

**NCAA  
DIVISION II  
STRATEGIC PLAN  
(2004-2007)**



**Division II  
Presidents and Management Councils  
Summer 2004**

*Division II*

## DIVISION II STUDENT-ATHLETE ACHIEVEMENT

**GOAL:** Division II student-athletes will be better prepared for increased academic achievement and lifelong success.

### **RELATED ASSOCIATION-WIDE PRIORITIES**

- 1.1 Increase support of reform efforts that emerge from the governance structure.
- 1.2 Increase the number of student-athletes who succeed academically.
- 3.3 Increase the number and quality of research initiatives on relevant issues (e.g., academics, finances, health & safety) to help member institutions and conferences make informed decisions.

### **OUTCOME MEASURES:**

- Division II member institutions will have the same or a higher graduation rate for their student-athletes when compared to the overall student body.
- Total number of Division II degree-completion award applications will increase,
- Total number of Division II degree-completion scholarship recipients that graduate will increase.
- Total number of Division II student-athletes that apply for NCAA awards (e.g. Postgraduate Scholarship Award) will increase.
- Division II Leadership Action Academy attendance in each region will increase.
- Division II contributions to the Make-A-Wish® Foundation will increase.

DIVISION II PRIORITIES	STRATEGIC INITIATIVES	COMMITTEE OVERSIGHT RESPONSIBILITY
<ol style="list-style-type: none"> <li>1. Review and enhance DII academic requirements and ensure that regulations are consistent with the DII philosophy regarding academic achievement.</li> <li>2. Assist DII schools and conferences in promoting the academic success of DII student-athletes.</li> <li>3. Consider implementing an academic incentives program that is tied to DII national championships or to the DII enhancement fund distribution.</li> <li>4. Develop DII student-athletes as campus and community leaders and good citizens.</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop best practices for various institutional administrators (e.g., AD, coach, FAR, advisor, registrar) regarding how to enhance the academic success of DII student-athletes.</li> <li>2. Educate SAAC members regarding achievements through creation of best practice documents and enhance student-athlete communication regarding DII academic standards (especially between campus and conference SAACs).</li> <li>3. Develop and promote NCAA and DII scholarship programs (e.g., NCAA Postgraduate Scholarship Program; DII Degree-Completion Scholarship Program). Educate coaches, FARs, SWAs, ADs and compliance officers about scholarship opportunities. Develop best practices to help DII institutions identify student-athletes to nominate for NCAA awards and scholarships.</li> <li>4. Honor DII academic achievement (e.g., high graduation rates) for teams that compete in DII national championships.</li> <li>5. Assist DII institutions with academic advising activities and services.</li> <li>6. Analyze research regarding Initial-eligibility standards; two-year and four-year transfer requirements; and progress-toward-degree requirements.</li> <li>7. Promote student-athlete leadership opportunities through the DII Regional Leadership Action Academy and through various Life Skills programs.</li> <li>8. Recognize outstanding DII student-athlete community service activities and participation.</li> </ol>	Division II Academic Requirements Committee

## DIVISION II STUDENT-ATHLETE EXPERIENCE

**GOAL:** Division II student-athletes will be enriched by a collegiate athletics experience that features a safe and well-balanced environment, equitable treatment and a commitment to sportsmanship.

### **RELATED ASSOCIATION-WIDE PRIORITIES**

- 1.3 Increase opportunities for student-athletes to integrate their academic, athletics and social interests.
- 2.1 Increase the application of fairer and more flexible regulations that favor student athletes.
- 2.2 Increase the opportunities for women and minorities to participate in intercollegiate athletics at all levels.
- 2.3 Increase sportsmanship in intercollegiate athletics among student-athletes, coaches and fans.
- 3.3 Increase the number and quality of research initiatives on relevant issues (e.g., academics, finances, health and safety) to help member institutions and conferences make informed decisions.

### **OUTCOME MEASURES:**

- Student-athlete leadership on campuses will increase (as measured by a survey instrument).
- Total number of DII schools offering a CHAMPS/Life Skills program will increase.
- DII member institutions will retain student-athletes at the same or a higher level than the overall student body.
- DII student-athlete knowledge of relevant NCAA rules, as measured through a survey instrument will be enhanced.
- More effective SAAC advisors, evidenced by more involved campus and conference SAACs, as measured through a survey instrument.
- Use of banned substances by DII student-athletes (total and sport-by-sport) will decrease.
- Increase in number of campuses achieving model SAAC will increase.

<b>DIVISION II PRIORITIES</b>	<b>STRATEGIC INITIATIVES</b>	<b>COMMITTEE OVERSIGHT RESPONSIBILITY</b>
<p>1. Enhance the public image and the institutional environment for DII student-athletes by emphasizing sportsmanship, prioritizing health and safety and promoting a better understanding of the DII student-athlete experience.</p> <p>2. Enhance the role and participation of the student-athlete in the governance of DII, including student-athlete communication, especially among campus, conference and national SAACs.</p> <p>3. Create equitable opportunities/access and treatment for all DII student-athletes.</p>	<ol style="list-style-type: none"> <li>1. Increase awareness of social support and community services for student-athletes through a DII best practices workshop at NCAA Convention.</li> <li>2. Continue to enhance SAAC's role in the DII governance process.</li> <li>3. Implement a national DII student-athlete compliance education program and develop an orientation tool for campus SAACs (e.g., key campus dates).</li> <li>4. Develop a career network for DII student-athletes.</li> <li>5. Continue to educate campuses and conferences about the role of SAAC.</li> <li>6. Develop national training for DII SAAC advisors/train SAAC advisors in order to enhance institutional SAACs.</li> <li>7. Promote civility and good sportsmanship among DII student-athletes, fan and administrations on and off the playing field.</li> <li>8. Identify and promote significant health and safety issues (e.g., alcohol use, hazing, athletic training, transportation).</li> <li>9. Coordinate drug education programs for members (e.g., regarding the use of substances that enhance performance).</li> <li>10. Protect the health and well-being of DII student-athletes (e.g., drug testing) and provide a safe and well-balanced environment for DII student-athletes.</li> <li>11. Develop education campaigns regarding important safety initiatives (e.g., 15-passenger van travel and 20-hour practice rule).</li> <li>12. Educate membership regarding Title IX compliance.</li> <li>13. Enhance officiating in DII sports.</li> <li>14. Develop best practices document for recruiting prospective student-athletes in DII.</li> </ol>	<p>Division II Student-Athlete Advisory Committee</p>

## DIVISION II NATIONAL CHAMPIONSHIPS

**GOAL:** Division II championships will be enhanced to ensure that Division II student-athletes have access to a quality, positive and rewarding national championships experience.

### **RELATED ASSOCIATION-WIDE PRIORITIES**

3.3 Increase the number and quality of research initiatives on relevant issues (e.g., academics, finances, health and safety) to help member institutions and conferences make informed decisions.

5.2 Increase awareness of and advocacy for the positive values of intercollegiate athletics among the media and the public and within the membership.

### **OUTCOME MEASURES:**

- 50/50 equity balance for male and female DII championships participation opportunities will be maintained.
- Public awareness of DII national championships (as measured by survey instrument) will increase.
- Public attendance at DII national championships events will increase.
- Student-athlete experience at Division II national championships (as measured by survey instrument) will be enhanced.

<b>DIVISION II PRIORITIES</b>	<b>STRATEGIC INITIATIVES</b>	<b>COMMITTEE OVERSIGHT RESPONSIBILITY</b>
<p>1. Continue to increase championships participation opportunities for all student-athletes, while maintaining the equitable balance of male/female participation opportunities in DII.</p> <p>2. Enhance the student-athlete's championship experience to promote athletics competition as a positive and rewarding experience.</p> <p>3. Enhance relationships with host sites and communities involved with DII championships events.</p> <p>4. Enhance the membership's and public's understanding of the DII philosophy for national championships selections and competition (e.g., DII regionalization philosophy).</p>	<p>1. When appropriate, continue to expand DII championships brackets , field sizes and AQ sports, and increase per diem for DII student-athletes.</p> <p>2. Monitor DII championships expenses, including championships travel policies (e.g., time limit instead of mileage restriction to authorize air travel) and the suggested expenses each year from the DII championship surplus.</p> <p>3. Incorporate social events and a celebration of DII academic achievement at DII national championships.</p> <p>4. Evaluate and enhance the marketing and promotions plan and media coverage for DII national championships.</p> <p>5. Evaluate the success of the DII championships festival and consider expanding to other seasons and sports.</p> <p>6. Continue to educate the DII membership regarding membership access to DII national championships; selection criteria policies for regional and national championships sites; and selection criteria for regional and national championships participants.</p> <p>7. Evaluate the current DII regionalization policy to determine whether additional cost-saving policies can be implemented.</p> <p>8. Educate DII sports committees regarding the consistent application of selection policies for DII championships .</p> <p>9. Enhance communication with schools following ranking and selection decisions.</p> <p>10. Consider relationship with national youth groups (e.g., Girl Scouts) to be involved at DII national championships sites.</p>	<p>Division II Championships Committee</p>



## DIVISION II GOVERNANCE OPERATIONS

**GOAL:** Division II institutions and member conferences will be active participants in the governance and management of Division II intercollegiate athletics, and the gender and ethnic diversity of coaches and administrators will help strengthen the Division II governance structure and the institutional environment for Division II student-athletes.

### **RELATED ASSOCIATION-WIDE PRIORITIES**

- 1.4 Enhance the leadership role of athletics administrators and increase the role of coaches as advocates for the values of intercollegiate athletics.
- 2.2 Increase the opportunities for women and minorities to participate in intercollegiate athletics at all levels.
- 3.1 Increase opportunities and support for chief executive officers to participate and make more informed decisions about intercollegiate athletics.
- 3.2 Increase opportunities for member institutions and conferences to share best practices in support of the Association's core values.
- 3.4 Increase opportunities for affiliated organizations to provide input for more informed decision-making.
- 3.5 Enhance hiring practices for administrators, coaches and other athletics personnel, resulting in more inclusive leadership in intercollegiate athletics.
- 4.1 Increase partnerships with the membership. Better define the national office's role.

### **OUTCOME MEASURES:**

- DII attendance at NACWAA Fall Forum will increase.
- SWA attendance at NCAA Convention will increase.
- CEO attendance at the Convention will increase.
- Number of women and minority coaches in DII will increase.
- DII attendance at FARA Fall Forum will increase.
- FAR attendance at NCAA Convention will increase.
- Number of conferences that meet model DII conference office will increase.
- Number of institutions that meet the model DII athletics department will increase.
- CEO participation at the conference level will increase (as measured by survey instrument).

DIVISION II PRIORITIES	STRATEGIC INITIATIVES	COMMITTEE OVERSIGHT RESPONSIBILITY
<p>1. Enhance the relationships among member institutions, conferences and staff in order to better understand national issues and to be successful in meeting DII goals and priorities.</p> <p>2. Develop ways to enhance the diversity throughout the membership and DII committee structure, and maintain diversity on the Management Council and Presidents Council.</p> <p>3. Monitor issues related to gender equity to ensure equitable opportunities for DII student-athletes, coaches and administrators.</p>	<p>1. Educate campuses and conferences about the role of the DII SWA.</p> <p>2. Create FAR job description and modify NCAA definition of DII FAR to specify suggested duties and responsibilities and educate campuses and conferences about the role of the FAR.</p> <p>3. Integrate the roles of the SWA in the operations (management duties) of the athletics department and the FAR as a key liaison to the athletics department.</p> <p>4. Implement the FAR professional development program through a partnership with FARA.</p> <p>5. Require DII CEO involvement in the governance of athletics at the institutional and conference levels and encourage CEO involvement at the national level. For example, engage CEOs in a discussion about athletics directors reporting directly to CEOs.</p> <p>6. Promote an understanding of institutional control and the primary compliance role that DII CEOs have.</p> <p>7. Assist DII ADs in their roles as managers of DII athletics departments.</p> <p>8. Involve coaches as informed participants in the governance process.</p> <p>9. Implement a coaches' intern program in DII that prioritizes establishing a pipeline for minority and female coaches in DII.</p>	<p>Division II Nominating Committee</p> <p>Division II Student-Athlete Advisory Committee</p>

<b>DIVISION II PRIORITIES</b>	<b>STRATEGIC INITIATIVES</b>	<b>COMMITTEE OVERSIGHT RESPONSIBILITY</b>
	<p>10. Enhance operations by assisting conferences to meet the “model conference office” guiding principles.</p> <p>11. Partner with DII officers of NACDA and NACWAA to develop a “model DII athletics department.”</p> <p>12. Develop program(s) to assist the DII membership to enhance the ethnic and gender diversity of administrators and coaches at the institutional and conference levels.</p> <p>13. Monitor the attrition of female and ethnic minority administrators and coaches from DII and the turnover rate of DII ADs and head coaches.</p> <p>14. Enhance role and participation for SAAC in DII governance.</p> <p>15. Introduce careers in athletics (coaching, administration, officiating) to DII student-athletes.</p>	

## DIVISION II RULES EDUCATION AND COMPLIANCE RESOURCES

**GOAL:** The Division II membership's commitment to rules education and compliance enhancements will strengthen Division II athletics departments and assist in leveling the competitive playing field in Division II.

### **RELATED ASSOCIATION-WIDE PRIORITIES**

3.3 Increase the number and quality of research initiatives on relevant issues (e.g., academics, finances, health & safety) to help member institutions and conferences make informed decisions.

4.2 Increase flexibility, responsiveness and efficiency of interpretations, enforcement and appeals processes. Expedite investigatory processes for major infractions.

4.4 Increase use of technology to improve the effectiveness and efficiencies of Association processes.

### **OUTCOME MEASURES:**

- Reporting of secondary violations by conference (survey instrument) will increase.
- Number of schools requesting the Division II compliance blueprint will increase.
- Number of conferences requesting mini-compliance rules seminars will increase.
- Number of institutions using NCAA Web-based compliance assistant tools will increase.
- Division II attendance at Regional Rules Seminars will increase.

DIVISION II PRIORITIES	STRATEGIC INITIATIVES	COMMITTEE OVERSIGHT RESPONSIBILITY
<p>1. Increase the DII membership's use of existing compliance tools, resources and services (e.g., Compliance Assistant Internet).</p> <p>2. Develop new compliance tools and resources for the DII membership (e.g., Web-based video tools; DII compliance workshops at national office) to strengthen DII athletics department operations.</p> <p>3. Enhance the role of DII conferences in compliance and rules education.</p> <p>4. Commitment in DII by all those involved in intercollegiate athletics (e.g., coaches, administrators, student-athletes) to comply with NCAA rules and regulations.</p>	<p>1. Define the various roles and responsibilities of institutional staff involved with the compliance process.</p> <p>2. Identify who on campus is involved with compliance and develop a plan to educate and provide guidance for specific responsibilities.</p> <p>3. Implement DII rules-education plan and develop a compliance best practices document.</p> <p>4. Develop a DII rules-education plan that focuses on new coaches, part time coaches and student-athletes.</p> <p>5. Develop more educational resources (e.g., brochures, CD-roms, Web-based programs, video magazines) that focus on compliance issues. House sample DII compliance forms on the NCAA Web site for membership access.</p> <p>6. Educate the membership regarding recent deregulation changes, including changes to DII amateurism and progress-toward-degree requirements legislation.</p> <p>7. Increase use of compliance tools (mini-seminars) by conference offices. Compliance self-study and education tools developed for conference offices.</p> <p>8. Educate the membership regarding recent DII infractions cases and problems schools have faced.</p> <p>9. Promote compliance benefits of self-policing through secondary reporting, and enhance the role of DII conference offices in the secondary reporting process.</p> <p>10. Increase use of compliance tools (compliance blueprint visit) and resources (compliance Web-based technology) by member schools. For example, consider an incentives program for schools to increase attendance at compliance seminars and education sessions.</p> <p>11. Expand coaches' testing of NCAA rules to other areas of the DII Manual (e.g., amateurism) and consider developing a rules test for administrators.</p>	<p>Division II Legislation Committee</p>

