

The 2022 NCAA Division III Membership Survey - Institutions
Initial Report – March 7, 2022

The survey provided Division III institutions an opportunity to express their opinions concerning the current and future Division III policies and priorities. The responses will help the Presidents Council, Management Council, Strategic Planning and Finance Committee, additional governance committees, and the broader Division III membership assess satisfaction with existing Division III legislative standards, programs and services. The findings will position the governance structure and Division III membership to propose legislative and policy changes.

Responses were submitted electronically and are confidential. Findings have been aggregated to an appropriate level when reporting to ensure this confidentiality. Participation was voluntary. Rounding of percentages has been used throughout the report. For that reason, sums of percentages may not equal 100 percent.

438 Division III institutions were solicited and 364 responses (83 percent) were received and are included in this report of findings.

Percent of institutions where each position/title contributed to the completion of the survey.

President or Chancellor	27%
Athletics Direct Report	25%
Director of Athletics	97%
Senior Woman Administrator	55%
Faculty Athletics Representative	23%
Coaches	42%
Student-Athlete Representative(s)	19%
Sports Information Director	26%
Athletics Trainer(s)	26%
Athletics Diversity and Inclusion Designee	18%
Vice President of Enrollment	10%
Director of Admissions	7%
Director of Financial Aid	8%
Conference Commissioner	4%
Other	6%

The Director of Athletics reports directly to the:

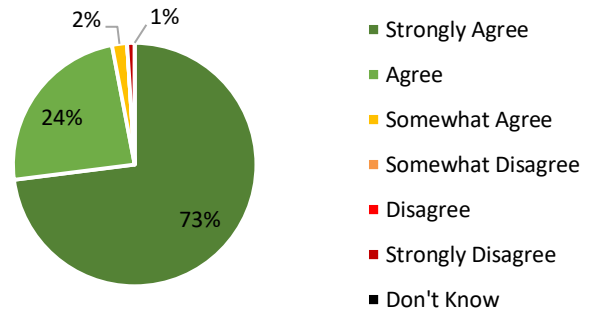
Chancellor or President	32%
Chief Financial Officer	2%
Chief Academic Officer	7%
Chief Student Affairs Officer	42%
Chief Enrollment Officer	8%
Other	9%

CURRENT PERCEPTIONS

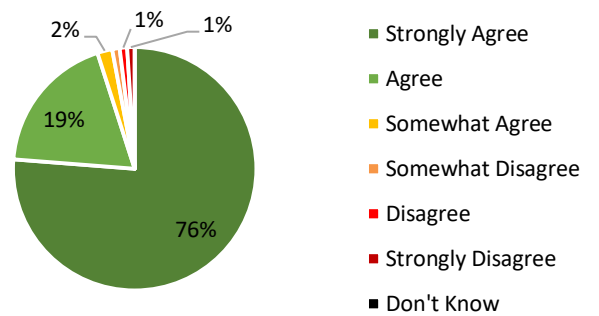
The following items were designed to address the institution's current state of satisfaction with Division III.

Philosophy

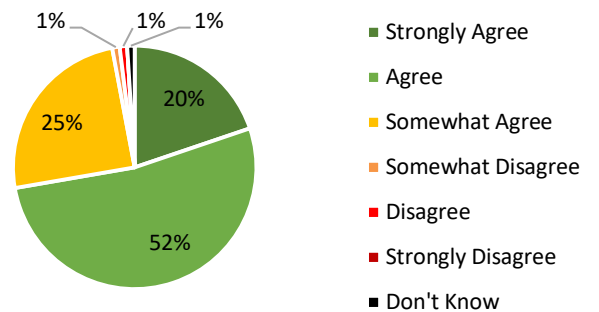
In Division III, the opportunity for student-athletes to pursue academics, athletics and other interests is a priority.



In Division III, athletics participation is just as valuable to student development as any other co-curricular activity promoting comprehensive learning.

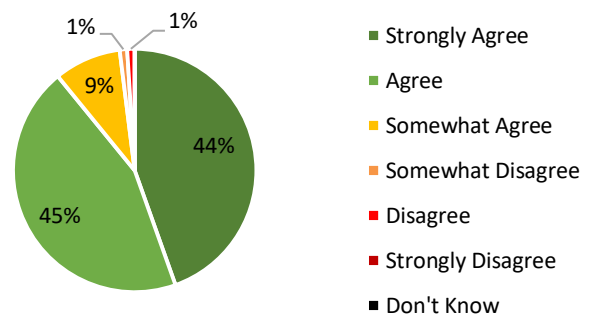


In general, Division III legislation and policies align with the Division III Philosophy Statement ([Bylaw 20.11](#)).

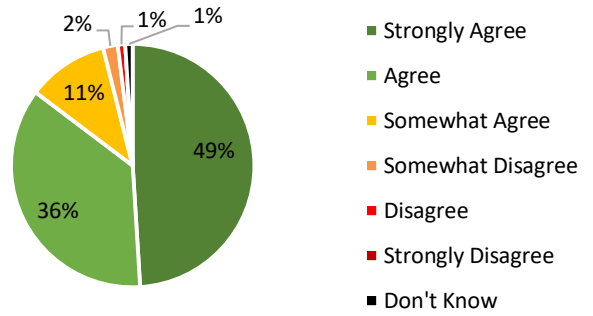


Health and Safety

Our institution is aware of NCAA-developed education, resources and programming to help protect the health and well-being of student-athletes.

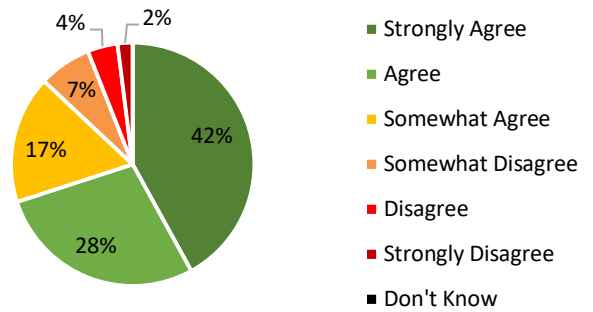


It is necessary for the NCAA to have national standards (e.g., guidelines, policies) in the areas of health and safety for student-athletes.

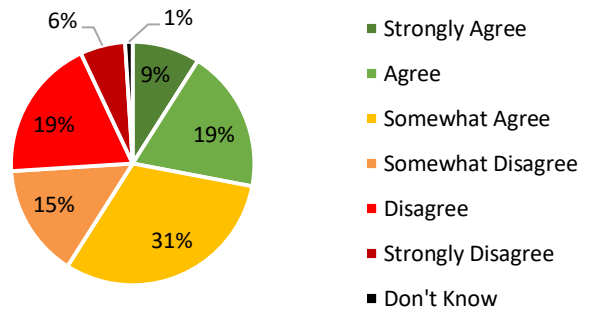


Eligibility

Division III should continue its primary focus on intercollegiate athletics as a four-year undergraduate experience.

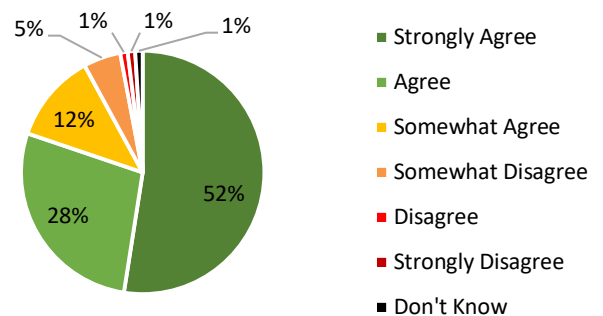


Monitoring name image and likeness regulations is an issue of concern on our campus.

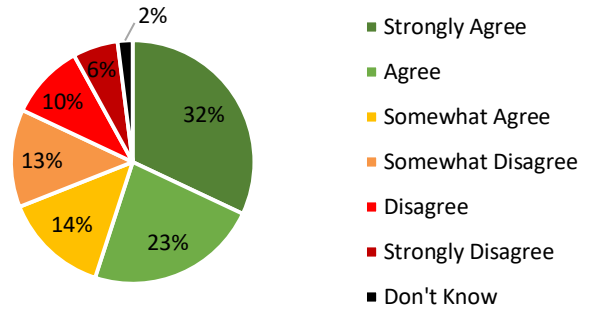


Financial Aid

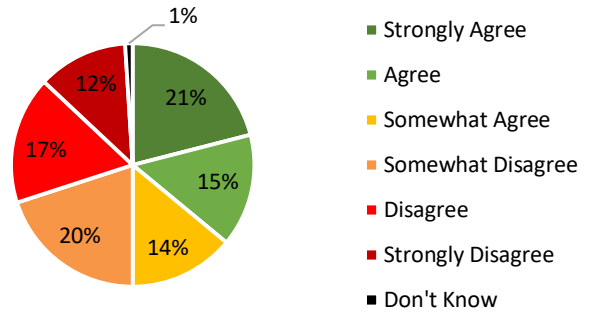
Student financial aid decisions made by the admissions, financial aid departments and other campus units should be entirely independent and free of influence from the athletics department.



Participation in high school athletics (e.g., member of the volleyball team) should NOT be allowed in the awarding of financial aid.

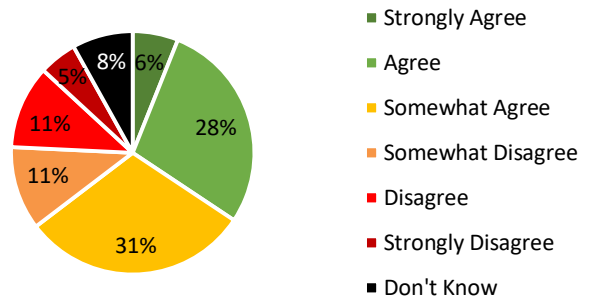


Leadership in athletics (e.g., team captain) should NOT be allowed in the awarding of financial aid to student-athletes.

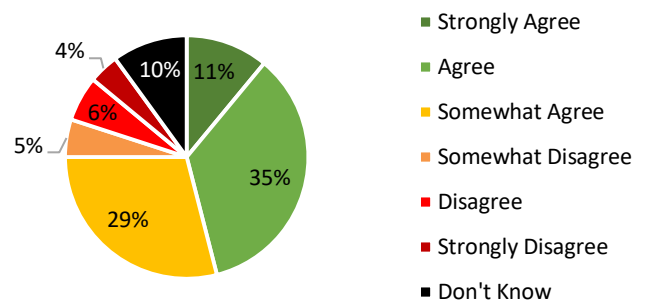


Division III Working Group Programming

Gameday the DIII Way, the division’s sportsmanship initiative, provides valuable and useful tools that have helped improve our institution’s game day atmosphere.



The LGBTQ OneTeam Program, the division’s LGBTQ inclusion initiative, provides valuable and useful tools that have helped improve our institution’s LGBTQ inclusion.



THE DIVISION III BUDGET AND STRATEGIC PLANNING

Division III's current annual budget is approximately \$35 million, which is 3.18% of the NCAA's annual operating budget. With the adoption of the new NCAA Constitution, Division III will no longer be required to pay the Association an annual overhead charge for staffing and new services and programs. This results in an estimated 5% increase (\$1.5 million) of the division's operating budget beginning in 2022-23. Per existing policy, approximately 75% (\$27 million) is being spent on championships and 25% (\$8 million) is being spent on non-championship initiatives such as the conference grant program and diversity grants (e.g., Ethnic Minority and Women's Internship and Strategic Alliance Matching Grant).

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

Yes, current expenditures are appropriately balanced.	34%
No, we should allocate more to championships.	51%
No, we should allocate more to non-championship initiatives.	15%

51% responded "we should allocate more to championships." These institutions indicated:

Allocate more to championships while maintaining some non-championships programming.	90%
Allocate all to championships.	10%

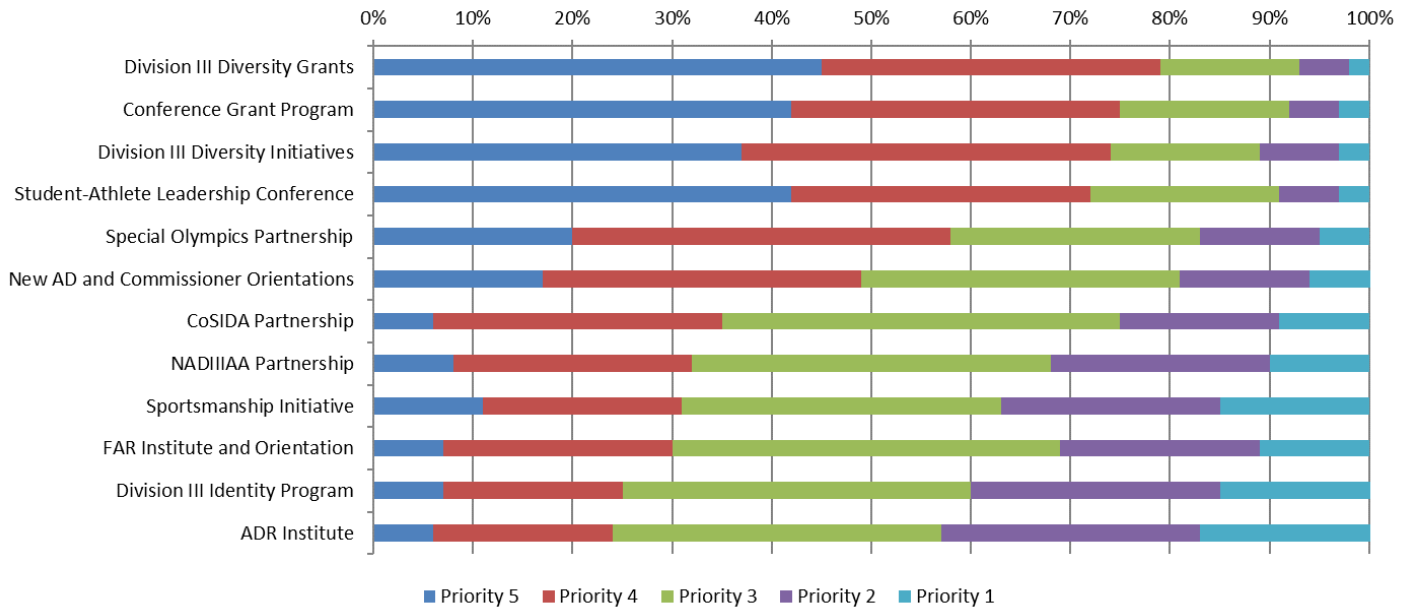
In the past, has your institution received funds via the Conference Grant Program (\$3.2 million is distributed annually to conferences and the Association of Division III Independents to administer educational programs and services that best meet local needs in support of the Division III strategic plan)?

Yes	88%
No	6%
Don't Know	6%

Would your institution support increasing membership dues to generate additional funds for the Division III annual operating budget to support championships, programming and initiatives?

Yes	38%
No	43%
Don't Know	19%

Respondents indicated the level of priority Division III should place on each of the following non-championships programs. A five-point scale where 5 = the highest priority to 1 = not a priority was used.

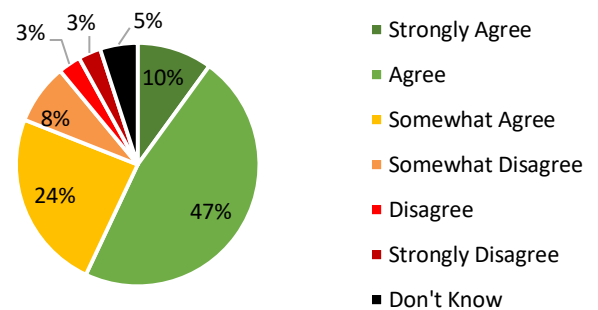


NCAA CHAMPIONSHIPS

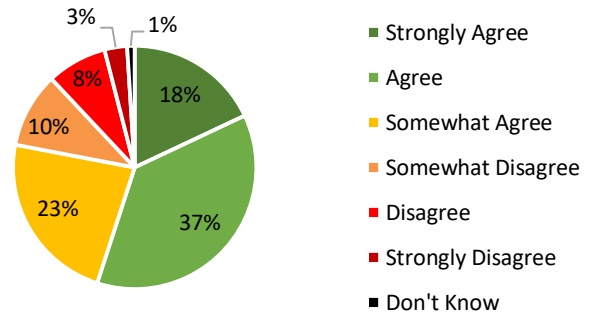
National championships are an important component of the programmatic offerings of Division III, funding for which represents approximately 75% of the divisional budget (approximately \$27 million for the 2021-22 academic year). At present, entrance to the national championship is either through a conference’s automatic qualification slot (with related slots allocated to independents) or through at-large bids. Each national championship (with the exception of football) is conducted within a three-week timeframe. Current championships policy provides one berth for every six and a half institutions sponsoring a team sport

Philosophy

Current Division III championships policies and procedures adequately ensure gender equity across championships events.

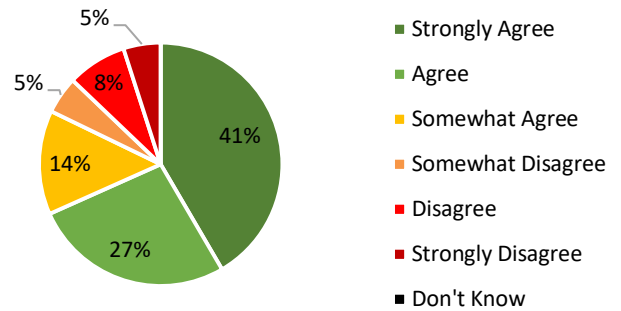


Whenever possible, Division III championships events should occur at on-campus facilities as opposed to off-campus facilities.

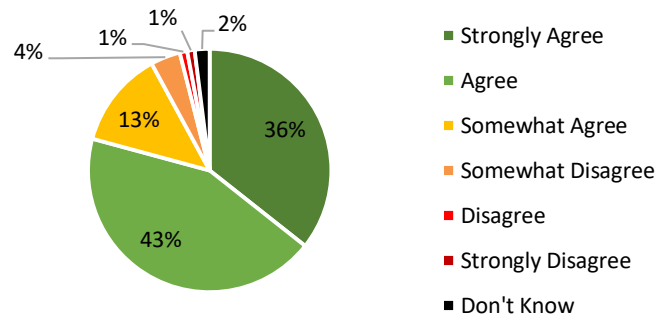


Current Policy

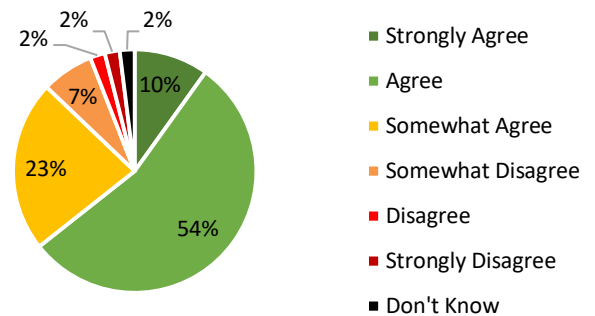
Sport playing rules should be consistent across the three divisions (e.g., basketball three-point line, lacrosse shot clock).



Participation in NCAA championships should be available to conference champions with appropriate access for non-automatic qualifying conferences and independent institutions.

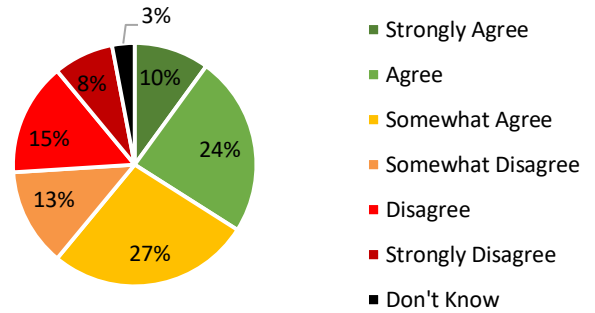


The current policy of conducting mid-week contests in order to complete the national championship in three weeks is appropriate.

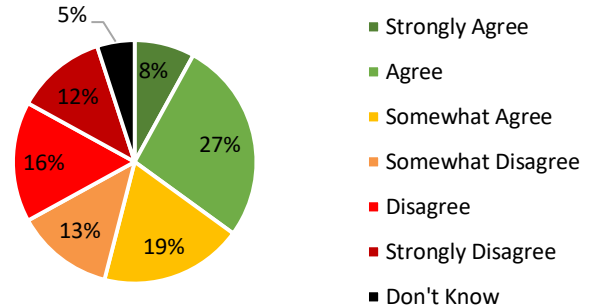


Potential Policy Changes

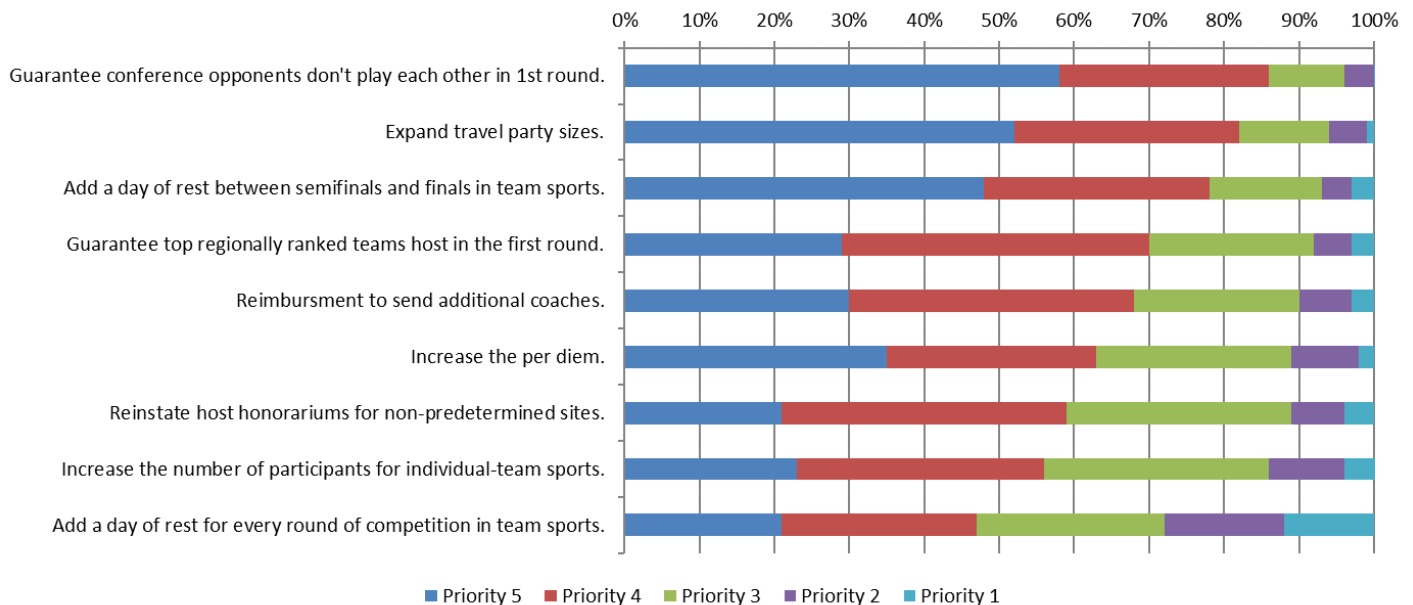
The division should consider conducting more than one championship at one location at one time. For example, the men’s and women’s soccer, women’s volleyball and men’s and women’s cross-country championships would be conducted at the same site in a “festival format”.



Division III should consider legislation that would allow alcohol sales at all Division III national championship events that meet the criteria (e.g. beer and wine only, facility has existing capability to sell).



Respondents indicated the level of priority Division III should place on each of the following championships policies and potential enhancements. A five-point scale where 5 = highest priority to 1 = not a priority was used.



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

Respondents indicated their preference for the maximum number of weeks allowed to conduct the championships.

1 week	1%
2 weeks	1%
3 weeks	54%
4 weeks	41%
5 weeks	2%
Longer	1%

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

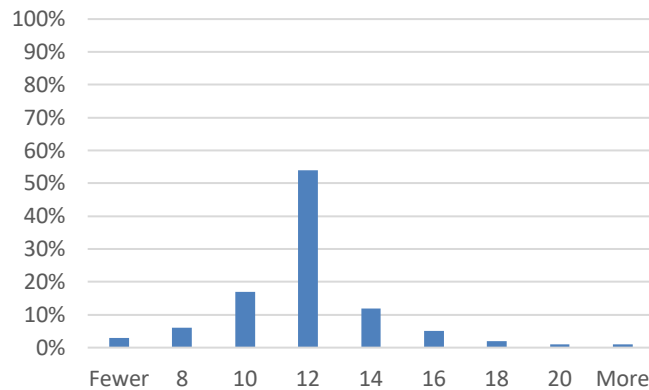
Respondents indicated their preference for a championships team sport access ratio.

Lower	4%
1:5	11%
1:6	18%
1:6.5	59%
1:7	5%
1:8	2%
Higher	1%

SPORTS SPONSORSHIP

One of the key tenets of the division is that its member institutions offer a broad-based athletics program by maximizing the number and variety of athletics opportunities for students. On average, Division III institutions sponsor approximately 17 sports (nine for women and eight for men) with an average undergraduate enrollment of approximately 2,700 students. Additionally, one in five students, on average, participates in intercollegiate athletics. Current regulations require institutions to sponsor a minimum of 12 sports (six men's and six women's) with an allowance for institutions with enrollment less than 1,000 (i.e., 10 sports – five for men and five for women) and single-gender institutions.

Respondents indicated their preference for a minimum sports sponsorship standard.



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

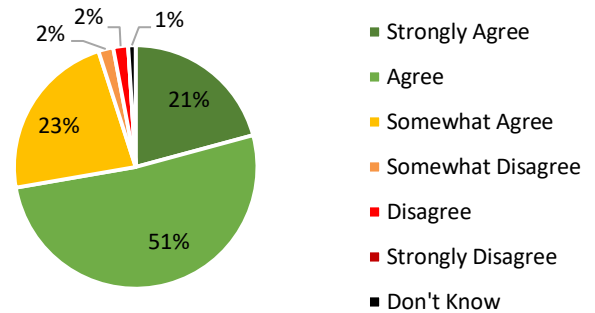
Is this allowance appropriate?

Yes	92%
No	8%

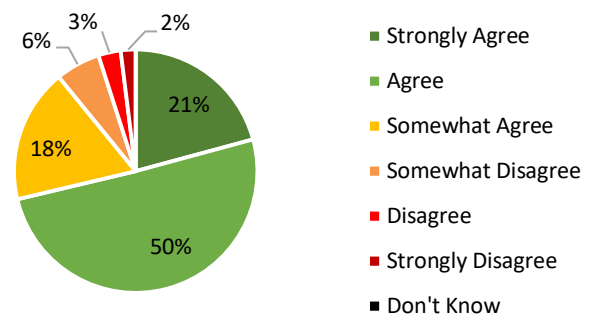
MEMBERSHIP

The information requested in this section will assist in determining if the current legislation and policies related to Division III membership are appropriate.

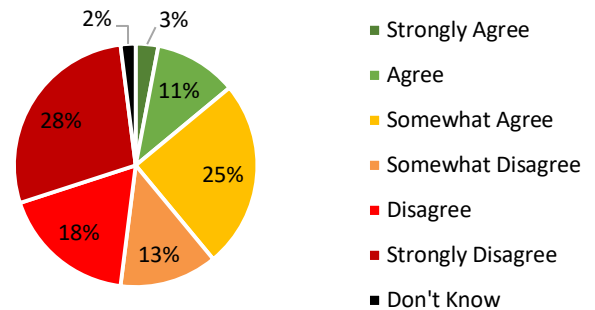
NCAA staff-led rules seminars are effective educational opportunities for our institution's staff.



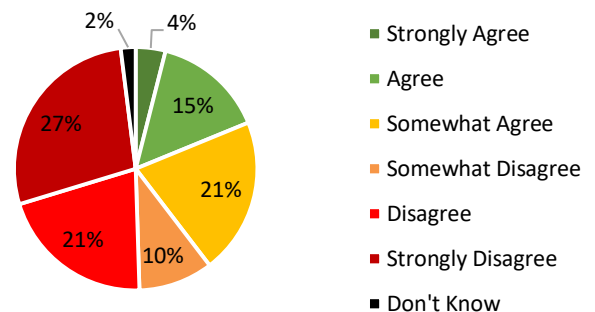
The requirement to attend Regional Rules Seminars every three years is appropriate.



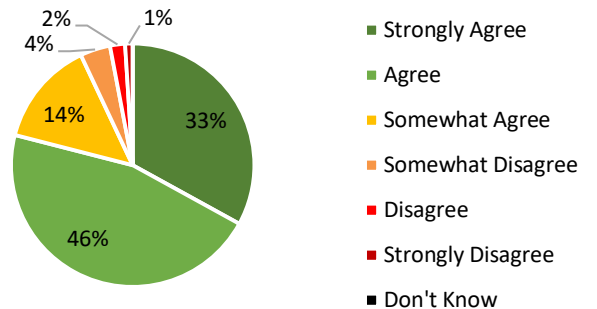
The Institutional Self-Study Guide (ISSG) is a useful assessment tool for our institution.



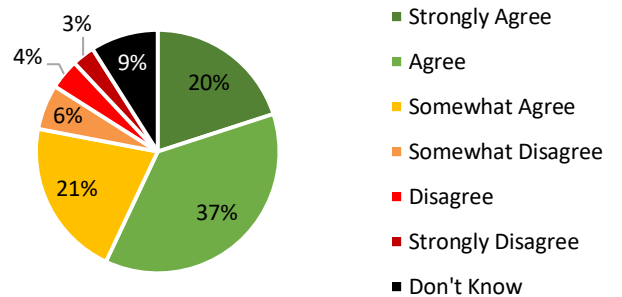
The requirement to complete the Institutional Self-Study Guide (ISSG) every five years is appropriate.



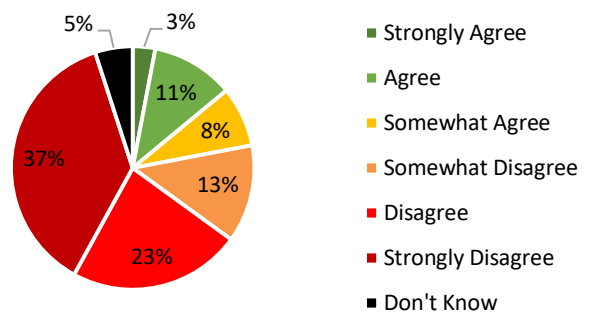
Annual institutional attendance at the NCAA National Convention is an appropriate membership requirement.



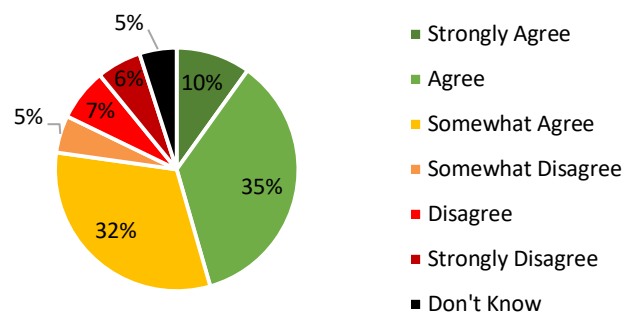
Membership in a multi-sport conference should be a requirement for approval into the Division III New Member Process.



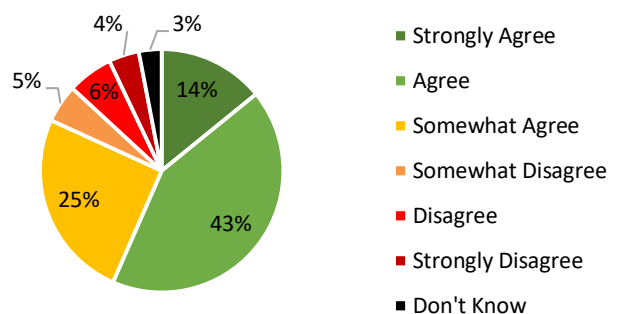
Division III bylaws should be amended to allow Division I or Division II institutions to sponsor sports in Division III and apply Division III Bylaws.



The Division III Financial Aid Reporting Program is a useful tool to help institutions assess compliance with NCAA bylaws.



The requirement to submit data for the Division III Financial Aid Reporting Program is appropriate.

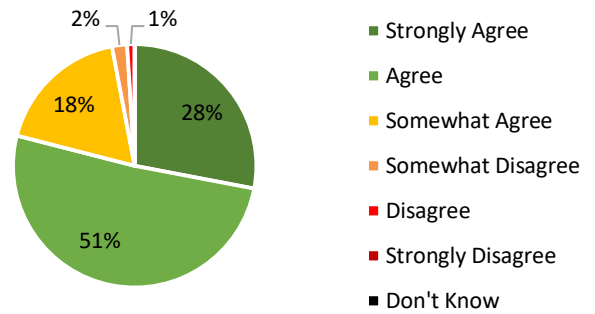


DIVERSITY, INCLUSION AND GENDER EQUITY

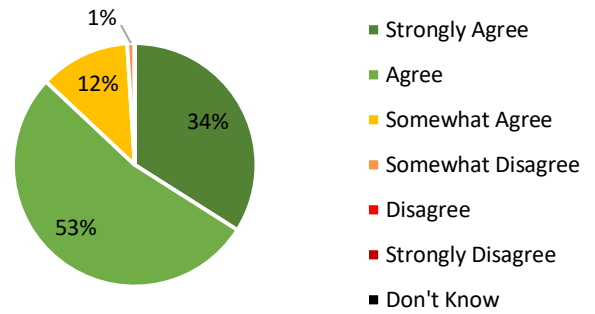
As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. The information requested below will assist Division III in determining the effectiveness of current programs as well provide guidance to help the Division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

Our campus has made intentional efforts to...

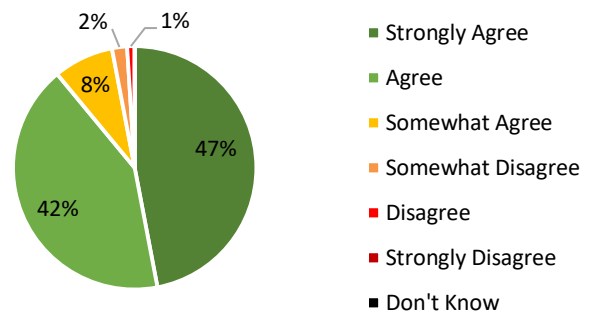
...increase the diversity of our student-athletes, coaches and administrators.



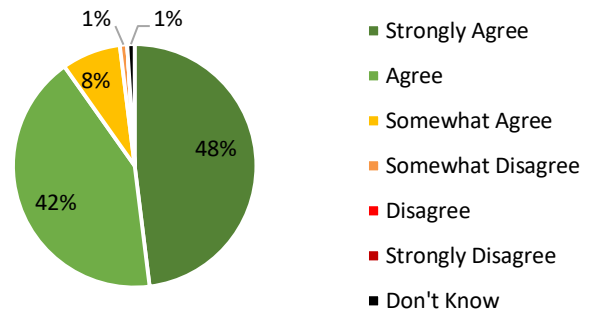
...promote inclusion and the value of diversity within athletics.



... make a commitment to sport equity (i.e., equitable treatment of all sports in areas such as finance, staffing, facilities, recruiting and scheduling).

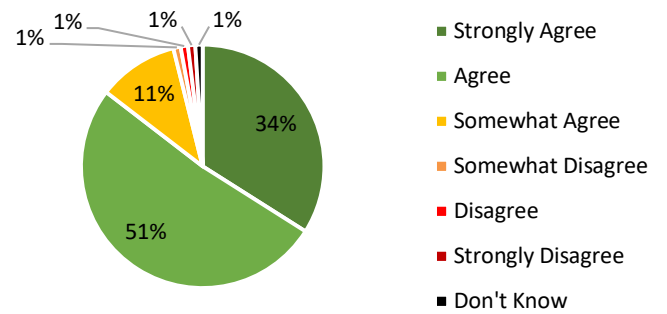


... make a commitment to gender equity.

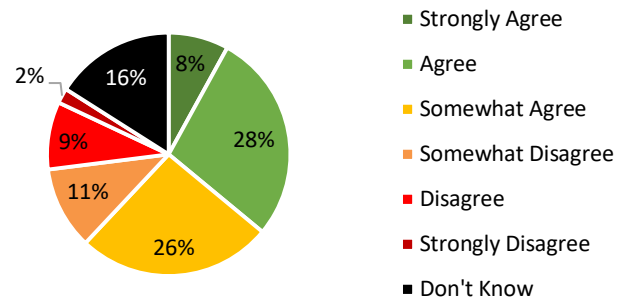


Diversity in Hiring and Committee Appointments

Increasing and diversifying the pool of candidates for Division III committee service is important for the division.

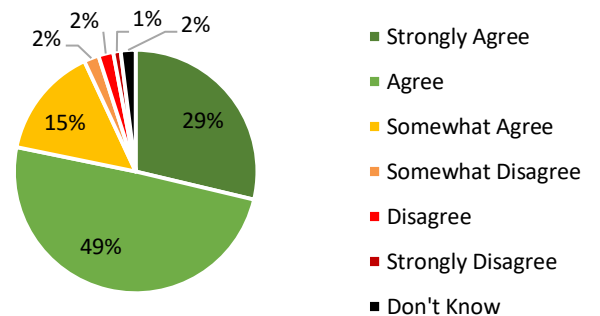


The NCAA's recent focus and efforts related to diversifying athletics candidate pools (e.g. Presidential Pledge) and Division III's The Diverse Workforce, a resource to aid recruitment and retention, have positively impacted our campus.



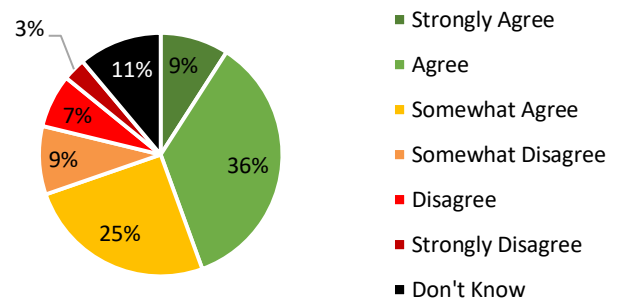
Partnerships

Division III should partner with external organizations (e.g. Women Leaders in College Sports, Minority Opportunities Athletic Association) to support innovative programs that promote inclusion.



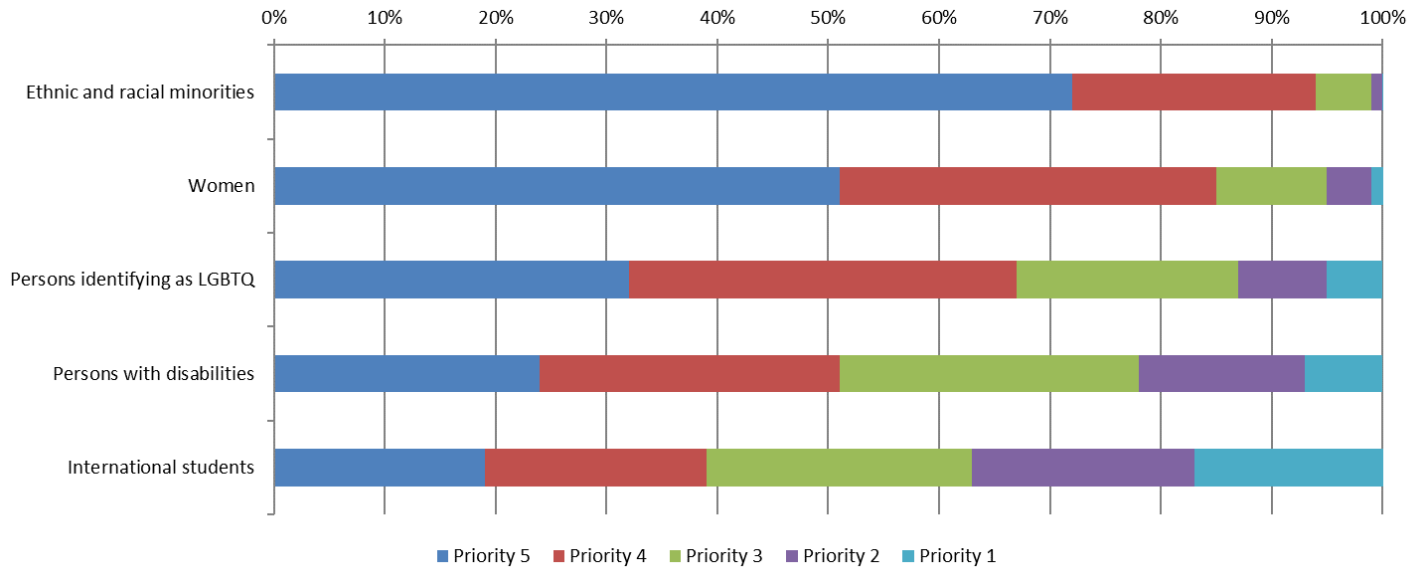
Resources

The Division III LGBTQ non-discrimination policy guide has aided our institution in creating a non-discrimination policy and including it in our athletics department and student-athlete handbooks.



While the NCAA inclusion statement encompasses many dimensions of diversity, five focus areas have been developed based on historical underrepresentation and discrimination within athletics. Division III is committed to partnering with its Division III conferences and institutions to support innovative programs that promote inclusion. To help us prioritize our efforts, with your campus in mind, indicate the level of priority of the following programming areas in order of importance to create new innovative Division III-specific inclusion programs.

Respondents used a five-point scale where 5 = highest priority to 1 = not a priority.



PLAYING AND PRACTICE SEASONS

This section includes playing seasons concepts for the membership to consider. The information requested in this section will assist in determining if the current legislation and policies related to Division III membership are appropriate.

Out-of-Season Activities

Generally, mandatory athletically-related activities are only permissible during the defined playing season. The following questions address athletically-related activities outside the playing season

At what level should out-of-season activities be regulated?

Division III	77%
Conference	11%
Institution	12%

Are current limitations...

Too restrictive?	65%
Too permissive?	3%
About right?	32%

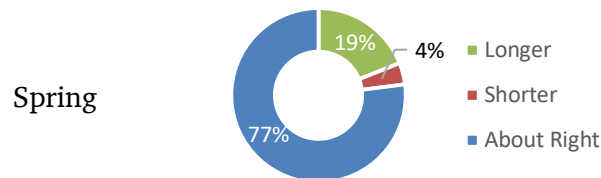
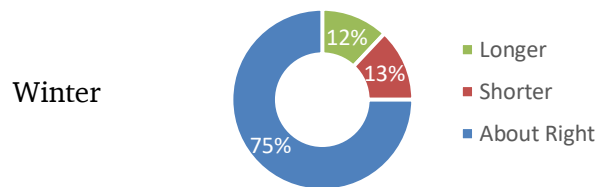
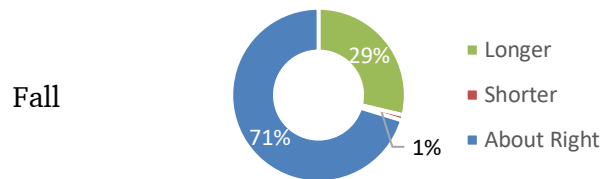
What areas would you like to see more opportunities outside the defined playing season? Check all that apply

Mandatory strength and conditioning	77%
Mandatory team meetings	61%
Mandatory team bonding activities	60%
Mandatory skill instruction	54%

Defining the Season

The playing season generally is defined by consecutive weeks. Fall and Spring sports may be divided between a traditional and non-traditional segment. This structure was primarily established in 2004.

Respondents indicated their preference for the length of the traditional segments.



Should there be consideration of an alternative method of defining the traditional segment (e.g., number of days, defined start and end dates)?

Yes	80%
No	20%

Is the current structure (i.e. five consecutive weeks, 16 dates including one day of competition) of the non-traditional segment...

Too restrictive?	58%
Too permissive?	2%
About right?	40%

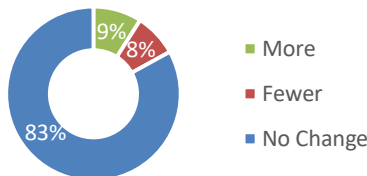
Would you like to see any of the following changes to the non-traditional segment? Check all that apply

Allowing non-consecutive weeks	63%
More practices	52%
More weeks	42%
More competitions	38%
No changes are necessary	14%
Fewer competitions	3%
Fewer practices	2%

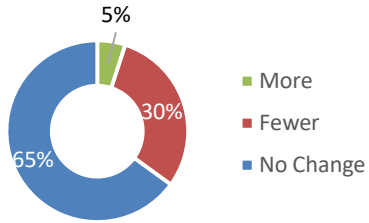
Competition limits

Respondents indicated their preference for competition limits for each sport the institution sponsors.

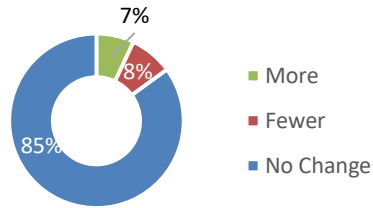
Acrobatics and Tumbling
(Limit: 12)



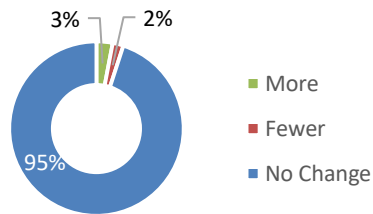
Baseball
(Limit: 40)



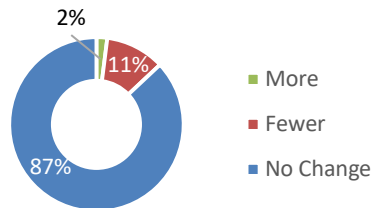
Basketball
(Limit: 25)



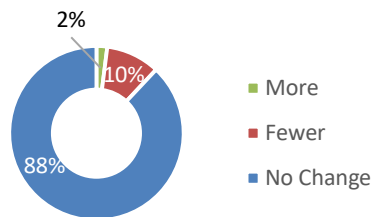
Beach Volleyball
(Limit: 16)



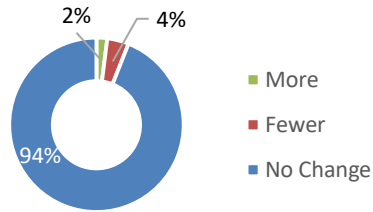
Women's Bowling
(Limit: 32)



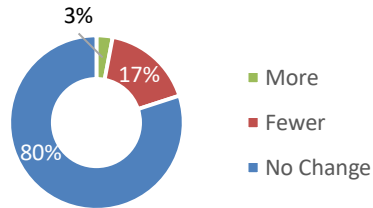
Cross Country
(Limit: 9)



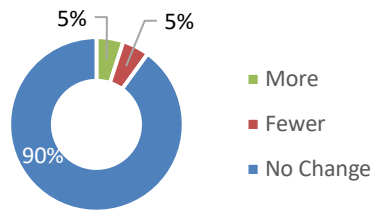
Fencing
(Limit: 11)



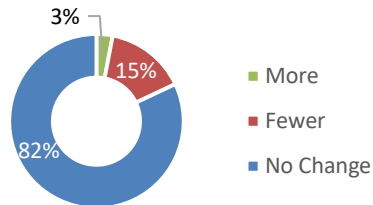
Field Hockey
(Limit: 20)



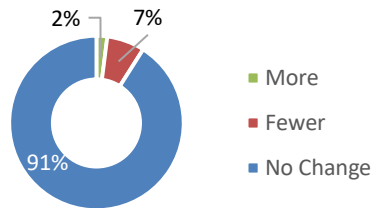
Football
(Limit: 10)



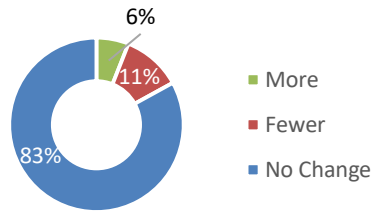
Golf
(Limit: 20)



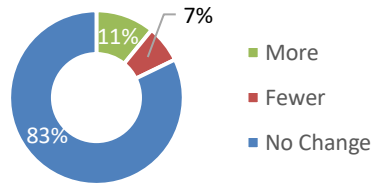
Gymnastics
(Limit: 13)



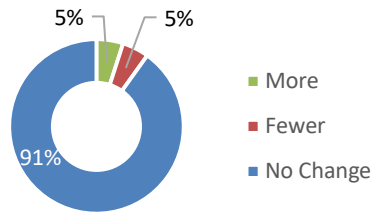
Ice Hockey
(Limit: 25)



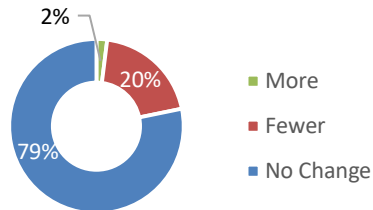
Lacrosse
(Limit: 17)



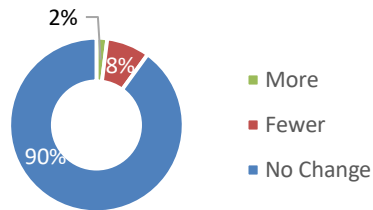
Rifle
(Limit: 13)



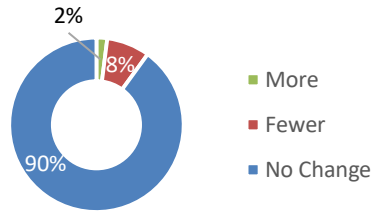
Women's Rowing
(Limit: 20)



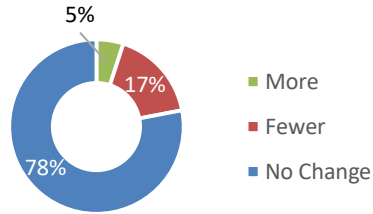
Women's Rugby
(Limit: 15)



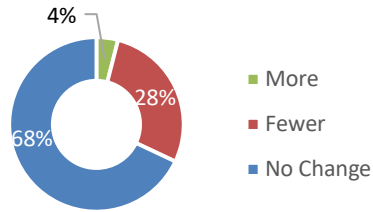
Skiing
(Limit: 16)



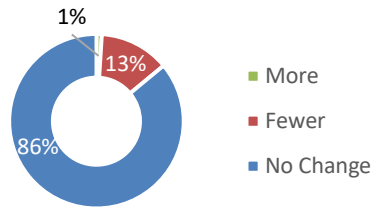
Soccer
(Limit: 20)



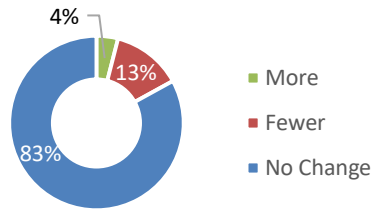
Softball
(Limit: 40)



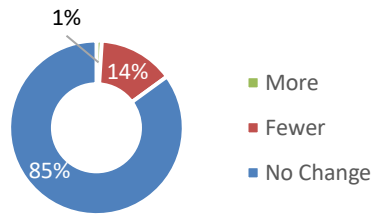
Swimming and Diving
(Limit: 16)



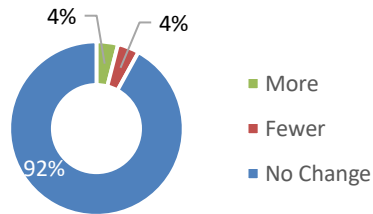
Tennis
(Limit: 20)



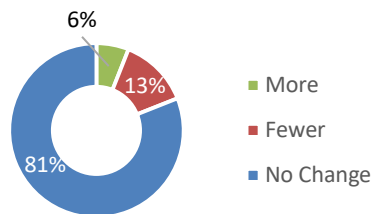
Track and Field
(Limit: 18)



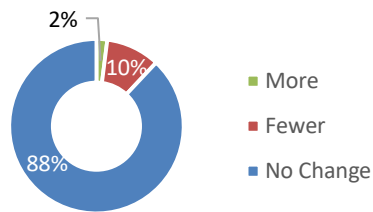
Women's Triathlon
(Limit: 6)



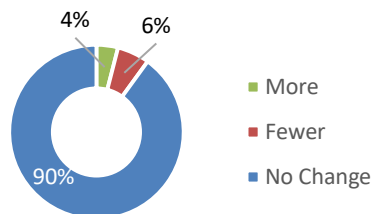
Volleyball
(Limit: 22)



Water Polo
(Limit: 21)



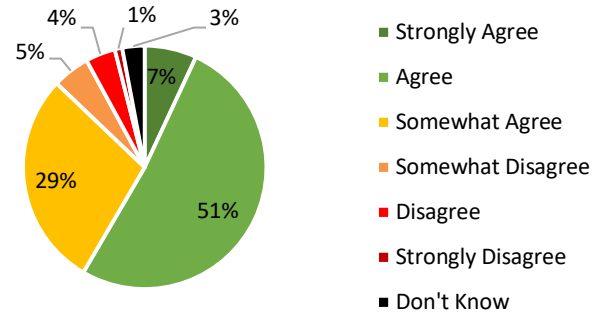
Wrestling
(Limit: 16)



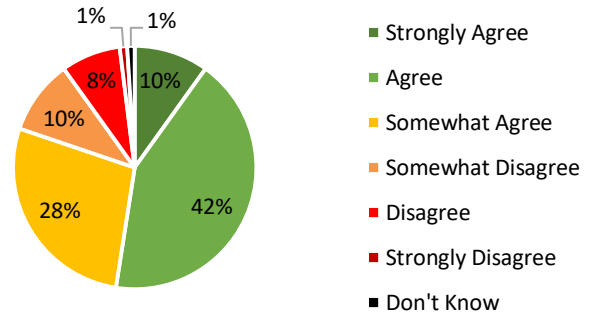
GOVERNANCE

The form of governance in which all member institutions vote on and hold themselves accountable to various policies and procedures has been in place since the division was established in 1973. Bylaws governing Division III member institutions and voting conference offices are adopted through a membership-driven legislative process that culminates annually in a voting session during the NCAA Convention in January. The process centers on Division III constituents from institutions and conference offices who volunteer to serve on dozens of NCAA committees. The committees, led by the Division III Presidents Council, conduct the division’s day-to-day business ranging from championship administration to budget allocations, collect feedback from the membership, and establish strategic direction for the future.

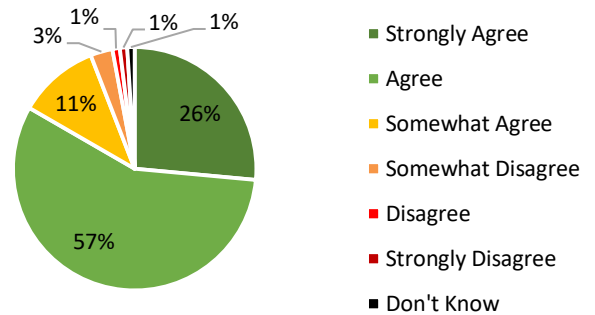
The existing Division III governance structure (i.e., Presidents and Management Council, and governance committees) is appropriate to address the existing and future needs of the division.



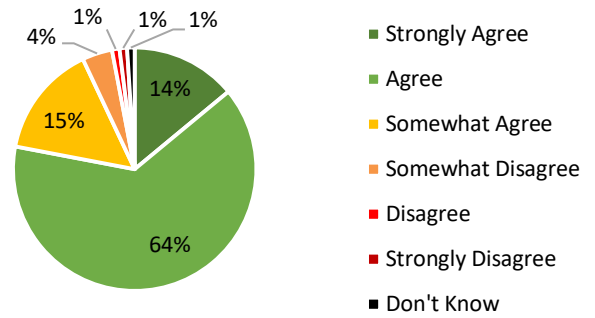
Our institution has an adequate voice in the existing Division III governance structure.



The current legislative process (i.e. one vote for each member institution and conference) is appropriate for determining legislative changes.

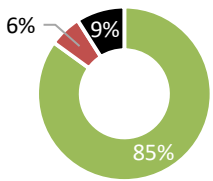
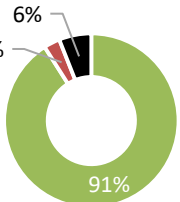
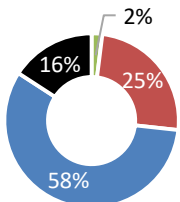
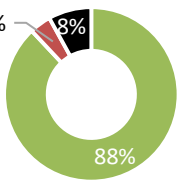
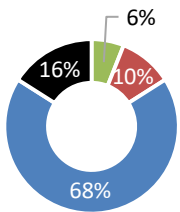
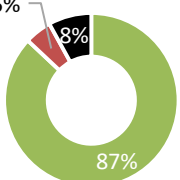
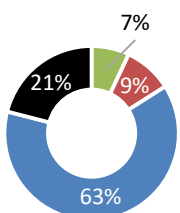


The current legislative calendar (i.e. annual submission of legislative proposals and voting on legislation at the NCAA National Convention) is appropriate.



This section provides an overview of Division III governance committees that play a central role in determining Division III policy and seeks your institution's feedback on current committees and composition. The information requested in this section will assist in determining if the current committee compositions are appropriate.

Council/Committee	Is this council/committee necessary?	(If Yes) Is the number of council/committee members...																		
President's Council (18 members)	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>88%</td> </tr> <tr> <td>No</td> <td>9%</td> </tr> <tr> <td>Don't Know</td> <td>3%</td> </tr> </tbody> </table>	Response	Percentage	Yes	88%	No	9%	Don't Know	3%	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Too Many</td> <td>16%</td> </tr> <tr> <td>Too Few</td> <td>14%</td> </tr> <tr> <td>About Right</td> <td>62%</td> </tr> <tr> <td>Don't Know</td> <td>8%</td> </tr> </tbody> </table>	Response	Percentage	Too Many	16%	Too Few	14%	About Right	62%	Don't Know	8%
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Don't Know	3%																			
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Too Few	14%																			
About Right	62%																			
Don't Know	8%																			
Management Council (21 members)	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>94%</td> </tr> <tr> <td>No</td> <td>5%</td> </tr> <tr> <td>Don't Know</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Yes	94%	No	5%	Don't Know	1%	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Too Many</td> <td>10%</td> </tr> <tr> <td>Too Few</td> <td>19%</td> </tr> <tr> <td>About Right</td> <td>63%</td> </tr> <tr> <td>Don't Know</td> <td>9%</td> </tr> </tbody> </table>	Response	Percentage	Too Many	10%	Too Few	19%	About Right	63%	Don't Know	9%
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Don't Know	9%																			
Championships Committee (9 members)	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>98%</td> </tr> <tr> <td>No</td> <td>2%</td> </tr> <tr> <td>Don't Know</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Yes	98%	No	2%	Don't Know	1%	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Too Many</td> <td>11%</td> </tr> <tr> <td>Too Few</td> <td>39%</td> </tr> <tr> <td>About Right</td> <td>50%</td> </tr> <tr> <td>Don't Know</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Too Many	11%	Too Few	39%	About Right	50%	Don't Know	1%
Response	Percentage																			
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Don't Know	1%																			
Response	Percentage																			
Too Many	11%																			
Too Few	39%																			
About Right	50%																			
Don't Know	1%																			

<p>Financial Aid Committee (12 members)</p>	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Don't Know 	 <ul style="list-style-type: none"> ■ Too Many ■ Too Few ■ About Right ■ Don't Know
<p>Interpretations and Legislation Committee (8 members)</p>	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Don't Know 	 <ul style="list-style-type: none"> ■ Too Many ■ Too Few ■ About Right ■ Don't Know
<p>Membership Committee (10 members)</p>	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Don't Know 	 <ul style="list-style-type: none"> ■ Too Many ■ Too Few ■ About Right ■ Don't Know
<p>Strategic Planning and Finance Committee (13 members)</p>	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Don't Know 	 <ul style="list-style-type: none"> ■ Too Many ■ Too Few ■ About Right ■ Don't Know