

**NCAA Division I Committee on Athletics Certification**  
**Gender Issues (Third Cycle, Class One)**

The NCAA Division I Committee on Athletics Certification developed these measurable standards to clarify expectations for each NCAA operating principle and to bring more consistency to the athletics certification process for institutions, peer-review teams and the committee.

*~ Measurable Standards for Operating Principle 3.1 ~*  
*Gender Issues*

1. The institution must demonstrate that it has implemented its second-cycle gender-issues plan or provide an explanation for partial completion of the plan.
  - a. The committee will not accept the following explanations for partial completion or noncompletion:
    - (1) The institution did not possess sufficient funds to implement the plan.
    - (2) The institution has had personnel changes since the original development of the plan.
  - b. The committee will accept the following explanation for partial completion or noncompletion:
    - The institution has implemented a different plan(s) to achieve the same goal outlined in its second-cycle gender-issues plan.
2. The institution must analyze its Equity in Athletics Disclosure Act (EADA) report (i.e., participation, head coaches and assistant coaches) and NCAA financial report (all revenue and expense categories) for the three most recent academic years and explain (using supporting data) and address any deficiencies and comment on any trends.
3. The institution must conduct a thorough and written review of each of the 17-program areas for gender issues. Please see program area definitions located in the Gender, Diversity and Student-Athlete Well-Being attachment of the self-study instrument. If the institution identifies any deficiencies during this review, the deficiencies must be incorporated into the institution's gender-issues plan for improvement.

The review must:

- a. Describe how the institution has ensured a complete study of each of the 17-program areas for gender issues. This study should be conducted as part of the self-study process;

- Please note that for the program area of accommodations of interests and abilities, the use of surveys alone does not constitute a complete study. If an institution chooses to use an interest survey (e.g., a Web survey or hard-copy survey) as one of its sources of data, the committee will require an explanation regarding populations surveyed, the survey response rate and the method used to interpret the data.
  - b. Provide data demonstrating the institution's status and commitment, including resource allocation, across each of the areas;
  - c. Using the data provided in (b) above, analyze and explain how the institution is meeting the needs of the underrepresented gender within the athletics program; and
  - d. Explain how the institution's written, stand-alone plan for gender issues addresses each of the 17-program areas.
4. The institution must demonstrate that it provides programs and activities for coaches, staff and student-athletes that address gender issues, including programs and activities designed to address the needs of the underrepresented gender within the athletics program (Program Area Nos. 15 and 16).
  5. The institution must develop a five-year written, stand-alone plan addressing gender issues that maintains an institution's conformity or moves an institution into conformity with the operating principle.
  6. The institution's plan must be active at all times and include a mechanism to ensure the plan is reviewed on an annual basis, including a comparison with its EADA report and NCAA financial report, to determine if the course of action is still appropriate.
  7. The institution's plan must extend at least five years into the future and be active at all times. If a plan concludes prior to the commencement of the institution's next self-study, the institution is expected to create a new five-year plan for improvement, even if each of the actions in the institution's original plan were ongoing in nature. The institution must develop a new five-year plan that will maintain conformity with the operating principle. Please note that all institutional plans must contain all of the committee's required elements.
  8. The institution's gender-issues plan must:

- a. Address all 17-program areas or have mechanism(s) to ensure a periodic evaluation of each program area;
- b. Address all deficiencies identified during the self-study;
- c. Address issues pertaining to student-athletes and staff;
- d. Include measurable goals the institution intends to achieve;
- e. Include steps to achieve the goals;
- f. Include specific timetables for completing the work;
- g. Include individuals and/or offices responsible for carrying out the specific actions identified in the plan;
- h. Be developed through a process of broad-based campus participation; and
- i. Receive formal institutional approval.