



**REPORT OF THE
NCAA DIVISION III STRATEGIC PLANNING AND FINANCE COMMITTEE
MARCH 21, 2023, MEETING**

ACTION ITEMS.

1. Legislative Items.

- **None.**

2. Nonlegislative Items.

- **Division III Enrichment Fund evaluation.**
 - a. Recommendation. Approve the process (including the scope, schedule and desired outcomes) as specified for hiring a third-party vendor(s) to conduct an assessment of the Division III Enrichment Fund initiatives, programs and resources. (See Attachment A.)
 - b. Effective date. Immediate.
 - c. Rationale. Both the Division III Management and Presidents Councils during their October 2022 meetings endorsed an outside evaluation of the Division III Enrichment Fund initiatives, programs and resources, and tasked the Strategic Planning and Finance Committee to provide feedback on key review parameters. Accordingly, the committee recommends the scope, schedule and desired outcomes as specified. Given the breadth of initiatives supported by the Enrichment Fund, the committee recommends the review be conducted in a phased approach to permit the vendor to start a new phase while the prior phase is being completed, which allows different vendors to be hired to align a vendor's expertise with the program and/or grant being evaluated. Additionally, designating the more complex programs and/or grants to a later phase helps ensure those reviews are conducted efficiently and effectively.
 - d. Estimated budget impact. The costs are expected to be between \$100,000 and \$200,000.
 - e. Student-athlete impact. Most if not all the initiatives and programs supported by the Enrichment Fund either directly or indirectly affect the student-athlete experience; thus, conducting a comprehensive assessment helps ensure they are meeting expectations and continue to be in student-athletes' best interests.

INFORMATIONAL ITEMS.

- 1. Welcome and review of agenda.** Division III Strategic Planning and Finance Committee chair Jim Troha welcomed the group and introduced Michelle Walsh from Vassar College, who is now serving on the committee in her role as the Division III Management Council vice chair.

2. **Review of recent reports.** The committee approved the report from its November 2022 videoconference as presented.
3. **Presidents Council/Management Council Summary of Actions.** The committee reviewed the summary of actions from the Division III Presidents and Management Council meetings held during the January Convention, noting that several of the discussion items relate to topics that will be addressed later in this agenda (professional development for athletics direct reports, external evaluation of the Enrichment Fund, and the Association's captive insurance policy).
4. **Division III budget.**
 - a. **2022-23 budget-to-actuals.** The committee reviewed the current budget-to-actuals for fiscal year 2023 through the end of February. To date, all fall championship expenses have been recorded, and the only fall championship over budget is football due to travel expenses. For the Enrichment Fund, Convention expenses are only partially reflected and several professional development programs are scheduled to occur this spring and in June.
 - b. **Future budget projections.** The committee also reviewed the future forecast, noting that in fiscal years 2023 and 2024 the division will intentionally overspend its budget by an approximate annual average of \$2.7 million to reduce the amount currently above and beyond the mandated reserve. (The Division III Presidents Council previously supported this approach, noting that it was not essential to maintain such an excess in reserves, as those dollars could be allocated to enhance student-athlete benefits and strategic membership initiatives.) The committee also noted that the second phase of the NCAA's broadcast rights agreement with CBS/Turner begins in fiscal year 2025 when the division will receive a one-year 13% revenue increase. Accordingly, the committee discussed and supported the division applying a revenue forecasting model that is less conservative than the NCAA's 10-year budget model starting in fiscal year 2024 to have more dollars to spend on championships and Enrichment Fund initiatives going forward. (The committee recommended that for tracking purposes the NCAA's 10-year projection be retained in the chart but that a line be added for revenue adjustments as necessary.)
5. **Host revenue and expense gross-up.** NCAA Controller David Lafiosca joined the meeting to update the committee on the NCAA's new accounting process that now separates gross revenues from expenses for championships game operations only. Prior accounting practices combined revenues and expenses. The new process, which will provide greater transparency of expenses and will create a better process to manage them, will be fully deployed with the fiscal year 2024 budget.

6. **Captive insurance – event cancellation.** Staff updated the committee on the NCAA’s event cancellation plans now that the insurance industry in that space has changed post-pandemic. In the absence of an insurer that will cover such catastrophic circumstances, the NCAA created a “captive insurance” collective last year to procure coverage that is not available via the current marketplace. Participation in the captive insurance is cost prohibitive, as the buy-in is approximately \$250,000 annually. Therefore, Division III is participating in a supplemental insurance that covers only ticket and radio loss (exclusive of COVID-19 and war) at just over \$48,000 annually with a \$1.5 million payout. The committee discussed whether Division III also should purchase another supplemental insurance policy to cover total media broadcast revenue loss (exclusive of COVID-19 and war) for an additional \$49,000, with a \$3.6 million payout. The committee did not reach a consensus at this time. Rather, the committee recommended that the Division III Management and Presidents Councils discuss this matter during their April meetings, and that the newly created Division III Financial and Risk Management Working Group (see item 7 below) take this up as well to help inform the final recommendation the committee expects to make in June.
7. **Division III Financial and Risk Management Working Group update.** The committee reviewed and supported the charge, composition, timeline and scope of work for the newly created working group, which will report to the Presidents Council and collaborate with the Strategic Planning and Finance Committee to review the landscape of intercollegiate athletics, the division’s financial standing and the risks, threats, and opportunities that confront the division. The Division III Administrative Committee is expected to finalize the working group roster by early April.
8. **Division III Philosophy Statement Working Group update.** Jeff Abernathy provided the committee with an update from the working group and reviewed findings from the Division III Philosophy Statement Survey conducted in November and from roundtable discussions during the Division III Issues Forum at the January Convention. The working group continues to consider amendments to the statement based on that feedback. The Strategic Planning and Finance Committee discussed the revised draft at length (see Attachments B and C) and agreed that it was at a point to be presented for the Division III Management and Presidents Councils for feedback during their April meetings. The committee noted in its discussions whether there were core principles of the division that should be clearly stated within the philosophy statement (e.g., whether the statement should include a prohibition to provide financial aid based on athletics participation). The committee agreed that after the council meetings, membership feedback will again be sought. The committee anticipates sending a final draft to the councils to review during their summer meetings. If they support the updated draft, they will sponsor a legislative proposal for the membership to consider at the 2024 Convention.
9. **Championships enhancement priorities.** Chuck Mitrano, who also chairs the Division III Championships Committee, provided an update on initiatives that committee is considering to enhance the student-athlete postseason experience. Due to the intentional budget

overspend in fiscal years 2023 and 2024 and the one-year 13% increase in revenues from the second phase of the NCAA's broadcast rights agreement with CBS/Turner, the Championships Committee is discussing ways to best allocate those additional dollars. The committee is considering changing the size of the championship brackets, providing additional flights during preliminary rounds to protect higher regional seeds, and/or providing more funding to the current championship experience. The committee is seeking membership feedback regarding those options.

10. **Enrichment Fund evaluation.** The committee reviewed and supported the process proposed to hire a third party to assess the Enrichment Fund initiatives, programs, and resources to help determine whether they are meeting expectations. (See Action Item 2.)
11. **Division III Strategic Initiatives Conference Grant Program.** Staff updated the committee on items related to the grant program, including the composition of the conference grant review subcommittee (seeking volunteers to fill one vacancy), the NCAA audit process that involves an annual audit of three conferences, and changes implemented this year to the grant policies and procedures.
12. **Division III Enrichment Fund initiatives with a budget impact.** The committee reviewed the following initiatives that include a budget impact.
 - a. **Student Immersion Program.** Staff reviewed the Student Immersion Program budget and participant feedback from the 2023 program that occurred during the NCAA Convention. That feedback included a unanimous positive response to the question of whether participating in the program helped prepare individuals for a career in Division III athletics administration.
 - b. **New Commissioner Orientation.** Staff reviewed the agenda for the scheduled 2023 New Commissioner Orientation to be conducted April 19-20 at the NCAA national office.
 - c. **New Athletics Director Orientation.** Staff reviewed the agenda for the 2023 New AD Orientation that will occur in June in conjunction with the NACDA convention. Staff noted the high turnover rate for athletics directors, which makes the orientation program that much more important.
 - d. **Institute for Administrative Advancement.** Staff reviewed the agenda for the 10th annual Institute for Administrative Advancement that will occur in June in conjunction with the NACDA convention. This initiative is designed to provide professional development and networking opportunities for under-represented mid-level administrators in Division III athletics.

- e. **LGBTQ Recognition Award Program.** Staff reviewed the third annual LGBTQ of the Year award celebration that occurred at the January Convention. Committee members applauded this program and noted the need for all Division III members to be engaged at the campus level and be aware of evolving policies that affect the LGBTQ community.
- f. **Athletics direct report (ADR) professional development.** The committee revisited its discussion regarding potential alternatives to replace the Division III Athletics Direct Report Institute. (The committee previously agreed to discontinue funding for that event based on feedback indicating that while participants regarded it as a positive professional development opportunity, the institute was not highly ranked among Enrichment Fund initiatives in the 2022 Division III membership survey.) The committee reviewed feedback from a recent survey of Division III athletics direct reports regarding how the NCAA can support the professional development for ADRs. Respondents agreed that some type of professional development for ADRs is appropriate and desired. The committee asked the staff to gather additional input from a select group of ADRs to create viable options to support ADRs in their roles in intercollegiate athletics.

13. **Hot topics discussion.**

- a. **NCAA Board of Governors Subcommittee on Congressional Engagement and Action.** The committee reviewed the updated talking points from the subcommittee that outline the current challenges facing the NCAA, including a “consequences of inaction” section that was recently added, and the overall ask of Congress. Staff also noted that a group of Division III “congressional advocates” has been appointed to help advance the Association’s legislative priorities, educate the Division III membership about this work, and create a message that will allow the Association to speak with one voice about the future of intercollegiate athletics. The 11-member group that includes presidents, athletics directors, commissioners and student-athletes will conduct one-hour webinars in the coming weeks to update the membership on the issues at hand, what is at stake, and how best to interact with legislators and constituents moving forward to achieve desired results. The Division III advocates will also seek feedback from the Division III Presidential Advisory Group, Division III Commissioners Association executive leadership and National Association of Division III Athletic Administrators executive leadership.
- b. **Enhanced communications, engagement, and accountability.** The committee reviewed and supported a document staff created to outline the division’s strategic priorities and key tasks for staff to support the governance structure.

14. **Additional business.** The committee noted that with the adoption of Proposal No. 2023-5 (committee composition) at the 2023 Convention, the Strategic Planning and Finance Committee will be reduced from its current 13 members to 12 members effective August 1. Further, instead of the committee including four representatives from both the Management and Presidents Councils, only two representatives from each council will serve on the committee. Accordingly, one Management Council and one Presidents Council representative will end their term effective August 1. Staff is currently working with the Division III Nominating Committee to determine the best ways to maintain geographic, gender and ethnic/racial diversity on the committee given the new composition requirements.
15. **Future meeting dates.**
 - Thursday, June 22, 1-3:30 p.m. Eastern time (videoconference).
16. **Adjournment.** The meeting adjourned at 1:44 p.m. Eastern time.

Committee Chair: Jim Troha, Juniata College, Landmark Conference
Staff Liaisons: Louise McCleary, Division III Governance
 Bill Regan, Division III Governance
 Eric Hartung, Division III Governance
 Mark Aiken, Administrative Services
 Jeff Myers, Academic and Membership Affairs

NCAA Division III Strategic Planning and Finance Committee March 21, 2023, Meeting	
Attendees:	
Jeff Abernathy, Alma College, Michigan Intercollegiate Athletic Association.	
Joanne Berger-Sweeney, Trinity College (CT), New England Small College Athletic Conference.	
Tom DiCamillo, State University of New York Athletic Conference.	
Stephanie Dutton, United East Conference.	
Chuck Mitrano, Empire 8 Conference.	
Adam Puckett, George Fox University, Northwest Conference.	
Jim Troha, Juniata College, Landmark Conference.	
Michelle Walsh, Vassar College, Liberty League.	
Lawrence Ward, Babson College, New England Women's and Men's Athletic Conference.	
Absentees:	
Sabienea Winston, Geneva College, Presidents' Athletic Conference.	
NCAA Staff Support in Attendance:	
Mark Aiken, Eric Hartung, Louise McCleary, Jeff Myers, Bill Regan and Ali Teopas Spungen.	
Other NCAA Staff Members in Attendance:	
Tiffany Alford, Gary Brown, Gillian Burns, David Lafiosca, Laura Peterson-Mlynski, Lisa Rogers and Justin Whitaker.	

Enrichment Fund Evaluation

Background.

In October 2022, the Presidents and Management Councils affirmed the concept of conducting an evaluation of the Division III Enrichment Fund, programs and grants. During its November 2022 meeting, the Strategic Planning and Finance Committee agreed that such an evaluation was prudent and that it should be the body to oversee this evaluation. The committee requested this issue be discussed at its next meeting with the possible objective of having the Presidents and Management Councils consider a formal recommendation to conduct the review.

Proposed Scope.

The evaluation would include all grants and programs currently being funded through the Enhancement Fund. Currently, the Enhancement Fund provides grants and programs in the following areas:

1. Conference office support
2. Diversity, equity and inclusion
3. Student-athlete support
4. Professional development

Proposed Schedule.

Given the breath of initiatives supported by the Enrichment Fund, the review will be divided into three phases. The phases do not need to run consecutively. This would permit the vendor to start a phase while a prior phase is being completed. The staff would work with the selected vendor(s) to determine the timing of each phase.

There are two anticipated benefits to conducting the evaluation in phases. First, it permits the staff and vendor to learn from the prior phases. By having the ability to designate the programs and/or grants that are more complex to a later phase, we can ensure those reviews are being conducted efficiently and effectively. The second benefit is the opportunity to select different vendors for a particular phase. We will have greater flexibility to align the expertise of a vendor with the program and/or grant being evaluated.

The following is the recommend phases for the evaluation:

- Phase I – Programs (Enrichment Fund budget allocation: \$760,000 annually).
 1. Student Immersion Program. (40 participants)
 2. Institute for Administrative Advancement. (30 participants)
 3. Senior Woman Administrator Program. (30 participants)
 4. College Sports Communicator Student Program. (8 participants)
 5. Student-Athlete Leadership Forum. (Participant numbers vary based on numbers of institutions in regions submitting student-athlete nominations.)
 6. FAR Fellows Institute/New FAR Orientation. (30 participants)
 7. New AD and Commissioners Orientation. (40 participants)

- Phase II – Grants (Enrichment Fund budget allocation: \$2,408,600 annually).
 1. Women & Minority Intern Grants: 23.
 2. Strategic Alliance Matching Grant: 6-7.
 3. Coaching Enhancement Grant: 11.
 4. Branding and Communications.
- Phase III – Conference Grant. (Enrichment Fund budget allocation: \$4,250,703 annually).
 - Strategic Initiatives Conference Grant.

Desired Outcomes.

The “Request for Proposal” (RFP) will lay out some initial desired outcomes. We anticipate that outcomes will be further refined while working with the selected vendor(s). We expect the evaluation will help determine if our programs and grants are achieving the intended objectives for the program. The specific measurable outcomes will vary based on the grant/program being evaluated. However, we expect the evaluation to help the staff and the governing structure answer broader questions, which include one of more of the following:

1. Do the programs/grant outcomes align with the division’s strategic plan?
2. Are we retaining Division III student-athletes as athletics administrators?
3. Are the grants/programs being used/accessed by a wide or narrow range of institutions?
4. Are all monies being expended, and what is the return on investment of those dollars?
5. Are we enhancing diversity, equity and inclusion in Division III?
6. Are grant recipients staying in the division, and are those individuals progressing in their careers in Division III?
7. Is the grant/program solving the problem?
8. Why is the grant/program successful, or what is keeping the grant/program from being successful?
9. What factors are causing the grant/program to be used or not used?

Timeline and Approximate Cost.

April:	Councils will review recommendations from SPFC.
May:	Post RFP.
June/July:	Identify vendor(s).
August:	Begin Phase 1.
Oct/Nov:	Complete Phase 1 and begin Phase 2.
Jan/Feb:	Complete Phase 2 and begin Phase 3.
April:	Complete Phase 3.

Anticipated cost: \$100,00 to \$200,000.

Division III Philosophy Statement Editing Map

Current Draft	Original	Potential Bylaw Impact
The purpose of the National Collegiate Athletic Association (NCAA) is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual members to determine their own unique objectives and programs. The philosophy statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.	The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.	<i>None</i>
Division III members affirm the purposes and fundamental policy of the NCAA, as set forth in Constitution Article I with emphasis on:	<i>New Addition</i>	<i>None</i>
Division III members shall establish and maintain an environment in which a student-athlete’s activities are conducted with the appropriate primary emphasis on the student-athlete’s academic experience.	<i>New Addition</i>	<i>Same language as Constitution Article I</i>
Division III intercollegiate athletics shall be conducted in a manner designed to protect, support and enhance the physical and mental health and safety of student-athletes.	<i>New Addition</i>	<i>Same language as Constitution Article I</i>
Division III members shall be committed to the creation of diverse and inclusive environments with respect for and sensitivity to the dignity of every person.	<i>New Addition</i>	<i>Same language as Constitution Article I</i>
Division III athletics shall be conducted in a manner free of gender bias.	<i>New Addition</i>	<i>Same language as Constitution Article I</i>

Current Draft	Original	Potential Bylaw Impact
NCAA Constitution Article 2 establishes the independent authority of Division III to organize itself and determine its own governing structure and membership.	<i>New Addition</i>	<i>Language mirrors Constitution Article 2</i>
Institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of Division III intercollegiate athletics at the national, conference and institutional levels.	Institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels.	<i>Language mirrors Constitution Article 2</i>
Institutional and conference members determine policy at the national level through the Division III governance and legislative processes.	<i>New Addition</i>	<i>Language mirrors Constitution Article 2</i>
Key constituents who play an integral role in the governance and operation of Division III at the national, conference and institutional levels include student-athletes, Presidents and Chancellors, Athletics Direct Reports, Directors of Athletics, Senior Woman Administrators, Faculty Athletics Representatives, Coaches, and Conference Commissioners.	<i>New Addition</i>	<i>Language mirrors Constitution Article 2</i>
Division III members abide by the following principles that help to define and distinguish the division and its policies and legislation.	<i>New Addition</i>	<i>None</i>

Current Draft	Original	Potential Bylaw Impact
Seek to establish and maintain an environment in which a student-athlete's athletics activities are conducted as an integral part of their educational experience.	Primarily focus on intercollegiate athletics as a four-year, undergraduate experience.	Bylaw 14.2: Seasons of Participation – 10 semester/15 quarter rule with allowances for participation by graduate students. Bylaw 14.1.9: Graduate Student/Postbaccalaureate Participation <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to these aspects of Bylaw 14?</i>
Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience.	Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience.	Bylaw 17: Playing and Practice Seasons. <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to Bylaw 17?</i>
Support student-athletes in their efforts to reach the highest levels of athletics performance, with a primary emphasis on conference and regional competition, while providing access to national championships.	Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities. Give primary emphasis to regional in-season competition and conference championships.	Bylaw 31: Championships and related policies – selection criteria, championships administration and other policies. <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to Bylaw 31 and related championships policies?</i>
Prioritize the experience of the participants and the internal constituency (e.g., students, alumni, institutional personnel) rather than on spectators, or the general public and its entertainment needs.	Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (e.g., students, alumni, institutional personnel) than on the general public and its entertainment needs.	Bylaw 31: Championships and related policies – selection criteria, championships administration and other policies. <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to Bylaw 31 and related championships policies?</i>

Current Draft	Original	Potential Bylaw Impact
Develop and maintain an environment that promotes sportsmanship and a positive culture for student-athletes, coaches, and administrative personnel, recognizing the role intercollegiate athletics can play in human development. Ensure spectators contribute to a positive sporting experience in support of all participants.	Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators.	
<i>Deleted.</i> <i>Deemed unnecessary. Spirit of principle captured in the next principle.</i>	Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs.	Bylaw 20.11: Sports Sponsorship – minimum requirements for the number and types of sports a member institution must sponsor. <i>Is a principle necessary to provide guidance for the preparation of and debate on legislation related to this aspect of Bylaw 20?</i>
Encourage participation and provide equitable opportunities with support for gender and ethnic/racial diversity. Give equal emphasis to men's and women's sports.	Provide equitable athletics opportunities for student-athletes and give equal emphasis to men's and women's sports. Support ethnic and gender diversity for all constituents.	Bylaw 20.11: Sports Sponsorship – minimum requirements for the number and types of sports a member institution must sponsor. <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to Bylaw 20?</i>
The administration of an institution's athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission.	Assure that athletics programs support the institution's educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution's athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission.	Bylaw 11: Conduct and Employment of Athletics Personnel <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to Bylaw 11?</i>

Current Draft	Original	Potential Bylaw Impact
Assure all teams are provided with adequate facilities, competent coaching and appropriate competitive opportunities.	Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.	
Assure student-athletes are treated similarly to the student-body in the areas of admissions, enrollment, financial aid, academic and career support, academic performance, and degree completion.	Assure that athletics participants are not treated differently from other members of the student body. Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body. Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process. Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance. Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes. Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body.	Bylaw 12: Amateurism Bylaw 13: Recruiting Bylaw 14: Eligibility – Academic and General Requirements Bylaw 15: Financial Aid - Prohibition on the consideration of athletics leadership, ability, participation, or performance and other bylaws calling for similar treatment. Bylaw 16: Awards, Benefits and Expenses for Enrolled Student-Athletes. <i>Does the revised principle provide adequate guidance for the preparation of and debate on legislation related to these bylaws?</i>
<i>Deleted.</i> <i>Deemed unnecessary. Spirit of principle captured elsewhere.</i>	Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes.	

DRAFT

Division III Philosophy Statement

The purpose of the National Collegiate Athletic Association (NCAA) is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual members to determine their own unique objectives and programs. The philosophy statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.

Division III members affirm the purposes and fundamental policy of the NCAA as set forth in Constitution Article I with emphasis on:

- Division III members shall establish and maintain an environment in which a student-athlete's activities are conducted with the appropriate primary emphasis on the student-athlete's academic experience.
- Division III intercollegiate athletics shall be conducted in a manner designed to protect, support and enhance the physical and mental health and safety of student-athletes.
- Division III members shall be committed to the creation of diverse and inclusive environments with respect for and sensitivity to the dignity of every person.
- Division III athletics shall be conducted in a manner free of gender bias.

NCAA Constitution Article 2 establishes the independent authority of Division III to organize itself and determine its own governing structure and membership.

- Institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of Division III intercollegiate athletics at the national, conference and institutional levels.
- Institutional and conference members determine policy at the national level through the Division III governance and legislative processes.
- Key constituents who play an integral role in the governance and operation of Division III at the national, conference and institutional levels include student-athletes, presidents and chancellors, athletics direct reports, directors of athletics, senior woman administrators, faculty athletics representatives, coaches, and conference commissioners.

Division III members abide by the following principles that help to define and distinguish the division and its policies and legislation.

Student-Athlete Collegiate Experience

- Seek to establish and maintain an environment in which a student-athlete's athletics activities are conducted as an integral part of their educational experience.
- Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletics pursuits to enhance their overall educational experience.

Student-Athlete Athletics Experience

- Support student-athletes in their efforts to reach the highest levels of athletics performance, with a primary emphasis on conference and regional competition, while providing access to national championships.
- Prioritize the experience of the participants and the internal constituency (e.g., students, alumni, institutional personnel) rather than on the spectators, or the general public and its entertainment needs.
- Develop and maintain an environment that promotes sportsmanship and a positive culture for student-athletes, coaches and administrative personnel, recognizing the role intercollegiate athletics can play in human development. Ensure spectators contribute to a positive sporting experience in support of all participants.

Member Responsibility and Oversight

- Encourage participation and provide equitable opportunities with support for gender and ethnic/racial diversity. Give equal emphasis to men's and women's sports.
- The administration of an institution's athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission.
- Assure all teams are provided with adequate facilities, competent coaching and appropriate competitive opportunities.
- Assure student-athletes are treated similarly to the student body in the areas of admissions, enrollment, financial aid, academic and career support, academic performance and degree completion.