

2018 Division III Membership Survey

This survey provides Division III institutions an opportunity to express their opinions concerning the current and future policies and priorities of the division. The responses will help the Division III Presidents Council, Management Council, Strategic Planning and Finance Committee, and the other governance committees assess membership satisfaction with existing Division III principles, legislative standards, programs and services. The survey can hopefully serve as a platform for healthy discussion of pertinent Division III issues on your campus.

Once completed, please submit your institution's survey electronically not later than March 21 at this link:

https://ncaa.qualtrics.com/jfe/form/SV_3jBNJUc4PeH3dwp

Your responses are confidential. The identity of your institution will not be publicly matched with your responses. Data will be aggregated to an appropriate level when reporting to ensure this confidentiality.

Participation in the survey is voluntary. By returning the survey, you give consent to the NCAA to use your data in analysis and reporting.

For questions concerning the administration of the survey please contact Eric Hartung, Associate Director of Research for Division III, (317) 917-6306, ehartung@ncaa.org.

SECTIONS

- I. Current Perceptions
- II. The Athletics Enterprise on Campus
- III. Financial Aid
- IV. Academic Performance and Continuing Eligibility
- V. Sports Sponsorship and Membership
- VI. Campus, Conference and National Leadership
- VII. National Championships
- VIII. Communications
- IX. Strategic Planning
- X. Division III Working Groups
- XI. Diversity, Inclusion and Gender Equity
- XII. Conference Affiliation

**Please indicate the position/title of each individual who contributed to the completion of the survey on your campus.
(check all that apply)**

- ☐ President or Chancellor
- ☐ Athletics Direct Report (individual other than the President or Chancellor to whom the Director of Athletics reports)
- ☐ Director of Athletics
- ☐ Senior Woman Administrator
- ☐ Compliance Officer
- ☐ Faculty Athletics Representative
- ☐ Coach(es)
- ☐ Student-Athlete Representative(s)
- ☐ Sports Information Director
- ☐ Athletics Trainer(s)
- ☐ VP of Enrollment
- ☐ Director of Admissions
- ☐ Director of Financial Aid
- ☐ Conference Commissioner
- ☐ Additional: _____

I. Current Perceptions

The following questions on a wide range of topics – philosophy, health and safety, governance, legislative standards - are designed to address your institution's current perception of Division III.

Please indicate your level of agreement with these statements:

PHILOSOPHY

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
In Division III, there is an appropriate opportunity for student-athletes to pursue academics, athletics and other interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In Division III, athletics participation is just as valuable to student development as any other co-curricular activity promoting comprehensive learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

HEALTH AND SAFETY

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Our institution is aware of NCAA Sport Science Institute - developed education, resources and programming to help protect the health and well-being of Division III student-athletes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is beneficial for Division III to have national standards (e.g. guidelines, policies) in the areas of health and safety for student-athletes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

GOVERNANCE

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Our institution has a good understanding of the significant governance issues facing Division III.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution has an adequate voice in the Division III governance structure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student-athlete input via the National Student-Athlete Advisory Committee is clearly communicated throughout the Division III governance structure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution trusts the individuals who serve on the Presidents and Management Councils to make decisions in the best interest of Division III.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When we vote at the NCAA Convention, we have a clear understanding on what the legislative proposal would accomplish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

LEGISLATIVE STANDARDS

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Current Division III legislative standards are consistent with our school's perspective on intercollegiate athletics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Division III legislative standards should generally become <u>less</u> permissive and more restrictive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Division III legislative standards should generally become <u>more</u> permissive and less restrictive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Generally, current Division III legislative standards are appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The Division III Budget

Division III's current annual budget is approximately \$32 million. Per existing policy, approximately 75% (\$24 million) is being spent on championships and 25% (\$8 million) is being spent on non-championship initiatives such as the conference grant program and student-athlete leadership and internship programs.

Does your institution believe that the current Division III allocations (75/25) are appropriate?

- ☐ Yes, current expenditures are appropriately balanced.
- ☐ No, we should allocate more to championships.
- ☐ No, we should allocate more to non-championship initiatives.

In the past two years, has your institution received funds (directly or indirectly) via the Strategic Initiative Conference Grants (an NCAA program where \$2.8 million is distributed annually to conferences and the Association of Division III Independents to administer educational programs and services that best meet local needs in support of the Division III strategic plan)?

- ☐ Yes
- ☐ No
- ☐ Don't know

In the past two years, has your institution received funds from the NCAA for costs associated with participation in NCAA national championships?

- ☐ Yes
- ☐ No
- ☐ Don't know

II. The Athletics Enterprise on Campus

For many institutions, student-athletes make up an important part of the overall student body (26 percent on average). As such, issues related to student-athlete recruitment and enrollment continue to be topics of discussion among the Division III membership.

Please indicate your level of agreement with these statements:

STRUCTURE AND ADMINISTRATION OF THE ATHLETICS DEPARTMENT

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Our institution encourages participation by maximizing the number and variety of sport offerings for our students through a broad-based athletics program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A commitment to sport equity (i.e., equitable treatment of all sports in areas such as finance, staffing, facilities, recruiting and scheduling) should be a key component of any Division III athletics department mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A department policy to prioritize certain sports ahead of others in areas such as finance, staffing, facilities, recruiting and scheduling is <u>not</u> appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>In the past four years</u> , budget issues have negatively impacted our athletics program (e.g. cut sports, reduce participation opportunities, reduce staffing).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>In the next four years</u> , we anticipate budget issues will negatively impact our athletics program (e.g. cut sports, reduce participation opportunities, reduce staffing).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

ADMISSIONS FOR STUDENT-ATHLETES

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Admitted student-athletes should fit the general academic profile of all incoming first-year students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Admission policies for student-athletes should be consistent with the general student body.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is appropriate to admit students based on their athletics participation and/or ability who would not otherwise meet minimum admissions standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

FINANCIAL AID FOR STUDENT-ATHLETES

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
We agree with the current legislation that student financial aid decisions made by the admissions, financial aid departments and other campus units should be entirely independent and free of influence from the athletics department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current prohibition of considering athletics leadership (e.g., team captain) in the awarding of financial aid to student-athletes is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

ENROLLMENT AND RETENTION OF STUDENT-ATHLETES

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Recruitment of student-athletes is a key component in enrollment management strategies at our school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our current enrollment management strategy as it relates to student-athletes is in alignment with the goal of retention and graduation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Athletics helps in establishing a diverse student-body on our campus (e.g., race/ethnicity, gender, socioeconomics).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>In the past four years</u> , we have increased institutional budget allocations to athletics to specifically leverage enrollment of student-athletes as part of our overall enrollment strategy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>In the next four years</u> , we plan to increase institutional budget allocations to athletics to specifically leverage enrollment of student-athletes as part of our overall enrollment strategy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

On a scale of one to ten with ten being the highest, indicate your institution’s reliance on student-athlete enrollment to meet your institutional enrollment goals.

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Reliance on student-athlete enrollment.	<div><div></div></div>
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What enrollment tools do you currently use to support enrollment of student-athletes? (Check all that apply)

- ☐ Official campus visits for student-athletes
- ☐ Overall recruiting quotas for your athletics department
- ☐ Individual team recruiting quotas for some (or all of) your sports
- ☐ Admissions recruiting lists provided by the athletics department
- ☐ Athletics recruiting management software
- ☐ Social media campaigns aimed at recruiting
- ☐ Other: _____

What have you done in the past four years to support enrollment of student-athletes? (Check all that apply)

- ☐ Strategically increased sport recruiting budgets
- ☐ Improved and/or built new athletics facilities
- ☐ Targeted hiring of an athletics administrator with an explicit priority on recruiting and enrollment
- ☐ Targeted hiring of coaches with strong recruiting abilities
- ☐ Transition of part time coaches to full time with goal of increasing enrollment
- ☐ Increased athletics support staff
- ☐ Improved equipment (e.g. uniforms, apparel contracts, training equipment)
- ☐ Implemented new camps and/or clinics for prospect aged individuals
- ☐ Other: _____

What do you plan to do in the next four years to support enrollment of student-athletes? (Check all that apply)

- ☐ Strategically increase sport recruiting budgets
- ☐ Improve and/or built new athletics facilities
- ☐ Targeted hiring of an athletics administrator with an explicit priority on recruiting and enrollment
- ☐ Targeted hiring of coaches with strong recruiting abilities
- ☐ Transition of part time coaches to full time with goal of increasing enrollment
- ☐ Increase athletics support staff
- ☐ Improve equipment (e.g. uniforms, apparel contracts, training equipment)
- ☐ Implemented new camps and/or clinics for prospect aged individuals
- ☐ Other: _____

III. Financial Aid Regulations

Division III is the only NCAA division that prohibits the awarding of financial aid based on athletics leadership, ability, participation or performance. To ensure adherence to this principle, Division III enacted legislation in 2004 that requires institutions to participate in an annual financial aid reporting program. Each year, all active, provisional and reclassifying members must submit reports that are subject to review by the Financial Aid Committee. Over the 13 years of the program, 219 institutions have been selected for a Level II review by the committee and 99 of those institutions have been sanctioned to some degree for violations found through the Financial Aid Reporting Program. Additionally, Division III has developed and distributed educational resources to promote appropriate communication across campus constituencies and help institutions ensure compliance.

Please indicate your level of agreement with these statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
The NCAA provides an appropriate level of education relative to financial aid legislation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Division III Financial Aid Reporting Program is a useful tool to help institutions assess compliance with NCAA bylaws.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At our institution, there is an appropriate level of understanding of Division III financial aid compliance across campus constituencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At our institution, we use the available resources to help ensure compliance with Division III financial aid regulations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Institutional sanctions imposed by the Committee on Infractions beyond those focused on education (e.g. probation, public reprimand, ineligibility for NCAA championship events) for financial aid violations are:

- ☐ Appropriate
- ☐ Too strict
- ☐ Not strict enough

IV. Academic Performance, Retention and Eligibility

Division III emphasizes the educational value of athletics participation and focuses on the academic success of its student-athletes. Institutional autonomy in such matters as academic performance, academic progress and continuing eligibility has been the guiding philosophical and legislative principle of the division, with limited NCAA oversight.

Current legislation requires only that Division III student-athletes be enrolled in a minimum fulltime program of study (12 semester or quarter hours) leading to a baccalaureate degree.

Recent studies continue to show that student-athletes at Division III institutions graduate, on average, at a higher rate than their student-body peers. Studies also show lower graduation rates for football and African-American student-athletes.

Responses to the questions below will provide additional assistance in evaluating the effectiveness of current principles, related programs and legislation.

Please indicate your level of agreement with these statements:

ACADEMIC PERFORMANCE AND RETENTION

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
The academic performance of student-athletes should be, at minimum, consistent with the general student-body.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current voluntary graduation rate reporting program is a useful and relevant tool to assess the retention of Division III student-athletes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Division should consider requiring institutions to submit standardized <u>student-athlete</u> graduation rate information on an annual basis to the NCAA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

ELIGIBILITY

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
The athletic participation history of all Division III student-athletes should be confirmed by the NCAA prior to participation as is currently done at the Division I and II levels (i.e. NCAA Eligibility Center).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Division III should continue its primary focus on intercollegiate athletics as a four-year undergraduate experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A year of eligibility should continue to be defined by a season of participation rather than a season of competition (i.e. current “red-shirting prohibition”).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

V. Sports Sponsorship and Membership

One of the key tenets of the division is that its member institutions offer a broad-based athletics program by maximizing the number and variety of athletics opportunities for students. On average, Division III institutions sponsor approximately 18 sports (nine for women and nine for men) with an average undergraduate enrollment of approximately 2,700 students. Additionally, one in four students, on average, participates in intercollegiate athletics. Current regulations require institutions to sponsor a minimum of 12 sports (six men's and six women's) with an allowance for schools with enrollment less than 1,000 (i.e. 10 sports – five for men and five for women) and single-gender institutions.

In addition, institutions are required to complete an Institutional Self-Study Guide (ISSG) every five years. Further, institutions are required to attend a Regional Rules Seminar at a minimum of once every three years and attend the NCAA national convention annually.

The current sports sponsorship requirement includes an allowance for schools with an enrollment less than 1,000. They are required to sponsor 10 sports - five for men and five for women.

Is this allowance appropriate?

☐ Yes

☐ No

Display This Question:

If Is this allowance appropriate? = Yes

Indicate your school's preference for a minimum sports sponsorship standard assuming the current allowance for schools with small enrollments and single-gender institutions remains.

☐ 10

☐ 12

☐ 14

☐ 16

☐ 18

☐ 20

☐ More

Display This Question:

If Is this allowance appropriate? = No

You indicated the current allowance of 10 sports - five for men and five for women - for schools with an enrollment less than 1,000 is inappropriate.

What allowance would you prefer?

- ☐ No allowance
- ☐ Eight sports - four for men and four for women
- ☐ Additional: _____

Display This Question:

If Is this allowance appropriate? = No

Indicate your school's preference for a minimum sports sponsorship standard (assuming the allowance you indicated in the question above).

- ☐ Fewer
- ☐ 8
- ☐ 10
- ☐ 12
- ☐ 14
- ☐ 16
- ☐ 18
- ☐ 20
- ☐ More

Please indicate your level of agreement with these statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
NCAA staff-led rules seminars are effective educational opportunities for our institution's staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The requirement to attend Regional Rules Seminars at a minimum of once every three years is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Institutional Self-Study Guide (ISSG) is a useful assessment tool for our institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The requirement to complete the Institutional Self-Study Guide (ISSG) every five years is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Annual institutional attendance at the NCAA National Convention is an appropriate membership requirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VI. Campus, Conference and National Leadership

As with most issues on a college campus, the chancellor or president is ultimately responsible for institutional actions. As the chief decision-maker on a campus, chancellors or presidents also have a defined leadership role within the NCAA governance structure. The Presidents Council, the Presidents Advisory Group, service on the Management Council, and service on a number of additional governance committees are all avenues for chancellors and presidents to provide leadership in the division. Each Division III conference is also required to have as its ultimate authority a presidential governing board.

Responses from the 2008 and 2013 surveys indicated that at approximately 80 percent of Division III institutions, the director of athletics reports to an administrator on campus other than the chancellor or president. In the last five years the designation of the Athletics Direct Report (ADR) has been incorporated to recognize this unique relationship in intercollegiate athletics. The role and impact of the ADR has been boosted by dedicated programming and increased involvement at the campus, conference and national levels.

The feedback requested below will provide assistance in further defining the appropriate level of involvement by chancellors and presidents or other administrators who are responsible for overseeing the administration of athletics at Division III institutions.

The Director of Athletics reports directly to the:

- ☐ Chancellor or President
- ☐ Chief Financial Officer
- ☐ Chief Academic Officer
- ☐ Chief Student Affairs Officer
- ☐ Other (please specify): _____

Indicate the level of involvement of your Chancellor or President in the governance of Division III athletics:

	Should be Less Involved	Appropriate Level	Should be More Involved	Does Not Apply
At the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the conference level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate the level of involvement of your Athletics Direct Report/ADR, if applicable (e.g. Chief Academic Officer, Chief Student Affairs Officer, or Dean) in the governance of Division III athletics:

	Should be Less Involved	Appropriate Level	Should be More Involved	Does Not Apply
At the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the conference level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate the level of involvement of your Director of Athletics in the governance of Division III athletics:

	Should be Less Involved	Appropriate Level	Should be More Involved	Does Not Apply
At the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the conference level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate the level of involvement of your Senior Woman Administrator (SWA) in the governance of Division III Athletics:

	Should be Less Involved	Appropriate Level	Should be More Involved	Does Not Apply
At the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the conference level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate the level of involvement of your Faculty Athletics Representative (FAR) in the governance of Division III athletics:

	Should be Less Involved	Appropriate Level	Should be More Involved	Does Not Apply
At the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the conference level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VII. NCAA Championships

National championships are an important component of the programmatic offerings of Division III. Championships funding represents approximately 75% of the divisional budget (approximately \$24 million for the 2017-18 academic year). At present, entrance to the national championship is either through a conference's automatic qualification slot (with related slots allocated to independents) or through at-large bids. Each national championship (with the exception of football) is conducted within a three-week timeframe. Current championships policy provides one berth for every six and a half institutions sponsoring a team sport.

Please indicate your level of agreement with these statements:

PHILOSOPHY

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
The ultimate measure of success for your athletics program is participation in NCAA championships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whenever possible, Division III championships events should occur at on-campus facilities as opposed to off-campus facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

CURRENT POLICY

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
The current policy where NCAA championships are available to conferences via automatic qualification (Pool A), for independent institutions plus institutions from conferences that do not meet the automatic qualification requirements (Pool B) and via at-large bids (Pool C) is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current policy of conducting mid-week contests in order to complete the national championship in three weeks is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with these statements:

POTENTIAL POLICY CHANGES

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Participation in NCAA championships should be available to conference champions only (i.e., automatic qualification only with no at-large bids) with appropriate access for non-automatic qualifying conferences and independent institutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase the per diem (e.g. meals, lodging) for participating in championships beyond the planned increase to \$100 in 2020-21.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase the number of participants selected for individual-team sport championships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutions in Division III championships should be reimbursed to send additional coaching personnel for student-athletes who require technical coaching (e.g., diving, track and field).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel party sizes for championship competition and related budgets should be expanded to include additional student-athletes eligible to compete (i.e., expand the squad size).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reinstate host honorariums for non-predetermined sites.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Championships bracketing principles should be amended for preliminary round site selection to guarantee top regionally ranked teams have the opportunity to host in the first round.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

POTENTIAL POLICY CHANGES CONTINUED

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Championships bracketing principles should be amended to guarantee conference opponents do not play each other in the first round of competition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Add a day of rest at finals sites between semifinals and finals competition in team sports.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Division III should consider a minimum regular-season competition requirement for conferences to receive an AQ.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Division III should consider legislation that would allow alcohol sales at all Division III national championship events that meet defined criteria (e.g., beer and wine only, facility has existing capability to sell, established administrative policies).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Of the following 8 championship policies and/or potential enhancements, please rank the top three (3) in terms of importance to your institution:

Top Three
_____ Institutions in NCAA championships should be reimbursed to send additional coaching personnel for student-athletes who require technical coaching (e.g., diving, track and field).
_____ Travel party sizes for championship competition and related budgets should be expanded to include additional student-athletes eligible to compete (i.e., expand the squad size).
_____ Increase the per diem, (e.g. meals, lodging) for participating in championships beyond the planned increase to \$100 in 2020-21.
_____ Increase the number of participants selected for individual-team sport championships.
_____ Championships bracketing principles should be amended for preliminary round site selection to guarantee top regionally ranked teams have the opportunity to host in the first round.
_____ Championships bracketing principles should be amended to guarantee conference opponents do not play each other in the first round of competition.
_____ Reinstate host honorariums for non-predetermined sites.
_____ Add a day of rest at finals sites between semifinals and finals competition in team sports.

At present the limit for team championship brackets is 64 teams (other than football). In addition, there is a three-week championships structure to establish reasonable limits on frequency of play and related travel as well as a consideration of the academic commitments for student-athletes.

Indicate your school's preference for the maximum number of weeks allowed to conduct the championships.

- ☐ 1 week
- ☐ 2 weeks
- ☐ 3 weeks
- ☐ 4 weeks
- ☐ 5 weeks
- ☐ Longer

The current championships access ratio in team sports stands at 1:6.5 with a limit of 64 teams in a bracket. This ratio is used to determine the bracket sizes. With this ratio, there is one opportunity for every six and half teams participating in the sport. A higher ratio would mean fewer championships berths per number of institutions sponsoring a sport, while a lower ratio would mean a greater number of berths with higher championships costs.

Indicate your school's preference for a championships team sport access ratio.

- ☐ Lower
- ☐ 1:5
- ☐ 1:6
- ☐ 1:6.5
- ☐ 1:7
- ☐ 1:8
- ☐ Higher

VIII. Communications

As technology continues to change, the NCAA national office has attempted to keep pace with the methods used to communicate with the membership. The information requested below will assist the national office's efforts to communicate effectively with the Division III membership.

Please indicate your level of agreement with these statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
It is important for the national office to regularly communicate information regarding Division III activities (e.g. governance, AMA, championships, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information regarding Division III activities is clearly and concisely communicated to member institutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution is provided the opportunity to effectively communicate with the national office staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution is aware of where to obtain Division III information on NCAA.org.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution is satisfied with the methods by which we currently receive Division III information from the NCAA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution is satisfied with the amount of Division III information we receive from the NCAA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The national office efforts to engage the membership via Division III social media platforms (e.g. Facebook, Twitter, YouTube) are appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution's athletics communication staff/Sports Information Director plays an important role in communicating the Division III story.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IX. Strategic Planning

Approximately 75 percent of the Division III budget is devoted to support the division's 28 national championships. The other 25 percent of the division's budget supports member schools and conferences through the Strategic Initiatives Conference Grant Program, non-championship programming, educational resources and initiatives in the areas of athletics staff professional development, student-athlete professional development, student-athlete health and safety, the Division III Identity Initiative, and diversity and inclusion.

Rank each of these non-championship programming areas (1 through 5) in importance to you as a Division III member.

- _____ Athletics staff professional development
_____ Student-athlete professional development
_____ Student-athlete health and safety
_____ Division III Identity Initiative
_____ Diversity and Inclusion

For each of the following 13 current programs, indicate if your institution has received funding for or participated in that program **in the last 5 years**.

	Yes	No	Don't Know
<u>Ethnic Minority and Women's Intern Program</u> (Two-year grants for Division III institutions and conferences to create 10-month full-time internship opportunities for minorities and women.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Strategic Alliance Matching Grant</u> (Funding for Division III institutions and conferences to enhance gender and ethnic diversity through full-time professional positions in athletics administration.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Student-Athlete Leadership Conference</u> (Funding for student-athletes, coaches, faculty and administrators to attend an annual forum designed to enhance personal awareness and leadership skills.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Women Leaders in College Sports Grant</u> (Scholarships to enhance the role of female administrators in Division III to support professional development.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>National Association of Division III Administrators (NADIII) Partnership</u> (Grants and programs to support the NADIII Summer Forum in conjunction with the annual NACDA – National Association of Collegiate Directors of Athletics – Convention.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Sportsmanship Initiative</u> (The goal of the "Gameday the DIII Way" sportsmanship and game environment program is to achieve better fan decorum at Division III athletics events by providing a consistent level of expectations and guest service throughout the division.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Division III Diversity Initiatives</u> (Grants intended to increase opportunities in athletics administration for ethnic minorities and women. Initiatives include the Institute for Administrative Advancement, the SWA Program, the Student Immersion Program, and the Career Next Steps Program among others.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each of the following 13 current programs, indicate if your institution has received funding for or participated in that program **in the last 5 years**. CONTINUED

	Yes	No	Don't Know
<u>360 Proof - NASPA (Student Affairs Administrators in Higher Education) Alcohol and Other Drug Collaborative</u> (A partnership designed to promote an integrated model for on-campus collaborations among student affairs and athletics professionals and to provide resources to deliver effective alcohol and drug education for the well-being and success of all students.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Athletics Direct Report (ADR) Institute</u> (A two-day program designed to engage Division III ADRs in best practices to oversee and manage athletics departments and to improve the relationships between ADRs and their presidents, athletics directors and conference commissioners.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>New AD and Commissioner Orientation</u> (Separate professional development programming designed to introduce new directors of athletics and new commissioners to NCAA reporting requirements, structures, best practices and resources.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Faculty Athletics Representative (FAR) Fellows Institute</u> (A program designed to provide professional development opportunities for Division III FARs.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>D3Day at CoSIDA Convention</u> (A collaborative effort to increase involvement by athletics communications and sports information directors in strategic planning at the campus, conference, regional and national levels and to improve or develop professional-development opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Special Olympics Partnership</u> (A partnership to improve the lives of Special Olympics athletes through their involvement with Division III student-athletes while also fostering a mutual learning experience between Division III student-athletes and Special Olympics athletes.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

X. Division III Working Groups

Division III regularly employs working groups to research and advise the governance structure across a range of areas. This approach facilitates the informed decision making that is a cornerstone of NCAA governance. Currently, there are four active Division III working groups.

1. In general, are working groups an effective tool for Division III?

- ☐ Yes
- ☐ No
- ☐ Don't know

2. Indicate how important each of the working groups are to Division III.

	Not Important At All	Somewhat Important	Important	Very Important	Vital to Division III
<u>Diversity and Inclusion Working Group</u> : The working group’s charge is to assess the current diversity and inclusion landscape within Division III, evaluate current initiatives, and propose next steps (e.g., resources, new initiatives, policies, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Sportsmanship and Game Environment Working Group</u> : The working group’s primary efforts focus on ways to enhance the Division III sportsmanship and game environment initiatives by identifying best practices in managing the game environment and providing helpful tools and resources for member institutions and conferences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>FAR Engagement Working Group</u> : The working group’s objective is to increase the engagement of Division III Faculty Athletics Representatives (FARs) at the institutional, conference and national levels. It seeks to accomplish this by utilizing data (both historical and newly collected) and the expertise of the working group and others to better define the components of engagement, determine the metrics to measure them, establish appropriate assessment benchmarks, develop best practice resources, and collaborate with appropriate groups to ensure consistency, effectiveness and accountability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>LGBTQ Working Group</u> : The working group aims to ensure Division III is safe for, inclusive of, and welcoming to the LGBTQ community and its allies. To that end, the working group strives to increase engagement, education and understanding of LGBTQ issues at all levels of Division III by examining current resources and areas of unmet need, and creating programmatic, resource and recognition opportunities of the LGBTQ community and its allies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Use this space to share ideas about potential future Division III working groups:

XI. Diversity, Inclusion and Gender Equity

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. The information requested below will assist Division III in determining the effectiveness of current programs as well as provide guidance to help Division III improve in this regard in the future.

Please indicate your level of agreement with the following statements:

OUR CAMPUS HAS MADE INTENTIONAL EFFORTS TO...

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Increase the diversity of our student-athletes, coaches and administrators over the past three years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote inclusion and the value of diversity within athletics over the past three years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements:

DIVERSITY IN COMMITTEE APPOINTMENTS AND HIRING

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Increasing and diversifying the pool of candidates for Division III committee service is important for the division.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NCAA's recent focus and efforts related to diversifying athletics candidate pools (e.g. Presidential Pledge) and Division III's The Diverse Workforce, a resource to aid recruitment and retention, have positively impacted our campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statement:

PARTNERSHIPS

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Division III should more actively partner with external organizations (e.g. Women Leaders in College Sports, National Association of Division III Athletics Administrators - NADIII AA, Minority Opportunities Athletic Association - MOAA) to support innovative programs that promote inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

While the NCAA inclusion statement encompasses many dimensions of diversity, five focus areas have been developed based on historical underrepresentation and discrimination within athletics. These areas are: persons with disabilities, ethnic minorities, international students, persons identifying as LGBTQ and women.

Division III governance structure leadership is committed to partnering with Division III conferences and institutions to support innovative programs that promote inclusion.

To help us prioritize our efforts, with your campus in mind, rank the following programming areas:

- _____ Persons with disabilities
- _____ Persons identifying as LGBTQ
- _____ International students
- _____ Women
- _____ Ethnic minorities

Division III governance structure leadership is committed to the expansion of NCAA programming and resources to enhance opportunities for the recruitment of persons with disabilities, persons identifying as LGBTQ, international students, women and ethnic minorities into coaching and athletics administrator positions.

To help us prioritize our expansion efforts, with your campus in mind, in what areas should we expand programming and resources?

Rank the following programming areas in order of importance to you.

- _____ Persons with disabilities
- _____ Persons identifying as LGBTQ
- _____ International students
- _____ Women
- _____ Ethnic minorities

XII. Conference Affiliation

The vast majority of Division III institutions are members of a multi-sport NCAA conference. The information requested below will assist in further clarifying the role that NCAA member conferences play within the NCAA structure.

Multi-sport conference members should:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Don't Know
Share a similar institutional mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be affiliated based on public and private designations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share a similar academic profile (e.g. selectivity)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share a similar cost of attendance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be affiliated based on geographic proximity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shared athletics philosophy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share a similar athletics profile (e.g. sports sponsorship, resource allocation).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be affiliated based on favorable championships access.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be affiliated based on institutional history and tradition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share a similar perspective on legislative standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be affiliated with any group of institutions, no common criteria.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rank your top four (4) multi-sport conference grouping criteria. (click and drag your selections to the criteria box)

Criteria
<input type="checkbox"/> Similar institutional mission.
<input type="checkbox"/> Public and private designation.
<input type="checkbox"/> Similar academic profile.
<input type="checkbox"/> Similar cost of attendance.
<input type="checkbox"/> Geographic proximity.
<input type="checkbox"/> Shared athletics philosophy.
<input type="checkbox"/> Similar athletics profile.
<input type="checkbox"/> Favorable championships access.
<input type="checkbox"/> Similar perspective on legislative standards.
<input type="checkbox"/> Institutional history and tradition.
<input type="checkbox"/> No common criteria.

This space has been provided for you to include any additional comments you may have.