



## **Diversity and Well-Being Resource Guide**

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

May 2008

## TABLE OF CONTENTS

<b>I. Introduction</b>	<b>Page 3</b>
<b>II. Committee Members</b>	<b>Page 4</b>
<b>III. Organizational Structure</b>	
<b>a. Mission Statements</b>	<b>Pages 5-8</b>
<b>IV. Programming</b>	
<b>a. Diversity &amp; Well Being Programs</b>	<b>Pages 9-18</b>
<b>b. Speaker Contact Information</b>	<b>Pages 19-20</b>
<b>c. Supplemental Information</b>	<b>Pages 21-30</b>
<b>i. North Coast Athletic Conference</b>	<b>Pages 21-22</b>
<b>ii. Ohio Athletic Conference</b>	<b>Pages 23-25</b>
<b>iii. Great Northeast Athletic Conference</b>	<b>Pages 26-27</b>
<b>iv. University Athletic Association</b>	<b>Attached PDF Document</b>
<b>v. Diversity &amp; Well Being Program Survey</b>	<b>Pages 28-29</b>

## V. INTRODUCTION

This guide has been developed as a resource for Division III Conferences and their member institutions 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. 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).

**Division III Commissioner's Association  
Diversity & Well Being Committee**

**Katie Hersey, Chairperson**

Executive Director  
New England Women's and Men's Athletic  
Conference  
Phone: 781-239-4944  
Email: [khersey@babson.edu](mailto:khersey@babson.edu)

**Steve Bamford**

Associate Commissioner  
Eastern Collegiate Athletic Conference  
Phone: (508) 771-5060 Ext. 211  
Email: [sbamford@ecac.org](mailto:sbamford@ecac.org)

**Dan McKane**

Executive Director  
Minnesota Intercollegiate Athletic Conference  
Phone: 651-644-3964  
Email: [dpmckane@miac-online.org](mailto:dpmckane@miac-online.org)

**Chris Graham**

Commissioner  
Midwest Conference  
Phone: 920-748-8157  
Email: [grahamc@midwestconference.org](mailto:grahamc@midwestconference.org)

**Zak Ivkovic**

Executive Director  
New York Athletic Conference  
Phone: 718-997-4271  
Email: [zakny@aol.com](mailto:zakny@aol.com)

**Julie Muller**

Commissioner  
North Atlantic Conference  
Phone: 802-368-0050  
Email: [jmuller@nacathletics.com](mailto:jmuller@nacathletics.com)

**Gary Karner**

Commissioner  
Wisconsin Intercollegiate Athletic Conference  
Phone: 608-263-4402  
Email: [gkarner@uwsa.edu](mailto:gkarner@uwsa.edu)

**Dick Rasmussen**

Executive Secretary  
University Athletic Association  
Phone: 585-419-0576  
Email: [dick\\_rasmussen@uaa.rochester.edu](mailto:dick_rasmussen@uaa.rochester.edu)

## **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 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**

**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**

**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**

### 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

## **CUNY Athletic Conference**

### 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).

### Speaker

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**

(Attachment, example of seminar from 2006) We are scheduled for a professional development type program in 2008 with the theme as gender equity and diversity. Our keynote speaker is Janet Judge and we have invited Kim Ford from the NCAA gender Equity and Diversity office to also speak. Info of the keynote speaker can be found at: <http://alumni.dartmouth.edu/default.aspx?id=548>.

## **Massachusetts State College Athletic Conference**

### 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

## **Minnesota Intercollegiate Athletic Conference**

### 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 convocational, 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 preformed "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 multicurtal 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**

##### 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](http://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**

#### 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**

#### 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 Coast Athletic Conference**

(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**

(Attachments - 5)

#### **Pennsylvania Athletic Conference**

##### 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 ones 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

### **Presidents' Athletic Conference**

#### 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**

#### 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**

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**

##### 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**

(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**

#### 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](mailto: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](mailto:info@campuspeak.com)

**Contact: North Eastern Athletic  
Conference**

**Ms. Valarie Bonnett**

Good Sports Inc.  
619/695-9995

**Contact: Wisconsin Intercollegiate  
Athletic Conference**

**Dan Doyle**

International Institute of Sport  
1-800-447-9889,  
[ddoyle@internationalsport.com](mailto:didoyle@internationalsport.com)

**Contact: College Conf of Illinois and Wisc**

**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](mailto: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](mailto:greeny@pro-lisa.net)

Topic: Alcohols use/abuse, sexual  
misconduct

**Contact: New England Small College  
Athletic Conf.**

**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**

**Stan Johnson**

Stan Johnson & Associates,  
620 East Gregory Boulevard, Kansas City,  
MO 64131  
816/361-3702

**Contact: College Conf. of Illinois and  
Wisc.**

**Dr. Susan Lipkins**

14 Vanderver Avenue, Suite 147  
Port Washington, NY 11050  
516-944-3786

[SusanLipkins@optonline.net](mailto:SusanLipkins@optonline.net) Topic: Hazing

**Contact: New England Small College  
Athletic Conference**

**Marsha McKinnie Davis, President and CEO,**  
Gustavus - Impact HR  
2931 Heatherside Ave., Orlando, FL 32822,  
(407.281.9103) - Florida (612.333.7028) -  
C  
[iMpaactHR@aol.com](mailto:iMpaactHR@aol.com)  
**Contact: Minnesota Intercollegiate  
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](http://www.davepallone.com)  
Email: [dave@davepallone.com](mailto: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](mailto: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](mailto: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@theteamllc.com](mailto:fpergolizzi@theteamllc.com)

**Wisconsin Intercollegiate Athletic  
Conference**  
**Celia Slater**  
WinStar Foundation/NCAA Coaches  
Academy  
1090 McCarty Street  
Dunedin, Florida 34698  
Email: [celia@coachesacademy.org](mailto: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](mailto: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**

**D.J. Washington** / Director of Training &  
Development /  
Athletes4Hire:  
Olathe, KS 66062 /  
Ph: 615-319-4442  
Email: [dj@athletes4hire.com](mailto:dj@athletes4hire.com)  
**Contacts: American Southwester  
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-**

## Page Two—NCAC Diversity Hiring Workshop

- 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](mailto: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](http://www.psychologyofsport.com), or email Dr. Fish directly at [JoelFish3@aol.com](mailto: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](mailto: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](http://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!!!!



NEW ENGLAND  
VOLLEYBALL  
OFFICIALS



**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**

<b>Actual Expenses</b> <i>(Please itemize if possible—small items may be grouped—e.g., supplies):</i>	<b>Amount</b>
	\$
	\$
	\$
	\$
	\$
	\$
	\$

**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](mailto:dpmckane@miac-online.org)**