



Diversity and Well-Being Resource Guide

**Prepared by:
Division III Commissioners Association
Diversity and Well-Being Committee**

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V. INTRODUCTION

This guide has been developed as a resource for Division III Conferences and their member institutions to help in achieving their goals to create environments that are sensitive to, and embracing of, diversity. In addition, it is intended to provide programming ideas for the use of Tier II funds from the Division III Conference grant program, specifically in the areas of Diversity and Well Being. The information included in this guide has been provided, voluntarily, by members of the Division III Conference Commissioners Association (DIIICA) and has been compiled and organized by the DIIICA Diversity and Well-Being Committee (DWBC). All program information submitted to the committee has been included and it should not be inferred that the DWBC endorses all materials herein. It should be noted that prices for guest speakers may be negotiated on a case by case basis and may vary from those identified in this guide.

This document has been divided into two distinct sections; Organizational Structure and Programming. It is the plan of the committee for this to become a living document with an annual update that provides the most current information available in a format that makes it readily accessible. [Updates are identified by year, below the name of the conference \(i.e. *2009 Update*\)](#). The input of the user is a key element in achieving this goal. Comments and suggestions may be directed to the DWBC members (see next page for contact information).

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Division III Conference Mission Statements

Allegheny Mountain Collegiate Conference

The conference shall provide equitable intercollegiate athletics opportunities for males and females and equally emphasize men and women's sports.

The conference shall provide equitable competitive opportunities across sports. The regular season emphasis shall be on participation opportunity and the post-season championships and season-ending tournaments shall emphasize higher achievement during the regular season.

American Southwest Conference

MISSION STATEMENT

The American Southwest Conference is a group of universities with similar educational and athletic philosophies. The ASC was founded to provide a structure for intercollegiate athletics among the member institutions. Its multi-dimensional mission is to create an environment that is characterized by opportunities to learn, friendly competition and enjoyable activities for the universities involved.

Each member institution should abide by policies that enhance the mission, goals and objectives of the ASC. ASC members believe that team and individual sports provide learning opportunities. Members should create an athletics environment that supports teaching and learning.

The welfare of students who participate in intercollegiate athletics is a vital concern of the membership. Members should create and abide by policies and the procedures that insure student welfare.

Traditional standards of ethical conduct and fair play are respected. To guarantee the integrity of the association the membership adheres to the policies of the Conference and National Collegiate Athletic Association (NCAA).

GOALS AND OBJECTIVES

"A basic purpose of this association is to maintain intercollegiate athletics as an integral part of the educational program and the athlete as an integral part of the student body."

- Statement of Guiding Principles, NCAA President's Commission

Goal:

To provide an organization that will enhance intercollegiate athletic competition among American Southwest Conference institutions. The ASC provides a structure that will integrate intercollegiate athletics as an integral part of the academic program and the student body.

Objectives:

- To insure athletic programs are characterized by academic integrity, fiscal responsibility and reflect the institutions' educational mission.
- To provide opportunities for students to engage in intercollegiate athletics.
- To integrate appropriate athletic experiences as part of institutions' educational programs.
- To encourage the graduation of student athletes.
- To assist in the establishment of competitive athletic programs.
- To assist members' compliance with National Collegiate Athletic Association (NCAA) and ASC standards and policies.
- To encourage attention to the student athletes' mental and physical health, promoting safety and fair treatment.

College Conference of Illinois and Wisconsin

From the CCIW mission statement:

- Fairness and equity – CCIW schools are sensitive and responsive to the needs and interests of both male and female athletes, and are governed by principles of fairness and equity in its approach to funding, staffing and

overall support for all sports. Each member institution is expected to fully comply with all NCAA, CCIW and institutional rules and regulations in the operation of its athletics program.

From the CCIW Core Values statement:

The member colleges and universities of the CCIW value:

- Fairness – member colleges and universities shall exhibit the ideals of fairness in the conduct and action of their athletic departments;
- Excellence – our institutions shall provide the opportunity for our student-athletes and coaches to achieve excellence inside and outside of athletics;
- Respect – our athletic communities shall encourage the respect of our opponents, officials and our own communities at all times;
- Academics – members shall protect the integrity of each institutional academic program and maintain conference regulations to support the overall academic missions of our institutions and the overall well-being of our student-athletes;
- Sportsmanship – all athletic endeavors shall reflect the beliefs and ideals of fair play and good sportsmanship;
- Balance – while athletics plays an integral on our campuses, athletics shall serve as a part of overall development of our student-athletes. Equal emphasis shall be placed on the academic and athletic development of our athletic participants;
- Consistency – our communities shall espouse the same values in the classroom as on the athletic fields;
- Leadership – athletics competition shall strengthen the leadership role of our athletics administrators and coaches.

Massachusetts State College Athletic Conference

The purpose of the Massachusetts State College Athletic Conference is to provide a uniform program of athletics for all State Colleges. The objective underlying this purpose is to create a healthy atmosphere of competition and rivalry between the Colleges and their student bodies while fostering the values of cooperation, leadership, courage, self-discipline, sportsmanship and self-reliance among the participating athletes.

Minnesota Intercollegiate Athletic Conference

Mission Statement

The Minnesota Intercollegiate Athletic Conference strives to guide, govern and support fair and equitable athletic competition and promote STUDENT-ATHLETE WELL-BEING among its members. The Conference recognizes and celebrates the important contribution competitive athletics can make to the quality of an education experienced in a context in which the academic program is paramount.

Guiding Principles

1. The Conference values competition, not only within the conference itself but also in whatever postseason opportunities may be available to our athletes. Therefore, the conference shall not restrict postseason competition except insofar as preparation for the events or the events themselves compromise the fundamental academic goals of the members as stated in the Mission Statement.
2. The Conference values a broad range of competitive opportunities for its members. Therefore, when member institutions express interest in developing new varsity sports, the conference should become actively involved in research, feasibility studies, and planning, especially for those sports that address issues of gender equity and cultural diversity. Furthermore, the conference office should always attempt to assist member institutions in maintaining sports that are currently offered.
3. The Conference ensures institutional control of athletics by placing legislative responsibility in the hands of the Presidents through the Faculty Athletics Representatives that they appoint.

New England Small College Athletic Conference

Below is a sentence from our mission statement that addresses equity.

Each institution is committed to providing a comprehensive athletic program available to the entire student body. All participants in athletic activities are treated equitably.

New England Women's and Men's Athletic Conference

The NEWMAC is an association of selective institutions that promote academic and athletic excellence and is strengthened by the diversity of our membership. We support student-athlete well-being and the educational value of athletics participation, adhere to the NCAA Division III philosophy and commit to our core values.

Core Values

- Excellence – We place the greatest emphasis on our academic missions followed by high quality competitive experiences.
- Integrity – We act with mutual trust and respect for all and place emphasis on sportsmanship and ethical conduct.
- Commitment – We support each other and the conference through collaboration and sharing ideas and institutional perspectives.
- Equity – We ensure fair and equitable competition and programs.
- Diversity – We celebrate and promote difference and varying perspectives.

North Atlantic Conference Conference Philosophy Statement

Consistent with the NCAA Division III philosophy, a basic purpose of this conference is to maintain intercollegiate athletics as an integral part of the educational experience, with the student-athlete as an integral part of the student body. Objectives include:

- Sponsoring and promoting varsity intercollegiate sports in a fiscally prudent and educationally sound manner.
- Upholding the principle of institutional control of, and responsibility for, all intercollegiate sports in conformity of the constitution and by-laws of NCAA Division III.
- Providing equitable athletic opportunities for males and females and giving equal emphasis to all men's and women's sports.
- Promoting the character development of participants, enhancing the integrity of higher education and promoting sportsmanship for our student-athletes, coaches and all others associated with these athletics programs, and
- Protecting the welfare of, and providing a safe environment for, student-athletes.

Pennsylvania Athletic Conference

The PAC Mission Statement

The mission of the Pennsylvania Athletic Conference is to provide quality, broad-based athletics experiences to the student-athletes of its member institutions. Consistent with the philosophy, values and goals of its members and (the) NCAA Division III.; the conference provides for equitable treatment of all student-athletes; ensures every sport is valued; and places importance on participation and reaching one's potential. The conference supports the educational missions of its members and the holistic development of the student-athlete.

The PAC Vision & Motto

"S - P - O - R - T"

Scholarship

The conference supports the active recruitment of student-athletes as a means of achieving the educational aims of each member institution. Student-athletes are integrated into the mainstream of the entire student body, receiving the same privileges accorded to every student. A

student-focused approach viewed as an important element of a well-rounded education, PAC institutions encourage widespread student participation in athletics and other campus groups and activities.

leadershiP

The conference stresses the values and benefits of athletics participation in leadership development. A fundamental belief that team and individual sports provide learning and leadership opportunities, PAC institutions strive to create an athletics environment supportive of leadership through learning.

cOllaboration

The PAC seeks to promote keen competition, the highest level of sportsmanship and the strongest performance possible in each sport. PAC members strive to continually develop and strengthen themselves with the goal of recognition and success in conference and NCAA regional and national competition.

seRvice

The highest service a college can render its students is to prepare them for life, emphasizing respect for individuals, concern for the environment, and social responsibility. The members of the PAC encourage men and women of all backgrounds to shape their lives as leaders in service to others, thereby engaging students in life long civic responsibility, a commitment to ethical decision making and socially responsible community participation.

inTegrity

PAC institutions are responsive to the needs and interests of both female and male athletes, and are governed by principles of fairness and equity in their approach to funding, staffing and overall support for all sports. The highest standard of ethical conduct and fair play are respected among the PAC members with each member expected to fully comply with all NCAA, PAC and institutional rules and regulations in the operation of its athletics program.

Presidents' Athletic Conference

From the PAC Conference Self-Study Guide (CSSG):

"The Presidents' Athletic Conference is committed to the principles of gender equity (mandated by the federal government through Title IX) and ethnic diversity."

Southern Collegiate Athletic Conference

The Southern Collegiate Athletic Conference (SCAC) was formed to provide an association through which the member institutions may encourage organized competition in intercollegiate sports among teams representative of their respective student bodies. Members of this conference share a commitment to priority of the overall quality of academic standards and quality educational experiences.

NCAA Grant – Tier II (Diversity & Gender Equity / Student-Athlete Well-being or Community Service)

Allegheny Mountain Collegiate Conference

2008 Submission

Description

Programming was conference-wide. We sponsored a weekend retreat for women interested in pursuing careers in intercollegiate athletics. Every institution was allowed to send two students and was required to send a female mentor (coach or administrator). We partnered with the Presidents Athletic Conference on this initiative; the \$29,000 total cost was split by the two conferences.

Speaker

The program was conducted by the Winstar Foundation (Celia Slater). The Winstar Foundation also conducts the NCAA Women's Coaches Academy.

Expenses

Faculty Travel Expenses - \$3,200

Faculty Honoraria - \$6,000

Materials (handouts, gift) - \$1,500

Food, room rental, audio visual - \$4,700

Housing for Students and Mentors - \$6,000

Winstar Fee - \$3,000

Mentor Stipends - \$4,000

American Southwest Conference

2008 Submission

Description

Career Planning Seminar --- Use services of Athletes4Hire (formerly Career Resources Group) to conduct on-campus sessions with student-athletes. Sessions open to all students on campus and utilize the on-campus Career Planning & Placement staff if possible. Session one focuses on freshmen and sophomores; session two is for juniors and seniors. Cost to the conference is \$515 per school, plus a \$40 book fee (2007-08 cost to ASC). Each host campus is asked to provide lodging, seminar space, contact information for campus Career staff and advertise the seminar to student-athletes and students. The ASC has participated in the program for two cycles -- approximately half the conference is involved each year. Campuses have been visited twice with a two-year break between visits. This permits each student two seminars during a four-year span and benefits of both parts of the workshop sessions (i.e., fr/soph in visit one are jr/sr in visit two).

Speakers

Athletes4Hire: D.J. Washington / Director of Training & Development / Olathe, KS 66062 / Ph: 615-319-4442
Email: dj@athletes4hire.com

Expenses

Facillator Fee / per campus – 515

Book Fee / per campus – \$40

Facilitator Lodging (varies per campus) (average given) – \$80

Seminar Room Fee (varies per campus) (normal cost to Athletics given) – varies

College Conference of Illinois and Wisconsin

2009 Update:

Description

For Student-Athlete Well Being, the conference hosted a two-day SAAC Workshop in Lake Geneva, WI, featuring Arnie Goldberg from the Center for Psychology of Sport and Stan Johnson from Johnson and Associates. The workshop focused on well being initiatives (teamwork, diversity, leadership) along with providing a venue for enhanced SAAC discussions. All attendees were provided food, drinks and lodging for one night along with an event t-shirt.

For diversity and gender equity, schools were on their own in terms of conducting such programs. As such, we had a variety of programs including MLK birthday celebrations, guest speakers and student-athlete workshops.

Speaker

Stan Johnson, 816/361-3702; stanjohnson@everestkc.net
Dr. Arnie Goldberg, 215-735-6280

Expenses

SAAC workshop – total costs including lodging, food and workshop costs \$12,150
Dr. Arnie Goldberg speaking fees \$ 1,500

2008 Submission

Description

Student-Athlete Workshop conducted on a conference-wide basis for over 30 CCIW student-athletes and administrators. The agenda included sessions on leadership development, teamwork and diversity education. The event was a two-day, one night format with the CCIW picking up all costs (lodging, food, speaker fees, t-shirts, etc.), with a grand total of \$12,500.

Also, in 2004, the CCIW hosted Dan Doyle from the International Institute for Sport at all eight CCIW schools. Dan spent a day at each campus visiting with coaches, administrators, student-athletes and the campus community as a whole via small group meetings, private meals and keynote addresses.

Speakers

Dr. Arnie Goldberg, The Center for Sport Psychology, 255 S. 17th Street, Suite 1408, Philadelphia, PA 19103
215-735-6280
Stan Johnson, Stan Johnson & Associates, 620 East Gregory Boulevard, Kansas City, MO 64131
816/361-3702
Dan Doyle, International Institute of Sport, 1-800-447-9889, ddoyle@internationalsport.com

Expenses

Workshop expenses – total \$12,500
Dan Doyle campus visits (pre-current grant program) \$18,000

Colonial States Athletic Conference

2009 Update

Description

Conference wide program on 4 campuses with two institutions traveling to each of the sites. Elaine Penn was the facilitator. Target groups were student-athletes, coaches and administrators.

First 60 minutes session of each night was targeted at coaches and administrators; second 60 minute session was for student-athletes only.

Approximately 275 people attended collectively for all 4 sessions. Total cost was approximately \$16,800 and included all speaker fees, travel and lodging, plus the four hosts were reimbursed for food and drinks provided and the 8 traveling institutions received some reimbursement for their bus to attend.

In addition, we used approximately \$5,100 to “scholarship” seven (7) emerging women leaders in the conference to attend the March NCAA Women’s Leadership Symposium in Boston.

Speaker

Elaine Penn, CampusSpeak – 303-745-5545

Expenses

Elaine Penn expenses \$ 12,800
Food provided by host institutions for Diversity Programs \$ 2,300
Travel expenses for institutions to Diversity Program \$ 1,700
Hotel, meals, registration for Women's Ldrshp Symposium \$ 3,400
Flights for Women's Ldrshp Symposium \$ 1,700

2008 Submission

Description

Each of these are institutional specific:

1. Community Youth Field Day (\$500)-- Provided educational programming in leadership, character development, and personal development for the entire student-athlete population at Alvernia College, while also touching the lives of the neighboring community.
2. Emerging Leaders (\$1,000)-- Enhanced student-athlete leadership qualities.
3. Student Athlete Education (\$1680) -- Programming included education programs on Alcohol and Drug Abuse, Hazing, Healthy Nutrition, Gambling, Homophobia, and Making Healthy Choices.
4. Eating to Compete/Sport Psyching: Mental Training for life. (\$1500) -- Educated, motivated and inspired student-athletes.
5. Discussion series -- A series of three speakers that promoted student-athlete well-being through discussions of overcoming adversity, maintaining focus, overcoming negativity, and proper diet and exercise.
6. Raising the Bar: Building a High Performing Team/Athlete (\$1500) -- Team building and sport psychology sessions for student-athletes, using a hands-on approach that focused on building tangible teamwork, mental and life skills.
7. Pure Performance/Athletic Codes of Conduct (\$500) -- A presentation on the latest research on coaching effectiveness, high performance physiology/nutrition, codes of athletic conduct and the studies on the hormonal effects of alcohol and drugs on the body.
8. Consider This: Sports, Spirituality and Character Development (\$900) -- Presented those in attendance with the possibility of a connection between one's spirituality and participation in sport, and how that translates into their character development.

Speakers

Optimal Performance Associates (Raising the Bar) -- 856-988-2939
Ed Hastings (Consider This...) -- Center for Sport, Spirituality and Character Development. (610) 361-5293

Expenses

Everything was done on an institutional level. Total Costs from our schools = \$18220

CUNY Athletic Conference

2009 Update

Description

CUNY Athletic Conference conducted conference-wide seminars for all ten member schools which include all of our athletic directors, FARs, SWAs, SAAC and student affairs administrators. We hired three sportsmanship speakers. The sportsmanship theme/presentation was a great fit for our audience and their presentation and advisement was extremely helpful. Message conveyed to the audience was character education, sportsmanship and the preservation of integrity in our sports culture. The audience found this helpful and motivating in which they can incorporate into their personal and professional lives to be better leaders.

We also held the CUNY Athletic Conference SAAC Sportsmanship Proposal Contest Winner and Runner-up. The purpose of the Student-Athlete Advisory Committee Sportsmanship proposal is to promote good sportsmanship among the student body with positive ideas within the institution and the community. The winners are based on the student's strength of the ideas and plans on how the institution will promote sportsmanship.

The CUNY Athletic Conference has a strong commitment to implement and maintain diversity and gender equity initiatives at the conference. This year we hired Janet Judge as our guest speaker for CUNYAC's Professional Development Day. Janet made her mark as an effective speaker discussing gender equity in the workplace. Her presentation and advisement to our athletic directors, FARs, SWAs, SAAC and all athletic administrators on a wide variety of issues to gender equity was extremely helpful. She is a wonderful addition to the leadership education team we provide for all our administrators and student-athletes.

Speakers

Rob Miller
Pro Active Coaching, LLC
3699 S East Camano Drive
Camano Island, WA 98282
816.415.8181
Rmiller710@yahoo.com
www.proactivecoaching.info

Janet P. Judge
Attorney At Law
Sports Law Associates LLC
PO Box 486
Cumberland Center, ME 04021
207.776.4551
jjjudge@sportslawassociates.com

Expenses

Sportsmanship Speaker(s) (2) \$ 2,979.35
Food \$ 2,048.00
Sportsmanship Speaker/Robert Miller \$ 1,500.00
Sportsmanship Stands (2) \$ 840.00
Sportsmanship Proposal (1st Place: \$1,000; Runner-Up: \$500) \$ 1,500.00
Support Staff \$ 300.00
Diversity & Gender Equity Speaker/Janet Judge \$ 1,620.00

2008 Submission

Description

For the second straight year the CUNY Athletic Conference held a seminars for all ten member schools for both the student-athletes (Team Building, Nutrition and Sports Psychology) and our coaches and administrators (NCAA Rules).

Speakers

This year we used the following;
Tim Weirman, Nutrition
Keith Waldman, Team Building
Jay Jones and Jeff Myers from the NCAA staff
* last year we used Joel Fish as well.

Expenses

Keith Waldman + 3 associates - \$2,650

Tim Weirman - \$950
Food and refreshments for all - \$1,625
Posters / flyers - \$1,350

Great Northeast Athletic Conference

2009 Update

Description

Albertus Magnus College had Joel Fish address the student athletes and coaches on diversity. He is an approved NCAA speaker.

Emerson College hosted an event around National women and sport day. On February 7th, 2009, the women's basketball team invited local youth teams and groups to watch the game and meet players/coaches after.

Emmanuel College has co-sponsored a play for student-athletes and the general college population. It attacked race, gender and wellness issues for women. The play is titled "Womyn with Wings". Simple Synopsis: So many plays have been written to tell the stories of women as victims. Rape, Cancer, and abuse are often the themes of these plays. Womyn With Wings takes these same stories, adds a portion of reality, a bit of music and poetic them to tell the stories of Womyn who are not victims but victorious. Themes: Womanhood. Female Circumcision, Rape, Survival, Sexuality, Breast Cancer, Poverty, Empowerment., Sexual Abuse, Redemption, Religion, Women's Rights, Strong Women In History And Current Culture.

Johnson & Wales:

The Athletic Department, Department of Student Affairs and Office of Campus Diversity had a panel discussion on Embracing Diversity in a Team Setting. This event took place during the fall trimester. Speakers included representatives from coaching staffs and a student-athlete who spoke along with guest speakers from OCR and the Mayor of Providence's Task Force on Diversity.

Lasell College - Joel Fish was the invited guest who spoke to student-athletes on October 29th. He is an approved NCAA speaker and he spoke about hazing, team building, diversity, use of the internet/social networking sites and the use of alcohol and street drugs.

Mount Ida College integrated the topic of diversity with the development of their new CHAMPS LIFE SKILLS Program. They worked with speakers from NCAA identified as specialists on the topic of diversity. The event was an open forum with a speaker and a panel discussion on relevant topics on campus with a panel of students, athletes and representation from Student Affairs. The event was open to all students, faculty and staff

Norwich University has conducted a Diversity Education workshop that included training for 40 student-athletes as well as a workshop for 40 coaches and administrators. The student athlete session was 2 hours and the one for the staff was a 4 hour session. Additionally Norwich athletic department has been working with a new group on campus called the Athena Society, which is currently a "women's group" for staff and faculty. The purpose of this group is to meet with female students on our campus to figure out what 'needs' they have that are not being met and how we can help make sure the culture at NU is such that they are encouraged, supported, and able to succeed.

Pine Manor College - Dr. Jenny Mackenzie spoke to students about Gender Equity Issues. She has produced a documentary titled "Kick Like a Girl" which follows a third grade girls soccer team who plays against boys and the gender equity issues they run into. She followed the documentary speaking about how to Lead Like a Woman.

Rivier College conducted a diversity workshop for all varsity student athletes and coaches.

Saint Joseph College (CT) hosted a workshop/seminar for students on "Gender Equity and the Coaching Profession for Women: Developing a Strategy for Success".

Saint Joseph's (Maine) has used the funds to secure Andy Masters who facilitated two programs. The first program "Student Life and Academics" included diversity on campus (students, staff and faculty) as well as other issues facing college students. The second program "Leadership Inside and Outside the Classroom" touched upon the subject of gender equity.

Simmons College - Antonio Arrendel, Manager, Violence Prevention and Diversity; conducted a diversity training to all 140 students. Antonio is from Northeastern University's Center for Sport in Society. Sport in Society at Northeastern University is the world's leading social justice organization that uses sport to create social change both nationally and internationally. The flagship organization located in the heart of Boston, Mass. was founded in 1984 by Dr. Richard Lapchick. Through research, education, and advocacy the center promotes physical activity, health, violence prevention, and diversity among young people and college and professional athletes.

Suffolk University - Elaine Pasqua came to campus for a presentation on student behavior and their interaction with the wider communities of peers and surrounding populations in a cosmopolitan big city environment.

Speaker

2008 GNAC Professional Development Seminar

(http://www.thegnac.com/PDS/2008_GNAC_PDS_Agenda.pdf)

Key Note Speaker: Janet Judge

Topic: Gender Equity

Website: <http://www.sportsmanagementresources.com/library/sports-law-associates>

Email: jjudge@sportslawassociates.com

Phone: 207-776-4551

Massachusetts State College Athletic Conference

2008 Submission

Description

The MASCAC hired Elaine Penn to present on Diversity and Gender Equity at Westfield State College, MCLA, Worcester State College, Bridgewater State College and Fitchburg State College. Elaine presented on finding common ground and embracing difference. These sessions focused on a diversity education program conducted for the general student-athlete population. Elaine then met with the campus SAAC's on building a community of athletes. She spoke about leadership training, development and organizational enhancement program. In addition, Elaine met with coaches and staff about diversity education. Elaine also met with administrators, coaches and staff to talk about student-athlete needs and issues.

The end result of these sessions were that they achieved our conference's need of opening the minds of the MASCAC student-athletes, coaches and staff and increased the level of respect and understanding for individuals. This speaker series played a vital role in motivating the participants to embrace difference, be better equipped to solve related issues and become true allies for one another. This program directly supports the Division III Strategic Plan's focus on respect for other individuals.

Speaker

Elaine Penn

408 Cassandra Road

Madison, NC 27025

910-620-1248; elaine@elainepenn.com

Expenses

Elaine Penn Speaker Fee Bridgewater State - \$3,500

Elaine Penn Speaker Fee Fitchburg State - \$3,500

Elaine Penn Speaker Fee MCLA & Worcester State - \$3,500

Elaine Penn Speaker Fee Westfield State - \$3,500

Midwest Conference

2009 Update

Description

Recruitment and Retention of Ethnic Minority Staff and Student-Athletes (Conference-wide program)
- Consultant visited each member institution to assess ethnic minority student-athlete/staff “readiness” and review relationship with campus support services to address ethnic minority needs. Visit consisted of visits with athletic department staff and in most cases admission and student-support services representatives. Findings on each campus were summarized for a conference report on diversity which also included demographic data, etc. These campus visits served as a primer to an upcoming retreat centered on the topic of Diversity within the conference with an emphasis on the recruitment and retention of ethnic minority staff and student-athletes.

Speaker

Cecil Youngblood
Director of the Intercultural Center and Assistant Dean of Students
Beloit College
youngblc@beloit.edu
608.363.2125

Expenses

Travel Expenses \$1,000
Consulting Fee \$100 / Hr. \$6,000

Minnesota Intercollegiate Athletic Conference

2009 Update

Description

Gustavus Adolphus College utilized the Tier II grant money to develop a comprehensive Social Norms Campaign. The data for this campaign will come from results of a Hobart and William Smith Survey conducted on campus during February 2008. This survey was about student-athlete attitudes and experiences in athletics and other extracurricular activities. It also covered a variety of other topics including academics, career interests, social life, daily activities, and health and well-being issues. This survey represents data from 422 student-athletes encompassing 25 sports at Gustavus.

The Social Norms Campaign will include:

Four Social Norms Posters
EXCELLENCE – student athlete academic success
BALANCE – how student athletes spend their time
RESPONSIBILITY – choices student athletes make socially
LEADERSHIP – student athlete leadership and career choices

Promotional materials to support the social norms message will include items such as cups, pens, Frisbees and lanyards. This grant will allow Gustavus to promote a campus-wide social norms campaign regarding Gustavus athletes. According to social norms theory, a person’s perceptions of peers behaviors and beliefs will have a strong influence on personal behaviors. In surveys of Gustavus student athletes in 2007, 2008 and 2009 the data found that misperceptions of student-athletes regarding well-being issues do exist. As a result, the objective of this social norms campaign will be to highlight the many accomplishments and healthy behaviors of Gustavus student-athletes. These healthy behaviors will include student-athlete academic success, how athletes spend their time, the types of choices athletes are making in regards to alcohol consumption, and how leadership potential within athletics contributes to a career path. Promoting healthy behaviors of student athletes through posters and promotions is one way to highlight the many ways athletes enhance a campus culture.

GAC: Poster design (4 posters x \$50 per poster) \$200
GAC: Printing costs on poster (4 messages x \$50 per message in printing costs) \$200

GAC: Promotional cups (250 cups x \$1 per cup) \$250
 GAC: Promotional pens (250 pens x \$2 per pen) \$500
 GAC: Promotional Frisbees (250 frisbees x \$1 per Frisbee) \$250
 GAC: Promotional Lanyards (250 lanyards x \$1.60 per lanyard) \$400
 Total cost: \$1800

Saint Mary's University and Augsburg College utilized their grant funding and collectively brought in speaker Jeff Janssen. Jeff spoke at Augsburg College on October 19th, 2008 and the following day at Saint Mary's University. Both institutions split the cost of bringing him in to speak between speaker fees, hotel room and travel. Jeff created Janssen Peak Performance, a professional consulting and speaking firm which provides high level sports and business teams with the insights, strategies, and tools they need to perform to their potential. Jeff's expertise has helped thousands across the country. Saint Mary's and Augsburg felt that building upon leadership and team building among their student athletes is very important, the main topics of Jeff's seminar. Student-athletes could take this leadership seminar and figure out ways to raise money and volunteer in the community, whether it involves a food drive for the local shelter or spending time with youth at the local YMCA/Boys and Girls Club. They may also find ways to enhance team chemistry by having team dinners or going bowling as a team. In addition to the sports world, Jeff speaks to and consults with Fortune 500 companies from the business world helping them to gain a competitive advantage in the corporate arena. Jeff Janssen, <http://www.jeffjanssen.com/coaching/about.html>, 919-303-5321.

Saint John's University focused its funding on alcohol awareness and sexual harassment. They secured Dr. John Adix, a licensed psychologist from their counseling center to do a training session with each of the 12 intercollegiate sports teams at Saint John's in the Fall of 2008. Dr. John Adix spoke on alcohol awareness, sexual assault, and consent for sex awareness. All student-athletes were required to take part in a session in September/October of 2008. Saint John's called this type of seminar athlete-to-athlete training in which each team meets separately from the entire student-athlete population to retain 100 percent attendance for this training, and to foster dialogue and interaction. The athletic staff felt that this topic was important for their institution to gain more awareness of, as it is an ongoing issue throughout college campuses today.

*2008 Submission
 Description*

Augsburg College brought in Speaker Elaine Penn. Penn is with the group CAMPUSPEAK and she speaks about diversity, leadership and wellness. Penn speaks on over 40 college campuses a year. She offers programs for various athletic groups: general SA's, SAAC, captains, individual teams, coaches and administrators. At Augsburg Penn did a mini convocation, a luncheon, a faculty-staff presentation, and a student-athlete key note address. Total Cost: \$3,500

Gustavus Adolphus College developed a seminar for its full time coaches entitled "Coaching Cultural Competency. This was done with the assistance of the Office of Diversity and Multicultural Programs at Gustavus. The seminar was conducted by Marsha McKinnie-Davis of IMPACT-HR, an Orlando based human resources company. Total Cost: \$2,475

The College of Saint Benedict, Saint John's University and Saint Mary's University all utilized GTC Dramatic Dialogues from High Impact Training. The group performed "Strange Like Me: Racism, Sexism & Homophobia," a 90 minute theatre program that "lays bare the ugliness of hate and then follows six students as they attempt to navigate the difficult terrain of multicultural campus relationships." Total Cost of Program: \$3,600. Note: Saint Benedict and Saint John's had a combined program and split costs.

The University of St. Thomas conducted CommUNITY week from Oct. 8-12, 2007. As part of this week, the athletic department co-sponsored, along with the St. Thomas Office of Institutional Diversity, "Spoken Word as A.R.T: Affirmation, Respect, Truth." Speakers during the week spoke to issues of social justice, community development, education, human rights, service and respect for the individual person. Total Cost: \$3,500.

The MIAC was celebrating its 25th Anniversary of Women's athletics during the 2007-08 academic year and a portion of the tier II funds were utilized for this celebration. Total Cost: \$2,560.

Speakers

Gustavus - Impact HR- Marsha McKinnie Davis, President and CEO, 2931 Heatherside Ave., Orlando, FL 32822, (407.281.9103) - Florida, (612.333.7028) - Mobile, iMpactHR@aol.com

Saint Benedict/Saint John's/Saint Mary's - High Impact Training - Mark A. Geller, President, PO Box 833 St. Cloud, MN 56302-0833. (320-259-8222)-phone, (320-259-8501)-fax, Website-www.hit4you.net, email: info@hit4you.net

St. Thomas - InterMedia Arts Moving Live Speakers Bureau, 2822 Lyndale Ave South, Minneapolis, MN 55408.

Expenses

MIAC 25th Anniversary of Women's Athletics

Banners - \$1,265

Plaques - \$395

Posters - \$800

Table at National Girls and Women in Sport Day Event - MN state Capitol - \$100

New England Women's and Men's Athletic Conference

2008 Submission

Description

In 2006-07, three NEWMAC institutions organized programming on their campus: MIT, Wheaton, and Mount Holyoke. At all three institutions, the entire campus community was invited to participate. In most instances, all NEWMAC colleagues were also invited.

Specific Programming:

Mount Holyoke College

"As Women of Color We Can: Be Healthy, Be Strong, Be One."

Purpose

The purpose of this initiative was to enhance "the role diversity plays in our work environment, our community, and especially in the curricular and co-curricular dimensions of our students' education". The Physical Education and Athletics Department (in collaboration with other departments and student organizations on campus) provided a variety of opportunities for individuals in the Mount Holyoke College community to explore the intersection of race, gender, health, and wellness.

Objectives

- Inform and provide the Mount Holyoke College community about wellness, and through a film series, a lecture series, and active group activities with an emphasis on race, ethnicity, and gender.
- Increase awareness of current programs available to the Mount Holyoke campus community.
- Increase involvement with athletic and various departments on the topic of race, gender, health, and wellness.
- Provide community health and wellness outreach programming to benefit the Holyoke community (i.e. Girls Inc.)
- Include programming concerning the challenges and successes of women of color in health and wellness related fields.

2006-2007 Events

September: Game Face Exhibit (September 8 – October 8)

October: Real Women Have Curves Film Showing (October 3)

November: Mount Holyoke College Student-Athletes of Color Coalition Lunch (November 10)

February: Girls and Women in Sport Day

Leadership Summit for ALANA Students - Speaker: Barbara Love

Speaker for Black History Month: Leandris Liburd, PhD -

explores the intersection of class, race, and gender for African American women

Bicultural Bodies

March: Health Pamphlet Display in Women's Locker Room in Athletic Center
May: Robin Roberts Book Tour; difficulties of breaking into national broadcasting as an African American woman; Title IX affect on life

Here are additional itemized expenses associated with this event (in addition to those in the table below):
\$450 - Leandris Liburd - Black History month speaker and reception
\$2,267 - Speaker, reception. Robin Roberts; Book Publisher also subsidized cost

MIT

Conducted a three-part workshop on the topic: the impact of gender on competitive behaviors. Kathleen DeBoer, author of *Gender and Competition: How Men and Women Approach Work and Play Differently*, led the workshop. DeBoer explored how basic differences in perspective, socialization and gender cultures impact how males and females respond in contests, in the workplace, and in social interactions. She discussed motivational techniques and feedback loops.

Wheaton College

Esera Tuaolo: *Creating a World of Tolerance*

Tuaolo, author of "Alone in the Trenches," an autobiography, shared his experiences with the Wheaton community as a gay man in the culture of professional football, and shared thoughts on how to make this world a better place.

Wheaton Initiative for Leadership Learning (WILL) (\$1,665)

Designed to promote leadership amongst Wheaton students

Beyond The Bubble: How to Meet, Eat and Dress for Success

Workshop inviting members of the class of 2007 to learn basic skills on how to manage transitions after Wheaton College

Featured speaker: Ms. Winston Jenkins of Mannersmith Etiquette Consulting

It is important for all students, and certainly liberal arts students, to have the professional skills to better prepare them to be confident in business and in life after college. There is a great need to educate students in these important areas for their greater well-being in life.

Wheaton Third Annual "Big Event" (\$2005.33 from Tier Two – other funds from other office on campus)

Big Event is a weekend that promotes sobriety among all Wheaton College students by offering a wide variety of activities over the entire weekend.

Impact: no alcohol violations on entire campus during weekend, entire student body very receptive to a "dry" weekend and what this promotes

The Big Event promotes well-being and safety for all students at Wheaton College.

Speakers

Leadership Summit for ALANA Students Speaker: Barbara Love

Speaker for Black History Month: Leandris Liburd, PhD, Division of Adult and Community Health, Centers for Disease Control and Prevention

Speaker - Robin Roberts Topics: difficulties of breaking into national broadcasting as an African American woman; Title IX affect on life - Arranged through Publisher; Hyperion Books, HarperCollins Publisher: 212-207-7000

Workshop: Kathy DeBoer, *The Impact of Gender on Competitive Behaviors*; www.kathydeboer.com

Expenses

Pamphlet rack for locker room area for health materials related to women of color - \$124

Student of color lunch - \$345

2 receptions following alum of color speakers - \$365

National Girls and Women's Sports Day (NGWSD) Clinic, lunch, speakers - \$510

Transportation for local urban high school students to attend NGWSD event - \$650

Promotional materials for NGWSD - \$155
Supplies for NGWSD - \$134

New England Small College Athletic Conference

2008 Submission

Description

Student-athlete well-being programming conducted at institutional level.

Diversity & Gender Equity

The NESCAC conducted a conference-wide three-day Coaching Symposium for Women. The primary purpose of the symposium is to encourage more women to consider a career in coaching and/or athletics administration. The Symposium provides an inside look at coaching and administration to NESCAC students. It exposes students to some of the fundamentals and actively engages them to examine such a career in a broader scope. Sessions are conducted by current conference coaches that cover areas including developing a coaching philosophy, team building, and recruiting. In addition, the weekend is headlined by three keynote speakers/presenters that address Title IX (Christine Grant), history and evolution of women in sport (Charlotte West), and gender and competition (Kathy DeBoer). Each institution is allowed to send two to three representatives. The total cost of three-day symposium is approximately \$20,000 (includes cost of meals, rooms, transportation, meeting facilities, supplies, speakers/presenters fees, etc.).

North Eastern Athletic Conference

2009 Update

Description

The North Eastern Athletic Conference hired Brian C. Johnson from Campusspeak for the following programming. He visited each conference institution and provided two programs. The first program focused on student-athletes and other students from the campus community. The second program focused on educating coaches and athletic administrators. Each campus could select one of two programs which were available; they are: L.E.A.D. – Leadership Excellence Acknowledges Diversimilarity or REEL Diversity. Brian also held a train-the-trainer program on the L.E.A.D. program for the fall campus SAAC program.

Speaker

Brian C. Johnson

P.O. Box 440560 Aurora, Colorado 80044-0560

Phone: (303) 745-5545 • Fax: (303) 745-5569 • Email: info@campuspeak.com

Expenses

9 College Campuses and SAAC Meeting \$12,000.00

2008 Submission

Description

Each institution would receive \$1000 for a guest speaker that covers one of three student-athletes well being topics as follows: 1. Underage Drinking, Nutrition, & Athletic Conditioning, 2. Time Management, Sleep Deprivation, Scheduling, & Less Missed Class Time, and 3. Hazing. The conference also hosted a train-the-trainer program for the conference SAAC (each institution had one male, one female, and one advisor present) on the effects of alcohol abuse on athletic competition, academic success, and mental ability.

Speaker

Rick Barnes, CAMPUSPEAK, Inc., 14001 E. Iliff Ave., The Forum Building, Suite 402, Aurora, CO 80014, Phone: (303) 745-5545, Fax: (303) 745-5569, Email: info@campuspeak.com

Expenses

CampusSpeak Guest Speaker - \$4,000

Each Institution receives \$1000 for individual guest speaker - \$10,000

North Atlantic Conference

2009 Update

Description

All Tier II funds focused on Diversity and Gender Equity.

Fall SAAC Meeting

During fall meeting of the conference SAAC, facilitators from the NCAA sponsored Diversity Education Program conducted a 4 hour session with student-athletes from all institutions. Because this is an NCAA funded program, costs to the conference were limited.

Speakers

Nancy Kaplan, St. John's University
Eric Reinecker, St. John's University

Expenses

Hotel for Speakers: \$300
Audio Visual: \$225

March Administrators Retreat

The focus of the two day Athletic Administrators Retreat was on Diversity and included an examination of individual leadership style using the DiSC assessment conducted by the commissioner and a 2 hour training session with facilitators from the Study for Sport based out of Northeastern University. Both sessions were very well received.

Speakers

Jarrold J. Chin
Director for Violence Prevention and Diversity
Sport in Society, a Northeastern University Center
360 Huntington Ave, Suite 350 RI
Boston, MA 02115
(p) 617 373-8420
(f) 617 373-4566
www.sportinsociety.org

Expenses

DiSC: \$260
Facilitators: \$1500
Room Rental: \$150

April Student-Athlete Retreat

Third annual retreat for student-athletes was held on one of the campuses the first weekend in April and focused on Diversity and Gender Equity. 30 students from 5 member institutions participated in this very well received program. It's modeled, in large part, after the DIII Regional Leadership conferences. The same speakers as used for the Administrators Retreat in March conducted a session with the students and one of the administrators from the host institution conducted a session on Theory to Practice.

Expenses

Speakers: \$1700 (including travel)
Hotel for Participants: \$540
Entertainment/Night Activity: \$330
Food: \$300
DiSC Assessments: \$600

Campus Resources

Conference purchased educational resources about Title IX and Homophobia in Sport. Each comes with a facilitators guide to assist with programming.

Expenses

Title IX – License to Thrive Documentatry \$1200

It Takes a Team \$ 92

Women's Leadership Symposium

Representatives from 3 institutions attended the NCAA women's leadership symposium in Boston.

Expenses

Travel & Registration: \$2340

Campus Movie Series

One of our institutions hosted a three night movie series focusing on leadership and gender in sports. A faculty member was in attendance at each screening to discuss the sociological impact of sport within American Culture.

Expenses

Cost: \$100 (screening rights, refreshments & promotional materials)

North Coast Athletic Conference

2008 Submission

(Attachment) The NCAC theme this year was diversity and inclusion. Our main event was a Title IX seminar/Diversity Hiring Workshop. I have attached our final agenda for your review. It cost us about \$12,000. We also purchased Valerie Bonnette's manuals for all 10 of our Ads (\$1200). All members were to schedule the NCAA Diversity training session on their own campuses sometime this year. This was no cost to the schools.

Ohio Athletic Conference

2009 Update

Descriptions (listed by institutions)

We will use our money to fund a speaker on the effects of alcohol and drug use on athletes. Mike Green will speak to our student-athletes. In addition, we are looking at speakers that were showcased at the 2007 APPLE Conference. Mr. Green does an excellent job of reaching young people and having a profound effect. Students need to hear the consequences from an impactful speaker, some they can relate to and ask questions of. We have had Mr. Green before and he is excellent.

- Total Amount of Project: \$2500

We plan to use the NCAA grant money towards a Workshop Series for student -athletes with the rest of the student body welcome to attend. The total amount of this series is estimated at \$ 3000 plus the expenses of guest speakers. The Workshop Series will be coordinated with the Student Affairs Department to include student -athlete welfare in the total college initiative in this area . There will be 4 workshops in the series. The topics will be Nutrition , Drugs and Alcohol , Diversity and Sexual Harassment . The workshops will include sessions for the student-athletes and coaches. There will be two workshops in each semester.

- Total Amount of Project: \$3000

We will be using our money for two purposes. \$800 will be to supplement a nutritionist who will do presentations for our teams to include healthy choices, the effect of alcohol on performance, and eating disorders. \$1,000 will be used to supplement a budget for SAAC to sponsor a student-athlete social as well as community service initiatives.

- Total Amount of Projects: \$4000

We will use the NCAA Tier II grant money for student athlete well being. The grant will go toward supporting the Pioneer Leadership Program (PLP). The PLP, in its fourth year, provides programming for student athletes on topics related to health issues, motivation, time management skills and career and life planning (\$500). The PLP will also complement the Champs Life program that will be implemented in fall 2007. Speakers will include Jackie Buell (\$300), Janet Judge (\$1000) and Marietta College alumni (\$500) in partnership with the Career Center.

- Total Amount of Project: \$2300

We are using its grant money on student-athlete well being. We will be bringing in an academic counselor from Kent or Akron (not confirmed yet) to spend a couple hours with our student-athletes. We would like to focus on time management, tutorial services and classroom notes. We will be composing a planner/S-A Handbook for the students to use on a daily basis to assist them with time management as well as the academic/athletic services available to them at Mount Union College. The speaker cost will be approximately \$200 and the Day Planner/S-A Handbook will cost about \$1600.

- Total Amount of Project: \$1800

We plan to use the NCAA grant money to fund a speaker from the Campus Speak Program. We are in the process of selecting a topic and trying to set a date based on our scheduling. The program will be co-sponsored by SAAC and will be open to all of our athletes. Our goal is to bring a speaker to our campus that can relate to the student/athletes about "Alcohol and Choices."

- Total Amount of Project: \$2,500.00

We plan to bring Elaine Pasqua to campus to present her program entitled, "Alcohol Use and Behavior Choices." We will ask Elaine to particularly address binge drinking in her presentation. This topic will be coordinated with the ONU SAAC and we have a goal to try and coordinate it with high school students invited as well. The session will be scheduled during the Winter Quarter. The program will include all ONU student-athletes, nonathletes and community students.

- Total Amount of project: \$2250

We are utilizing two programs for use of the \$3600 in Conference Grant money. The first is student development and we are bringing in Campus Speak Speaker Mark Sterner. Mark's program is titled DUI: A Powerful Lesson. Mark was the driver of a vehicle in which 3 of his fraternity brothers were killed. This occurred over their senior year college spring break. Mark discusses his story, his time in prison and how this has changed his life. Cost of Program: \$3000, Grant Money: \$1800.

The second program that we are looking at is Diversity. We are looking to bring in Campus Speak Speaker Elaine Penn. Her program is entitled Finding Common Ground and Embracing Differences. Building an Inclusive Campus Community. She discusses respect, values and individual differences. She challenges students to examine their own biases and understand how these effect their relationships with others. Cost of Program: \$4000, Grant Money:\$1800.

- Total Amount of Projects: \$7000

We plan to use our \$1800 towards Linda Hancock, a speaker we found at the Apple Conference last January. We will pool our money with student government and Greek life to get our money's worth out of Linda for Fall Orientation. Specifically the program will do for the athletes is called Tylenol, Twinkies, & the Beer Puzzle. This program uses a variety of interactive techniques, humor and advertisements to provoke some fresh thoughts about all drugs. The program begins with the Tylenol-Twinkies game. Participants learn about "Genetic Snowflakes" and find out the answer to the question "what's the most devastating drug?" The session ends by examining what's normal and what's not about drug use in our confusing culture. This gives students a framework for understanding addiction and themselves.

- Total Amount of Project: \$2500 plus expenses

Presidents' Athletic Conference

2008 Submission

Description

The Presidents' Athletic Conference joined forces with the Allegheny Mountain Collegiate Conference to host a "Winning Careers in Athletics" Workshop in Pittsburgh in November 2007. The program, run by the WinStar Foundation, was a three-day (Friday night-Sunday afternoon) workshop held at both the host hotel and AMCC member la Roche College, five minutes from the hotel.

The workshop covered all aspects of athletic career options for women interested in entering the field, including networking, philosophy soup, officiating, history of women in sport, Title IX, career values & options, and coaching issues. Speakers included women's athletics pioneers Judt Sweet, Dr. Christine Grant and Dr. Charlotte West, joined by NCAA Director of Division III Leah Nilsson and WinStar presenters Celia Slater and Ann Salerno. Each PAC and AMCC school had the opportunity to send two interested individuals to attend the workshop, with all costs covered by PAC/AMCC Tier II funding.

Total costs for the event (WinStar, hotel, food service, room rental, misc.) was approx. \$12,500 per conference.

Speakers

Celia Slater
WinStar Foundation/NCAA Coaches Academy
1090 McCarty Street
Dunedin, Florida 34698

Expenses

WinStar - \$12,361
Hotel - \$7,545
Food Service/Room Rental - \$1,530
Mentor Stipends - \$3,600

Southern Collegiate Athletic Conference

2008 Submission

Description

The Southern Collegiate Athletic Conference conducted a league-wide Integration Institute at Rhodes College this past August.

The thought behind hosting the Integration Institute was to bring campus constituencies together to discuss the different roles that each party plays in the student-athlete experience.

Representatives from all 12 conference members were invited to attend, including Presidents, Chief Academic Officers, Faculty Athletics Representatives, AD Direct Reports, Athletics Directors, Senior Woman Administrators, Head Coaches and Student-Athletes. Over 70 individuals attended this function.

These groups seldom get an opportunity to meet and discuss perspectives on the role of athletics within the framework of a liberal arts education. The SCAC values the integration of the student-athlete into the general student population but realizes that any additional perspective that can be gained to further integrate our student-athletes can only be a positive. Breakout sessions by both paired roles and institutional pairing were used to facilitate these unique and beneficial discussions.

Speakers

In addition to representatives from the SCAC, guest speakers were invited for general presentations. Those speakers included John McCardell, President Emeritus of Middlebury College, Bob Malekoff, Guilford College associate professor for sports students and College Sports Project consultant, Debbie Lazorik, director of athletics for Marietta College, Dan Dutcher, vice president for NCAA Division III, Welch Suggs, former Rhodes College student-athlete and John Churchill, former Hendrix college provost.

Expenses

Speakers (fee, airfare, honorarium, hotel) - \$5,335
Food/beverages - \$4,367
Flowers - \$109
Transportation - \$359
Equipment Rental - \$1,106
Airfare for traveling schools - \$6,402
Totals - \$18,270

St. Louis Intercollegiate Athletic Conference

2008 Submission

The SLIAC has divided the funds up among our nine institutions. Highlight includes institutions using funds to purchase an AED or other athletic training equipment.

State University of New York Athletic Conference

2008 Submission

Descriptions

Oneonta

Brought in Eva Vega to speak on the topic of Interrupting biased language. Spoke with coaches and student-athletes. Cost \$1,500.

SUNYIT

Brought in Elaine Penn to speak on Finding common ground in embracing differences. Cost \$1,793.

University Athletic Association

2008 Submission

(Attachment) Attached is a summary of what our campus SAAC's did last year. We give each SAAC \$2,000 and charge them with providing \$2,000 in programming or program support in each of four areas over a 4-year period. It's up to them how they divide it each year or from year to year as long as they balance it over four years. The areas are:

- Student-Athlete Well-Being and Community Service
- Diversity and Gender Equity
- Sportsmanship
- Training, Sports Medicine, and Nutrition

Wisconsin Intercollegiate Athletic Conference

2008 Submission

Descriptions

Valarie Bonnette (Good Sports Inc.) conducted a session at the WIAC Summer Workshop on Gender Equity/Title IX. Stipend and travel expenses for Valarie Bonnette - \$2,000

Ms. Valarie Bonnett

Good Sports Inc.

619/695-9995

Competitive Resources Group (CRG) conducted two seminars on each of the WIAC campuses entitled, "How to Sell Yourself as a Student-Athlete" (upperclassmen) and "Developing Your Career Planning Game Plan" (underclassmen) Total Cost = \$5,075

Competitive Resources Group

DJ Washington

(615) 319-4442

WIAC-SAAC Workshop --- "Skills to be a Terrific Team Leader" Total Cost \$3,250

Dr. Joel Fish, Center for Sport Psychology

WIAC-SAAC Workshop---Ms. Elaine Penn conducted a workshop for the conference SAAC entitled, "SAAC: Building A Community of Athletes". Total Cost = \$3,500

Ms. Elaine Penn

910/620-1248

Elaine@elainepenn.com

Representatives from The TEAM conducted a session at the WIAC Summer Workshop on identifying, recruiting and hiring ethnic minorities. Stipend and travel expenses for The TEAM reps \$3,000.

The TEAM

Mr. Frank Pergolizzi

fpergolizzi@theteamllc.com

**NCAA Division III Initiative Grant
Tier 2 Initiatives
Diversity & Well-Being Speakers**

Rick Barnes

CAMPUSPEAK, Inc.
14001 E. Iliff Ave., The Forum Building, Suite
402
Aurora, CO 80014,
Ph: (303) 745-5545 Fax: (303) 745-5569,
Email: info@campuspeak.com
Contact: North Eastern Athletic Conference

Ms. Valarie Bonnett

Good Sports Inc.
619/695-9995
**Contact: Wisconsin Intercollegiate Athletic
Conference**

Jarrod J. Chin

Director for Violence Prevention and Diversity
Sport in Society, a Northeastern University
Center
360 Huntington Ave, Suite 350 RI
Boston, MA 02115
(p) 617 373-8420
(f) 617 373-4566
www.sportinsociety.org
Contact: North Atlantic Conference

Dan Doyle

International Institute of Sport
1-800-447-9889,
[ddoyle@internationalsport.com](mailto:didoyle@internationalsport.com)
**Contact: College Conf of Illinois and
Wisconsin**

Joel Fish

Phone: 215-735-6280
Contact: Ohio Athletic Conference

Mark A. Geller, President

High Impact Training
PO Box 833 St. Cloud, MN 56302-0833.
(320-259-8222)-phone, (320-259-8501)-fax,
Website-www.hit4you.net
email: info@hit4you.net
**Contact: Minnesota Intercollegiate Athletic
Conference**

Dr. Arnie Goldberg

The Center for Sport Psychology,
255 S. 17th Street, Suite 1408,
Philadelphia, PA 19103
215-735-6280
Contact: College Conf. of Illinois and Wisc

Mike Green

P.O. Box 7241
St. Davids, PA 19087
(610) 688-5850
greeny@pro-lisa.net
Topic: Alcohols use/abuse, sexual misconduct
**Contact: New England Small College
Athletic Conf.**

Pat Griffin

It Takes A Team
Women's Sports Foundation
Eisenhower Park
East Meadow, NY 11554
griffin@educ.umass.edu
www.ittakesateam.org
Topics: Diversity, Lesbian, Gay, Bixexual and
Transgender equality in sport.
Contact: North Atlantic Conference

Ed Hastings (Consider This...) –

Center for Sport, Spirituality and Character
Development. (610) 361-5293
Contact: Pennsylvania Athletic Conference

**InterMedia Arts Moving Live Speakers
Bureau,**

2822 Lyndale Ave South, Minneapolis, MN
55408.
Contact: Minn. Intercollegiate Athletic Con

Jeff Jansen

Jansen Peak Performance
102 Horne Creek Court
Cary, NC 27519
888-721-TEAM
Topic: Leadership development
**Contact: New England Small College
Athletic Conference**

Brian C. Johnson
P.O. Box 440560
Aurora, Colorado 80044-0560
Phone: (303) 745-5545 • Fax: (303) 745-5569
Email: info@campuspeak.com
Contact: North Eastern Athletic Conference

Stan Johnson
Stan Johnson & Associates,
620 East Gregory Boulevard
Kansas City, MO 64131
816/361-3702
Contact: College Conference of Illinois and Wisconsin

Dr. Susan Lipkins
14 Vanderventer Avenue, Suite 147
Port Washington, NY 11050
516-944-3786
SusanLipkins@optonline.net Topic: Hazing
Contact: New England Small College Athletic Conference

Marsha McKinnie Davis, President, CEO,
Gustavus - Impact HR
2931 Heatherside Ave., Orlando, FL 32822,
(407.281.9103) - Florida (612.333.7028) - C
iImpactHR@aol.com
Contact: Minnesota Intercollegiate Athletic Conference

Rob Miller
Pro Active Coaching, LLC
3699 S East Camano Drive
Camano Island, WA 98282
816.415.8181
Rmiller710@yahoo.com
www.proactivecoaching.info
Contact: City University of New York Athletic Conference

Optimal Performance Associates (Raising the Bar)
856-988-2939
Contact: Pennsylvania Athletic Conference

Dave Pallone
"Who's Really on First?"
Website: www.davepallone.com
Email: dave@davepallone.com
Contact: Ohio Athletic Conference

Elaine Pasqua
Pasqua Productions, Inc
63 John Dyer Way
Doylestown, PA 18901
315-348-5355
Elaine@elainepasqua.com

Topics: Risky behaviors, alcohol related issues, sexual harassment and rape, hazing, facebook
Contact: New England Small College Athletic Conference

Elaine Penn
408 Cassandra Road
Madison, NC 27025
910-620-1248;
elaine@elainepenn.com
Contacts: Massachusetts State College Athletic Conference, Ohio Athletic Conference, State University of New York Athletic Conference, Wisconsin Intercollegiate Athletic Conference

Mr. Frank Pergolizzi
fpergolizzi@theteamlc.com
Contact: Wisconsin Intercollegiate Athletic Conference

Celia Slater
WinStar Foundation/NCAA Coaches Academy
1090 McCarty Street
Dunedin, Florida 34698
Email: celia@coachesacademy.org
Contacts: Allegheny Mountain Collegiate Conference Presidents' Athletic Conference New England Small College Athletic Conf.

Cindy Thomas, Director of Educational Opportunities
Drug Free Sport
2537 Madison Avenue
Kansas City, MO 64108
816-474-8655
cthomas@drugfreesport.com
Topic: Drugs and other Supplements in Sports
Contact: New England Small College Athletic Conference

John Underwood
138 Darrowsville Road
Chestertown, NY 12817
(518) 494-2447
Topic: Effects of alcohol and drugs on performance
Contact: New England Small College Athletic Conference

Elizabeth Miu-Lan Young
Phone: 212-316-2604
Contact: Ohio Athletic Conference

Cecil Youngblood

Director of the Intercultural Center and
Assistant Dean of Students
Beloit College
youngblc@beloit.edu
608.363.2125

Contact: Midwest Conference

D.J. Washington / Director of Training &

Development /
Athletes4Hire:
Olathe, KS 66062 /
Ph: 615-319-4442
Email: dj@athletes4hire.com

**Contacts: American Southwestern
Conference Wisconsin Intercollegiate
Athletic Conference**



Allegheny College • Denison University • Earlham College • Hiram College
Kenyon College • Oberlin College • Ohio Wesleyan University
Wabash College • Wittenberg University • The College of Wooster

Garnett Purnell, Wittenberg; Chair, NCAC Diversity & Inclusion Committee

Title IX Issues and Diversity Hiring Workshop
Panel on Female and Minority Opportunities in Collegiate Athletics

Thursday, January 31, 2008/Cherry Valley Lodge/Newark, Ohio

- 9:30 Registration and materials for distribution
- 10:00 Welcome and announcements.
- 10:05 **Title IX Workshop**
(Presenter: Ms. Valerie Bonnette, Former OCR Administrator, Title IX Consultant, Founder and President of Good Sports Inc.)
- 12:00 Lunch
- 1:00 **Panel Presentation on Minority and Female Hiring Opportunities in Collegiate Athletics—and Q and A:**
(Panel Members:
Ms. Bridget Belgiovine, Director of Athletics and PE, Wellesley College, Mr. Clint Bryant; Director of Athletics, Augusta State University, Mr. Stanley Johnson, President Johnson and Associates.
- 2:45 Break

-More-

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- 3:00 What's the next step?
(Round table discussions for each institution and their VP/Provost to share their observations and thoughts of the information provided today. Presenters join round tables)
- 4:00 Formal Session Adjourns
- 4:00 Reception (in the same room) Panelists should plan to stay for the reception. Attendees will get a chance to speak to panelists one on one.

***The Title IX workshop** will be a presentation given by Valerie Bonnette, which will consist of:*

- Ways to measure compliance
- Results from failure to act
- The compliance review
- Creating a healthy environment
- **Questions & Answers**

The panel presentation will consist of four 12-minute presentations (or less) of each panelist providing information on how an institution can enhance its approach to hiring women and minorities and the resources available to help NCAA member institutions in the hiring process. Following the presentations will be a question and answer segment for the audience.

-NCAC-

Ohio Athletic Conference Diversity Grant Program Options



1. Program Title: "Who's Really on First?"

Program Description:

Former Major League umpire (1979-88), fired for being gay, offers a unique presentation on sexual orientation issues not commonly discussed in today's society. His philosophy of respecting yourself and others, provides insight into the complex issues and challenges that come from understanding sexual orientation.

Cost (include all expenses): \$2,750 plus expenses

Contact Person: Dave Pallone

Phone: 888-858-7669

Name of Facilitator: Dave Pallone

Email: dave@davepallone.com

Length of Program: Two hours, 30 minutes

Web Site: www.davepallone.com

Program Outline/Schedule:

One hour of roundtables for coaches and others, followed by 90 minutes of presentation to entire student-athlete or student body.

2. Program Title: *DIVERSITY AND LEADERSHIP EDUCATION*

Program Description:

(3 programs will be provided for each institution.)

The primary program will be a DIVERSITY KEYNOTE for all student-athletes entitled *Finding Common Ground and Embracing Differences*. This program explores how important it is for athletes to respect, value and get along with people who are different from them.

The second program will be for coaches and administrators. They will have the option of selecting one of the following two programs:

1.) A Diversity Program entitled *Creating a Cultural Climate For all*. This program explores various ways to meet the needs of multicultural populations in such areas as recruiting and retention. OR

2.) A Student-Athlete Leadership Development Program entitled *Building the Whole Athlete*. This program addresses the importance of developing the "whole" athlete by enhancing their mental, physical, emotional and interpersonal capabilities

The third program will be for SAAC (*SAAC: Building a Community of Athletes*). This program focuses on how SAAC can help build strong athletic communities and create lasting change on campus. **Cost (includes all expenses): \$2,000 per school.** (*The only stipulation is that for every visit, two schools in the Ohio Athletic Conference need to schedule on consecutive days. The two schools should only be a few hours driving distance from each other.*)

Contact Person:

Elaine Penn

Phone: 910-620-1248

Elaine@elainepenn.com

Length of Program:

Each program is approximately 1 hour and a half

Brief Program Outline/Schedule:

For each campus, I will provide the following: A.) A diversity program for student-athletes; B.) a program for coaches and AD's (either Diversity or Leadership Development); and, C.) an educational program for SAAC. For each visit, two OAC schools should schedule on consecutive days. The suggested program format is as follows:

- **DAY ONE, CAMPUS A: AFTERNOON OR LUNCH SESSION.** I will provide a program for SAAC (*SAAC: Building a Community of Athletes*). **DAY ONE, CAMPUS A: EVENING PROGRAM.** I will provide a Diversity Keynote for the general student athlete population (*Finding Common Ground and Embracing Differences*).
- **DAY TWO, CAMPUS A: MORNING PROGRAM.** I will provide either a Diversity Program (*Creating a Cultural Climate for All*) or a Student-Athlete Leadership Development Program for coaches and administrators (*Building the Whole Athlete*). ****Following the program on the morning of Day 2, I will drive to campus B and repeat the same program format.**

3. Program Title: Skills for Working in Diverse Environments

Program Description:

"Skills for Working in a Diverse Environment" offers participants (student athletes and Athletics Department staff members) a concrete set of tools to interact with others effectively. This seminar is designed to help people understand how they can "just be themselves" in a way that motivates people, strengthens a sense of teamwork and inclusion and helps them to get the job done.

Objectives:

- Understand the cultural influences each person brings.
- Gain specific skills in building relationships, identifying and resolving conflict, and participating on diverse teams.
- Identify issues and concerns of those who feel they are "walking on eggshells" in a multi-cultural environment.
- Practice cross-cultural communication skills (e.g. how to ask questions about other cultures without offending someone; giving and receiving feedback).

TOPICS INCLUDE:

- Cultural framework to understand differences in communications, building relationships, resolving conflict and teamwork.
- Unveiling the "Unwritten Rules"
- Skills in Listening and Asking Question
 - Conflict styles to diffuse "sticky" situations

Cost (include all expenses): \$5,000

Contact Person: Elizabeth Miu-Lan Young

Phone: (212) 316-2604

Names of Facilitators: Bruce Gill/Elizabeth Young

Phone: (703) 680-1215

Length of Program: 1 day

4. Program Title: Diversity, Teambuilding & Respecting Individual Differences

Program Description:

This interactive presentation helps individuals to identify their attitudes about themselves and others, identify common stereotypes, and offers ways to respect individual differences that exist on athletic teams. In order to build great teams, this presentation identifies the importance of respecting individual differences in the areas of personality, race, ethnicity, sexual orientation, socioeconomic background, and lifestyle choices. In addition, coaches and athletic department administrators will also be given teambuilding strategies to build great teams while embracing diversity.

Cost (include all expenses): \$2,450 plus travel and lodging expenses

Contact Person: Dave Fuqua

Phone: 215-735-6280

Name of Facilitator: Dr. Joel Fish & Staff **Phone:** 215-735-6280

Length of Program: 60-90 minutes

Program Outline/Schedule:

Dr. Joel Fish is a nationally recognized sport psychologist who has spoken at over 200 colleges and universities nationwide, often in the area of *Diversity, Teambuilding & Respecting Individual Differences*. To have the most impact on issues related to *Diversity*, it is important to address the unique roles of the coach, team leader, and student-athlete. With that in mind, Dr. Fish has developed presentations specifically geared towards these three groups. Over the course of a typical day, Dr. Fish can offer up to three 60-90 minute presentations for coaches, team leaders, and the general student-athlete population. He, and his Center For Sport Psychology staff, have experience in working with large and small groups. Dr. Fish's material is designed to be practical and easily applied. For more information, please feel free to check out The Center For Sport Psychology's website at www.psychologyofsport.com, or email Dr. Fish directly at JoelFish3@aol.com.

5. Program Title: "Trust Walk"

Program Description:

A highly interactive session that will break down the definition of trust and apply it to the relationships between the athletes and their coach, athlete to athlete and athlete to the athletics administration.

Cost (include all expenses): \$500 plus expenses

Contact Person: Garnett Purnell

Name of Facilitator: Blontas "Winkie" Mitchell

Length of Program: 90 Minutes

Program Outline/Schedule:

Phone: 937-327-6472

Email: gpurnell@wittenberg.edu

Web Site: N/A



PROFESSIONAL DEVELOPMENT MEETINGS
AUGUST 16&17 2006
SHERATON FOUR POINTS HYANNIS

WEDNESDAY AUGUST 16, 2006

1:00 PM-4:00PM **OPTIONAL** GOLF \$28 PER PERSON (Call Joe Walsh to sign up)
Twin Brooks 18 hole par 3 on the Sheraton Four Points grounds

6:00 PM-8:00 PM Welcome Cookout (poolside rain or shine)

THURSDAY AUGUST 17, 2006

8:00 AM-9:30 AM GNAC AD'S MEETING (Cape Cod room, 2nd floor, main building)

8:30 AM-10:00 AM Exhibitors tables open. Exhibitors include: A Perfect Shot
Photography, Caritas Saint Elizabeth's Bone & Joint Center,
Fenway Printers, Holovak & Coughlin Sporting Goods,
New Balance Athletic Shoe, Reading Trophy, Sheraton Hotels,
Steady Vision Computer Services

9:00 AM-10:00 AM PROFESSIONAL DEVELOPMENT CHECK IN (Conference center)
There is a special gift courtesy of Steady Vision & Commissioner
Joe Walsh for the first 170 registrants

10:00 AM-10:30 AM Opening remarks

GNAC Commissioner Joe Walsh

Dr. Evelyn C. Lynch President Saint Joseph College CT
1st GNAC president to serve on the NCAA Presidential
Advisory Group

Dr. Carol J. Matteson President Mount Ida College
NCAA Presidents Council member

Dr. Patricia A. Rissmeyer
Vice President of Student Affairs Emmanuel College

Glenn Jones Fox 25 news reporter
Emerson College '00 student athlete

Ashley Snell Student Athlete Rivier College '08
1st GNAC SAAC representative on national NCAA SAAC

10:30 AM-10:50 AM Matt Banker NCAA Associate Director membership services

10:50 AM-11:45 AM Keynote Speaker John Greig Underwood
American Athletic Institute, www.americanathleticinstitute.org
"The effects of recreational drugs on college athletes"

11:45 AM-12:00 PM Buffet lunch (The buffet is meant to be brought to your meeting

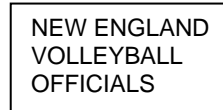
12:00 PM-1:45 PM	GNAC pre season meeting rooms & chairperson		
	ATC	Orleans B	Jim Nelson
	Men's soccer	Orleans A	John Parente
	Women's soccer	Centerville B	Kristin Parnell
	SID's	Centerville A	Tom Humphreys
	Women's Volleyball	Osterville B	Joanne Merrill
	Cross Country	Cape Cod room	Joe Sassi
	M & W Tennis	Grand II	Bill Cardarelli & Jen Pacelli
	Men's basketball	Grand I	Rudy Keeling
	Women's basketball	Grand I	Pam Roecker
	Baseball	Grand I	John Griffith
	Softball	Osterville A	Cyndi Costanzo

PLEASE REMEMBER TO DROP OFF YOUR CONFERENCE EVALUATION SHEET.
THANK YOU

2:00 PM - 4:00 PM GNAC AD'S MEETING (Cape Cod room)

8:00 pm-9:30 PM **OPTIONAL** KC & THE SUNSHINE BAND \$39.25 per person
(across the street at the Cape Cod Music Tent)

Thanks to our GNAC partners for being here today!!!!





**Division III Commissioners Association
Diversity and Well-Being Committee**

The Diversity and Well-Being Committee is collecting programming ideas for 'Diversity & Gender Equity' and 'Student-Athlete Well-Being' at either the conference or institutional level. Please provide a brief recap of programming that has taken place. We also are collecting mission statements that include items geared towards diversity, well-being and equality. The committee will collect information and compile a list to distribute to conferences.

Conference: _____

Strategic Initiatives Addressed:

- Diversity & Gender-Equity Student-Athlete Well Being or Community Service
(includes training, medicine, and nutrition)

Description of Programming (including costs if possible). Note if programming was conference wide or institutional specific:

If you used a guest speaker/facilitator during the program, please provide a name and contact information:

Actual Expenses (*Please itemize if possible—small items may be grouped—e.g., supplies*): **Amount**

Actual Expenses	Amount
	\$
	\$
	\$
	\$
	\$
	\$
	\$

Mission Statement:

Does your conference Mission/Value/Vision Statement address Diversity, Equity, and/or Well-Being? If so, please copy and paste below.

**Complete form, save to your hard drive, and attached to an email
Please return form via email to Dan McKane by **February 28, 2008**
dpmckane@miac-online.org**