of legislative actions taken by the Legislative Council in advance of the January 17 Division I Board of Directors meeting. [Reference LDC Supplement No. 7.]

LDC ACTION:

a. Received a report from the chair of the Legislative Council in which he reported the Council had a good meeting hallmarked by thorough review of proposals and good discussion.

b. Heard that the Legislative Council appears to be working hard to ensure that as it reviews legislation, its members are mindful of the broader agenda being considered by the governance structure.

(3) Report from the Communications and Coordination Committee. [Reference LDC Supplement No. 8.]

LDC ACTION: Received the report and were reminded that this group's reports serve as a wonderful source of information for those seeking to follow the status of key items on the Division I agenda.

(4) Discussion with the Division I cabinet chairs regarding Division I priorities.

LDC ACTIONS:

(a) Met with the chairs of the six cabinets in the Division I governance structure and had an opportunity to learn more about each cabinet's identified priority agenda items;

(b) When specifically asked, offered no objection to the Awards, Benefits, Expenses and Financial Aid Cabinet's indication that it plans to examine the current structure of Division I financial aid awards;

(c) Noted no objection to the Recruiting Cabinet's request to take the lead on examining issues surrounding early recruitment.

(d) Heard from all the chairs regarding their desire to work together with the other governance bodies as they seek to develop a more coordinated Division I governance agenda.

(5) Report from the Student-Athlete Advisory Committee. [Reference LDC Supplement No. 9.]

LDC ACTIONS: Approved by unanimous vote, the appointment of Matt Baysinger, University of Kansas, Big Twelve Conference, as chair and Nick Fulton, University of Wisconsin Madison, Big Ten Conference as vice chair of the Division I Student-Athlete Advisory Committee; and thanked the outgoing chair, Kerry Kenny for his service to Division I.

b. Status reports on other Division I initiatives.

(1) Task Force on Commercial Activities in Intercollegiate Athletics. [Reference Supplement No. 10.]

LDC ACTIONS:

(a) Were informed that the Task Force on Commercial Activity in Intercollegiate Athletics has, over the course of the past six months, sought to develop a balanced statement of guiding principles regarding commercial activity; and

(b) Heard that the Task Force will present its principles to the Board of Directors at the Board's next meeting. If the Board is generally supportive, it is anticipated that the Board will direct the Leadership Council, with the help of the substructure, to manage necessary implementation steps.

[Note: Any recommendations will ultimately be forwarded to the Board of Directors.]

(2) Football Academic Working Group. [Reference LDC Supplement No. 11.]

LDC ACTIONS: Received a brief report and took no action.

(3) Amateurism Cabinet review of issues associated with the definition of and involvement with a professional team.

LDC ACTION: Received an update from the chair regarding the cabinet's discussion during a December conference call and took no action.

c. Association-wide matters

(1) Committee on Women's Athletics. [Reference LDC Supplement No. 12.]

LDC ACTION: Received a written report and took no action.

(2) Sportsmanship and Ethical Conduct Committee. [Reference LDC Supplement No. 13.]

LDC ACTION: Received a written report and took no action.

8. News from the NCAA.

a. Litigation update.

LDC ACTION: Received a report from the NCAA general counsel regarding current cases involving the Association.

b. Governmental relations report. [Reference LDC Supplement No. 15.]

LDC ACTION: Received a written report and took no action.

9. Review of 2009 NCAA Convention schedule. [Reference LDC Supplement No. 16.]

LDC ACTION: Reviewed the Leadership Council's remaining functions at the 2009 NCAA Convention.

10. Other topics for the agenda and other items of business.

11. Adjournment.

REPORT OF THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

DIVISION I COMMUNICATIONS AND COORDINATION COMMITTEE

The NCAA Division I Communications and Coordination Committee submits the following report from its January 16, 2009, meeting:

INFORMATIONAL ITEMS.

1. **Convention Debrief.** The committee members reported they found value in attending the 2009 NCAA Convention. Specifically, they reported finding value in sharing information with one another, attending various governance meetings and functions and in hearing from those in the governance structure. Further, the members noted they received positive feedback from those in attendance at the 2009 NCAA Convention that the cabinet chairs' participation in the Convention programming helped bring more clarity and significance to the cabinets' work and priorities. While no final determination was made, the committee members indicated a level of interest in being involved in future Convention activities.

2. **Feedback from the Legislative Council meeting.** The chair of the Legislative Council shared information regarding that council's discussions in an effort to help the cabinet chairs prepare for their February meetings. Specifically, the Legislative Council chair shared the tone of the council's considerations regarding Proposal No. 2008-32-A Eligibility – General Eligibility Requirements – Full Time Enrollment – Requirement for Competition – Nontraditional Courses, Proposal No. 2008–32-B Eligibility – General Eligibility Requirements – Full Time Enrollment – Requirement for Competition – Nontraditional Courses – Up to 50 Percent of Minimum Requirement, Proposal No. 2008-35-A Eligibility – Progress Toward Degree Requirements – Regulations for Administration of Progress Toward Degree Nontraditional Courses and Proposal No. 2008-35-B Eligibility – Progress Toward Degree Requirements – Regulations for Administration of Progress Toward Degree – Up to 50 Percent of Minimum Requirements, and noted the membership appears to have strong and conflicting views on these proposals. There are many in the membership that believe institutions need to have autonomy in this area and that student-athletes must be treated the same as all other students and there are others in the membership concerned about the potential for abuse and compliance related issues. The Legislative Council chair noted that despite the fact 3 of the proposals were defeated, it is an issue of keen interest to the membership. He also mentioned that any information the Academic Cabinet can add to the overall dialogue on this issue would be helpful.

   The Legislative Council chair also discussed Proposal No. 2008-75 Eligibility – Freshman Academic Requirements – Eligibility For Financial Aid, Practice And Competition – Qualifier – Exception – Early Academic Certification – Submission of Transcript and Proposal No. 2008-77 Eligibility – Transfer Regulations – Two-Year College Transfers – Submission of Information Necessary to Determine Academic Initial-Eligibility Status noting that while it is clear the data these proposals are designed to collect is essential to

the development of additional academic policy, there is concern by some regarding the additional work that could be required to comply with the legislation. The Academic Cabinet was encouraged to provide additional comments at its February meeting to assist the Legislative Council's examination of these proposals in April. Additionally, all cabinet chairs were reminded that comments offered at the February meetings regarding legislation may be helpful to the Legislative Council's ultimate consideration of the proposals remaining in the 2008-09 cycle.

3. **Enhancing Communication**. The members discussed the importance of seeking to maintain a high level of communication and coordination in the governance structure, noting both areas where there appears to be progress and areas where there appears to be challenges.

   a. Communication between governance bodies. The group generally concurred that the level of coordination between governance bodies seems to be fairly good under the new structure, due in large part to the efforts of this committee. The group mentioned that depending on the issues being discussed, it may be helpful for the chairs to periodically attend the governance meetings of another cabinet or council.

   b. Communication with the conference offices and the membership. The group shared concerns about the effectiveness of communication efforts with the conferences, especially those conferences that are not represented on each cabinet. The chairs noted that enhancing the level of communication with the conferences is a priority for many cabinets, and as such, they wanted to ensure their communication efforts meet the needs of the conferences. The staff liaison reported she was scheduled to discuss this issue with the FCS/Division I commissioners during their next meeting and would report to the cabinets at their February meetings regarding the suggestions of the cabinets.

   c. Best practices regarding communication within conferences. During the course of the Convention, the chairs noted that they had an opportunity to share information regarding conference practices for disseminating governance information. The chairs reported they found the information to be helpful and thought it would be beneficial to receive additional information regarding successful conference practices.

   d. Best practices regarding governance materials. The chairs discussed the importance of ensuring there is a level of uniformity in cabinet reports to ensure governance information is easy for the membership to find and understand. The chairs discussed whether an executive summary would be helpful to the membership, yet they noted concerns that if the membership relies solely on summaries, information can be missed. The chairs agreed to work with staff to focus on writing clear reports focused on action items and key agenda topics. The chairs also agreed to work with staff to seek to identify "key take aways" from the meetings in an effort to help the membership focus on the

priority items being discussed. They suggested maybe symbols could be used to help annotate the reports.

4. **Strategies for managing a successful meeting**. The chairs discussed the fact that, under the new Division I governance structure, the tone of the council and cabinet meetings has changed from that of the former structure. Meetings now must be more focused on the substructure looking to provide advice and recommendations to contribute to the Division I agenda rather than receipt of information. As such, there must be focus during meetings on group discussions and members must engage in preparatory work in advance of meetings. It was noted that agendas may include fewer items than was typical under the old structure to ensure focus is on key agenda items. Expectations must be set that cabinet and council members will come to meetings prepared to discuss issues and participate. The chairs noted they may have to push members to contribute, and while subcommittees are not a feature of this new structure, the chairs must think creatively to get all members involved. Suggestions offered to enhance the level of engagement included assigning members to take the lead in exploring topics and allowing for group round table discussions.

5. **Task Force on Commercial Activity in Intercollegiate Athletics - Statement of Principles.** The staff explained that the Task Force on Commercial Activity in Intercollegiate Athletics has concluded its report. This guiding report includes a preamble, a historical perspective, the task force charge outlining the group's anticipated work product and a set of recommended principles. It was explained that the report encompasses a broad range of concepts that comprise commercial activity in intercollegiate athletics, ranging from taste issues to amateurism. The chairs were informed that the Board will charge the Leadership Council with managing consideration of this issue through the governance structure. Further, the Leadership Council and the substructure will be asked to develop applicable legislation in those areas where clear parameters are apparent and best practices where informed judgment and flexibility are favored. The Amateurism Cabinet, given its unique knowledge and background in issues pertaining to amateurism, should become familiar with the Statement of Principles and should anticipate being called upon to make recommendations regarding the necessary implementation details relative to that portion of the principles pertaining to amateurism.

Staff liaison: Beth DeBauche

REPORT OF

THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

DIVISION I COMMUNICATIONS AND COORDINATION COMMITTEE

CONFERENCE CALL

Participants: March 3, 2009

Matt Baysinger, Big Twelve Conference – (SAAC)
Grace Calhoun, Indiana University – (Awards, Benefits and Financial Aid Cabinet)
Carolyn Callahan, University of Virginia – (Academics Cabinet)
Joseph D'Antonio, Big East Conference – (Legislative Council)
Damon Evans, University of Georgia – (Leadership Council)
Rob Halvaks, Big West Conference – (Administration Cabinet)
Petrina Long, UCLA – (Recruiting Cabinet)
Mike Rogers, Baylor University – (Amateurism Cabinet)
Jeff Schemmel, San Diego State University – (Championships/Sports Management Cabinet)
Beth DeBauche, NCAA – recording secretary

NCAA staff: Rachel Newman Baker, Matt Burgemeister, Angie Cretors, Kelly Groddy, Lynn Holzman, Amy Huchthausen, Steve Mallonee, Tim Nevius, Carol Reep, Abby Renaker, Kris Richardson Dave Schnase, Maricela Shukie, Geoff Silver, Sharon Tufano, and Leeland Zeller also participated on the call.

The conference call was called to order by the chair, Damon Evans, at 2:05 p.m.

INFORMATIONAL ITEMS.

1. Reports from the February cabinet meetings. The chairs of each cabinet were provided an opportunity to share meeting highlights as follows:

   a. Academic Cabinet.

      (1) Data-Driven Legislation and Policy Development. The Academic Cabinet emphasized the importance of data-driven decision-making as the basis for cabinet legislation and policy development. As such, the cabinet views the collection of data regarding the academic performance of 2-4 transfers and student-athletes certified by the early certification process as critical and necessary. Therefore, the cabinet recommended the Legislative Council adopt Proposal Nos. 2008-75 and 2008-77 (as amended by Proposal No. 2008-77-1).

(2) Nontraditional Coursework. The cabinet supported Proposal No. 2008-32-B, which would permit student-athletes to use nontraditional courses to meet up to 50 percent of the full-time enrollment requirement. The chair noted the conditions outlined in the proposal offers guidance to institutions seeking to ensure student-athletes receive quality instruction through nontraditional course delivery. [Note: To highlight the point made by the chair, the Communications and Coordination Committee discussed the importance of governance groups reviewing the actual legislative proposals and not just the intent statements.]

(3) Facilitating Learning and Achieving Graduation (FLAG). The cabinet endorsed the conceptual framework presented by the working group examining issues pertaining to academic risk. The chair explained that the FLAG is an optional management system that will enable member institutions to determine each student-athlete's potential barriers to graduation, match support services to address each student-athlete's risk, and evaluate the overall effectiveness of institutional and athletics academic support and life skills programming. [The Communications and Coordination Committee was informed that information regarding FLAG is being shared with other governance bodies and working groups.]

b. Awards, Benefits, Expenses and Financial Aid Cabinet.

(1) Review of Current Financial Aid Model. The cabinet has prioritized financial aid items to be reviewed over the next several meetings. The issues prioritized for further study are: (a) countable aid versus noncountable aid (e.g., government grants, institutional merit aid, state grants); (b) examination of issues related to determining counter status; (c) head-count versus equivalency designations; and (d) team financial aid limits. It is anticipated that this review may be completed by June 2010.

(2) Best Practices for Conducting Financial Aid Hearing Opportunities. The cabinet determined that no legislative changes were necessary at this time regarding financial aid hearing opportunities. The cabinet requested that the staff develop a comprehensive best practices document related to the application of the financial aid hearing opportunity legislation and renewal/nonrenewal process. This resource will be made available to the Division I membership on the NCAA Web site. The cabinet also requested the staff work with the staff liaisons for the athletics certification and the compliance review processes to determine if there are ways to ensure institutional policies and procedures for conducting financial aid hearings are reviewed on a regular basis.

(3) Outreach to Financial Aid Community**.** The cabinet directed the staff to develop a plan for NCAA staff to serve as a liaison to the financial aid community to discuss the best methods to enhance dialogue between the NCAA and NASFAA on financial aid issues. Potential outreach efforts may include, but will not be limited to, a coordinated effort to develop educational resources for use by NASFAA members and greater interaction during NCAA Regional Rules Seminars.

c. Recruiting and Athletics Personnel Cabinet.

(1) Early Recruitment. The cabinet will engage in an extensive examination of the current recruiting model in hopes of generating a thorough discussion to identify and understand the specific concerns within the broad topic of early recruitment. [Note: The chair asked for the Division I SAAC to provide assistance regarding this issue.]

(2) Coaching Limits and Athletics Personnel. The cabinet identified several issues within this area and will distribute a discussion document with potential concepts for feedback from the membership on how to appropriately address issues related to coaching limits, including noncoaching staff with sport-specific responsibilities.

(3) Impact of Technology on Recruiting. The cabinet discussed how advances in technology can be helpful in the recruiting process while being mindful of intrusive activities. The cabinet will solicit feedback from various constituencies about potential areas of deregulation in the areas of printed recruiting materials and video/audio materials by using alternate methods of delivering the same information. [Note: The chair asked for the Division I SAAC to provide assistance regarding this issue.]

d. Administration Cabinet.

(1) Committee Appointments. In the process of making appointments to 49 committees, the cabinet noted the importance of receiving complete nomination information that illustrates how the nominee's background is well-suited for the committee along with the nominee's interest in serving on the committee. The cabinet plans to identify ways to enhance the appointment process, which may include providing more education regarding the process to the Division I membership, additional outreach to the 31 multisport conferences, and modifications to the current nomination form to make it more user friendly.

(2) Governance Assessment Tool. The cabinet wants to ensure the newly modified Division I governance structure achieves its intended objectives and that the structure helps to establish a more coordinated Division I agenda. The cabinet therefore agreed to seek to develop a multi-dimensional tool to assess the Division I governance structure, which includes measurable outcomes. The cabinet believes that by developing this assessment tool shortly after the implementation of the new governance structure, any possible short comings can be addressed early and an impactful governance structure can be sustained.

(3) Membership Process. The cabinet, through education and discussion, has sought to lay the proper foundation with its members regarding the Division I membership reclassification process. The cabinet members have been assigned to review strategic plans and associated materials for transitional members. The cabinet will review and consider the status of transitional members during the June meeting.

e. Championships/Sport Management Cabinet.

(1) Bid/site selection process. The cabinet received an overview of the enhanced Championships Bid/Site Selection process, which is expected to not only yield greater uniformity of the criteria presented to the sports committees and ultimately to the cabinet but to allow for more effective synchronization of the championships calendar. The cabinet learned that this process should better position the championship events to be of the highest quality and be responsive to issues of mutual importance to the NCAA and its corporate champions, partners, fans and media interests. Finally, it is anticipated that the uniformity of the new bid cycle will lead to better awareness by prospective hosts of opportunities to bid and, therefore, an increased number of bids.

(2) NCAA controlling goal number two – Facilitating the business interests of the Association. The cabinet heard a presentation from Greg Shaheen, NCAA Senior Vice President for Division I Men's Basketball and Business Strategies. The presentation focused on the NCAA's current bundled-rights agreement and the importance of the various media platforms to the NCAA mission and ties to higher education. The cabinet will consider and discuss ways to facilitate the following priorities:

(a) Continue efforts to thoughtfully build NCAA championships;

(b) Actively participate in the creation of a platform that will allow the NCAA to ensure that its championships benefit from the transition to new forms

of media and be a resource for its member institutions and conferences as they forge their own new media strategies;

(c) Continue to develop new asset strategies that can diversify revenue streams for the Association;

(d) Continuously review policies with an eye toward challenges likely to be created in a new media environment; and

(e) Increase the convergence of principled support between the NCAA and its corporate champions and partners.

(3) Performance standards related to the administration of NCAA championships. The cabinet received information concerning an internal championships group initiative with respect to its methods and procedures for the planning and execution of championships. Included in this work ("Celebrating Champions") was the adoption of four over-arching goals: (a) effective management; (b) deliver the best student-athlete experience; (c) value to partners and hosts; and (d) efficient use of resources. A number of significant accomplishments have followed in support of these four goals, and the cabinet received information with respect to many of these accomplishments.

(4) Championships travel update. The cabinet received an update from staff on the continued monitoring and management of championships travel through the completion of the fall championships season and learned that through the fall season, championships travel costs have increased 3.6 percent over the previous year, which is a modest rate of increase compared to increases during the last three years. It appears that raising the fly/drive mileage threshold approved for the 2008-09 academic year, as well as a greater awareness by all concerned, has mitigated the anticipated increase in travel costs. It was noted that all matters related to the travel cost management efforts will continue to receive attention by the staff. The cabinet will evaluate previous actions taken when it convenes for its next meeting.

f. Amateurism.

(1) The cabinet continued to discuss the current definition of a professional team and its impact on the eligibility status of prospective and enrolled student-athletes. The cabinet agreed to forward the following interrelated legislative concepts to the NCAA Division I Leadership Council for comment before sponsoring legislation in June:

(a) To permit an individual, prior to initial full-time collegiate enrollment, to compete on a professional sports team without jeopardizing his or her amateur status, even if one or more members of the team received more than actual and necessary expenses to compete on the team. However, an individual's amateur status would be jeopardized if he or she receives more than actual and necessary expenses to compete on the team.

(b) A prospective student-athlete who does not initially enroll full-time in a collegiate institution within one year following the high school graduation date of the prospective student-athlete's class and participates in organized events after the one-year period shall be charged with a season of intercollegiate competition for each year of participation and shall fulfill an academic year in residence on matriculation at the certifying institution before being eligible to represent the institution in intercollegiate competition.

(2) The cabinet reviewed the final report of the Task Force on Commercial Activity in Intercollegiate Athletics and learned that the Division I Board of Directors has charged the Leadership Council with managing consideration of the broad range of issues through the governance structure. The cabinet anticipates being called upon to make recommendations regarding the necessary implementation details relative to that portion of the principles pertaining to the amateurism rules.

(3) The cabinet agreed to support a 12-month pilot program that designates the U.S. Census Bureau Web site as the source for expense valuation determinations in those cases where the Eligibility Center and the institution cannot reach an agreement when determining the value of actual and necessary expenses under Bylaw 12.02.4.

(4) The cabinet did not support Proposal No. 2008-79 as written; however, noted that it would be supportive of an early to mid-May deadline. The cabinet requested that the staff prepare a white paper outlining alternatives and points of consideration for each alternative.

2. Lessons learned. What worked well during the winter series of meetings and where did you experience challenges? Possible discussion topics include:

a. Level of preparation by members. The committee members reported that their members appeared to be very well prepared for meetings and discussed the fact that, as chairs, it is incumbent on them that they set high expectations for cabinet and council members. They agreed that agendas should be built on the assumption that

cabinet/council members will read materials prior to meetings and that the meetings should be focused on group examination of issues, rather than receipt of governance reports. The members suggested that necessary presentations should be limited in scope and materials supporting any presentation should be provided in advance of meetings.

b. Structure of meetings and agendas. The Communications and Coordination Committee chair reminded the committee that the new Division I governance structure was developed in part on the premise that the cabinets and councils would focus their meetings on a few items important to the overall Division I agenda. The committee members shared successful practices from their recently concluded meetings, which included the following:

(1) Requesting that cabinet and council members put personal electronic devises away during the meeting with the understanding there would be a set schedule of meeting breaks to allow members time to return phone calls.

(2) Scheduling a conference call in advance of the cabinet meeting to review preliminary matters and necessary governance reports.

(3) Establishing small discussion groups during the course of the meetings to allow members to not only get to know one another better but to benefit from small group discussions. It was mentioned that the composition of these groups was purposefully changed during the course of the meeting and the discussions appeared to be more productive when more structure was provided for the discussion on the front end.

c. Role of the SAAC member. The committee members reported that the SAAC members assigned to the cabinets and councils appear to be making important contributions to the meetings. It was suggested that a SAAC report be included as a standing agenda item for all councils and cabinets. Committee members noted they are planning to rely on SAAC members to provide feedback and input on the key issues on the Division I agenda. Issues being discussed at the cabinet level where the SAAC can be helpful include the examination of issues surrounding early recruitment, the use of technology in recruitment and student-athlete nutritional needs. Cabinet members also noted it may be helpful to assign SAAC members to cabinets based on their background, interest and sport affiliation.

d. Meeting reports. The staff reported that they are trying to ensure the meeting reports are “user friendly” to the membership so that people can stay informed about governance issues. The staff is attentive to ensuring an increased level of uniformity in the reports so they are easy for the membership to read and is trying to ensure that

the proper balance is struck between providing an informative report and ensuring reports are not too lengthy. The committee discussed the importance of finding this balance point mindful that not all conferences have representatives on the cabinets. The staff agreed to keep the committee informed regarding developments in this area.

e. Use of technology. Amateurism Cabinet chair Mike Rogers shared his interest in having electronic chat rooms established so that cabinet and council members can share ideas on issues in between meetings. Members indicated general interest in learning more about the possibility of such technology, although it was noted that this tool should not be used to raise the level of expectation for representatives serving in the structure. The staff agreed to explore the available options and to report back to the committee.

3. Communication efforts. The committee members noted they have tried to stress the importance of cabinet and council representatives reporting back to their conferences and to affiliate groups to which they belong. Committee members were asked to share with staff any feedback they receive regarding communication with the broader Division I membership. The staff shared with the committee that outreach to the Division I membership regarding governance issues and communication would be a priority in the months ahead.

4. Leadership succession planning. The committee discussed as the new Division I governance structure was being established, the staff purposefully presenting the Division I Board of Directors with a slate of chairs that not only provided for experienced leadership but represented the diversity of the division in terms of gender, ethnic, positional and subdivision diversity. As the cabinets and the councils look to appoint vice chairs or develop succession plans, there needs to be a high level of coordination between all the cabinets and the councils to ensure that, at a minimum, this current level of diversity is maintained. The committee noted the complexity of the situation and suggested time be reserved on a future conference call to discuss this issue. The staff also agreed to try to suggest some possible approaches to address this situation.

5. Brief preview of the Leadership Council and Legislative Council meetings.

a. Leadership Council. The Leadership Council chair reported that the council is next expected to meet on March 24. The focus of that group's meeting will be the on-going discussion regarding possible Division I standards and on the report of the Task Force on Commercial Activities in Division I Intercollegiate Athletics. He noted that

the important discussion of membership standards may require input from a number of the cabinets as well.

b. Legislative Council. The Legislative Council chair reported that at its next meeting on April 20, 2009, the council would formally consider the proposals still remaining in the 2009-10 legislative cycle plus any amendments or requests for non controversial or emergency legislation. He mentioned that the comments from the cabinets are helpful to the broader review of legislation.

6. Cabinets and Councils meeting schedule. The committee was informed that the staff is exploring the idea of trying to schedule cabinet meetings immediately one after the other in the same locale to determine if it allows for enhanced cost and planning efficiencies. The staff agreed to share its findings with both the committee members and the staff liaisons. Cabinet members noted such a schedule may have the added benefit of allowing for more coordination between the cabinets.

7. Proposed future call dates. The group determined that a conference call was not needed in advance of the April 20, 2009, Legislative Council meeting and requested that the next call be conducted in early May so that it is in advance of both the June cabinet meetings and conference spring meetings.

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REPORT OF THE NCAA DIVISON I ACADEMIC CABINET FEBRUARY 2-3, 2009, MEETING

***ACTION ITEMS*.**

1. Legislative Item.

- **Committees – Common Committees – Committees with Governance Administration Responsibilities – Foreign-Student Records Committee -- Composition.**

(1) Recommendation. The NCAA Division I Academic Cabinet recommends the NCAA Division I Legislative Council adopt noncontroversial legislation to specify that the Foreign-Student Records Committee shall consist of eight members, including two Division I representatives, two Division II representatives, two representatives from either Division I or Division II and two ex-officio members, one of whom shall be the NCAA Eligibility Center's primary foreign-student records consultant.

(2) Effective Date. Immediate.

(3) Rationale. The committee's current composition includes three Division I representatives, three Division II representatives and two ex-officio members, one of whom shall be the Eligibility Center's primary foreign-student records consultant. As vacancies become available, it has become increasingly difficult to identify individuals who possess the extensive knowledge of foreign educational systems and credential evaluation required for service. Allowing flexibility in the composition of the committee will alleviate some challenges in finding a qualified member from a particular division and will allow for selection of the best nominee. This proposal does not change the size of the committee or the ex-officio members; it only reallocates specified divisional requirements to permit greater flexibility in the appointment process. As the Foreign-Student Records Committee is a common committee, this recommendation is not effective unless and until the same legislation is supported by Division II.

(4) Estimated Budget Impact. None.

(5) Student-Athlete Impact. None.

2. Nonlegislative Items.

- **None.**

***INFORMATIONAL ITEMS*.**

1. Legislative – NCAA Division I Academic Cabinet Sponsored Amendments-to-Amendments for the 2008-09 Legislative Cycle.

- **NCAA Division I Proposal No. 2008-77-1 – Eligibility – Transfer Regulations – Two-Year College Transfers – Submission of Information Necessary to Determine Academic Initial-Eligibility Status.** The cabinet sponsored an amendment to Proposal No. 2008-77 to provide a waiver opportunity when the required academic information is not available. The amendment-to-amendment specifies that the cabinet shall have the authority to authorize waivers of the submission requirement, will establish the process for granting such waivers, and shall monitor the waivers requested and granted. Providing waivers via a simple process when extenuating circumstances preclude the submission of a prospect's high school academic information allows a reasonable accommodation to institutions without jeopardizing the integrity of the data collection.

  Further, the cabinet strongly supports Proposal No. 2008-77, which would specify that an institution shall ensure submission of all necessary information (e.g., high school transcripts, test scores, including official or unofficial transcripts and test scores), to the Eligibility Center to determine the academic initial-eligibility status of a two-year or 4-2-4 transfer student-athlete prior to the end of the student-athlete's first regular academic term of full-time enrollment at the institution. The cabinet strongly supports the concept of data collection and analysis in the development of sound academic policy and notes that the collection of this high school academic information for two-year college transfers is vital to support the cabinet's review of the academic performance of two-year college transfers. A number of groups have noted that the performance of two-year college transfers lags behind that of native student-athletes and four-year college transfers and the cabinet prioritized this issue for study and intervention. Currently, only 50 percent of two-year college transfers apply to the Eligibility Center for academic certification, so a significant amount of data is unavailable. The cabinet further noted that this requirement will not place additional financial burden on prospective student-athletes, as they are already required to register with the Eligibility Center in order to have their amateurism status certified.

2. Legislative – Review of Proposals Scheduled for Final Consideration at the April 2009 NCAA Division I Legislative Council Meeting.

a. Proposal No. 2008-32-B – Eligibility – General Eligibility Requirements – Full-Time Enrollment – Requirement for Competition – Nontraditional Courses – Up To 50 Percent of Minimum Requirement. The cabinet unanimously supports Proposal No. 2008-32-B, which would specify that enrollment in a nontraditional course (e.g., distance-learning, correspondence, extension, Internet courses, independent study or any other course or credit that is not earned in a typical face-to-face classroom environment with regular contact hours between the instructor and the student) offered by the certifying institution may be used to satisfy up to 50 percent of the minimum full-time enrollment requirement for competition, provided the specified conditions are met. The cabinet recognizes the increasing prevalence of nontraditional courses within higher education and the need to modernize NCAA legislation related to such course formats. Student-athletes should be permitted to use nontraditional courses to satisfy the full-time enrollment requirement when an institution considers such enrollment as regular course enrollment for all students. The cabinet acknowledges the proposal as a reasonable alternative to Proposal No. 2008-32-A.

b. Proposal No. 2008-34 – Eligibility – Freshman Academic Requirements – Core-Curriculum Time Limitation – Students with Education Impacting Disabilities. The cabinet continues to support Proposal No. 2008-34. The cabinet emphasized that three core courses after high school is a reasonable accommodation for prospective student-athletes who have been diagnosed with an education impacting disability and that the vast majority of such prospects complete only one or two core courses after high school. The cabinet also noted that a specialist in education impacting disabilities was consulted in the development of the concept and the determination of three core courses after high school graduation as a reasonable accommodation. Finally, the cabinet noted the opportunity for all courses taken up to initial full-time enrollment by a prospective student-athlete with an education impacting disability to be considered through the initial-eligibility waiver process.

c. Proposal No. 2008-75 – Freshman Academic Requirements – Eligibility for Financial Aid, Practice and Competition – Qualifier – Exception – Early Academic Certification – Submission of Transcript. The cabinet continues to strongly support the concept of data collection and analysis in the development of sound academic policy. The proposal is intended to fill a large and growing hole in the academic data available to help the division make informed decisions

related to academic legislation and policy in the future. The cabinet believes that the time spent on collecting transcripts and other data would result in better academic policy and requirements, including the ability to validate the early academic certification requirements, to study changes in core-course taking patterns, and to model predictors of long-term academic success.

3. Legislative – Cabinet Sponsored Proposal for the 2009-10 Legislative Cycle.

- **NCAA Bylaw 21.7.6.1 – Committees – Division I Cabinets and Committees – Academic Cabinet.** The cabinet sponsored legislation to eliminate the cabinet's duty to serve as the final appellate body for academic waivers and to specify that the NCAA Division I Initial-Eligibility Waivers Committee shall become the final appellate body for initial-eligibility waivers and that the NCAA Division I Progress-Toward-Degree Waiver Committee shall become the final appellate body for progress-toward-degree waivers. Current legislation allows two appeal opportunities – the waiver committee, then the cabinet subcommittee – after staff decisions for initial-eligibility and progress-toward-degree waivers. However, the second appellate level is rarely used. In the past two years, eight initial-eligibility waivers out of 913 submitted and nine progress-toward-degree waivers out of 1,030 submitted were appealed to the cabinet subcommittees. Of these nearly 2,000 cases, only three resulted in different outcomes by the cabinet subcommittees. Further, most other waiver processes (e.g., student-athlete reinstatement, NCAA Division I Legislative Council Subcommittee for Legislative Relief) include only one appeal opportunity. Eliminating the second appellate opportunity will reduce bureaucracy and streamline the waiver process with virtually no impact on the outcome of waiver decisions.

4. Nonlegislative.

a. Data-Driven Legislation and Policy Development. Throughout its discussions, the cabinet emphasized the importance of data collection and analysis in the development of policy. Accordingly, the importance of research and data-driven decision-making was incorporated into the cabinet's guiding principles. To support this goal, the collection of academic data regarding two-year college transfers and early academic qualifiers is critical. In addition to its strong support for Proposal Nos. 2008-75 and 2008-77, the cabinet will work with the NCAA Division I Committee on Academic Performance to collect additional data regarding two-year college transfers through the NCAA Division I Academic Performance Program (APP). The cabinet reviewed the proposed list of data items to be collected through the APP and provided feedback for consideration by

the Committee on Academic Performance during its ongoing review of the data collection process.

b. Facilitating Learning and Achieving Graduation (FLAG). The cabinet reviewed the final report of the Working Group to Review Issues Pertaining to Academic Risk of Student-Athletes and unanimously endorsed the concept of developing the FLAG program, a new management system designed to assess each student-athlete's level of risk. The working group defined risk as a student-athlete's risk of not graduating from the institution, as determined by both academic and nonacademic factors. The group also noted that every student has some level of risk that he or she will not graduate, and that each student's level of risk may fluctuate throughout the course of his or her collegiate enrollment.

The voluntary Web-based FLAG system proposed by the working group includes a tool that can be implemented at the institutional level to identify student-athletes with various levels of risk of not graduating and to leverage campus resources to provide appropriate support to all student-athletes. The group recommends using an existing data collection platform like the APP to gather data related to each student-athlete's potential barriers to graduation, and to assess the student-athlete's cumulative risk of not graduating.

The proposed system also will include a module to help institutions match appropriate support services to each student-athlete, based on that individual's particular risks. The data and outcomes then could be used to help evaluate the effectiveness of support programs on individual campuses to determine whether institutional resources are adequately supporting student-athlete graduation success.

The cabinet charged the NCAA staff to implement the FLAG program and asked to receive periodic updates and previews as the program is developed.

c. Academic Performance of Two-Year College Transfers. The cabinet continued its review of the academic performance of two-year college transfers by receiving a presentation from the NCAA research staff including data on the frequency and performance of two-year college transfers. The cabinet noted that two-year college transfers accounted for approximately five percent of all Division I student-athletes in the 2006-07 academic year, and that this percentage had declined in each of the previous three years. Baseball and men's basketball have the highest rate of two-year college transfers, with over 17 percent in each sport, while women's sports other than basketball have the lowest rate of two-year transfers, at about 2.5 percent. The data also show that two-year college

transfers tend to have lower high school academic performance than non-transfers and transfers from four-year colleges, and that status as a transfer student-athlete is independently predictive of a student-athlete's likelihood to leave the institution while academically ineligible (i.e., to be 0/2 in the NCAA Division I Academic Progress Rate), even after one controls for high school academic performance.

d. **Nontraditional Courses.** In addition to supporting Proposal No. 2008-32-B, the cabinet reviewed the comments and concerns related to the proposals that were defeated by the Legislative Council at the 2009 NCAA Convention (Proposal Nos. 2008-32-A, 2008-35-A and 2008-35-B). The cabinet also noted that, given the increasing prevalence of nontraditional course delivery within higher education, the use of nontraditional courses remains a priority topic for the cabinet and it will continue its work on the issue. To this end, the cabinet reviewed the report of the National Association for Academic Advisors (N4A) Nontraditional Courses Task Force Report, which includes suggested guidelines and possible strategies for monitoring student-athlete enrollment in nontraditional courses. The report will be posted on the cabinet's page of the NCAA Web site and be distributed to the Division I membership.

e. **Academic Support Services.** Consistent with its efforts to increase communication with relevant constituent groups, the cabinet hosted its annual meeting with representatives from N4A. The association's president and president-elect reported on efforts to provide academic support to student-athletes enrolled in nontraditional courses, as well as the impact of academic reform on academic support professionals. Results from a 2006 survey of the N4A membership regarding the impact of academic reform on the focus and workload of academic support personnel were shared with the cabinet. The N4A representatives agreed to repeat the 2006 survey in order to update the findings. The cabinet also is working with representatives from N4A and the National Academic Advising Association (NACADA) to design a comprehensive study regarding academic support services provided to student-athletes.

f. **Time Demands on Student-Athletes.** The cabinet began its review of time demands on student-athletes by receiving a presentation from the research staff on the results of the GOALS and SCORE surveys. In general, Division I student-athletes report spending 30 to 40 hours per week on athletic activities. Baseball and men's basketball student-athletes reported the least time committed to class work and study, while Football Bowl Subdivision (FBS) players reported the most time dedicated to sports. Student-athletes in baseball, men's basketball, football, men's golf and men's ice hockey reported more hours spent on athletics than academics during the season; all other sports reported more time on academics.

Fifty to 75 percent of student-athletes (varying within that range by sport) report spending about the same or more time on athletics in the off-season as compared to during their sports seasons. Student-athletes in baseball and women's basketball reported missing the most class time during an average week in season. Stress reactions (e.g., physical and mental health issues) were reported at the highest rates among football players in the FBS subdivision and among female student-athletes, which also are the groups with the highest combined athletics and academics time commitments during the season.

The cabinet also reviewed the results of a study on the academic impact of competition during the institution's final-examination period. In general, many of the teams studied continue to compete during final exams. Teams from low resource institutions are more likely to play games and travel further distances during the final-examination period. Overall, more nuanced data are necessary, but are not currently available, to detail the specific effects of competition during final exams, especially among student-athletes at risk for academic difficulties.

The cabinet did, however, review the results of a similar study that compared the academic performance of student-athletes during the season to performance during the out-of-season time period. Contrary to commonly held beliefs, student-athletes consistently earn fewer credit hours and achieve a lower grade-point average during semesters when they are competing. The greatest negative impact was seen among student-athletes in sports with high reported time demands (e.g., football, baseball, softball) and for student-athletes who entered college less academically prepared.

g. **"Good Academic Standing".** The cabinet responded to a request for a review of the NCAA's legislation and interpretations regarding institutional "good academic standing" and reaffirmed that each institution should define and apply academic policies, including good academic standing, on its own campus. The cabinet also referred to the NCAA Division I Legislative Review and Interpretations Committee an August 9, 1995, official interpretation regarding the application of institutional good academic standing policies, with a suggestion that it be archived to permit full institutional autonomy in the interpretation of good academic standing policies and in the application of such policies to student-athletes.

h. **Academic Requirements during the Recruiting Process.** The cabinet began discussions related to academic requirements during the recruiting process, including the appropriate timeline for the exchange of academic information between prospective student-athletes, institutions, and the Eligibility Center. The issue is a joint agenda item with the NCAA Division I Recruiting Cabinet. A review of the current legislative requirements (e.g., registration with the

Eligibility Center and placement on an institution's Institutional Request List before a written offer of athletically related financial aid) was provided, and the cabinet requested that the staff present additional information and concepts at its next meeting.

i. **Academic Waivers.** The cabinet received a report on the number and outcome of initial-eligibility and progress-toward-degree waivers submitted during the 2008-09 academic year. The Eligibility Center staff has processed 547 initial-eligibility waivers thus far, compared to 360 waivers for all of 2007-08 (52 percent increase). It is believed that the increase is largely due to the move from 14 to 16 required core courses and that the number of waiver requests will decrease over time, as has happened with previous changes in core-course requirements. Approximately 79 percent of waiver requests receive some type of relief, which is the same rate as in 2007-08. Regarding progress-toward-degree waivers, the staff has received 485 requests, compared to 386 for the same time period in 2007-08. This represents a 29 percent increase. The 70 percent approval rate for progress-toward-degree waivers is consistent with previous academic years.

The cabinet also reviewed a report on progress-toward-degree waivers filed during the 2008 fall term for baseball student-athletes. Of the 27 waivers submitted, 19 have been conditionally approved contingent on the student-athletes following established, individualized academic-recovery plans for the fall term. Further, conditional approval requires a student-athlete to pass all of his fall courses with grades that would allow the courses to be degree applicable.

After receiving a presentation on the current progress-toward-degree waiver decision criteria and an update on a new electronic case management system under development, the cabinet directed the staff to continue to develop a procedure to consider a student-athlete's high school academic information and previous initial-eligibility waivers in the review of progress-toward-degree waivers, and to report back at the cabinet's next meeting.

Finally, the cabinet charged the staff liaisons to continue to discuss with the staff team supporting the Subcommittee for Legislative Relief the appropriate avenue for appeal of waivers related to the division's transfer legislation, noting that many requests for waivers of the transfer residence requirement contain significant academic considerations (e.g., transferrable credit hours, satisfying progress-toward-degree requirements).

j. **Core-Course Review Appeals.** The cabinet approved revisions to the NCAA High School Review Committee policies and procedures as recommended by the

High School Review Committee to grant the committee the authority to hear appeals of core-course decisions. This will result in the dissolution of the NCAA Core-Course Ad Hoc Committee. The cabinet noted these policies also must be approved by the NCAA Division II Academic Requirements Committee and will be distributed once that action has been taken.

KEY ITEMS.

1. **Data-Driven Legislation and Policy Development.** The cabinet emphasized the importance of data-driven decision-making as the basis for cabinet legislation and policy development. As such, the collection of data regarding the academic performance of 2-4 transfers and student-athletes certified by the early certification process is critical and necessary. Therefore, the cabinet strongly supports Proposal Nos. 2008-75 and 2008-77 (as amended by Proposal No. 2008-77-1).

2. **Nontraditional Coursework.** The cabinet unanimously supports Proposal No. 2008-32-B, which would permit student-athletes to use nontraditional courses to meet up to 50 percent of the full-time enrollment requirement. The cabinet noted the conditions outlined in proposal offer guidance to institutions seeking to ensure student-athletes receive quality instruction through nontraditional course delivery. In addition, the cabinet will distribute a document produced by N4A to assist institutions in the monitoring of nontraditional course enrollment by student-athletes.

3. **Facilitating Learning and Achieving Graduation (FLAG).** The cabinet endorsed the conceptual framework presented by the working group examining issues pertaining to academic risk. FLAG is an optional management system that will enable member institutions to determine each student-athlete's potential barriers to graduation, match support services to address each student-athlete's risk, and evaluate the overall effectiveness of institutional and athletics academic support and life skills programming. The cabinet requested further development of the system within existing NCAA Web-based programs, such as the APP. Progress reports, programming previews, results of pilot studies and training and outreach updates will be reported to the cabinet periodically.

Cabinet Chair: Carolyn Callahan, University of Virginia, Atlantic Coast Conference
Cabinet Liaisons: Matt Burgemeister, Academic and Membership Affairs
Julie Cromer, Academic and Membership Affairs
Diane Dickman, Academic and Membership Affairs

REPORT OF THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION DIVISION I ADMINISTRATION CABINET

The NCAA Division I Administration Cabinet submits this report from its February 12–13, 2009, in-person meeting in Savannah, Georgia.

***ACTION ITEM*.**

- **Legislative Items**.

  - **Noncontroversial Legislation - Bylaw 16.11.1.11 - NCAA Research Studies.**

    (1) Recommendation. The Division I Administration Cabinet recommends that the Division I Legislative Council adopt noncontroversial legislation to amend Bylaw 16.11.1.11 (NCAA Research Studies) to permit compensation of participants in institution-based student-athlete only research studies under the following conditions:

    (a) The research study is initiated and conducted by a faculty member(s) at an NCAA member institution, and

    (b) The study and compensation arrangements received approval by the Institutional Review Board for the member institution whose faculty is conducting the study.

    (2) Rationale. It has become commonplace for institutions to use student-athletes in studies specifically related to the conditions under which student-athletes participate in an attempt to gain more knowledge about the characteristics of athletics participation. Current NCAA legislation permits student-athletes to receive standard compensation for NCAA research studies, provided the compensation is consistent with compensation offered in studies involving nonathlete populations. Further, it is permissible for student-athletes to receive compensation for participation in studies that involve both student-athletes and nonathletes, provided they receive the same compensation. With the increase in oversight provided by Institutional Review Boards, which set the compensation independent of the researchers, it is no longer necessary to limit the ability to compensate student-athletes to NCAA studies only.

    (3) Estimated Budget Impact. None. Budgets are set for these studies through the departments that conduct the research.

    (4) Student-Athlete Impact. Minimal and only if they are a participant in a study.

***INFORMATION ITEMS*.**

1. Legislative proposals in the Division I 2008-09 legislative cycle referred to the cabinet.

- The cabinet reviewed the remaining portion of Proposal No. 2008-59 that was forwarded by the Division I Legislative Council to the Division I membership for additional comment. The proposal would add sand volleyball to the list of emerging sports for women. Although there was no formal position taken to oppose the proposal, there were concerns expressed regarding the process for adding the sport of sand volleyball to the list of emerging sports. The group was aware that the proposal simply adds sand volleyball to the list of emerging sports, but many expressed the view that there should be greater specificity regarding the applicable NCAA rules governing the sport (e.g., playing seasons, financial aid) prior to the vote. All other proposals previously referred to the cabinet for comment were either adopted or defeated by the Legislative Council at its January meeting.

2. Nonlegislative Items.

a. Committee appointment process, principles and issues.

(1) Update on the Leadership Council's ongoing discussions regarding ways to enhance the level of diversity serving in the governance structure. Mindful of the cabinet's guiding principles for the committee selection process, which include seeking to identify and appoint the most qualified individual nominated for a committee based on the committee's legislated requirements, the cabinet discussed the importance of receiving thorough and pertinent information for committee nominees. Specifically, the cabinet noted that since not all multisport conferences are represented on the Administration Cabinet, it is imperative that nomination forms fully set forth both the nominees' qualifications and level of interest in serving on a committee. The cabinet recommended that efforts be made to inform the 31 multisport sport conferences the importance of providing detailed nomination information that reflects the personal background and interests of the nominee.

(2) Review and discussion regarding the Barriers Study. The cabinet received a presentation from the NCAA research staff on barriers that impact employment decisions for women and ethnic minorities in intercollegiate athletics and how these barriers pertain to the overall demographic information of institutional coaching and administrative staffs. The cabinet discussed the impact of this demographic information relative to the committee selection process and was

invited to assist the Division I Leadership Council in seeking to enhance the level of diversity serving in the Division I governance structure.

(3) **Ongoing examination of the committee appointment process**. The cabinet discussed seeking to possibly improve the nomination form to make it more user friendly so that more nominees actually complete the form rather than conference office personnel on the nominees' behalf. The cabinet also discussed looking to find ways to gather more information regarding nominees from conferences not represented on the cabinet and suggested assigning cabinet members to unrepresented conferences to gather additional information or the creation of an ombudsman program. The cabinet is expected to spend more time at its June meeting reviewing the committee selection process.

(4) **Committee appointments**. The cabinet approved appointments to Division I and Association-wide committees. A list of the appointments, reappointments and term extensions is attached to this report as an Attachment.

b. **Conversation with the NCAA research staff regarding current and future initiatives**. Given its jurisdiction in the Division I structure for overseeing the work of the NCAA Research Committee, the cabinet received a presentation from a member of the NCAA research staff in which an overview of current research based initiatives was provided, including information regarding the new iteration of the SCORE/GOALS studies and the graduate student research grant program.

c. **Preliminary development of a governance assessment tool**. The cabinet reviewed the former Division I Governance Subcommittee's objectives in modifying the Division I governance structure and noted that subcommittee's desire to have the governance structure assessed after implementation to help ensure the new structure meets its objectives. The cabinet discussed the need to develop a tool to assess the new governance structure shortly after implementation to ensure any shortcomings are addressed quickly to prevent long term systemic programs. The group noted any effort of this type must involve multiple constituencies and include measureable outcomes. It asked the NCAA research staff to begin working on elements of a possible assessment tool for review by the cabinet during its June 2009 meeting.

3. **Division I membership issues**.

a. The cabinet received an update on the Leadership Council's discussions regarding membership standards. The cabinet also received an educational presentation regarding the status of institutions currently in the Division I reclassification process, including active Division II institutions and new (provisional) members transitioning

to Division I as well as institutions seeking multidivisional membership status. The group engaged in a thorough discussion regarding the process for reviewing annual reports and updated strategic plans of each member reclassifying to Division I and agreed on the following:

(1) Institutions in the reclassification process must provide completed annual reports and updated strategic plans, including all accompanying information, no later than the June 1 legislative deadline. There will be no review of supplemental information submitted after the June 1 deadline, unless such information is specifically requested by the cabinet. The group noted the need to ensure that it has ample time to review all the information in advance of its June 30 meeting. The cabinet directed the staff to notify all institutions of this policy when it sends its annual reminder to all reclassifying institutions in early March regarding the due date for submission of annual reports and updated strategic plans. Institutions making the transition are encouraged to allocate the appropriate resources to provide the most complete information possible by June 1.

(2) The cabinet will organize itself into smaller groups to more effectively and efficiently review all annual reports and updated strategic plans in advance of its June 30 meeting. Each group will be assigned multiple institutions, with one individual designated as a primary for each institution to lead the discussion at the full cabinet related to that institution's advancement to the ensuing year in the reclassification process. Potential conflict of interest issues will be taken into consideration when making the assignments.

(3) An outside consultant will assist the cabinet and the smaller groups by preparing executive summaries of the updated strategic plans and participating in conference calls with each of the smaller groups in advance of the full cabinet meeting.

b. The group approved the use of an outside vendor as required by NCAA Bylaw 20.4.4, to conduct a Division I compliance review for multidivisional institutions that sponsor one men’s and/or one women’s sport program (other than football and basketball) in Division I. It was agreed that additional requests to use the same vendor should be approved by the staff. Further, requests by multidivisional institutions to use other outside vendors should be handled in the interim by the cabinet’s administrative committee. The group noted that a copy of the compliance review report must be kept on file at the institution and a copy must be sent to the cabinet.

c. The group was requested by the Championships/Sport Management Cabinet to provide input regarding waiver opportunities currently set forth in Bylaws 31.3.4.6-(a) (team sports sponsored by less than 30 percent of the Division I membership) and 31.3.4.6-(c) (identified individual sports) for conferences not meeting the general "six-team" requirement to be eligible for automatic qualification to the applicable championship. The group noted the current membership moratorium and the potential for change to the landscape of the Division I membership, particularly as it relates to the role of conferences. In that regard, the cabinet recommended that no changes to the rules or policies related to the current waiver process occur until such time as the moratorium discussion was completed.

4. Discussion of possible work-life balance initiatives. The cabinet heard a presentation on the efforts of the Association's Life and Work Balance Working Group, and at the request of that group, started to engage in a dialogue about possible initiatives and practices that would allow athletics staff to make choices about their life priorities. The cabinet agreed to have further discussion on this issue from a Division I perspective at a future meeting.

The cabinet also received background information on the recommendations of the NCAA's Executive Committee's Life and Work Balance Working Group and on the efforts of the Working Group on Life and Work Balance, which was charged with overseeing and implementing those recommendations. The cabinet learned that, to date, a number of initiatives have been implemented including a "train-the-trainer" program and a Web site resource, and that the membership has also been asked to examine the possibility of developing other initiatives including possible legislation. The cabinet will have an opportunity at its future meetings to explore possible approaches to help address this important issue.

5. Conflict of interest policy. The cabinet received an update on the administration of the committee conflict of interest policy that was approved by the Executive Committee in August 2008. Each cabinet member will receive an electronic copy of the policy and will be asked to acknowledge receipt and to indicate any potential conflicts of interest.

KEY ITEMS/ITEMS OF SIGNIFICANCE.

a. Given the cabinet's guiding principles, which include attempting to appoint the most qualified person for a committee based on the committee's stated needs, it is imperative that the cabinet receive complete nomination information that illustrates how the nominee's background is well-suited for the committee along with the nominee's interest in serving on the committee. The cabinet noted the importance the membership places on the committee appointment process and an eagerly expressed interest in identifying ways to further enhance this process. Preliminary ideas the cabinet identified include providing more

education regarding the process to the Division I membership, additional outreach to the 31 multisport conferences, especially those conferences that are currently not represented on the Administration Cabinet, and modifications to the current nomination form to make it more user friendly. The cabinet will continue its examination of this issue at its June meeting.

b. The cabinet wants to ensure the newly modified Division I governance structure achieves its intended objectives and that the structure helps to establish a more meaningful and coordinated Division I agenda. The cabinet therefore agreed to seek to develop a multi-dimensional tool to assess the Division I governance structure, which includes measurable outcomes. The cabinet believes that by developing this assessment tool shortly after the implementation of the new governance structure, any possible short comings can be addressed early and an impactful governance structure can be sustained. It is anticipated that the cabinet will be able to review some concepts for a possible assessment tool during its June meeting.

c. The cabinet, through education and discussion, has sought to lay the proper foundations with its members regarding the Division I membership reclassification process. The cabinet members are now ready to be assigned to review strategic plans and associated materials for transitional members. The group will review and consider the status of transitional members during the June cabinet meeting.

d. The cabinet received background information and was asked to contemplate initiatives, including possible legislation, regarding life and work balance initiatives for Division I. It is anticipated that the cabinet will continue this examination at either its June or September meetings.

Cabinet chair: *Rob Halvaks, Big West Conference*
Cabinet liaisons: *Beth DeBauche, governance*
Steve Mallonee, membership services
Delise O'Meally, membership and governance
Dave Schnase, membership services
Sharon Tufano, governance

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ATTACHMENT
SUPPLEMENT NO. 10
Report of the Division I Administration Cabinet
February 12-13, 2009

NCAA DIVISION ADMINISTRATION CABINET
COMMITTEE APPOINTMENTS
FEBRUARY 12-13, 2009
(All terms begin September 1, 2009, unless otherwise noted.)

Committee on Competitive Safeguards And Medical Aspects Of Sports

- Jeffrey M. Anderson, University of Connecticut, Big East Conference.
- Felix H. Savoie, Tulane University, Conference USA.

Minority Opportunities and Interests Committee

- Alecia Shields-Gadson, Coppin State University, Mid-Eastern Athletic Conference.
- Keri Gaither, University of Detroit Mercy, Horizon League.

Olympic Sports Liaison Committee

- Kellie Elliott, Florida State University, Atlantic Coast Conference.
- Fernando Canales, University of Michigan, Big Ten Conference.

Postgraduate Scholarship Committee

- Jenny Bramer, San Diego State University, Mountain West Conference.

Research Committee

- Janis Ingham, University of California, Santa Barbara, Big West Conference.

Committee on Sportsmanship and Ethical Conduct

- Resolicit for additional nominees due to an error in the original solicitation.

Committee on Academic Performance

- Melvin Johnson, Tennessee State University, Ohio Valley Conference (reappointment).
- Michael Cross, Princeton University, Ivy Group (immediate appointment replacing Jeri Echeverria.
- David Jamison, Robert Morris University, Northeast Conference.
- Lisa Melz, Western Illinois University, The Summit League.

Amateurism Fact-Finding Committee

- Alicia Alford, University of Connecticut, Big East Conference.
- Kelly Widener, Princeton University, Ivy Group.
- Alvin Jackson, Grambling State University, Southwestern Athletic Conference.

Committee on Athletics Certification

- Robert Bernardi, Nichols State University, Southland Conference (reappointment).
- Casey Comoroski, Missouri State University, Missouri Valley Conference (reappointment).
- Thomas Douple, Summit League.
- Judy Van Horn, University of Michigan, Big Ten Conference.
- Anthony Archbald, Western Athletic Conference.

Men's Basketball Issues Committee

- Mitch Barnhart, University of Kentucky, Southeastern Conference (immediate vacancy replacing Mark Gottfried – term end date September 1, 2013).
- Frank Haith, University of Miami (Florida), Atlantic Coast Conference.
- Gary Walters, Princeton University, Ivy Group.
- Sandy Hatfield Clubb, Drake University, Missouri Valley Conference.

Women's Basketball Issues Committee

- Donyale Canada, Mid-American Conference.
- Teresa Kuehn-Gould, University of California, Berkeley, Pacific-10 Conference.
- Amy Champion, University of New Orleans, Sun Belt Conference.
- Brian Giorgis, Marist College, Metro Atlantic Athletic Conference.

Football Issues Committee

- Steve Erber, Cornell University, Ivy Group (reappointment).
- David Heeke, Central Michigan University, Mid-American Conference (reappointment).

Legislative Review/Interpretations Committee

- Beatrice Crane Banford, Marshall University, Conference USA.
- Marcus Brown, Pepperdine University, West Coast Conference.

Progress Toward Degree Waiver Committee.

- Joyce Bell, Northeast Conference.
- Jesse James, Tennessee State University, Ohio Valley Conference.

Committee on Student-Athlete Reinstatement (terms begin July 1, 2009)

- The Administration Cabinet agreed to grant a one year term extension to Carol Iwaoka, Big Ten Conference.
- Tony Hernandez, University of Miami (Florida), Atlantic Coast Conference.
- Lynn Meade, University of Texas at El Paso, Conference USA.

Baseball Committee

- The Administration Cabinet agreed to grant a two-year term extension to Tim Weiser, Big 12 Conference.
- Mark LaBarbera, Valparaiso University, Horizon League.

Men's Basketball Committee

- Ronald Wellman, Wake Forest University, Atlantic Coast Conference.
- Dan Beebe, Big 12 Conference.
- Douglas Fullerton, Big Sky Conference.

Women's Basketball Committee

- Leslie Claybrook, Rice University, Conference USA.
- Carolayne Henry, Mountain West Conference.

Women's Bowling Committee

- Dean Lee, Arkansas State University, Sun Belt Conference.

Men's And Women's Fencing Committee

- Todd Dressell, University of Detroit Mercy, Horizon League.
- Resolicit for Midwest region nominees.

Field Hockey Committee

- Pamela Neiss Stuper, Yale University, Ivy Group.

Football Championship Committee

- Charles Jones Jr., Central Connecticut University, Northeast Conference (reappointment).
- Ron Strollo, Youngstown State University, Missouri Valley Football Conference.

Men's Golf Committee

- Javan Hedlund, Mountain West Conference.

Men's Gymnastics Committee

- Douglas Van Everen, U.S. Military Academy, Patriot League.

Women's Gymnastics Committee

- Kimberly Green, University of Florida, Southeastern Conference.
- Resolicit for West region nominees.

Men's Ice Hockey Committee

- Tom Nevala, University of Notre Dame, Big East Conference (CCHA).
- Guy Gadowsky, Princeton University, Ivy Group (ECAC Hockey League).

Women's Ice Hockey Committee

- Chris Schneider, The Ohio State University, Big Ten Conference (reappointment).

Men's Lacrosse Committee

- Charley Toomey, Loyola University (Maryland), Metro Atlantic Athletic Conference.

Women's Lacrosse Committee

- Lisa Kelly, University of Denver, Sun Belt Conference (reappointment).

Men's And Women's Rifle Committee

- Chris Kingston, U.S. Military Academy, Patriot League.

Women's Rowing Committee

- Thorr Bjorn, University of Rhode Island, Atlantic10 Conference.
- Anne McCoy, Washington State University, Pacific-10 Conference.

Men's And Women's Skiing Committee

- Resolicit for nominees.

Men's Soccer Committee

- John Bluem, The Ohio State University, Big Ten Conference.

Softball Committee

- David "Chris" Burkhalter, University of Houston, Conference USA.
- Jennifer Strawley, Columbia University-Barnard College, Ivy Group.

Men's And Women's Swimming & Diving Committee

- Resolicit for diving coach and hold remaining appointments until June meeting.

Men's And Women's Tennis Committee

- Alex Dorato, Yale University, Ivy Group.
- Resolicit for Midwest region (women's interests) nominees.

Men's And Women's Track And Field Committee

- Gregg Gensel, Utah State University, Western Athletic Conference (reappointment).
- Todd Patulski, Baylor University, Big 12 Conference (immediate vacancy replacing Bubba Thornton – term end date September 1, 2013).
- Monica Love, U.S. Military Academy, Patriot League (women's interests).

Men's Volleyball Committee

- Brian Santiago, Brigham Young University, Mountain West Conference.

Women's Volleyball Committee

- Keith Gill, American University, Patriot League.
- Diane Turnham, Middle Tennessee State University, Sun Belt Conference.
- Crista Troester, University of Tulsa, Conference USA.

Wrestling Committee

- Gary Taylor, Rider University, Metro Atlantic Athletic Conference.

Baseball Rules Committee

- Resolicit for nominees.

Men's Basketball Rules Committee

- Fran McCaffrey, Siena College, Metro Atlantic Athletic Conference.

Women's Basketball Rules Committee

- Curt Miller, Bowling Green State University, Mid-American Conference (reappointment).

Football Rules Committee

- Tony Samuel, Southeast Missouri State University, Ohio Valley Conference (reappointment).
- Barry Alvarez, University of Wisconsin, Madison, Big Ten Conference.

Men's And Women's Ice Hockey Rules Committee

- Resolicit for additional nominees and hold all appointments until June meeting.

Men's Lacrosse Rules Committee

- Sam Johnson, U.S. Military Academy, Patriot League.

Women's Lacrosse Rules Committee

- Keely McDonald, Brown University, Ivy Group.

Softball Rules Committee

- Meaghan Almon, Hofstra University, Colonial Athletic Association.

Women's Volleyball Rules Committee

- Fran Ralston-Flory, Louisiana State University, Southeastern Conference.

REPORT OF THE NCAA DIVISION I AMATEURISM CABINET

The NCAA Division I Amateurism Cabinet submits this report from it February 19-20, 2009, in-person meeting in San Antonio, Texas.

***KEY TAKE AWAYS*.**

1. The cabinet continued discussions from its September 2008 in-person meeting and December 2008 teleconference regarding the current definition of a professional team and its impact on the eligibility status of prospective and enrolled student-athletes. As is noted in more detail below, the cabinet unanimously agreed to forward the following interrelated legislative concepts to the NCAA Division I Leadership Council for comment before sponsoring legislation in June:

a. To permit an individual, prior to initial full-time collegiate enrollment, to compete on a professional sports team without jeopardizing his or her amateur status, even if one or more members of the team received more than actual and necessary expenses to compete on the team. However, an individual's amateur status would be jeopardized if he or she receives more than actual and necessary expenses to compete on the team.

b. A prospective student-athlete who does not initially enroll full-time in a collegiate institution within one year following the high school graduation date of the prospective student-athlete's class and participates in organized events after the one-year period shall be charged with a season of intercollegiate competition for each year of participation and shall fulfill an academic year in residence on matriculation at the certifying institution before being eligible to represent the institution in intercollegiate competition.

2. The cabinet reviewed the final report of the Task Force on Commercial Activity in Intercollegiate Athletics. The cabinet was informed that the Division I Board of Directors will charge the Leadership Council with managing consideration of the broad range of issues through the governance structure and the membership. The cabinet, given its unique knowledge and background in issues pertaining to the amateur status of student-athletes was charged with becoming familiar with the Statement of Principles and should anticipate being called upon to make recommendations regarding the necessary implementation details relative to that portion of the principles pertaining to the amateurism rules. The cabinet also reviewed and discussed current legislation pertaining to the use of student-athlete name/picture/likeness in promotional activities.

3. The cabinet agreed to support a 12-month pilot program that designates the U.S. Census Bureau Web site as the source for expense valuation determinations in those cases where

the Eligibility Center and the institution cannot reach an agreement when determining the value of actual and necessary expenses under Bylaw 12.02.4.

4. The cabinet did not support Proposal 2008-79 as written; however, noted that they would be supportive of an early to mid-May deadline. The cabinet requested that the staff prepare a white paper outlining alternatives and points of consideration for each alternative.

***INFORMATIONAL ITEMS*.**

1. Legislative - Concepts Supported by Cabinet for 2009-10 Legislative Cycle.

a. Pre-Enrollment Amateur Status. The cabinet continued its discussions of the current definition of a professional team and its impact on the amateur status of prospective student-athletes. The cabinet unanimously supports a legislative concept to specify that prior to initial full-time collegiate enrollment, an individual may compete on a professional sports team without jeopardizing his or her amateur status, provided he or she does not receive more than actual and necessary expenses from the professional sports team. The cabinet agreed that it is more fair and appropriate to determine a prospective student-athlete's eligibility based on the specific circumstances of the prospective student-athlete (as opposed to the prospective student-athlete and any of his or her teammates). Under this approach, a prospective student-athlete would also be permitted to sign a contract with a professional sports team, provided the terms of the contract do not allow for the receipt of more than actual and necessary expenses. The cabinet is asking for feedback from the Leadership Council before sponsoring legislation to address this issue in June.

b. Seasons of Competition and Delayed Enrollment. As part of its discussion regarding pre-enrollment amateur status, the cabinet discussed the issue of prospective student-athletes who delay their enrollment into collegiate institutions after graduating from high school. The cabinet unanimously agreed that with the increased flexibility in pre-enrollment participation opportunities provided by the proposed legislative concept noted above, it is appropriate and necessary to place additional restrictions on current organized competition legislation applicable to prospective student-athletes' athletics activities subsequent to their high school graduation date and prior to initial full-time collegiate enrollment. Specifically, the cabinet supports a legislative concept to specify that a prospective student-athlete who does not initially enroll full-time in a collegiate institution within one year following the high school graduation date of the prospective student-athlete's class and participates in organized events after the one-year period shall be charged with a season of intercollegiate competition for each year of participation and shall fulfill an academic year in residence on matriculation at the certifying institution before being

eligible for intercollegiate competition. The cabinet is also asking for feedback from the Leadership Council before sponsoring legislation to address this issue in June.

2. Legislative - Cabinet Sponsored Proposal for the 2009-10 Legislative Cycle.

NCAA Bylaw 12.2 – Involvement with Professional Teams – Tryouts. The cabinet sponsored legislation to permit, in men's ice hockey, prospective and enrolled student-athletes to accept actual and necessary expenses from a professional sports organization to attend the National Hockey League (NHL) Scouting Combine regardless of the length of the combine. Currently, men's basketball prospective and enrolled student-athletes are permitted to receive expenses from a professional sports organization to attend the NBA Predraft Basketball Camp regardless of the length of the camp. Men's ice hockey prospective and enrolled student-athletes, however, must limit their tryout activities to a 48-hour period to avoid jeopardizing their eligibility if they receive expenses for the tryout from a professional sports organization. As a result, individuals taking part in the combine (which does not include any on-ice activities) have attempted to conduct as many interviews as possible during the 48-hour time period, during which medical screenings and a physical fitness evaluation also take place. This over-scheduling results in student-athletes not performing to their utmost abilities. Accordingly, the cabinet agreed that men's ice hockey prospective and enrolled student-athletes should be permitted to receive expenses from a professional sports organization for the combine even if the individual's visit exceeds 48 hours.

3. Legislative - Review of Proposals Scheduled for Final Consideration at the April 2009 Legislative Council Meeting.

a. NCAA Proposal 2008-13-B -- Amateurism -- Exception for Prize Money for Student-Athletes -- Outside the Playing Season During the Summer Vacation Period -- Individual Sports. The cabinet agreed to support Proposal No. 2008-13-B, which would permit student-athletes in individual sports to accept prize money based on place of finish or performance in an open athletics event, provided the competition occurs outside the institution's declared playing season during the institution's summer vacation period and the prize money does not exceed actual and necessary expenses and is provided only by the sponsor of the open event. The cabinet previously supported Proposal No. 2008-13-A, which was defeated, and would have allowed for the receipt of such expenses during any institutional vacation period.

b. NCAA Proposal 2008-25-D – Recruiting – Letter of Intent Programs – Requirements for Offers of Athletically Related Financial Aid – Completion of Amateurism Certification Questionnaire – Delayed Effective Date. The cabinet agreed to support Proposal No. 2008-25-D, which would specify that an institution shall not provide a high school, preparatory school or transfer prospective student-

athlete a written offer of athletically related financial aid until he or she has completed the amateurism certification questionnaire administered by the Eligibility Center. The cabinet noted that Proposal No. 2008-25-A, which was defeated, was co-sponsored by the NCAA Division I Academics/Eligibility/Compliance Cabinet Subcommittees on Agents and Amateurism and Recruiting.

c. **NCAA Proposal No. 2008-79 – Amateurism – Involvement with Professional Teams – Professional Basketball Draft – Four-Year College Student-Athlete – Men's Basketball**. The cabinet reviewed Proposal No. 2008-79, which would specify that in men's basketball, an enrolled student-athlete may enter a professional league's draft one time during his collegiate career without jeopardizing eligibility in the sport, provided the student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation by the end of the day prior to the first day of the spring National Letter of Intent signing period for the applicable year; the student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and the student-athlete is not drafted. The cabinet expressed concern that the timeline provided in the proposal would not provide student-athletes with sufficient time to make an informed decision about their futures. The cabinet discussed whether an early- to mid-May deadline (e.g., May 8) would be more appropriate as it would provide student-athletes more time to gather information about their draft status and would still allow institutions time to sign prospective student-athletes to athletics tenders prior to the conclusion of the National Letter of Intent spring signing period. The cabinet requested that staff prepare a white paper outlining alternatives and points of consideration for each alternative.

4. Nonlegislative - Expense Valuation Methodology for Analyses Involving Bylaw 12.02.4.

The cabinet reviewed the report of the Amateurism Certification Process (ACP) staff of the NCAA Eligibility Center regarding expense valuation issues involving Bylaw 12.02.4. The ACP staff recommended that the U.S. Census Bureau Web site (including hyperlinks to validated country-specific information) should be the resource for obtaining data to establish fair market value calculations when issues arise regarding an expense valuation within a Bylaw 12.02.4 professional team analysis.

The cabinet noted that using a single objective source for this type of data would help bring consistency to the process and agreed to support a 12-month pilot program that designates the U.S. Census Bureau country-specific links as the source for expense valuation determinations in those cases where the ACP staff and member institution (on behalf of the prospective student-athlete) cannot reach an agreement on a reasonable valuation. In the event a range of reasonable valuations is generated from the information available on such links, the ACP staff and member institution will attempt to reach agreement on an

appropriate designated value. If an agreement cannot be reached, the case may proceed to the fact-finding committee to determine which values from the given range should be used.

The cabinet charged the ACP staff to seek to identify other potential objective sources of country-specific expense valuation information in addition to tracking all instances impacted by the adoption of this pilot program. Further, the cabinet asked to receive periodic updates regarding the implementation of the 12-month pilot program.

Cabinet Chair: *Mike Rogers, Baylor University, Big 12 Conference*
Staff Liaison(s): *Rachel Newman Baker, Agent, Gambling and Amateurism Activities*
Angie Cretors, Agent, Gambling and Amateurism Activities
Geoff Silver, Academic and Membership Affairs

REPORT OF THE NCAA DIVISION I CHAMPIONSHIPS/SPORTS MANAGEMENT CABINET

The NCAA Division I Championships/Sports Management Cabinet submits this report from its February 17-18, 2009, in-person meeting in San Antonio, Texas.

ACTION ITEMS.

- **None.**

KEY ISSUES/ISSUES OF SIGNIFICANCE.

1. **Bid/site selection process.** NCAA staff presented an overview of the enhanced Championships Bid/Site Selection process. A better managed bid process is expected to yield greater uniformity of the criteria presented to the sport committees and ultimately to the cabinet. In addition, coordination of the timing of the bid process will allow for more effective synchronization of the championships calendar. Once the calendar of championships is synchronized as anticipated in 2009, the bid process is expected to be conducted on a biannual basis beginning in January 2010, and will seek to attract and award bids in two-year cycles (e.g., January 2010 posting will seek bids for academic years 2011-12 and 2012-13).

It is believed that this will position the championship events to be of the highest quality and be responsive to issues of mutual importance to the NCAA and its corporate champions, partners, fans and media interests. [Additionally, the staff summarized information with respect to a structure for better documentation of business terms and details required for those championships that bring a greater economic impact on host communities. This compendium will consist of women's volleyball, softball, wrestling, men's lacrosse and men's ice hockey.] Finally, it is anticipated that the uniformity of the new bid cycle will lead to better awareness by prospective hosts of opportunities to bid and, therefore, an increased number of bids for the cabinet's consideration.

2. **NCAA controlling goal number two – Facilitating the business interests of the Association.** The cabinet heard a presentation from Greg Shaheen, NCAA Senior Vice President for Division I Men's Basketball and Business Strategies. The presentation focused on the NCAA's current bundled-rights agreement and the importance of the various media platforms to the NCAA mission and ties to higher education. The cabinet will consider and discuss ways to facilitate the following priorities:

(1) Continue efforts to thoughtfully build NCAA championships;

(2) Actively participate in the creation of a platform that will allow the NCAA to ensure that its championships benefit from the transition to new forms of media and be a resource for its member institutions and conferences as they forge their own new media strategies;

(3) Continue to develop new asset strategies that can diversify revenue streams for the Association;

(4) Continuously review policies with an eye toward challenges likely to be created in a new media environment; and

(5) Increase the convergence of principled support between the NCAA and its corporate champions and partners.

3. Performance standards related to the administration of NCAA championships. The NCAA staff presented information concerning an internal initiative undertaken by the championships group with respect to its methods and procedures for the planning and execution of championships. Included in this work ("Celebrating Champions") was the adoption of four over-arching goals: (1) effective management; (2) deliver the best student-athlete experience; (3) value to partners and hosts; and (4) efficient use of resources. A number of significant accomplishments have followed in support of these four goals, and the cabinet received information with respect to many, including the realignment of championships staff, a project management approach to planning championships, enhanced information reporting to the cabinet, enhancement of the bid/site selection process and the Championships Performance Standards Survey ("Survey").

The Survey was then highlighted as a "targeted tool" for monitoring the quality and measuring the improvement of championships execution. Using a web-based protocol, key participants in 29 of the 31 Division I (or NC) championships (including student-athletes) will have the opportunity to provide ratings and commentary with regard to seven major categories common to all championships. This information will then be reviewed for strengths and weaknesses with the championships manager and senior staff, providing a method for sharing best practices and opportunities for improvement where needed. These results are then intended to be shared with the respective sport committees, and with the cabinet on an annual basis. By design, written input will also be received from student athletes participating in preliminary rounds (generally at the regional level).

4. Championships travel update. The championships staff presented an update on the continued monitoring and management of championships travel through the completion of the fall championships season, including the communication steps that were taken throughout the process. Through the fall season, championships travel costs have increased 3.6 percent over the previous year, a modest rate of increase compared to increases during the last three years. It appears that raising the fly/drive mileage threshold approved for the 2008-09 academic year, as well as a greater awareness by all concerned, has mitigated the anticipated increase in travel costs.

The championships staff reported a generally positive experience with respect to the capacity/availability of air travel options and that all travel parties have been timely delivered to and from championship destinations through the fall. Mindful of the possible incremental effect of the additional 50-mile drive threshold on missed class time, experience to date indicates that in practical application of the travel options, the impact on additional missed class time by student-athletes appears to have been negligible given the greater flexibility for departure times that ground transportation and per diem calculation have contributed to this issue. It was noted that this issue as well as all matters related to the travel cost management efforts will continue to receive attention by the staff. The cabinet will evaluate previous actions taken when it convenes for its next meeting.

***INFORMATIONAL ITEMS*.**

1. Legislative Informational Items.

a. Comments on Proposals Currently in the 2009-10 Legislative Cycle.

(1) Proposal No. 2008-57 – Playing and Practice Seasons – Track and Field – Safety Exception – Hurdles and Steeplechase. To specify that a coach may be present during voluntary individual workouts in the institution's regular practice facility (without the workouts being considered as countable athletically related activities) when the student-athlete is engaged in jumping hurdles or the jumping element of the steeplechase.

Championships/Sports Management Cabinet Comment: The cabinet did not take a position on the proposal at its September 2008 meeting but, after additional discussion, agreed to support the proposal as drafted.

(2) Proposal No. 2008-59 – Division Membership – Definitions and Applications – Emerging Sports for Women –Sand Volleyball. To add sand volleyball as an emerging sport for women.

Championships/Sports Management Cabinet Comment: The cabinet heard a report from NCAA staff describing ongoing discussions with the American Volleyball Coaches Association regarding the proposed status of sand volleyball as an emerging sport. The cabinet remains concerned about the practical and logistical implications of adding sand volleyball to the list. Specifically, the cabinet maintained its opposition to the proposal, in large part, due to the uncertainty surrounding proposed regulations for playing and practice seasons and financial aid. In addition to the uncertainty regarding playing and practice seasons and financial aid, some members of the cabinet expressed concern surrounding staffing issues and facility logistics when indoor and sand volleyball were practicing and/or competing at the same time.

(3) Proposal No. 2008-43 – Awards, Benefits and Expenses – Housing and Meals – Fruit, Nuts and Bagels. The Championships/Sports Management Cabinet discussed Proposal No. 2008-43 and was provided an update on similar discussions at the recent NCAA Division I Student-athlete Awards, Benefits, Expenses and Financial Aid Cabinet meeting. While the Championships/Sports Management Cabinet did not formally take a position on the proposal, it expressed support for the Student-athlete Awards, Benefits, Expenses and Financial Aid Cabinet's desire to review other options for providing whole food options to student-athletes and requested that Connie Dillon, the Championships/Sports Management Cabinet liaison to the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, participate in those discussions and report back to the Championships/Sports Management Cabinet. The Championships/Sports Management Cabinet encouraged the Student-Athlete Awards, Benefits, Expenses and Financial Aid Cabinet to include a review of the logistics and cost of any recommendation.

(4) The cabinet received an update on the status of the following proposals but did not change its original position on the proposals: 2008-45; 2008-46; 2008-48; 2008-51; 2008-52; 2008-54; and 2008-55-A.

b. **Accountability for knowledge of banned substances.** The cabinet declined to support a recommendation from the Committee on Competitive Safeguards and Medical Aspects of Sport that would have all athletics staff be held to the same level of accountability to which student-athletes are held regarding the knowledge of NCAA banned substances. Further, the recommendation would have required each institution to educate its athletics staff about NCAA drug policies, banned substances and the products that may contain them. The cabinet expressed concern that the recommendation was too broad in its inclusion of all athletics staff and encouraged the Committee on Competitive Safeguards and Medical Aspects of Sport to discuss limiting the scope of the recommendation to include only athletics staff that interact daily with student-athletes on such issues (e.g., coaches, sports medicine staff). The cabinet would be interested in further discussion if the scope of the recommendation is narrowed.

c. **Administrative regulations – banned drugs.** The cabinet was notified that the recommendation of the Committee on Competitive Safeguards and Medical Aspects of Sport to amend Bylaw 31.2.3.4 to further clarify the classes of banned drugs as specified in the committee's report would be accomplished through an editorial revision, as opposed to a legislative proposal, since the recommendation does not change the application of the rule.

2. **Nonlegislative Informational Items.**

a. **Report from the NCAA Division I Championships/Sports Management Cabinet Administrative Committee February 16, 2009, meeting.**

(1) Georgia State University waiver request pursuant to NCAA Bylaw 31.2.1.3. The NCAA Division I Championships/Sports Management Cabinet Administrative Committee approved a waiver to allow Georgia State University to add men's indoor track and field to its sports sponsorship form. It was noted that similar future requests by the institution would be viewed with a higher level of scrutiny.

(2) Increase in the number of competitors at the Division I Men's and Women's Swimming and Diving Championships. Based on a recommendation from the Men's and Women's Swimming and Diving Committee, the Administrative Committee agreed to increase the number of swimmers in the women's and men's championships by 33 and 34 respectively. The decision to increase the caps was based on potential ramifications stemming from a December 12, 2008, interpretation of the

definition of a swimming suit. The Men's and Women's Swimming and Diving Committee and Administrative Committee ultimately felt that the best way to minimize any disadvantage resulting from the interpretation would be to increase the caps by the number of "A" qualifiers achieving automatic qualification times prior to the December 12 interpretation. It was noted that the additional costs resulting from the increase would be assumed within the championships budget.

(3) Track and field championships format. The Administrative Committee reviewed a letter from Shannon Wright of the United States Track and Field and Cross Country Coaches Association (USTFCCA). Ms. Wright noted in the letter that the coaches, who voted on a preference between the two-site format and the three-site format, preferred the three-site format.

The Administrative Committee noted that the cabinet considered a variety of factors, including feedback from the USTFCCA, prior to approving the two-site format in September 2008. Of the factors considered, the cabinet felt that competitive equity should be facilitated to the greatest extent possible and that the two-site model is a better facilitator of competitive equity than the three-site model. Although the opinions of coaches are valued by the cabinet, the Administrative Committee determined that the issue was sufficiently vetted and that it would not revisit the issue at this time.

(4) The Administrative Committee reversed a decision by the NCAA Division I Track and Field Committee that determined that marks achieved at the 2009 Reebok Boston Indoor Games would not be considered for purposes of qualifying for the 2009 Division I Men's and Women's Indoor Championships. The Administrative Committee did not believe that the relevant rule was clear on its face and that at least one participating institution attempted to do its due diligence in determining whether the meet would count. As a result, the Administrative Committee felt it would be more appropriate to err on the side of the student-athlete (s) and permit qualifying marks at the meet to be considered. The Administrative Committee recommended that the Track and Field Committee clarify the relevant rules in the track and field rules book.

b. Authority of Administrative Committee.

(1) Eligibility issues. The cabinet delegated authority to the Administrative Committee to act on behalf of the cabinet on issues in which a student-

athlete's eligibility has been jeopardized and championships competition is pending.

(2) The cabinet discussed ways to ensure that it responds to NCAA media partners in a nimble and efficient manner. The cabinet agreed that for media issues that normally fall under its purview and require immediate attention, the Administrative Committee would act on behalf of the cabinet. It was noted that the sport committees would remain subject matter experts and, therefore, continue to be key players in relevant discussions. In addition, the cabinet would be fully informed of the Administrative Committee's actions and the full cabinet would be consulted whenever feasible.

c. Championships/Sports Management Cabinet mission statement and guiding principles. The cabinet engaged in preliminary discussions related to the development of a new mission statement and guiding principles for the cabinet. The cabinet members provided feedback on drafts prepared by NCAA staff and charged a smaller group of cabinet members with revising the drafts based on cabinet input. The group will provide the full cabinet with revised working documents for the cabinet to consider during its next meeting.

d. 2010-2011 and 2011-2012 budget cycle. In preparation for the next budget cycle, the cabinet requested that staff forward a list of budget recommendations that previously received cabinet support but were not approved for funding. [Attachment]

e. Presentations from NCAA sports managers. The cabinet viewed presentations from NCAA sports managers.

The sports managers introduced themselves and provided profiles of the sports they oversee. The profiles provided the cabinet with a solid foundation of the sports and included information on variables ranging from budgets, attendance, NCAA Division I Academic Progress Rate and major issues that will be confronting the relevant sports.

f. Reports of groups reporting to the Championships/Sports Management Cabinet.

(a) Division I Women's Golf Committee. Based on a recommendation from the Women's Golf Committee, the cabinet approved a recommendation that three additional teams be added to each of the three regional

championships which would add a total of nine teams to the field, effective 2009-10. It was noted that there would be no impact to the championships budget since expenses are not reimbursed for regional competition; however, institutions would incur the costs if they have student-athletes selected.

(b) Division I Women's Basketball Committee. The cabinet appointed Jane Meyer, senior associate director of athletics at the University of Iowa, as chair effective September 1, 2009.

g. Site selections. On behalf of the cabinet, the Administrative Committee approved the following championships sites:

(a) Women's Gymnastics. The Administrative Committee approved a recommendation that Tuscaloosa, Alabama; Denver, Colorado; Athens, Georgia; Ann Arbor, Michigan; Oklahoma City, Oklahoma; and Corvallis, Oregon, be designated as sites for the 2011 women's gymnastics preliminary round. The University of Alabama, Tuscaloosa, will serve as host for competition to be held at the Coleman Coliseum; the University of Denver will serve as host for competition to be held at Magness Arena; the University of Georgia will serve as host for competition to be conducted at Stegeman Coliseum; the University of Michigan will serve as host for competition to be conducted at Crisler Arena; the University of Oklahoma will serve as host for competition to be conducted at the Lloyd Noble Center; and the Oregon State University will serve as host for competition to be conducted at Gill Coliseum.

(b) Men's and Women's Cross Country. The Administrative Committee approved a recommendation that the following be designated as regional sites for the 2009 and 2010 NCAA Division I Men's and Women's Cross Country Championships:

Regional Sites for 2009		
Region	**Location**	**Host**
Mid-Atlantic Region	Princess Anne, Maryland	University of Maryland, Eastern Shore
Northeast Region	Boston, Massachusetts	Boston University
South Region	Tuscaloosa, Alabama	University of Alabama

Regional Sites for 2010		
Region	**Location**	**Host**
Great Lakes Region	Rochester, Michigan	Oakland University
Mid-Atlantic Region	University Park, Pennsylvania	Pennsylvania State University
Midwest Region	Peoria, Illinois	Bradley University
Mountain Region	Salt Lake City, Utah	University of Utah
South Central Region	Waco, Texas	Baylor University
West Region	Springfield, Oregon	University of Oregon

(c) Women's Ice Hockey. The Administrative Committee approved a recommendation that Minneapolis be designated as the site for the 2010 National Collegiate Women's Ice Hockey Championship and that Erie, Pennsylvania, be designated as the site for the 2011 National Collegiate Women's Ice Hockey Championship. The University of Minnesota, Twin Cities, and Mercyhurst College, will serve as the hosts for the competitions to be conducted at Ridder Arena and Tullio Arena respectively.

(d) Men's Volleyball. The Administrative Committee approved a recommendation that Stanford, California, be designated as the site for the 2010 National Collegiate Men's Volleyball Championship and University Park, Pennsylvania, be designated as a site for the 2011 National Collegiate Men's Volleyball Championship. Stanford University and Pennsylvania State University will serve as hosts at Maples Pavilion and Rec Hall in the respective years.

Committee Chair: Jeff Schemmel, Mountain West
Staff Liaisons: Joni Comstock, Championships
Carol Reep, Championships
David W. Schnase, Academic and Membership Affairs

REPORT OF THE NCAA DIVISION I RECRUITING AND ATHLETICS PERSONNEL ISSUES CABINET FEBRUARY 9-10, 2009, MEETING

ACTION ITEMS.

1. Legislative Items.

a. Administrative Regulations - Recruiting Calendars - Exception to National Letter of Intent Signing Dates Dead Period - Fencing.

(1) Recommendation. The NCAA Division I Recruiting and Athletics Personnel Issues Cabinet recommends the NCAA Division I Legislative Council sponsor and adopt emergency and noncontroversial legislation to provide an exception to the dead period surrounding the fall National Letter of Intent (NLI) signing date in fencing when the dead period occurs during the North American Cup Fencing Championship.

(2) Effective Date. Immediate.

(3) Rationale. This proposal will provide an opportunity for fencing coaches to attend this elite tournament sponsored by the United States Fencing Association (USFA) that, in certain years, coincides with the dead period surrounding the fall NLI signing period in November. In those years, the final day of the four-day event is a dead period. In addition to attending the event for recruiting purposes, many college coaches also serve as officials during the event, due to the limited number of qualified fencing officials for USFA events. In 2007 and 2008, NCAA Division I Legislative Council Subcommittee for Legislative Relief waivers were granted to permit college coaches to attend the final day of the event which fell during a dead period. In order to avoid the need for future waivers, this change would provide a permanent exception. Additionally, the cabinet noted this exception is similar to the exception that exists in diving for the U.S. Diving National Championships. Finally, the cabinet noted that a conflict will exist again in November 2009 without a change to the current legislation. Therefore, the cabinet requests this be considered as emergency legislation by the Legislative Council during its April meeting.

(4) Estimated Budget Impact. Limited, some costs will be associated with coaches staying an additional day to observe the contests.

(5) Student-Athlete Impact. None.

b. Recruiting - Contacts - Women's Ice Hockey

(1) Recommendation. The cabinet recommends the Legislative Council sponsor and adopt noncontroversial legislation to prohibit telephone calls and off-campus recruiting contacts until July 7 following a prospective student-athlete's junior year in high school; further, to prohibit the one permissible telephone call to a prospective student-athlete who is a resident of a foreign country until July 7 following the prospective student-athlete's sophomore year in high school.

(2) Effective Date. Immediate.

(3) Rationale. This proposal would allow prospective student-athletes and coaches to enjoy the Independence Day and Canada Day holidays without the pressure of recruiting. The cabinet noted this is consistent with the cabinet's guiding principle of promoting work-life balance for coaches along with reducing intrusion to prospective student-athletes surrounding a holiday. Finally, the cabinet noted that the American Women's Hockey Coaches Association supports the proposed change. The cabinet believes this is noncontroversial and requests the Legislative Council adopt this proposal at its April meeting in order for the legislation to apply this summer.

(4) Estimated Budget Impact. None.

(5) Student-Athlete Impact. Will provide prospective student-athletes the opportunity to spend time with their families during the early July holidays without intrusions related to recruiting.

2. Nonlegislative Items.

- **None.**

INFORMATIONAL ITEMS.

1. Legislative. A list of the cabinet's legislative comments are included in Attachment A.

2. Nonlegislative.

a. Discussion of Communication Strategies Within Conferences. The cabinet discussed communication strategies used within their respective conferences and agreed to develop best practices to ensure that all constituent groups are well informed regarding the work of the cabinet, including conferences that are not currently represented on the cabinet. Specifically, the cabinet identified the following strategies for communication within conferences and on individual campuses: conference calls with conference office personnel and other cabinet representatives before and after each cycle of cabinet meetings; cabinet reports at conference meetings of various groups (e.g., directors of athletics, faculty athletics representatives, senior woman administrators, compliance administrators, coaches, student-athlete advisory committees); and meetings and reports to campus personnel (e.g., senior staff, compliance, coaches, student-athletes). Finally, the group discussed the importance of involving external constituent groups (e.g., National Association of Collegiate Directors of Athletics, National Association of Collegiate Women Athletic Administrators, Collegiate Commissioners Association of Compliance Administrators, National Association for Athletics Compliance) for feedback on relevant issues.

b. Priority Item - Early Recruitment. The cabinet engaged in an initial discussion of early recruitment, specifically early offers of athletics aid (e.g., verbal offers). However, the cabinet noted early offers of athletics aid may not be the only issue of concern under the broad topic of early recruitment and is generally one outcome of other activities that occur during the recruiting process. During its next meeting, the cabinet will begin a comprehensive examination of the current recruiting model to better understand what the issues and concerns are regarding early recruitment, which may include, but is not limited to, camps and clinics, verbal offers and timelines for communication. The cabinet believes a more detailed review is necessary to first understand how current recruiting practices align with the current recruiting model. As a result of this examination, the cabinet and membership may be in a better position to identify specific issues or concerns that need to be addressed.

c. Priority Item - Coaching Limits and Athletics Personnel. The cabinet discussed issues related to limitations on the number and duties of coaches and athletics department personnel. In its discussion, the cabinet identified the following key issues: (1) proliferation of noncoaching staff members with sport specific responsibilities; (2) lack of uniformity in the duties performed by noncoaching staff members with sport-specific responsibilities; (3) difficulty in monitoring and enforcing the activities performed by noncoaching staff members

with sport-specific responsibilities; and (4) the use of noncoaching positions with sport-specific responsibilities as a foundation for future coaching careers. The cabinet also discussed the role of managers, graduate assistant coaches and volunteer coaches relative to this area. The cabinet will develop a discussion document with potential concepts to address these issues and seek feedback for review during its June meeting.

d. **Priority Item - Impact of Technology on Recruiting and Printed Materials.** The cabinet received a presentation of how technology is used by various constituents in the recruiting process and discussed how current legislation applies to the different methods of communication and services (e.g., social networking Web sites, blogs, institutional team Web sites, sport-specific and targeted high school and youth sports social networking and share Web sites). Additionally, the cabinet discussed the impact of printed recruiting materials on prospective student-athletes and their parents, the cost of printed recruiting materials relative to their impact in decision making and the increased use and accessibility of video and institutional Web sites as a method of communicating information to the general public. The cabinet also noted the importance of minimizing intrusion with advances in technology while understanding the rise in user-defined preferences for receiving information. The cabinet will solicit feedback from various constituencies about potential areas of deregulation in the areas of printed recruiting materials and video/audio materials by using alternate methods of delivering the same information.

e. **Recreational Activities Legislation.** Based on a request from the Legislative Council, the cabinet reviewed the history and intent of the recreational activities legislation in NCAA Bylaw 13.11.2.2 and compared it to current practice during prospective student-athletes' visits to campus. The cabinet noted the intent of the legislation was to provide opportunities for prospective student-athletes to continue their regular workouts and participate in recreational activities while on campus. The cabinet discussed recent instances in which numerous individuals, including students, boosters and fans, attend and observe prospective student-athletes participating in these activities and noted these public activities are contrary to the legislation's original intent and potentially subject the institution to issues with the publicity legislation. During its discussion, the cabinet reviewed the September 4, 2008, staff interpretation and also noted concerns may only exist in select sports (e.g., basketball). The cabinet will consider sponsoring legislation in June that addresses these issues, including whether regulations should be added for all or select sports and whether facility regulations should be established or activities be prohibited.

KEY ITEMS.

1. **Early Recruitment**. The cabinet will engage in an extensive examination of the current recruiting model in hopes of generating a thorough discussion to identify and understand the specific concerns within the broad topic of early recruitment.

2. **Coaching Limits and Athletics Personnel**. The cabinet identified several issues within this area and will distribute a discussion document with potential concepts for feedback from the membership on how to appropriately address issues related to coaching limits, including noncoaching staff with sport-specific responsibilities.

3. **Impact of Technology on Recruiting**. The cabinet discussed how advances in technology can be helpful in the recruiting process while being mindful of intrusive activities. The cabinet will solicit feedback from various constituencies about potential areas of deregulation in the areas of printed recruiting materials and video/audio materials by using alternate methods of delivering the same information.

Cabinet Chair: ***Petrina Long, University of California, Los Angeles, Pacific-10 Conference***
Staff Liaison(s): ***Jeremiah Carter, Academic and Membership Affairs***
Amy Huchthausen, Academic and Membership Affairs
Charnele Kemper, Academic and Membership Affairs
Jackie Thurnes, Enforcement Services

NCAA Division I Recruiting and Personnel Issues Cabinet February 2009 Legislative Actions
Comments Related to 2008-09 Legislative Cycle Proposals.

Proposal Number	Title	Source	Effective Date	Intent	Position and Comments
2008-15-B	RECRUITING -- DEFINITIONS AND APPLICATIONS -- PROSPECTIVE STUDENT-ATHLETE -- INSTITUTIONAL ORIENTATION SESSION	Big Ten Conference.	Immediate	To specify that a recruited prospective student-athlete who has signed a National Letter of Intent (NLI) [or, for an institution that does not use the NLI in a particular sport or for a prospective student-athlete who is not eligible to sign an NLI (e.g., four-year college transfer), the institution's written offer of admission and/or financial aid] and has reported to an institutional orientation session that is open to all incoming students within 14 calendar days prior to the opening day of classes of a regular academic year term shall not be subject to the contact restrictions in NCAA Bylaw 13 and shall be considered a student-athlete for purposes of Bylaw 16 as of the opening day of the orientation session.	Support. Noted this provides greater flexibility for all institutions to apply the legislation regardless of whether orientation sessions are required.

Proposal Number	Title	Source	Effective Date	Intent	Position and Comments
2008-20-A	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- EVENTS ORGANIZED AND CONDUCTED BY SCHOLASTIC ATHLETICS GOVERNANCE BODIES -- OTHER EVALUATION EVENTS	Southeastern Conference.	Immediate	In football, to specify that live athletics evaluations are permissible at events organized and conducted solely by a scholastic athletics governing body (e.g., state high school athletics association, junior college athletics association); further, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Support. Prefers 2008-20-B over 2008-20-A. Noted concern about the potential influence of nonscholastic entities on high school and junior college governing bodies and a desire to help control these issues. Further noted that there is no compelling reason to add these events to the list of permissible activities.
2008-20-B	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- OTHER EVALUATION EVENTS	NCAA Division I Legislative Council.	Immediate	In football, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Support. Prefers 2008-20-B over 2008-20-A, which minimizes the influence of nonscholastic entities. See also 2008-20-A.

Proposal Number	Title	Source	Effective Date	Intent	Position and Comments
2008-25-D	RECRUITING -- LETTER OF INTENT PROGRAMS -- REQUIREMENTS FOR OFFERS OF ATHLETICALLY RELATED FINANCIAL AID -- COMPLETION OF AMATEURISM CERTIFICATION QUESTIONNAIRE -- DELAYED EFFECTIVE DATE	Big Ten Conference.	August 1, 2010	To specify that an institution shall not provide a high school, preparatory school or transfer (if applicable) prospective student-athlete a written offer of athletically related financial aid until he or she has completed the amateurism certification questionnaire administered by the NCAA Eligibility Center.	Support. Recognized a need to require timely completion of the amateurism certification questionnaire and believes this is accomplished without placing a hardship on prospective student-athletes, institutions or the Eligibility Center.

2008-29	RECRUITING -- TRYOUTS -- EXCEPTIONS -- VOLUNTARY SUMMER CONDITIONING -- SPORTS OTHER THAN FOOTBALL AND BASKETBALL	Southeastern Conference.	Immediate	In sports other than football and basketball, to specify that a prospective student-athlete may engage in voluntary summer workouts conducted by an institution's strength and conditioning coach with department-wide duties and may receive workout apparel (on an issuance and retrieval basis), provided he or she is enrolled in the institution's summer term prior to the student's initial full-time enrollment at the certifying institution; further, to specify that an institution may finance medical expenses for a prospective student-athlete who sustains an injury while participating in such workouts.	Oppose. Maintained original position and rationale for opposition. Further, noted the increased financial pressures to provide athletics aid for summer school for additional prospective student-athletes, especially in the current economy. Also noted the expanded pressure on prospective student-athletes to participate in voluntary activities. Discussed in concept making this opportunity available to only fall championship segment sports (e.g., volleyball, soccer, field hockey and cross country), but took no action.
2008-68-B	**ADMINISTRATIVE REGULATIONS -- RECRUITING CALENDARS -- WOMEN'S LACROSSE -- FALL EVALUATIONS -- LIMITATION ON EVALUATIONS OF LACROSSE ACTIVITIES**	Ivy Group.	August 1, 2009	In women's lacrosse, to specify that during the fall contact period, evaluations of prospective student-athletes participating in lacrosse activities are limited to the three weekends prior to Thanksgiving.	Support. Noted this is similar to a recent change made to the recruiting calendar for men’s lacrosse which was adopted last year and minimizes the pressure for prospective student-athletes to participate in nonscholastic activities during this time period.

NCAA Division I 2008-09 Legislative Cycle Voting Chart
April 2009 Legislative Council Meeting

The following chart lists the proposals set forth in the 2009 NCAA Official Notice in the order in which the NCAA Division I Legislative Council will vote on them at its April 20, 2009 meeting.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-12	PERSONNEL -- LIMITATIONS ON NUMBER OF OFF-CAMPUS RECRUITERS AT ANY ONE TIME -- EXCEPTION -- BASKETBALL -- JULY EVALUATION PERIODS	In basketball, to specify that during the July evaluation periods, a coach replaced for the purpose of off-campus recruiting activities is not required to return to the institution's campus before engaging in additional recruiting activities, provided no more than three coaches engage in off-campus recruiting activities each day.	• Noted a possible travel cost savings if a coach is not required to return to campus, but that additional costs may be incurred to have four coaches away from campus at all times during the evaluation periods. • Concept could be expanded beyond the summer and to other sports. • Concern expressed related to monitoring and a potential conflict with a desired increase in summer access to incoming prospective student-athletes.
2008-13-B	AMATEURISM -- EXCEPTION FOR PRIZE MONEY FOR STUDENT-ATHLETES -- OUTSIDE THE PLAYING SEASON DURING THE SUMMER VACATION PERIOD -- INDIVIDUAL SPORTS	In individual sports, to permit a student-athlete to accept prize money based on his or her place finish or performance in an open athletics event (an event that is not invitation only), provided the competition occurs outside the institution's declared playing and practice season during the institution's summer vacation period and the prize money does not exceed actual and necessary expenses and is provided only by the sponsor of the open event.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-15-B	RECRUITING -- DEFINITIONS AND APPLICATIONS -- PROSPECTIVE STUDENT-ATHLETE -- INSTITUTIONAL ORIENTATION SESSION	To specify that a recruited prospective student-athlete who has signed a National Letter of Intent (NLI) [or, for an institution that does not use the NLI in a particular sport or for a prospective student-athlete who is not eligible to sign an NLI (e.g., four-year college transfer), the institution's written offer of admission and/or financial aid] and has reported to an institutional orientation session that is open to all incoming students within 14 calendar days prior to the opening day of classes of a regular academic year term shall not be subject to the contact restrictions in Bylaw 13 and shall be considered a student-athlete for purposes of Bylaw 16 as of the opening day of the orientation session.	
2008-19 FBS/FCS	RECRUITING -- CONTACTS AND EVALUATIONS -- FOOTBALL -- ONE CONTACT WITH JUNIORS OR SENIORS -- SPRING EVALUATION PERIOD	In football, to specify that during the spring evaluation period, an institution may make one in-person, off-campus contact per prospective student-athlete (including prospective student-athletes in their junior year) at the prospective student-athlete's educational institution; further, to specify that an institution may use an additional evaluation in conjunction with the contact.	• Expressed concern regarding potential of increased costs, increased time spent in recruiting and increased recruiting pressures. o Pressures involved with contacts are greater than those related to evaluations. • Potential significant intrusion on prospective student-athletes during class time.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-20-A FBS/FCS	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- EVENTS ORGANIZED AND CONDUCTED BY SCHOLASTIC ATHLETICS GOVERNANCE BODIES -- OTHER EVALUATION EVENTS	In football, to specify that live athletics evaluations are permissible at events organized and conducted solely by a scholastic athletics governing body (e.g., state high school athletics association, junior college athletics association); further, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Expressed concern regarding potential involvement or attempted influence of nonscholastic entities on events for which the organization and conduct would be solely limited to scholastic athletics governing bodies. Adoption of Proposal No. 2008-20-A renders Proposal No. 2008-20-B moot.
2008-20-B FBS/FCS	RECRUITING -- FOOTBALL EVALUATIONS -- SCHOLASTIC AND NONSCHOLASTIC ACTIVITIES -- OTHER EVALUATION EVENTS	In football, to specify that institutional staff members shall not attend a recruiting event in which information (e.g., athletics or academic credentials, highlight video) related to prospective student-athletes is presented or otherwise made available.	Rendered moot by the adoption of Proposal No. 2008-20-A.
2008-25-D	RECRUITING -- LETTER OF INTENT PROGRAMS -- REQUIREMENTS FOR OFFERS OF ATHLETICALLY RELATED FINANCIAL AID -- COMPLETION OF AMATEURISM CERTIFICATION QUESTIONNAIRE -- DELAYED EFFECTIVE DATE	To specify that an institution shall not provide a high school, preparatory school or transfer (if applicable) prospective student-athlete a written offer of athletically related financial aid until he or she has completed the amateurism certification questionnaire administered by the NCAA Eligibility Center.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-29	RECRUITING -- TRYOUTS -- EXCEPTIONS -- VOLUNTARY SUMMER CONDITIONING -- SPORTS OTHER THAN FOOTBALL AND BASKETBALL	In sports other than football and basketball, to specify that a prospective student-athlete may engage in voluntary summer workouts conducted by an institution's strength and conditioning coach with department-wide duties and may receive workout apparel (on an issuance and retrieval basis), provided he or she is enrolled in the institution's summer term prior to the student's initial full-time enrollment at the certifying institution.	• Concern expressed that different standards would exist for football, basketball and all other sports. o Different standards were intentional based on history of legislation for football and basketball. • Concern expressed related to need for additional staffing, pressure for summer enrollment and increased risk/liability issues. • Promotes greater equity among sports. • Provides structure for safety presence during workouts.
2008-32-B	ELIGIBILITY -- GENERAL ELIGIBILITY REQUIREMENTS -- FULL-TIME ENROLLMENT -- REQUIREMENT FOR COMPETITION -- NONTRADITIONAL COURSES -- UP TO 50 PERCENT OF MINIMUM REQUIREMENT	To specify that enrollment in a nontraditional course (e.g., distance-learning, correspondence, extension, Internet courses, independent study or any other course or credit that is not earned in a typical face-to-face classroom environment with regular contact hours between the instructor and the student) offered by the certifying institution may be used to satisfy up to 50 percent of the minimum full-time enrollment requirement for competition, provided the specified conditions are met.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-34	ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- CORE CURRICULUM TIME LIMITATION -- STUDENTS WITH EDUCATION IMPACTING DISABILITIES	To specify that if a prospective student-athlete with a diagnosed education-impacting disability graduates from high school within the core-curriculum time limitation, he or she may use up to three core courses completed after high school graduation to satisfy the core-curriculum or minimum grade-point average requirements, or both.	
2008-43	AWARDS, BENEFITS AND EXPENSES -- HOUSING AND MEALS -- FRUIT, NUTS AND BAGELS	To specify that an institution may provide fruit, nuts and bagels to student-athletes at any time.	• Overall potential for increased costs, but a possible practical savings or maintenance of supplement budget. o Cost could be shifted from supplements to fruit, nuts and bagels. • Potential to provide better nutrition to student-athletes. • Is the legislation necessary? o Is the current meals and benefits legislation sufficient to meet the nutritional needs of student-athletes? o Encourage responsible behavior of student-athletes and full use of current legislation. • Potential recruiting advantage.
2008-45	PLAYING AND PRACTICE SEASONS -- GENERAL REGULATIONS -- SKILL INSTRUCTION -- SPORTS OTHER THAN FOOTBALL -- CONCURRENT SESSIONS	In sports other than football, to specify that prior to September 15 and after April 15, no more than four student-athletes from the same team may be involved in skill-related instruction with their coaches at any one time in any one facility.	• Concern expressed related to potential advantage for institutions with multiple facilities. o Coaches could devote more time to recruiting activities.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-46	PLAYING AND PRACTICE SEASONS -- BASEBALL -- PRESEASON PRACTICE AND FIRST CONTEST -- CHAMPIONSHIP SEGMENT	In baseball, to specify that in the championship segment, an institution shall not commence practice sessions prior to the Friday that is three weeks prior to the first permissible contest date for the championship segment and shall not play its first contest (game or scrimmage) with outside competition prior to the Friday in February that is 14 weeks before the Friday immediately preceding Memorial Day.	• Noted that the current legislation has only been in effect for one year. o Time may not be sufficient to fully evaluate impact and potential options within the current legislation. o Change would erode compromise reached related to geographical realities.
2008-48	PLAYING AND PRACTICE SEASONS -- BASEBALL -- MAXIMUM NUMBER OF CONTESTS -- 52	In baseball, to reduce the maximum number of contests from 56 to 52.	• Noted that the NCAA Division I Board of Directors has indicated intent to review the recently adopted baseball legislation after three years. • Sentiment expressed that the issues may not have been fully reviewed prior to the adoption of the current legislation.
2008-51	PLAYING AND PRACTICE SEASONS -- PRESEASON PRACTICE -- CROSS COUNTRY, FIELD HOCKEY, WOMEN'S RUGBY, SOCCER, WOMEN'S VOLLEYBALL AND MEN'S WATER POLO	In cross country, field hockey, women's rugby, soccer and men's water polo, to specify that an institution shall not commence practice sessions before 16 days prior to the date on which the first permissible contest or date of competition may occur; further, in women's volleyball, to specify that an institution shall not commence practice sessions before 20 days prior to the date on which the first permissible contest may occur.	• An institution that delays its first contest would be able to practice more than those that start on the first permissible date. o Resulting in additional expenses in such circumstances. • Some anecdotal indication that starting dates would be the same or very similar under the current legislation or the proposal.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-52 FCS only	PLAYING AND PRACTICE SEASONS -- FOOTBALL -- PRESEASON PRACTICE -- LIMIT ON NUMBER OF PARTICIPANTS -- REPLACEMENT OF STUDENT-ATHLETE DUE TO INJURY OR ILLNESS	In football, to specify that a student-athlete who sustains an injury or illness that prevents further participation in preseason practice activities may be replaced with another student-athlete without including that individual in the institution's limitation on the number of individuals who may participate in preseason practice.	• NCAA Division I Football Championship Subdivision Governance Committee expressed preliminary opposition. o Concern related to potential financial impact and potential abuse of the rule, in that it may result in "tryouts." .
2008-54	PLAYING AND PRACTICE SEASONS -- GOLF -- ANNUAL EXEMPTIONS -- HAWAII OR ALASKA	In golf, to specify that the dates of competition of one event (e.g., dual competition, tournament) in Hawaii or Alaska either against or under the sponsorship of an active Division I member located in Hawaii or Alaska, by a member located outside the area in question are exempted from the maximum number of dates of competition.	
2008-55-A	PLAYING AND PRACTICE SEASONS -- WOMEN'S SOCCER -- FIRST CONTEST OR DATE OF COMPETITION -- 12-WEEK SEASON	In women's soccer, to specify that an institution shall not play its first contest or engage in its first date of competition (game) with outside competition prior to the 12th weekend prior to the start of the women's soccer championship.	• Noted that the current legislation has only been in effect since August 1, 2008. • Is the legislation necessary? o Will men's soccer seek the same change next year? • Legislation has changed frequently in recent years. o Changes were due to attempt to conduct the men's and women's championships on the same weekends, which did not succeed logistically.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-57	PLAYING AND PRACTICE SEASONS -- TRACK AND FIELD -- SAFETY EXCEPTION -- HURDLES AND STEEPLECHASE	To specify that a coach may be present during voluntary individual workouts in the institution's regular practice facility (without the workouts being considered as countable athletically related activities) when the student-athlete is engaged in jumping hurdles or the jumping element of the steeplechase.	• Does a true safety issue exist for these events? • Would other events or sports seek for similar provisions (e.g., jumping elements of other sports).
2008-59	DIVISION MEMBERSHIP -- DEFINITIONS AND APPLICATIONS -- EMERGING SPORTS FOR WOMEN -- ARCHERY, BADMINTON, SYNCHRONIZED SWIMMING, TEAM HANDBALL AND SAND VOLLEYBALL	To add sand volleyball as an emerging sport for women.	• Sand volleyball has satisfied established criteria to be considered by the membership for inclusion on the list of emerging sports for women. • Addition of sand volleyball and the removal of the other sports will be addressed in separate votes. • Concern expressed related to the timing of implementation of sand volleyball and its impact on "indoor" volleyball (e.g., potential impact on the number of coaches/burden on coaches, impact on scholarships). • Concern with moving forward prior to other issues (e.g., playing and practice seasons, financial aid) being addressed or outlined.
2008-67	ADMINISTRATIVE REGULATIONS -- RECRUITING CALENDARS -- SOFTBALL -- CONTACT PERIOD AUGUST 1 THROUGH THE DAY PRIOR TO THANKSGIVING DAY	In softball, to establish a contact period from August 1 through the day prior to Thanksgiving Day.	• Noted that the current legislation has only been effective since August 1, 2007. • Would ease stress on prospective student-athletes and missed class time created by a truncated period.

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-68-B	ADMINISTRATIVE REGULATIONS -- RECRUITING CALENDARS -- WOMEN'S LACROSSE -- FALL EVALUATIONS -- LIMITATION ON EVALUATIONS OF LACROSSE ACTIVITIES	In women's lacrosse, to specify that during the fall contact period, evaluations of prospective student-athletes participating in lacrosse activities are limited to the three weekends prior to Thanksgiving.	
2008-75-1	2008-75-1 ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- ELIGIBILITY FOR FINANCIAL AID, PRACTICE AND COMPETITION -- QUALIFIER -- EXCEPTION -- EARLY ACADEMIC CERTIFICATION -- SUBMISSION OF TRANSCRIPT -- WAIVER	Intent: To amend Proposal No. 2008-75 to specify that the Academics Cabinet may waive, based on objective evidence that demonstrates circumstances for which a waiver is warranted, the requirement that an institution must ensure submission of the final high school transcript to the Eligibility Center for a student-athlete who is certified as a qualifier pursuant to the early academic certification exception.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-75	ELIGIBILITY -- FRESHMAN ACADEMIC REQUIREMENTS -- ELIGIBILITY FOR FINANCIAL AID, PRACTICE AND COMPETITION -- QUALIFIER -- EXCEPTION -- EARLY ACADEMIC CERTIFICATION -- SUBMISSION OF TRANSCRIPT	To specify that if a student-athlete is certified as a qualifier pursuant to the early academic certification exception and his or her initial full-time collegiate enrollment occurs at the certifying institution, the institution shall ensure submission his or her final high school transcript (official or unofficial) to the NCAA Eligibility Center by November 15 following the student-athlete's initial full-time enrollment; further, to specify that a violation of this provision shall be considered an institutional violation, however, the student-athlete's eligibility shall not be affected.	
2008-77-1	2008-77-1 ELIGIBILITY -- TRANSFER REGULATIONS -- TWO-YEAR COLLEGE TRANSFERS -- SUBMISSION OF INFORMATION NECESSARY TO DETERMINE ACADEMIC INITIAL-ELIGIBILITY STATUS -- WAIVER	To amend Proposal No. 2008-77 to specify that the Academics Cabinet may waive, based on objective evidence that demonstrates circumstances for which a waiver is warranted, the requirement that an institution submit information necessary to determine the academic initial-eligibility status of a two-year or 4-2-4 transfer student.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-77	ELIGIBILITY -- TRANSFER REGULATIONS -- TWO-YEAR COLLEGE TRANSFERS -- SUBMISSION OF INFORMATION NECESSARY TO DETERMINE ACADEMIC INITIAL-ELIGIBILITY STATUS	To specify that an institution shall ensure submission of all necessary information (e.g., high school transcripts, test scores) to the NCAA Eligibility Center to determine the academic initial-eligibility status of a two-year college or 4-2-4 transfer student-athlete prior to the end of the student-athlete's first regular academic term of full-time enrollment at the institution; further, to specify that a violation of this provision shall be considered an institutional violation; however, the student-athlete’s eligibility will not be affected.	
2008-79-1	AMATEURISM -- INVOLVEMENT WITH PROFESSIONAL TEAMS -- PROFESSIONAL BASKETBALL DRAFT -- FOUR-YEAR COLLEGE STUDENT-ATHLETE -- MEN'S BASKETBALL DECLARATION TO RESUME INTERCOLLEGIATE PARTICIPATION BY THE END OF MAY 8	To amend Proposal No. 2008-79 to specify that, in men's basketball, to specify that an enrolled student-athlete may enter a professional league's draft one time during his collegiate career without jeopardizing eligibility in the sport, provided the student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation by May 8 of the year in which the draft will occur; the student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and the student-athlete is not drafted.	

Proposal Number	Title	Intent	Actions/Points to Consider/Comments/Mootnicity Issues
2008-79	AMATEURISM -- INVOLVEMENT WITH PROFESSIONAL TEAMS -- PROFESSIONAL BASKETBALL DRAFT -- FOUR-YEAR COLLEGE STUDENT-ATHLETE -- MEN'S BASKETBALL	In men's basketball, to specify that an enrolled student-athlete may enter a professional league's draft one time during his collegiate career without jeopardizing eligibility in the sport, provided the student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation by the end of the day prior to the first day of the spring National Letter of Intent signing period for the applicable year; the student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and the student-athlete is not drafted.	

REPORT OF THE NCAA DIVISION I AWARDS, BENEFITS, EXPENSES AND FINANCIAL AID CABINET

The NCAA Division I Awards, Benefits, Expenses and Financial Aid Cabinet submits this report from its February 5-6, 2009, in-person meeting in Los Angeles, California.

ACTION ITEMS.

1. Legislative Items.

- **None.**

2. Nonlegislative Items.

- **None.**

KEY TAKE AWAYS.

1. Review of Current Financial Aid Model. The cabinet prioritized financial aid items to be reviewed over the next several meetings. It is anticipated that this review may be completed by June 2010. Further, the cabinet expressed its appreciation to the NCAA Division I Legislative Council for following its recommendations in September 2008 on legislative proposals related to team limits while it conducts this review. The cabinet has prioritized the following topics for further study: (1) countable aid versus noncountable aid (e.g., government grants, institutional merit aid, state grants); (2) examination of issues related to determining counter status; (3) head-count versus equivalency designations; and (4) team financial aid limits.

2. Best Practices for Conducting Financial Aid Hearing Opportunities. The cabinet revisited the recommendations related to the financial aid hearing opportunity legislation and determined that no legislative changes were necessary at this time. The cabinet requested that the staff develop a comprehensive best practices document related to the application of the financial aid hearing opportunity legislation and renewal/nonrenewal process. This resource will be made available to the Division I membership on the NCAA Web site. The cabinet also requested the staff work with the staff liaisons for the athletics certification and the compliance review processes to determine if there are ways

to ensure institutional policies and procedures for conducting financial aid hearings are reviewed on a regular basis.

3. Outreach to Financial Aid Community. The cabinet reviewed the February 2007 Financial Aid Workshop recommendations related to outreach (e.g., communication, education) to the financial aid community and prioritized next steps for the staff. Specifically, the cabinet directed the staff to develop a plan for NCAA staff to serve as a liaison to the financial aid community [e.g., partnership with National Association of Student Financial Aid Administrators (NASFAA)] to discuss the best methods to enhance dialogue between the NCAA and NASFAA on financial aid issues. Potential outreach efforts may include, but will not be limited to, a coordinated effort to develop educational resources for use by NASFAA members and greater interaction during NCAA Regional Rules Seminars. The cabinet will receive an update on the staff's progress with these initiatives during its June 2009 meeting.

***INFORMATIONAL ITEMS*.**

1. Legislative Informational Items.

a. Comments on Proposals Currently in the 2008-09 Legislative Cycle.

(1) NCAA Proposal No. 2008-15-B -- Recruiting -- Definitions and Applications -- Prospective Student-Athlete -- Institutional Orientation Session. The cabinet agreed to support Proposal No. 2008-15-B, which would specify that a recruited prospective student-athlete who has signed a National Letter of Intent (NLI) [or, for an institution that does not use the NLI in a particular sport or for a prospective student-athlete who is not eligible to sign an NLI (e.g., four-year college transfer), the institution's written offer of admission and/or financial aid] and has reported to an institutional orientation session that is open to all incoming students within 14 calendar days prior to the opening day of classes of a regular academic year term shall not be subject to the contact restrictions in NCAA Bylaw 13 and shall be considered a student-athlete for purposes of Bylaw 16 as of the opening day of the orientation session.

(2) Proposal No. 2008-25-D -- Recruiting -- Official Visit and Letter of Intent Programs -- Requirements for Official Visit and Offers of Athletically Related Financial aid -- Completion of Amateurism Certification Questionnaire – Delayed Effective Date. The cabinet agreed to support Proposal No. 2008-25-D, which would specify that an institution shall not provide a high school, preparatory school or transfer (if applicable)

prospective student-athlete a written offer of athletically related financial aid until he or she has completed the amateurism certification questionnaire administered by the NCAA Eligibility Center. The cabinet noted that this amendment mirrors its sponsorship of 2008-25-B but delays the effective date to August 1, 2010.

(3) Proposal No. 2008-43 -- Awards, Benefits and Expenses -- Housing and Meals -- Fruit, Nuts and Bagels. The cabinet agreed to oppose Proposal No. 2008-43, which would specify that an institution may provide fruit, nuts and bagels to student-athletes at any time. The cabinet supported the concept of access to nutritional foods to provide the caloric and fluid replacement permitted at present through supplements. However, the cabinet was not convinced that the current proposal is the best way to address the identified problem, and noted the likely interpretive issues related to the proposal. The cabinet agreed to engage in a broader review of nutritional supplements and whole foods with the NCAA Division I Championships/Sports Management Cabinet and the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to determine if the current legislation warrants change. [See Informational Item No. 2-a below.]

b. Other Legislative Comments.

- **Review of Noncontroversial Legislative Recommendation from the NCAA Research Committee**. The cabinet reviewed a noncontroversial legislative recommendation from the NCAA Research Committee to the NCAA Division I Administration Cabinet that would amend Bylaw 16.11.1.11 (NCAA research studies) to permit compensation of participants in institution-based student-athlete only research studies under the specified conditions. The cabinet supported the legislative concept and, in particular, noted that institutional review boards are the appropriate authority to approve such research studies and related compensation.

2. Nonlegislative Informational Items.

a. Review of Information Provided by the Committee on Competitive Safeguards and Medical Aspects of Sports Related To Nutritional Supplements. The cabinet reviewed and discussed information provided by Committee on Competitive Safeguards and Medical Aspects of Sports related to student-athletes' use of nutritional supplements. Specifically, the cabinet was provided with: (1) the committee's December 2008 executive summary related to

nutritional supplements and nutrition; (2) 2007 Student-Athlete Nutrition Survey results; and (3) 1989-2008 historical timeline of policy actions related to feeding student-athletes versus nutritional supplements. The cabinet believes that this issue has student-athlete well-being ramifications and agreed to engage in a broader review of nutritional supplements and whole foods with the Championships/Sports Management Cabinet and the committee to determine if the current legislation warrants change. Specifically, the cabinet would like to explore legislative options that would provide flexibility for institutions to provide nutritional whole-food options to their student-athletes immediately following participation in countable athletically related activities to replace calories and fluids lost during that participation.

b. **Review of Issues Related to Midyear Enrollees and the NLI.** The cabinet reviewed an issue related to prospective student-athletes who have signed an NLI during the early signing period, yet enroll in the academic year prior to the period of the award that accompanied the NLI (e.g., midyear of the current academic year). The cabinet agreed to take no action at this time, noting there is currently a permissible way to provide athletics aid to these student-athletes during the academic year prior to the year noted in the NLI (i.e., not sign the prospect to an NLI). Further, when truly extenuating circumstances are presented, institutions may consider submitting an NCAA Division I Legislative Council Subcommittee for Legislative Relief waiver on the student's behalf. Finally, the cabinet directed the staff to provide education to the membership on this issue so institutions can better educate student-athletes and prospective student-athletes on the applicable financial aid regulations.

c. **Update on Staff Initiatives Identified by Cabinet in September 2008**. Based on the cabinet's requests in September, the staff provided updates on additional financial aid information to be added to the NCAA Guide for the College-Bound Student-Athlete and enhancements to the Compliance Assistant Software Program and resources.

Committee Chair: M. Grace Calhoun, Indiana University, Bloomington, Big Ten Conference
Staff Liaisons: Vanessa Fuchs, Academic and Membership Affairs
Brad Hostetter, Academic and Membership Affairs
Kris Richardson, Academic and Membership Affairs

MINUTES OF THE

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

EXECUTIVE COMMITTEE

Gaylord National Resort and Convention Center
National Harbor, Maryland

January 17, 2009

Participants:

Michael Adams, University of Georgia, chair
Charles Bantz, Indiana Univ.-Purdue Univ. at Indianapolis
James Barker, Clemson University
Anthony DiGiorgio, Winthrop University
Damon Evans, University of Georgia
John Fry, Franklin & Marshall College
Bruce Grube, Georgia Southern University
Stephen Jordan, Metropolitan State College of Denver
Robert Kustra, Boise State University
Lynn Oberbilling, Smith College
Harvey Perlman, University of Nebraska, Lincoln
John Peters, Northern Illinois University
Beverley Pitts, University of Indianapolis
Thomas Powell, Mount St. Mary's University
Shirley Raines, University of Memphis
Edward Ray, Oregon State University
Tim Selgo, Grand Valley State University
Paul Trible, Christopher Newport University
Nancy Zimpher, University of Cincinnati
Bernard Franklin, NCAA
Delise O'Meally, NCAA, recording secretary

Myles Brand, NCAA, attended a portion of the meeting by videoconference.

Also in attendance were: Gary Brown, director of NCAA News; Elsa Cole, vice president of legal affairs and general counsel; Joni Comstock, senior vice president of championships; Dennis Cryder, senior vice president of branding and communications; Abe Frank, managing director of government relations; Jim Isch, senior vice president of administration/chief financial officer; Tom Jernstedt, executive vice president; Kevin Lennon, vice president of academic and membership affairs; Keith Martin, managing director of finance and operations; Wallace Renfro, vice president and senior advisor to the NCAA president; Greg Shaheen, senior vice president of basketball and business strategies; Robert Vowels, vice president of educational affairs

Charlotte Westerhaus, vice president of diversity and inclusion; Bob Williams, managing director of public and media relations; David Berst, Daniel Dutcher and Mike Racy, NCAA governance vice presidents; and Beth DeBauche and Leah Nilsson, NCAA governance directors.

[Note: These minutes contain only actions taken (formal votes or stated "sense of the meeting") in accordance with NCAA policy regarding minutes of all Association entities. While certain items on the Committee's agenda were acted on at various times throughout the meeting, all final actions within a given topic are combined in these minutes for convenience of reference.]

The meeting was called to order at 3:45 by the chair, President Adams. All members were present as noted above.

1. Welcome and announcements. Adams welcomed all attendees and thanked departing Division III Presidents Council chair, John Fry, and departing Divisions II and III Management Council chairs Debbie Chin and Del Malloy. He also welcomed incoming Divisions II and III Management Council chairs Tim Selgo and Lynn Oberbillig.

   Adams presented departing Division III Presidents Council chair John Fry with an award for his service to the Executive Committee.

2. Executive session. Adams convened an executive session where the Committee received an update from Brand and other staff members.

3. Approval of October 30, 2008, meeting minutes.

   It was VOTED

   "To approve the Executive Committee minutes of the October 30, 2008, meeting as distributed."

4. NCAA Executive Committee Finance Committee report.

   a. Fiscal year 2007-08 audited statements. The Finance Committee met in December with the audit firm of KPMG to review fiscal year 2007-08 financial statements and conduct the required audit communications and review. KPMG issued an unqualified opinion for the fiscal year statements ending August 31, 2008. Ray reported the following from the audit:

(1) The Association's total assets increased by approximately $25 million in comparison to the prior year. The increase was primarily in the investments holdings as of year-end. The committee spent considerable time discussing market volatility and the decrease in market value of investments as of the end of November.

(2) Even though the quasi-endowment has decreased in market value by more than 20 percent since August 31, the Association's financial position remains strong.

(3) The Association's net assets increased by more than $23 million this past fiscal year due to the surplus of revenues over expenses. It was noted that the Association does not budget investment earnings since these funds, by Executive Committee policy, are allocated to the quasi-endowment.

(4) All allocations to the respective reserves, per Executive Committee policy, have been made.

(5) It was noted that the Association has approximately $5.5 million in unallocated net assets.

(6) The Association had an increase in revenue this past year despite the losses in its investment earnings. The increase was primarily due to the increases in TV rights fees, ticket revenue from championships and the revenues from the Eligibility Center.

(7) Championships travel increased approximately 25 percent, which is reflected in the Division I championships program increases. The decrease in Association-wide expense is due to a reduction in legal expenses in the prior year, primarily the result of settling the White Case.

(8) Excess revenues over expenses for the year were $23.3 million.

It was VOTED

"To approve the audited financial statements prepared by the audit firm of KPMG."

b. Recommended uses of unallocated net assets. The Executive Committee reviewed the recommended uses of net unallocated assets.

It was VOTED

"To approve the following uses as recommended:

"• The Finance Committee recommends that the surplus of $5.5 million in unrestricted net assets be allocated in the following manner.

"(a) $2.75 million distributed back to the Division I members.

"(b) $2.75 million allocated to the quasi-endowment, per Executive Committee policy that requires one-half of any year-end surplus be allocated to the quasi-endowment."

c. First quarter fiscal year 2008-09 budget to actual. The Finance Committee chair reviewed the financials and there were no significant variations from the budget.

d. Investment subcommittee report. The investment subcommittee of the Finance Committee met in December and reports as follows:

(1) The past year has been difficult in the financial markets. The NCAA investment returns have declined similar to our various campuses. Returns over the past 12-month period ending November 30, 2008, have declined 28.1 percent for the quasi-endowment and 18.7 percent for the operating reserve funds.

(2) Despite the poor relative returns, the investment committee voted to rebalance the two portfolios in accordance with its asset allocation policies. It also voted to explore various opportunistic strategies for the future.

5. Litigation update. The Committee received a report from the NCAA general counsel regarding litigation and settlement actions.

6. NCAA Division I Board of Directors and Divisions II and III Presidents Councils reports.

a. Division I Board of Directors. The Committee received an update on the actions of the Division I Board of Directors that included the following:

(1) Override vote. The override vote on Proposal No. 2007-30-C was unsuccessful. [For 144, against 118, abstain 2.]

(2) Academic reform. Approved the development and implementation of a publically available Web site search mechanism that will provide for each

Division I head coach, the "lifetime APR batting average" accounting for all head coaching years. Additionally, the Board supported initiating efforts to gather additional academic and other information specific to head coaches so that the information is ultimately available to develop a secure Web site that could be available as a tool to institutional presidents. It recommended a deliberative approach, given the complexity of the issues.

(3) Task Force on Commercial Activity. Accepted a statement of guiding principles from the Task Force on Commercial Activity in Division I Intercollegiate Athletics. The statement is intended as a baseline for work by the Division I Leadership Council and the governance substructure, as those bodies seek to develop recommendations regarding implementation details.

(4) Division I Men's Basketball Academic Enhancement Group. Received an update on the ongoing work of the Division I Men's Basketball Academic Enhancement Group, which was charged with identifying ways to enhance the academic progress and graduation rates in men's basketball by the end of the academic year.

(5) Sportsmanship initiative. Received an update on the new sportsmanship initiatives and learned that the first phase is designed to address fan behavior. As part of this campaign, there will be a number of deliverables. In phase two, there will be a focus on the campus culture.

(6) Championships travel. Received information regarding the impact of recent staff-driven and governance-driven changes to championships travel policies, and heard that these changes have resulted in cost savings and help address issues related to capacity challenges.

(7) Legislative Council. Received a report from the Legislative Council reflecting the legislative actions of the Council in adopting legislation and tabled Proposal No. 2008-62 for discussion in April, which addresses how the governance structure addresses Football Championship Subdivision football issues.

b. Division II Presidents Council. The Committee received an update on the actions of the Division II Presidents Council that included the following:

(1) 2009 NCAA Convention. Completed another successful Convention. The membership voted on 13 proposals during the business session – 10 were passed; three were defeated. Significant proposals included:

(a) Proposal No. 2009-5. Division membership – definitions and applications – emerging sports for women – archery, badminton, synchronized swimming, team handball and sand handball, which adds sand volleyball as an emerging sports for women; further, to remove archery, badminton, synchronized swimming and team handball as emerging sports for women and to eliminate other specified legislation associated with these sports.

(b) Proposal No. 2009-6. Division II membership and committees – audit of membership requirements, which gives the Membership Committee the authority to conduct an audit of an institution's fulfillment of membership requirements if the institution is placed on probation for failure to fulfill more than one membership requirement during a 10-year period.

(2) CBS College Agreement. Approved a plan to extend the Division II national television initiative for at least two more years. The initiative has provided a broad range of coverage for Division II national championships and has enhanced regular-season coverage in football and men's and women's basketball. Division II is in the final year of a three-year agreement with CBS College Sports (formerly CSTV) that, as of this April, will have provided live regular-season football and basketball exposure for more than 70 Division II schools, representing all 22 conferences. Discussions are taking place with CBS Sports on extending the current agreement.

(3) Game environment pledge. Noted that every Division II president and chancellor has signed off on the game environment pledge initiated by the Presidents Council in April 2008. The initial phase of this initiative is complete; however, now each chancellor/president must implement this initiative on each respective campus.

(4) 2009-12 Division II Strategic Plan. Unveiled its strategic plan for 2009-12 at the 2009 Division II business session. This plan highlights the division's core values and guiding principles. The 2009-2012 Division II Strategic Plan is outcome-driven and holds various governance structure and membership groups accountable for its success.

c. Division III Presidents Council. The Committee received an update on the actions of the Division III Presidents Council. These included:

(1) 2009 NCAA Convention. The Division III Membership adopted eight proposals, defeated one proposal and referred one proposal to the governance structure. Two conference-sponsored proposals were withdrawn. Proposals of significance included:

(a) Proposal No. 2009-3. Defeat of a proposal that would have established a start date of August 15 for fall sports other than football. This proposal would have replaced the current counting formula to establish a fall sport start date based on an institution's first date of classes and first contest. The proposal was defeated to avoid the addition of days to the preseason, which would have impacted campuses financially, as well as shorten the summer break period for both student-athletes and coaching staff.

(b) Proposal No. 2009-7. Removal of archery, badminton, synchronized swimming and team handball from the list of emerging sports for women. While this proposal originally included the addition of equestrian to the list of emerging sports for women, the Presidents Council did not move the equestrian-related sections of this proposal due to feedback received from that sports community that the proposal may actually result in a decrease in the number of varsity equestrian programs in the division.

(c) Proposal No. 2009-9. Adoption of a proposal to require that all head coaches be certified in first aid, cardiopulmonary resuscitation and automated external defibrillator use.

(d) Proposal No. 2009-12. Referral to the Management Council of a proposal that would have allowed the nontraditional segment and related athletics activity to occur until the day prior to the final examination period in fall sports. While the proposal was initially projected to bring consistency in end dates in the spring and fall nontraditional segments, feedback from the Faculty Athletics Representatives Association and the national Student-Athlete Advisory Committee indicated that the governance structure should seek to develop a proposal that not only created consistency between the fall and spring sports but also removed the nontraditional segment from the period immediately preceding final exams.

(2) Membership growth white paper discussion. The Division III membership engaged in a series of conversations regarding the presidentially authored white papers on membership growth. The Presidents Council established priorities and an implementation timeline for all recommendations included in the white paper series. Papers on presidential leadership and the Division III philosophy and identity are of highest priority. Other papers discuss financial aid standards; Division II as membership destination; sports sponsorship and membership requirements; playing season standards; academic considerations; championships; and budget and dues structure. White paper recommendations and priorities were shared at the presidents' issues forum and luncheon, as well as the Division III business session, and will serve as the basis for the division's agenda for the next several years.

7. Future meetings. The Committee reviewed its future meetings schedule.

8. Adjournment. Adams adjourned the meeting at 6:15 p.m.

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REPORT OF THE NCAA COMMITTEE ON WOMEN'S ATHLETICS (CWA) February 5, 2009, CONFERENCE CALL

***ACTION ITEMS*.**

1. Legislative Items.

- None.

2. Nonlegislative Items.

- None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. New committee members. The committee welcomed Barbara Hannum, faculty athletics representative, Hawaii Pacific University.

2. Emerging Sports for Women Program Updates.

a. Equestrian: At the 2009 NCAA Convention, Division III withdrew the portions of Division III Proposal No. 2009-7 which related to equestrian being added to the emerging sports for women list. Equestrian will reach the 10 year mark of being on the emerging sports for women list for Divisions I and II in the near future. The committee will begin to engage in discussions with the equestrian community about its continued plans for sponsorship growth during its May and September meetings. In addition, it was noted that the Division III Presidents Council would like an educational session about the emerging sports for women program at a future in-person meeting.

b. Sand Volleyball:

(1) Division I sent NCAA Division I Proposal No. 2008-59 (as it relates to the addition of sand volleyball to the emerging sports for women list) out for membership comment, effective August 1, 2010. The Division I Legislative Council will consider the proposal at its April meeting.

(2) Division II adopted NCAA Division II Proposal No. 2009-5, which included the addition of sand volleyball to the list, effective August 1, 2010. The Division II governance structure, in consultation with the American Volleyball Coaches Association, is beginning its work to develop the necessary regulations (e.g., financial aid, playing and practice seasons, minimum contest/participant requirements) for the sport. Those legislative concepts will be considered at the 2010 NCAA Convention.

3. **NCAA Fellows Program.** The committee discussed the inclusion of athletics directors or conference commissioners in the fellows program. The sense of the committee was to maintain the current approach of limiting participants, who at the time of their application, are at positions below athletics directors and conference commissioners, unless the applicant pool is too small to fill the openings allotted. The committee was supportive that a fellow could continue in the program, even if after the application process, he or she obtained an athletics director or conference commissioner position.

4. **Updates of ongoing committee initiatives.** The committee discussed and was provided updates on the following initiatives:

a. **Work life balance issues.** Resources are now available on the NCAA Web site. Handbooks and facilitator tools are being mailed to campuses and conference offices this winter.

b. **Gender equity resource projects.** Gender equity planning best practices and Web-based training programs are being developed, as recommended by the Diversity Leadership and Strategic Planning Committee.

5. **Divisional updates and review of issues affecting women.** The committee reviewed the following divisional issues:

a. **Division I.**

(1) Allocation of Special Assistance Fund and Student-Athlete Opportunity Fund dollars among men and women and sports.

(2) Post-season participation data and opportunities.

(3) Review of financial aid individual and team limits, including designation of head count and equivalency sports by the Division I Financial Aid, Awards and Benefits Cabinet.

b. Division II.

(1) Review of gender and diversity issues within the division and, in particular, leadership positions.

(2) The Great Lakes Intercollegiate Athletic Conference's consideration of strengthening the role of the senior woman administrator within its conference by requiring that administrative titles and responsibilities be phased in on member campuses.

c. Division III.

(1) Ongoing review of membership issues and Presidential white papers and issues such as sports sponsorship.

(2) Initial discussions about branding and marketing initiatives.

(3) Review of Division III grants programs and their impact (e.g., retention of individuals within the profession).

d. Association-wide.

(1) Review of the Olympic Sports Liaison Committee October report.

(2) Minority Opportunity and Interest Committee (MOIC) schedule and appointment of the new director of NCAA Diversity and Inclusion.

6. Review of gender equity and diversity programs. The gender equity and diversity programs are being reviewed for performance and efficiency. Division-specific and Association-wide initiatives have been requested to provide information about accomplishments and success based on measurements outlined in a matrix feedback form. The committee will review this information at its May meeting.

7. Additional Information. The committee reviewed information in the following areas:

a. 2008 NCAA Perceived Barriers Research Report.

b. Recent Title IX athletics cases; the Supreme Court decision in Fitzgerald v. Barnstable; recent news articles relating to Title IX and women in sports.

c. Appointment of Russlynn Ali as the secretary of the Office for Civil Rights.

d. Women's Sports Foundation research and Title IX educational campaign.

e. NCAA Women Coaches Academies.

8. Upcoming events and relative dates.

a. **Beyond the Baseline.** In conjunction with the Division I Women's Final Four Events. April 6, 2009, St. Louis, Missouri. Preparations are underway for a pilot "legacy program," which matches business-women as mentors ("coaches") with at-risk girls from the local community.

b. **Women's Leadership Symposium.** Designed as an educational experience for professional women new to working in intercollegiate athletics administration and coaching and students aspiring to a career in college athletics, the new NCAA Women's Leadership Symposiums will begin with a regional event in Boston March 20-21, 2009 in conjunction with the NCAA Women's Frozen Four Ice Hockey Championship. The two-day, affordable program will focus on the following areas of skill development: Leadership Skills; Management Strategies; and Career Advancement. The mission of the program is to further the participants' skills, expand their professional network and promote the recruitment and retention of women in athletics administration and coaching.

c. Gender Equity and Issues Forum. April 27-29, 2009, San Diego, California.

d. 2009 Regional Rules Seminars. May 13, 2009, Atlanta, Georgia, and June 3, 2009, Anaheim, California. Two gender equity sessions will focus on Work-Life Balance and Equity in Athletics Disclosure Act and Title IX Coordinators.

e. NCAA Woman of the Year Award nominations will be live online later in February. The CWA selection process will begin in July and August, and the award dinner is scheduled for Sunday, October 18, 2009, in Indianapolis.

9. Future Meeting Dates and Sites.

a. CWA Budget Subcommittee conference call, TBD.

b. CWA Strategic Planning Subcommittee conference call, TBD.

c. May, 18-19, 2009, Indianapolis, Indiana.

d. September, 15-16, 2009, Indianapolis, Indiana, (joint meeting with the MOIC).

Committee Chair: Patrick Nero, America East Conference
Staff Liaison(s): Kimberly Ford, Diversity and Inclusion
Lynn Holzman, Academic and Membership Affairs
Karen Morrison, Gender Initiatives

REPORT OF THE

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE (MOIC)

***ACTION ITEMS*.**

None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. **Review of the MOIC report**. The committee reviewed its September 2008 report and agreed to continue discussions on a legislative concept formulated in June that was referred back by each division for additional detail. The committee also discussed ways to support educational efforts regarding Sudden Cardiac Arrest (SCA) in Divisions I and II. Research studies previously received by Dr. Francis Roosevelt Gilliam and members of Close the Gap initiative informed the MOIC that SCA affects all student-athletes, but it affects a disproportionate number of student-athletes of color. The MOIC noted that Division III was successful in adopting a legislative proposal at the 2009 NCAA National Convention to require head coaches to be certified in first aid, cardiopulmonary resuscitation and use of an automated external defibrillator (AED).

2. **Committee on Women's Athletics (CWA).** The committee reviewed the October 10-11, 2008, CWA report. The committee noted that CWA is looking at the possible elimination of some emerging sports and adding rugby, squash, and sand volleyball to the list of emerging sports. The committee also noted other areas of interest in the CWA report, such as the clarification of the "Woman of the Year" process, the liability of colleges for assault by college students under Title IX and work life balance issues.

3. **Barriers Study.** The staff provided a review of the research conducted regarding the barriers to females entering athletics careers. The study, Gender Equity in College Coaching and Administration – Perceived Barriers (Barriers 2007-08), is the second study conducted by the NCAA to measure career aspirations and perceptions of careers in intercollegiate athletics among females. This study seeks to provide NCAA policymakers, conference offices and member institutions with detailed information on the perceptions and concerns of female student-athletes, coaches, administrators and officials regarding careers for females in

intercollegiate athletics. The major goal of this study (and this specific report) is to outline the factors that continue to influence women's careers, motivate women to seek careers in intercollegiate athletics, and to identify potential obstacles institutions may face in recruiting and retaining women in coaching, administrative and officiating positions. The MOIC noted this study would also benefit coaches of color if replicated from a diversity standpoint.

4. **Executive Committee Subcommittee on Gender and Diversity Issues (ECSGD).** The staff provided the committee with an update of topics discussed in the October 2008 ECSGD meeting. As it relates to the Diversity Leadership Strategic Planning Committee (DLSPC), the staff noted that progress is being made in all areas of oversight except as it relates to the legislative recommendations in the area of promoting inclusion. The staff also noted that the ECSGD reviewed correspondence submitted by Dr. Stephen Jordan, chair of the Division II Presidents Council. This correspondence outlined issues related to gender diversity and the impact of current demographic trends within the Hispanic and Latino communities at Division II institutions. Jordan asked the subcommittee to consider these issues from an association-wide perspective.

5. **Review of reports from the Division I Board of Directors and Leadership Council and the Divisions II and III Management and Presidents Councils.** The committee noted the importance of continued dialogue in order to find long-term solutions to enhance the level of diversity in all three divisions. The committee also noted that increased communication with organizations like the Faculty Athletics Representatives Association, the National Association of Collegiate Directors Association and other constituent groups would help to build diversity within the governance structure.

6. **MOIC subcommittee reports.** The committee received reports from three subcommittees.

   a. **Athletics Opportunities for Minority Women Subcommittee.** The subcommittee provided an update on discussions regarding the matching grant program and noted the need to clarify for institutions, conferences and other organizations that grant recipients were not required to match funds in equal amounts but instead show that they are significantly contributing to the overall grant provided by the NCAA. The subcommittee also discussed the need for all grant participants to be evaluated under the same criteria for consistency purposes. Finally, the subcommittee recommended that grant funds be

contingent on the submission of a final report. The subcommittee noted that in the past, final reports either have not been submitted, submitted late or have not been fully completed. The subcommittee noted that the final report is vital to the Matching Grants for the Advancement of Minority Coaches Selection Committee because the report serves to measure the success of the program and how future grant funds will be allocated. Finally, the subcommittee recommended that MOIC members attend some of the grant-funded events to determine whether the events are meeting the grant objectives. The staff informed the subcommittee that it will present a list of all the 2008-09 grant-funded events at the February meeting.

b. **Legislative Working Group Subcommittee.** The subcommittee provided an update on Proposal 2009-9, which was adopted in Division III. The subcommittee noted the need to work with the Committee on Competitive Safeguards and Medical Aspects of Sports on any proposed legislation that has a health or safety related impact. The subcommittee also noted that it will revisit the topic of institutional employment practices at a future meeting.

c. **NCAA Governance Subcommittee.** The subcommittee discussed divisional and the association-wide committee vacancies. It expressed concern about the lack of education or knowledge that some institutional administrators have regarding committee service. The subcommittee suggested that educational sessions regarding committee service be presented at the various academies and institutes that the NCAA office of Diversity and Inclusion oversees. The subcommittee also suggested that MOIC correspond with various athletics organizations to educate their members on the committee nomination process and seek recommendations for appointments on Divisions I and II general committees and Divisions I, II and III sports committees, as well as Association-wide and common committees. The subcommittee recommended that the committee reach out to the Minority Opportunities Athletic Association and other constituent groups, and underscore the importance of committee service.

7. Update on diversity within coaches and administrators. The staff provided an update on the current research reports providing demographic information on conference office personnel, institutional athletics administrative staff, head coaches, assistant coaches, and student-athletes. The available pool of racial/ethnic minorities and females in the membership were discussed within the context of committee appointments and availability. It was highlighted there are availability issues for racial/ethnic minority representation among certain sports committees at all three divisions.

8. **Other Business.** The staff updated the committee on available options for sharing information electronically. Other discussion topics included joining with the Committee on Women athletics to tackle the issue of work/life balance, and strengthening the senior woman's administrator legislation. Further, the committee suggested the development of a survey to ascertain the reasons ethnic and racial minorities are not choosing careers in athletics administration at the Division III level.

Divisions II and III.

9. **Divisions II and III Strategic Plans.** The committee reviewed the strategic plans in Divisions II and III. Specifically, the committee focused on the diversity related initiatives in each plan. Regarding the Division II strategic plan, the MOIC noted that one of its goals was to promote diversity and foster an environment of inclusion. The committee noted as it related to minority representation at the administrative and the committee levels, the numbers are progressing. The MOIC expressed a desire to know how many minority individuals are being targeted for committee and administrative appointments. The committee noted that some ethnic minorities may not be aware of committee vacancies and in some instances, institutional and conference personnel may be discouraged from participating on committees because of the lack of available department or conference manpower. The MOIC noted that the overriding question is how to get more qualified ethnic and racial minority candidates in the pool of potential committee members. The committee discussed the perceived level of experience needed for committee service as well as the opportunities available to mid-level athletics administrators like assistant athletic directors. The committee recommended that graduates of NCAA sponsored diversity programs like the Fellows program and the Institutes for Ethnic Minority Males and Females are notified of committee vacancies. The MOIC also raised the issue of regional representation requirements and the impact those requirement may have on committee diversity. As it related to the Division III Strategic Plan, the MOIC noted that the Division III membership approved specific diversity related initiatives and programming in the following areas: women and minority internship program; strategic alliance matching grant; racial/ethnic diversity of Division III student-athlete population; senior administrator with athletics oversight. The MOIC noted that the biggest need is a more detailed analysis of the diversity numbers in Division III, and determining a measurable outcome to manage progress.

Division III.

10. **American Southwest Conference.** The committee received a request from the Division III South/Southeast Region cross country coaches to hold its 2009 regional cross country championships at the proposed host site of Mississippi College and Choctaw Trails. The NCAA Confederate Flag policy currently precludes the institution from hosting the regional event. The committee denied the request, noting the intent of the policy to create an environment that is inclusive and respectful for all participants and spectators.

Committee Chair: Rudy Keeling; Eastern College Athletic Conference
Staff Liaisons: Troy Arthur, Diversity and Inclusion (primary); Nicole Bracken, Research; Joyce Thompson, Enforcement Services

NCAA Government Relations Report
(March 2009)

1. Congressional Overview.

When the 111th Congress convened on January 6, 2009, it faced one of the mostdire financial crises in our nation's history, two ongoing wars in Iraq and Afghanistan and an ambitious domestic agenda. Upon their return to Washington, members of Congress moved quickly to address the failing economy by passing a substantial economic stimulus package. On February 17, 2009, President Obama signed the $787 billion American Recovery and Reinvestment Act of 2009 into law. The measure aims to help revive the economy and create jobs for millions of Americans. The economic stimulus package also contains a significant amount of money for student aid, biomedical research and state funding that should provide aid to public schools and higher education. Additionally, Congress passed several other measures that have been signed into law including the DTV Delay Act, the Children's Health Insurance Reauthorization Act and the Lilly Ledbetter Fair Play Act.

During the first 50 days in office, President Obama and his administration have acted on a number of matters. The President has issued executive orders to close down the detainee center at Guantanamo Bay and lift the ban on federal funding for embryonic stem cell research. The administration also announced an 18 month drawdown plan that will result in the combat mission in Iraq ending on August 31, 2010. President Obama has also spent a considerable amount of time touting his plans on how to reform the nation's health care and education systems.

Even in the midst of Congress' busy schedule and the President's extensive agenda, federal and state lawmakers have continued to display an interest in sports related issues. The Bowl Championship Series, purchasing of naming rights for stadiums and sports betting have all generated some discussion during the early stages of the 2009 legislative session. With an ever evolving political and financial climate, we expect sports to receive further discussion on the federal and state levels.

2. Federal Issues.

a. Bowl Championship Series

Since Congress convened in early January, three measures have been introduced addressing the Bowl Championship Series (BCS) and calling for a playoff system to

determine a national champion in the Football Bowl Subdivision (FBS). These measures are a continuation of Members' interests in this issue during the 110th Congress.

On January 15, 2009, Representative Neil Abercrombie (D-HI) introduced H. Res. 68, which is similar to the resolution he introduced during the 110th Congress. H. Res. 68 supports the establishment of an NCAA Division I Football Bowl Subdivision (FBS) Championship playoff system and rejects the current BCS structure as an illegal restraint of trade that violates the Sherman Anti-Trust Act. This non-binding resolution has been co-sponsored by Representative Lynn Westmoreland (R-GA); Representative Mike Simpson (R-ID); Representative Jim Matheson (D-UT); Representative Joe Barton (R-TX); and Representative Gary Miller (R-CA). The resolution has not received any additional legislative attention.

On January 9, 2009, Representative Joe Barton (R-TX) introduced H.R. 390, the College Football Playoff Act of 2009. The measure would prohibit the promotion, marketing, and advertising of any post-season NCAA Division I football as a national championship game unless the game is part of a fair and equitable playoff system. Any violation of this bill would be treated as an unfair or deceptive act or practice under the Federal Trade Commission Act. To date H.R. 390 has not received any additional legislative attention.

The third bill, H.R. 599, the Championship Fairness Act of 2009, was introduced by Representative Gary Miller (R-CA) on January 16, 2009. The Championship Fairness Act would prohibit institutions of higher education from receiving federal funds if their football team participated in the NCAA Division I FBS, unless the national championship game is the culmination of a playoff system. At introduction, the measure was referred to the House Committee on Education and Labor and has not received any additional legislative consideration.

The NCAA will continue to educate and respond to policymakers questions regarding the NCAA's role over post-season football in the Football Bowl Subdivision.

b. Department of Education.

U.S. Secretary of Education Arne Duncan and President Obama have both recently devoted time to discussing the administration's intentions on reforming the nation's education system as well as efforts to increase college access and affordability. President Obama has proposed several pillars of reform that his administration will follow. These include investing in early childhood initiatives, identifying better standards and assessments, providing incentives to recruit, prepare and reward

teachers, encouraging innovation in how students are educated, restructuring the school calendar and the school day, and providing every American with the opportunity to receive a quality college education or technical training.

With those goals in mind, Secretary Duncan recently discussed provisions of the Department of Education's proposed FY 2010 budget. While final details of the budget will be released in April, Secretary Duncan highlighted provisions that will guarantee funding for the Federal Pell Grant program and ensure that the amounts are on pace with inflation, require that all new parent and student loans be provided directly by the federal government with private sector companies being utilized to perform loan collection and related services, and restructure and expand the Federal Perkins Loan Program by increasing the amount of funding and ensuring that all colleges universities can take part in the program. In addition to funding for education contained in the proposed FY 2010 budget, the American Recovery and Reinvestment Act of 2009 will send substantial dollars to the states to assist with education costs and college affordability. According to a Department of Education press release, $44 billion should be made available to the states by the end of April 2009.

3. State Issues.

a. Delaware – Sports Wagering.

With the challenge of balancing Delaware's budget in the midst of a $600 million deficit and a continued decline in projected revenues, newly elected Governor Jack Markell and the state legislature have continued to look at a variety of ideas to address this shortfall. Among the propositions being given great consideration is the reintroduction of sports betting. Delaware previously conducted a sports-based lottery in 1976.

Although legislation has not yet been introduced, there has been ongoing dialogue between the Delaware Department of Finance and the Attorney General's Office to determine the value of sports betting. The final determination of these agencies will certainly provide an indication as to whether a measure will be introduced that will likely provide sports betting at the state's racetrack racinos. Sports betting is not a new issue of debate in Delaware, however, due to a change in leadership this issue is receiving renewed attention. While the former Governor Ruth Ann Minner was

unwavering in her opposition to wagering on athletics, the current Governor Jack Markell has stated that he has no philosophical opposition to sports betting.

As one of four states grandfathered under the Professional and Amateur Sports Protection Act (PASPA), Delaware is allowed to conduct a wagering scheme on collegiate and professional sporting contests. Due to restrictions under PASPA, Delaware would be limited in the type of betting it could conduct and would be prohibited from offering single head-to-head match-up bets.

We plan to travel to Dover in mid-March with our colleague in the enforcement group to educate members of the state legislature and executive branch on our concerns with expanding sports wagering in their state. We will continue to work with a coalition of interested groups to educate policymakers that the harm to student-athletes and the integrity of competitions outweigh the potential benefits.

b. New Jersey – Sports Wagering.

In an attempt to generate additional revenue streams during a national economic crisis, the New Jersey legislature has considered sports betting as one such source. Unlike Delaware, New Jersey is currently prohibited by PASPA from conducting any type of sports wagering. In an attempt to remove this impediment, the New Jersey Senate approved a resolution urging Congress to repeal the federal ban on sports betting. SR 12 which was introduced by Senators Raymond Lesniak and Jeff Van Drew was approved by the State Senate by a voice vote on February 23, 2009. SR 12 has been filed with the Secretary of the New Jersey State Senate and a copy will be transmitted to Congress. As a resolution, the passage of SR 12 does not have the effect of law.

The NCAA Government Relations staff will continue to monitor developments in the New Jersey legislature and in Congress to determine if any additional consideration is given to PASPA.

c. Athlete Agent Regulation.

The Uniform Athlete Agent Act (UAAA) is a state model act, which establishes uniform athlete agent registration procedures and provides safeguards for student-athletes and membership institutions. In addition, the act imposes criminal, civil

and/or administrative penalties against unscrupulous agents. To date, the UAAA has been passed in 36 states, the District of Columbia and the U.S. Virgin Islands. The UAAA has been introduced and is currently active in Nebraska, Iowa and New Jersey.

The NCAA Government Relations staff continue to track these bills and remain hopeful that they will receive additional legislative attention this year.

d. Higher Education Associations.

NCAA government relations staff continues to build strong relationships with various higher education associations. The American Council on Education (ACE), the Association of American Universities (AAU), the National Association of State Universities and Land Grant Colleges (NASULGC), and the National Association of College and University Business Officers (NACUBO), continue to provide guidance and support on issues of common interest. The NCAA government relations staff looks forward to continuing these mutually beneficial relationships to better formulate and further the NCAA's legislative goals.

REPORT OF THE NCAA DIVISION I STUDENT-ATHLETE ADVISORY COMMITTEE

ACTION ITEM:

- **Nonlegislative Items.**

  - **National SAAC Award of Excellence.**

    (1) Recommendation. Approve creation of a Division I National Student-Athlete Advisory Committee (SAAC) Award of Excellence to showcase campus SAAC's that have shown great contributions to their respective communities through service, sportsmanship, unity, leadership, and/or growth. Further, to name an institution as the recipient of the Award of Excellence in conjunction with the quarterly "SAAC Speaks" newsletter. The selection of the award would be done entirely by student-athletes on the NCAA Division I National SAAC.

    (2) Rationale. Student-athletes live in a constant spotlight, and are often looked at as role models. The National SAAC Award of Excellence would bring attention to the positive contributions that campus SAAC's offer to their communities. In addition, the award would enhance Division I National SAAC's efforts toward increased communication with conference and campus SAAC's.

    (3) Estimate Budget Impact. None. The award would be in name and certificate only.

    (4) Student-Athlete Impact. The impact on student-athletes would be a positive one. The award would highlight student-athlete leadership efforts beyond the field of competition as measured in wins and losses and promote a positive student-athlete image. It will also encourage conference and campus SAAC's to have greater interaction and increase awareness of community and campus efforts by members of SAAC.

    (5) Selection Criteria. The selection of the National SAAC Award of Excellence is based on the following qualifications. Selection can be based on any single category, or a combination of multiple categories.

    (a) Progress and growth of campus SAAC.
    (b) Community Service/Outreach.
    (c) Sportsmanship Initiatives.
    (d) Teamwork.
    (e) Originality.
    (f) Leadership.

REPORT OF THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION
DIVISION I LEADERSHIP COUNCIL

The NCAA Division I Leadership Council submits this report from its March 24, 2009, in-person meeting in Indianapolis, Indiana.

- ***KEY ITEMS*.**

  1. **Examination and discussion of Division I membership standards.** The Leadership Council made good progress on its examination of Division I membership standards. Based on comments and themes identified during the meeting, the Council instructed the staff to develop a draft White Paper on Division I membership standards for its review. The Leadership Council will be provided an opportunity to provide its edits and comments regarding the paper over the course of the spring with the goal of sharing its advice with the Division I Board of Directors as early as the August 6, 2009, meeting. Thereafter, the governance substructure and membership will be engaged in this important examination.

  2. **Better defining the advisory role of the Leadership Council.** The Leadership Council expressed a desire to further clarify its role in the Division I governance structure given it is charged to serve as the primary policy advisory group to the Board of Directors. The Council wants to ensure it is providing the Board with the advice and counsel it needs to lead Division I.

  3. **Review of the Report of the Task Force on Commercial Activity in Intercollegiate Athletics.** The Leadership Council received the report from the Task Force on Commercial Activity in Intercollegiate Athletics, reviewed the included Statement of Principles and offered no objection to the suggested plan for examination of these important issues through the Division I governance structure.

- ***INFORMATION ITEMS*.**

  1. **Examination and discussion of Division I membership standards.** At the request of the Division I Board of Directors, the Leadership Council continued its examination of Division I membership standards. To help facilitate the dialogue regarding this issue, which is so important to the future of the division, the Leadership Council members divided into six small discussion groups. As a starting point, the groups were asked to examine a Staff Discussion Document regarding Possible New

Membership Model Requirements and to seek to identify additional issues, raise questions and prioritize items for possible inclusion in future membership standards. The small groups engaged in lengthy and free flowing discussions before being asked to report to the full Leadership Council. As a result of this process, a number of themes and priorities were identified along with issues requiring more exploration and possible data. A number of those themes, priorities and questions are set forth below as follows:

a. Foundation.

- The Division I membership process must be thoughtful, seek to ensure institutions are prepared for the transition, emphasize sustainability of programs, help set clear expectations for institutions prior to becoming a Division I member and have a level of accountability throughout the process.

b. Role of Multisport Conference.

(1) Consideration should be given to requiring all future new members to show a bona fide offer of membership in a Division I voting conference. Such a requirement would help promote stability and structure in the Division. Positive byproducts of this requirement could be assistance in scheduling for new members as these members would have set conference opponents, which in turn could have a positive student-athlete well-being impact, and less reliance on RPIs regarding championships selections.

(2) Ensuring institutions are properly prepared to make a successful and sustaining move to Division I should be a goal of the membership process and standards. Requiring a bona fide offer of admission from a conference would place the conference in an appropriate guiding role to help ensure the proper level of preparedness.

(3) Given the potential enhanced role conferences could play in the membership process, conferences should have clear and meaningful membership standards that support any new NCAA Division I standards.

(4) Conferences should play a meaningful and guiding role throughout the entire membership transition process. The earlier the conference involvement the better in helping to ensure the institution is prepared for the transition. Thought should be given to having the conference play an audit role during the process to ensure the institution is meeting its marks. This audit function could occur at the beginning of the process and/or throughout the process. There must be a level of accountability throughout the process and conferences could be helpful in that regard.

c. Governance.

(1) Consistent with the current emphasis on the role of multisport conferences in the Division I governance structure, conferences having access to the structure should continue to be referenced in the NCAA Constitution, Article 4. Any new conference seeking to vote and appoint committees/cabinets/councils/Board representation in to the Division I structure would have to be established through the normal legislative process.

(2) Given the importance of the conference structure in Division I, thought should be given to trying automatic qualification to Division I championships to only Division I multisport conferences that have established voting privileges through Division I legislation.

d. Value of Division I Membership.

(1) There are a certain limited amount of resources, benefits and good will associated with Division I. It would be helpful to establish further data regarding the value of those assets in Division I to ensure that any monetary decisions are not arbitrary and that these existing benefits are not diluted. It was noted it would be helpful to receive more financial data regarding current Division I institutions.

(2) Consideration should be given to establishing a meaningful fee to enter Division I. The fee that should be based on research as to value gained from being a member of the Division. A number of questions need to be

answered in this regard in addition to the amount of the fee. Questions include: Where should the fee go – to the conference or the NCAA? Where should the funds be directed? Should the fee be standard for all members or should it be set by the multisport conferences? What happens to the fee when the institution completes the membership transition process?

(3) Whatever the fee structure, efforts should be made to ensure it does not serve as an incentive for conferences to add new members.

e. Standards.

(1) Institutional academic performance needs to be included in some way in the development of new Division I membership standards. The message and expectations need to be clear that Division I is committed to helping ensure the academic performance of its student-athletes. There are a variety of opinions regarding how this could be demonstrated, from establishing a minimum APR and/or GSR score for all programs to noting that a new member could not be subject to APP historical penalties.

(2) Consideration should be given to maintaining certain grant-in-aid minimums as part of Division I membership standards. What those minimums should be needs to be determined. The determination should be research based and should help serve to adequately prepare institutions to become a member. Given the diversity of institutions in Division I, there will probably need to be a number of options available to institutions as they seek to comply with the grant-in-aid standard as one size will not fit all. If any recommended change would be an increase from current requirements, consideration should be given to allowing a grace period for current Division I member institutions to comply with the requirements.

(3) In an effort to ensure institutions are appropriately prepared, consideration should be given to requiring new member institutions to meet Division I sports sponsorship minimums before applying for reclassification. Similar to establishing minimum grant-in-aid requirements, what those standards should be has yet to be determined. Whatever the standards, it is clear

they should be research based and help promote long term sustainability in Division I.

(4) The process should require a demonstrated commitment to rules compliance and academic support services for student-athletes. How best to achieve this standard requires further exploration. Should there be a more prescriptive direction, or is the process best addressed though enhancing the Athletic Certification Program? Can peer review teams play a helpful role through the process? Ideas should be explored as to how to get institutions to demonstrate their commitments in these areas early in the transition process. Additionally, the role conferences can play in assisting institutions should also be explored.

f. Championships.

(1) Thought should be given to limiting Automatic Qualification (AQ) to all Division I championships to multisport, voting conferences, subject to an exception for single-sport conferences provided for in Bylaw 31.3.4.4.2, which would continue to apply to sports such as men's ice-hockey. Whether no more than 32 AQs may be awarded for any Division I championship is a concept worth exploring but subject to debate.

(2) More consideration is needed regarding the issue of multidivisional classification. Additional information regarding the profile of institutions with multidivisional programs may be helpful to a more informed conversation. Consideration should be given as to whether such a classification will be needed in the future or whether more sports should be precluded from using this classification.

g. Association-wide issue.

(1) Given the goal of helping institutions properly prepare for Division I membership, serious consideration needs to be given to eliminating the seven-year provisional membership process, thereby precluding an institution from entering Division I from outside the Association.

(2) There needs to be a dialogue with Division II regarding the potential impact of any changes to Division I membership standards. For example, are there any negative consequences with eliminating the provisional membership process and requiring institutions to reclassify from Division II? Is there a demonstrated level of success at Division II that would serve as a good indication of potential success at Division I? Ultimately, Division I membership standards need to promote the long-term stability of the Association.

(3) Understanding the motivation as to why institutions have recently transitioned into Division I may be helpful to this examination.

h. Revenue Distribution.

- Issues regarding revenue distribution must be part of this examination. Revenue sharing within a conference should be determined by the appropriate conference.

Based on the themes identified the staff was instructed to develop a draft White Paper on proposed Division I membership standards, which could be shared with the Leadership Council sometime in early spring to allow for individual review, comments and edits. Additionally, the Leadership Council members requested an opportunity to convene in smaller groups via conference call to further review and vet the document. [Note: The staff will plan to schedule two or three conference calls for that purpose in May 2009 so that the Leadership Council members can participate on a call that best fits their schedules.] Depending on the nature of these discussions and the type of feedback received, the Leadership Council noted it may be beneficial to schedule an in-person meeting or video conference for this summer to allow the Leadership Council to provide advice and recommendations to the Board of Directors as early as the Board's August 6, 2009, meeting.

2. Better defining the advisory role of the Leadership Council. As the Leadership Council considered possible strategies for providing its recommendations to the Board regarding membership standards, the Council entered into a lively discussion regarding how best to fulfill its role as the primary policy advisory group to the Board. Members discussed the importance of seeking to maintain their national and

global perspectives as they seek to advise the Board as free from parochial political pressures as is practical. Further, the Leadership Council discussed the benefits of sharing its advice directly with the Board prior to consideration by the governance substructure and membership so as to allow the Board to better direct the broader consideration of issues by those groups.

The Leadership Council suggested it would be helpful to learn more from the Board regarding its views as to the most effective way for the Leadership Council to assist with informed decision making. Additionally, the Leadership Council noted that as the Board assigns issues to the Council and substructure for examination, it would be instructive if the Board could provide a detailed charge and set of expectations regarding consideration of the assigned issue.

3. **Review of the Report of the Task Force on Commercial Activity in Intercollegiate Athletics.** At its January 2009 meeting, the Board of Directors requested that the Leadership Council help manage consideration of the report of the Task Force on Commercial Activity in Intercollegiate Athletics by the Division I governance substructure. To assist the Leadership Council with this role, the Council reviewed the Statement of Principles and best practices recommendations, which are set forth in the report as follows:

   a. Principle 1 - Student-athlete's name or likeness cannot be used in a manner to portray the student-athlete as promoting or endorsing the sale or use of a commercial product or service in a manner that a reasonable person would consider exploitation of the student-athlete.

   b. Principle 2 - Use of a student-athlete's name or likeness (e.g. via game footage) that does not portray the student-athlete in a manner as promoting or endorsing the sale or use of a commercial product or service is permissible if the student athlete has consented to such use, such use is approved by the institution's director of athletics and there is a clear, official and visibly referenced-association between the commercial entity and the institution, conference or NCAA (e.g. "The ABC Company is an official corporate partner of X University and applauds the academic achievements of the institution's student-athletes"). If an institution or student-athlete learns of an improper use of the student-athlete's name or likeness, the member institution must issue a cease and desist notice to the entity.

c. Principle 3 - Use of the student-athlete's name or likeness is permissible if it is part of the actual coverage, in any medium of the student-athlete's competition; or is a representation of that actual competition (e.g. photo, footage), provided such use does not take the form of a fabricated product.

d. Principle 4 - A student-athlete may not be paid in any form for use of his or her name, likeness or athletics reputation.

e. Principle 5 - Commercial Activities Oversight Committee shall be established and empowered to:

   (1) Make binding determinations for questions regarding uses of student-athletes' names and likenesses that while not prohibited under NCAA amateurism rules should nonetheless be prohibited as exploitation; and

   (2) Monitor and review annually the advertising/marketing/sponsorship and other commercial trends practices and policies.

f. Principle 6 - All institutions, conferences and the National Office shall include specific contractual language in all licensing, marketing/sponsorship, advertising, broadcast and other commercial agreements that would outline the entity's obligation to comply with NCAA bylaws, policies and interpretations, particularly those relating to use of student-athlete's name or likeness.

g. Principle 7 - Each institution, conference and the National Office shall maintain written policies for its licensing, marketing/sponsorship, advertising, broadcast and other commercial agreements.

The Leadership Council members shared some comments regarding the Statement of Principles and the Council offered no objections to the following plan for further examination by the Division I governance structure, which is set forth below:

a. Leadership Council. To specifically examine Principles 5, 6, 7 and the recommended best practices.

b. Amateurism Cabinet. To examine Principles 1, 2, 3, 4 and 5 and to provide recommendations to the Leadership Council.

c. Legislative Council. To examine the process envisioned by Principle 5 and provide feedback to the Leadership Council.

d. Membership outreach.

[NOTE: During the course of this review, the Leadership Council noted that as it is a new governance body, each issue on the Division I agenda that it has been assigned to review is a "case of first impression" from a process standpoint so there may be from time to time debates as to the best process to manage consideration of an issue. The Council suggested that the process to address this issue appears appropriate.]

4. Update regarding efforts to enhance the level of diversity serving in the Division I governance structure.

a. Presentation of information from the Barriers Study. Given the Leadership Council's charge from the Board of Directors to seek to identify strategies to enhance the level of gender, racial, ethnic and positional diversity serving at the Division I cabinets and councils levels, the Leadership Council requested an opportunity to review the findings from the Barriers Study. The goals of this study were to determine what factors continue to influence women's careers in intercollegiate athletics, to determine what motivates women to seek such careers and to ascertain the potential obstacles institutions may face in recruiting and retaining women. As part of the presentation, the Leadership Council reviewed demographic information which showed:

Female Representation	
27	Directors of Athletics
376	Associate Directors of Athletics
284	Assistant Directors of Athletics
87	Faculty Athletics Representatives
329	Senior Woman Administrators
* Total potential female representation in Division I athletics administrative staff is 42.8% or 8,613 positions.	

Racial/Ethnic Minority Representation	
52	Directors of Athletics (44 Men, 8 Women)
154	Associate Directors of Athletics (96 Men, 58 Women)
156	Assistant Directors of Athletics (100 Men, 56 Women)
49	Faculty Athletics Representatives (38 Men, 11 Women)
67	Senior Woman Administrators (1 Man, 66 Women)
* Total potential racial/ethnic minority representation in Division I athletics administrative staff is 16.3% or 3,280 positions.	

The Leadership Council also received suggestions for improving the current situation based on the findings, which included:

(1) Marketing athletics administration opportunities to young women as viable professions.

(2) Making practical experience available in the field athletics administration.

(3) Creating additional networking and communication opportunities to interact with coaches, administrators and officials on a national intercollegiate basis.

(4) Developing mentoring programs to increase the accessibility to role models within college athletics.

(5) Encouraging institutional exploration of hiring practices and procedures.

[NOTE: This presentation was intended to inform future strategic discussions by the Leadership Council on the issue of enhancing diversity in the governance structure.]

b. Update regarding internal review of existing programs. The Leadership Council was informed that the staff is in the process of conducting an assessment of the nearly 20 programs administered by the NCAA focused on enhancing opportunities in athletics administration for women and people who identify themselves as ethnic or racial minorities. The objectives of this assessment are:

(1) To identify and celebrate successful programs.
(2) To recommend improvements for less than successful programs.
(3) To recommend dissolution or realignment of ineffective programs.
(4) To recommend a process for ongoing assessment of programming.

[NOTE: The Leadership Council will be kept abreast of the findings of this assessment as these findings will pertinent to the Leadership Council's efforts to identify strategies for enhancing the level of diversity serving in the Division I governance structure.]

5. Report from the Division I Student-Athlete Advisory Committee. The Leadership Council approved the creation of a Division I National Student-Athlete Advisory Committee (SAAC) Award of Excellence. This award is intended to showcase campus SAAC's that have made great contributions to their respective communities through service, sportsmanship, unity, leadership, and/or growth. The selection for this award will be based on the following qualifications:

a. Progress and growth of campus SAAC.
b. Community Service/Outreach.
c. Sportsmanship Initiatives
d. Teamwork.
e. Originality.
f. Leadership.

[NOTE: Selection can be based on any single category, or a combination of multiple categories. The names of award recipients will be published in the quarterly "SAAC Speaks" newsletter.]

Council chair: *Damon Evans, University of Georgia, Southeastern Conference.*
Council liaisons: *David Berst, governance.*
Beth DeBauche, governance.
Bernard Franklin, membership and governance.
Kevin Lennon, academic and membership affairs.

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The National Collegiate Athletic Association
March 26, 2009 SDB/EED:pem