

## Office of the President

### TO MEMBERS OF THE SPECIAL COMMITTEE ON ATHLETICS:

#### DISCUSSION ITEM

*For Meeting of October 11, 2023*

### STRATEGIC CAMPUS ATHLETICS OVERVIEW: UC DAVIS AND UC IRVINE

#### UC IRVINE

#### EXECUTIVE SUMMARY

UC Irvine Athletics proudly sponsors 18 National Collegiate Athletic Association (NCAA) Division I sports programs: baseball, women's basketball, men's basketball, women's volleyball, men's volleyball, women's soccer, men's soccer, women's water polo, men's water polo, women's tennis, men's tennis, women's golf, men's golf, women's indoor track and field, women's cross country, men's cross country, women's track & field, and men's track and field.

UC Irvine is a founding member of the Big West Conference. The Big West is an NCAA Division I member comprised of 11 nationally respected educational institutions (five of which are UC campuses): California Polytechnic State University, San Luis Obispo; California State University (CSU), Bakersfield; California State University, Fullerton; California State University, Northridge; University of Hawai'i; California State University, Long Beach; UC Davis; UC Irvine; UC Riverside; UC San Diego; and UC Santa Barbara.

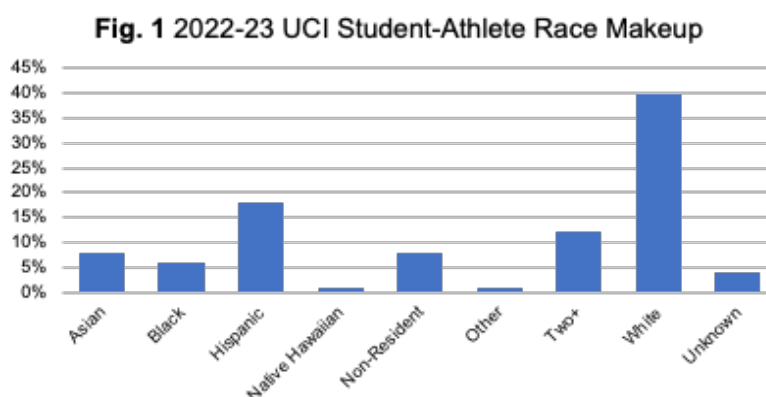
Over the past 54 years, the UCI Anteaters have won 28 NCAA national championships in nine different sports and produced 64 NCAA individual national champions. Equally impressive, 56 Anteaters have competed in the Olympics, 500 Anteaters have earned NCAA All-American distinctions, and more than 3,500 UC Irvine Anteaters have been honored as Big West Conference Scholar-Athletes.

UCI Athletics is dedicated to enhancing students' educational and personal development by engaging them in competitive NCAA Division I sports. UCI's steadfast commitment to the well-being of student-athletes fosters an environment that promotes excellence in athletic and academic performance, sportsmanship, diversity, gender equity, and inclusion. UCI Athletics upholds and advances UCI's values and is proud to partner with the campus to highlight the best of UC Irvine.

#### BACKGROUND

For the 2022–23 academic year, the UCI Athletics student-athlete population was 369 student-athletes represented by 186 men and 183 women. Most of the student-athletes are undergraduates, with nine graduate student-athletes. Of the 369 student-athletes, 263 are on some

portion of athletic scholarship. Twenty percent identified as low-income and first generation. The student-athlete race/ethnicity makeup is eight percent Asian, seven percent Black, 18 percent Hispanic, one percent Native Hawaiian, eight percent nonresident, one percent other, 12 percent identified as two or more races, 40 percent White, and five percent unknown. (Figure 1 below) UCI's excellence in athletics has brought students from all over the world. In addition to the United States, UCI student-athletes represent 16 countries: Australia, Bulgaria, Canada, China, Egypt, England, France, Germany, India, Japan, Lithuania, Netherlands, Norway, Serbia, Spain, and Sweden.

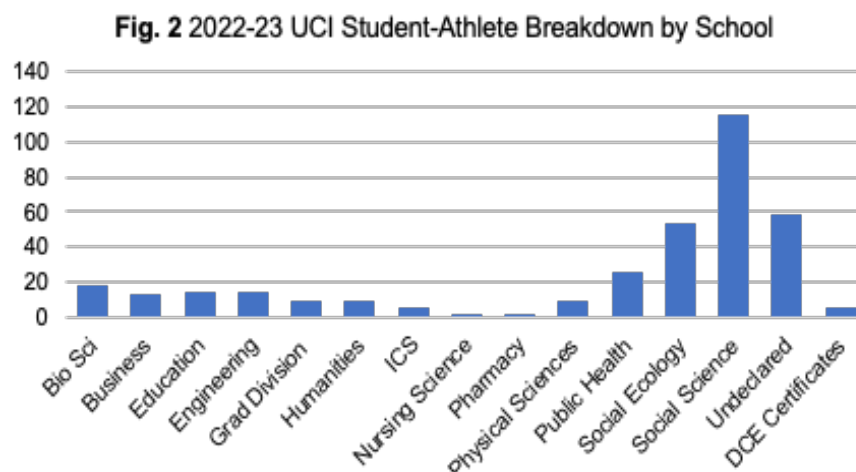


## **ACADEMICS AND STUDENT SERVICES**

Student-athletes study in nearly every one of UCI's 15 schools. The largest cohort of student-athletes are affiliated with the School of Social Sciences, School of Social Ecology, and Division of Undergraduate Education/Undeclared. In addition, postgraduate participation is at an all-time high, with nearly 10 percent of UCI student-athletes enrolled in post-baccalaureate opportunities. Student-athletes are actively integrated into their academic departments and are expected to regularly meet with their department advisers.

The academic performance of UCI's student-athletes is comparable with the general undergraduate student population, as measured by both GPA and graduation rates. The overall undergraduate student GPA is 3.32 and the overall student-athlete GPA is 3.14. UC Irvine has a graduation rate of 84 percent and the student-athlete graduation rate is 80 percent. Considering the NCAA Graduation Success Rate (GSR) which accounts for transfers, UCI student-athletes post a GSR of 87 percent.

UCI Athletics provides individual tutoring, one-on-one mentoring and advising, and structured study hall; access to the Al Irwin Academic Center, which includes a computer laboratory, department-sponsored access to Learning Academic Resource Center groups, exam proctoring, as well as individualized degree planning and priority registration to its student-athletes. In addition to providing academic support, UCI Athletics also provides student-athlete development services, some of which are mandated by NCAA regulations, State law, and/or Regent's policies. This includes topics in Career Development; Title IX; Name, Image, and Likeness; Wellness; Financial Literacy; Diversity, Equity, and Inclusion; amongst others.



## BUDGET

UCI Athletics benefits from substantial financial support from campus funding channels, reflecting a strong dedication to a thriving athletic program. This support enables UCI to provide an exceptional student-athlete experience. Despite this support, however, the revenue sources are not able to keep pace with steadily rising costs. Without addressing these fiscal structural challenges, an annual deficit ranging from \$500,000 to \$700,000 is projected.

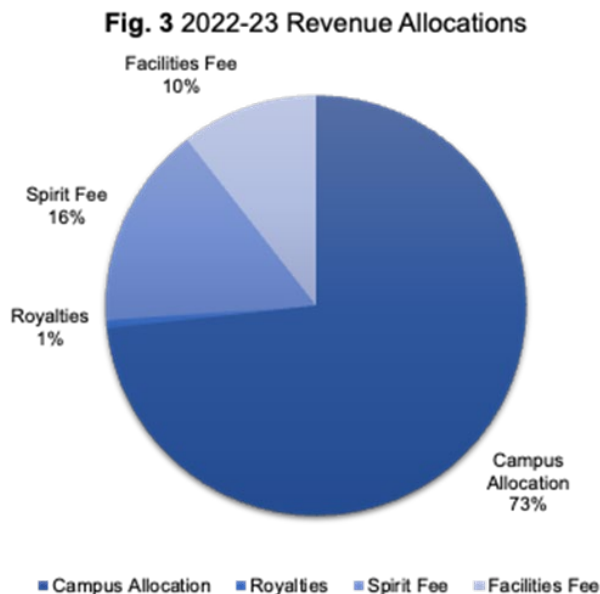
<b>REVENUE</b>		<b>EXPENSE</b>	
Campus Allocations	\$15M	Student Aid	\$4.8M
Student Referendum Fees	\$5M	Coaches Salaries & Benefits	\$5.9M
NCAA Distributions	\$1.2M	Admin. Support Salaries & Benefits	\$6.3M
Ticket Sales	\$400K	Team Travel	\$2M
Guarantees	\$300K	Event Management-Officials	\$1M
Contributions	\$1M	Admin and Overhead	\$1.6M
Endowment Funds	\$70K	Debt Service	\$700K
Royalties and Sponsorships	\$600K	Equipment and Supplies	\$650K
Sports Camps Revenues	\$700K	Marketing and Promotions	\$1M
Other Revenues	\$1.1M	All Other Operating	\$2M
<b>Total</b>	<b>\$25.4M</b>	<b>Total</b>	<b>\$26M</b>

## REVENUES

Campus allocations from Student Services Fee funds, campus unrestricted funds, and student referendum fees comprise approximately 80 percent of the department's financial support (Figure 3 below). Student referendum fees are collected in the amount of \$33 per quarter for undergraduates and \$18 per quarter for all students. These student fees have remained the same for the past 23 years. External sources make up about 20 percent of the revenue. The \$3.5 million is comprised of revenue such as NCAA distributions, ticket sales, guarantees, gift funds,

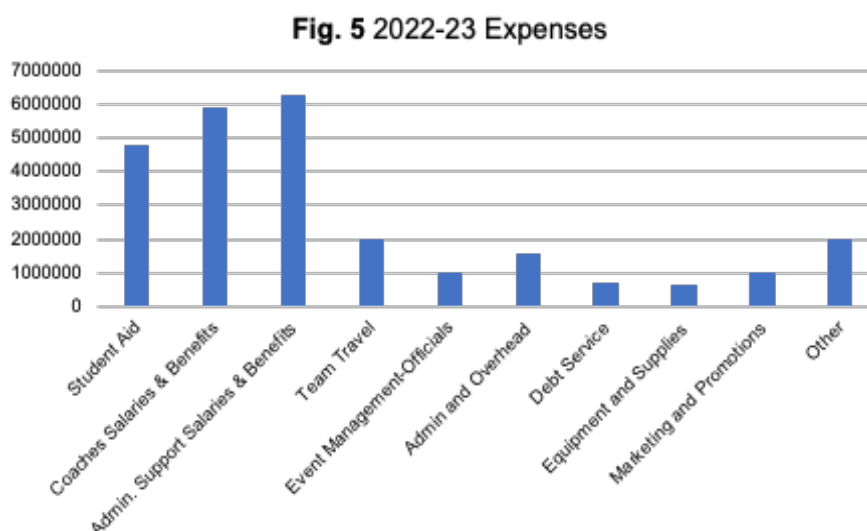
royalties and sponsorships, sports camps, and other sources such as facility rentals to outside groups.

Challenges associated with maintaining source revenues include limited campus resources, the stagnant nature of the student referendum fee structures, tickets and camps nearing their revenue ceilings, inconsistent availability of game guarantees year-to-year, and limited donor and corporate sponsorship base. The current instability of the NCAA and conference structures could potentially affect these funding streams. Additionally, industry regulatory and legal hurdles are exacerbating the financial pressure.



## **EXPENSES**

UCI Athletics' top three investments are in student scholarships, team travel, and staffing. These areas comprise the largest commitment, but all the other cost centers are just as critical (Figure 5 below). The escalating expenses across the board are exerting growing financial pressure on the organization. For example, demands for live streaming productions are causing an uptick in marketing and promotion costs. Digital production is a requirement of the Big West Conference and is the medium that UCI Athletics has invested in to showcase teams, recruit athletes, and engage with fans. Video production can top out at an annual cost of \$700,000. General cost increases related to travel and equipment continue to challenge a balanced financial model. Ensuring the well-being of student-athletes presents a worthwhile challenge, encompassing investments in mental health services, sports medicine access, health insurance, supplemental nutrition, and cost-of-living support. Notably, the aging physical infrastructure, combined with limited maintenance support funds, results in a major challenge to keep the 60-acre athletics complex in optimal condition.



## OPPORTUNITIES

UCI Athletics is dedicated to identifying and recognizing its opportunities for success financially and programmatically. These opportunities include:

- Facility Use/Lease Agreements: to increase revenue streams by soliciting and contracting additional short-term and multi-year external events (film shoots, photo shoots, youth club tournaments, Los Angeles Rams and other professional franchise training rentals).
- Support of External Relations: to increase ticket sales, contributions, and overall community engagement. University Advancement centralized support model is having a positive impact on the development team's success, and use of third-party vendors for ticket and corporate sponsorship sales has been able to grow these revenue sources.
- Exploration of updating Student Fee Referendum: to levels similar to other UC institutions would be significant in resolving fiscal structural issues.
- Stable Conference Membership: The Big West has undergone realignment but has become a stable collegiate athletic conference over the past two decades with California and Hawaii institutions. Participating in the Big West serves myriad functions, including but not limited to regular season schedules, relatively equitable financial environment of member institutions, regional footprint, and similar institutional mission, vision, and values.
- Community Engagement: Community engagement is an important pillar of UCI Athletics. Some of UCI's highlights are participating in community programs such as Be The Match, Team Impact, UCI Anti-Cancer Challenge, UCI Early Childhood Development Center, UCI Health Teddy Bears, Toys for Tots, and free youth clinics on foreign tours. UCI student-athletes engage in community service individually and as part of their team activities. For instance, UCI women's soccer launched a campaign in partnership with Be The Match to help a UCI women's soccer student-athlete overcome acute myeloid leukemia diagnosed in her freshman year. UCI student-athletes have also

volunteered to serve on conference and national committees such as the Big West Undivided national representative on the NCAA Student-Athlete Advisory Committee.

### **CHALLENGES**

One of the most significant hurdles facing UCI Athletics is the unpredictable future organization of collegiate sports. As evidenced by conference realignment leading to the near dissolution of the Pac-12 Conference, collegiate sports are in a time of major transition and transformation. Items such as Name, Image, and Likeness (NIL), NCAA Transformation Committee recommendations, NCAA vs. Alston, and other court cases affect all NCAA Division I institutions, and the ultimate outcome remains uncertain and difficult to foresee.

Other industry requirements such as officiating fees, playing rules changes (i.e., the challenge review system [CRS]), and post-season championship expenses are unbudgeted mandates and continue to affect budgets. Additionally, there is the misconception that UCI Athletics is self-sustaining and that it generates substantial net revenues capable of covering student-athletes' scholarships for full cost of attendance. Further, achieving success in the competitive athletic arena creates a misleading impression that the funding model is sufficient to support all the demands of being a Division I athletic program.

### **ACCOMPLISHMENTS**

A notable area of accomplishment is in the holistic benefit model for student-athletes. The NCAA Division I Board of Directors adopted new rules requiring increased support for college athletes. UCI Athletics is actively engaged in work towards enhancing the holistic benefit model on the student-athlete experience by providing increased support beyond the existing framework. The recent addition of a Director for Health, Wellness, and Sports Performance at UCI Athletics is already yielding the following benefits: liability mitigation; equitable access to support resources; greater efficiencies in healthcare; protections for vulnerable athletes; greater team performance; and elevation of UC Irvine as a national leader in sport performance.

In addition, a recently developed course through the Undergraduate Education Division provides first-year student-athletes a comprehensive overview of university life and to help ease their transition into higher education. Topics covered will include an introduction to campus resources, college and classroom success, academic planning and major exploration, professional development, identity exploration, and mental health and wellness.

UCI Athletics' list of sport competition successes is not short. Notable accomplishments of the past two years include:

- Ranking 143rd out of 305 schools in the 2022–23 LEARFIELD Division I Director's Cup Standings: third best in the Big West behind University of Hawaii (FBS), which ranked 70th, and CSU Long Beach, which ranked 120th.
- Second in the Dennis Farrell Big West Commissioner's Cup, UCI's highest place finish since its inception.

- Women's Soccer: second straight Big West Tournament Championship, advanced to the NCAA Sweet 16 for the second time in program history, defeated University of Southern California in the first round, and received the I-AAA Athletic Directors Association All-Sports Trophy for top finishers.
- Women's Volleyball: finished the year 20-10 overall and 13-7 in the Big West. The 20 wins are the fourth most wins in program history and the 13 conference wins are a school record.
- Women's Basketball: won their first Big West regular-season title, earned the program's first postseason victory, and set school records in both overall (25) and conference (16) wins.
- Men's Basketball: captured its eighth Big West regular-season title.
- First time both the men's and women's basketball programs stood atop the standings at the same time.
- Women's Water Polo: ended the regular season with a perfect 7-0 conference record and captured its ninth Big West Championship, made its seventh NCAA appearance, and ended the year ranked fourth overall, the highest final national position in program history.
- Men's Tennis: Big West Tournament Champion and NCAA appearance in 2022 and clinched a share of the Big West regular-season title in 2023.
- Baseball: went 10-2 vs. Power 5 opponents, including 8-1 versus Pac-12 teams.

UCI Athletics is dedicated to providing its student-athletes with the essential resources necessary to achieve both their academic and athletic goals. The department is committed to delivering a high-quality athletics program that brings pride to the campus, community, and the UC system.

## UC DAVIS

### EXECUTIVE SUMMARY

UC Davis Athletics sponsors 25 varsity sport programs at the National Collegiate Athletic Association (NCAA) Division I level: 16 for women and nine for men. UC Davis has one of the largest athletic programs in the country, with over 650 student-athletes.

With six conference memberships, UC Davis' competitive footprint spans coast to coast. UC Davis competes with many sister campuses in the Big West Conference including UC Irvine, UC Riverside, UC Santa Barbara, and recently UC San Diego, while UC Berkeley and UCLA compete in the Pac-12 Conference. UC Davis is one of only three UC campuses to field a football team. However, while UC Davis competes in the Football Championship Subdivision (FCS), Berkeley and UCLA compete in the Football Bowl Subdivision, which is the highest level of college football.

UC Davis Athletics is proud to be the largest FCS department outside of the Ivy League, as measured by number of sports sponsored, number of student-athletes, annual budget, and student body. In addition to educational and athletic opportunities, UC Davis Athletics is uniquely focused and investing in diversity, equity, and inclusion efforts and the post-graduate success of Aggie student-athletes.

### BACKGROUND

UC Davis Athletics sponsors 25 National Collegiate Athletic Association (NCAA) Division I varsity sports within six different conferences, demonstrating its commitment to providing a broad spectrum of opportunities for student-athletes to excel in their chosen disciplines.

**Figure 6. Sponsored Varsity Sports by Conference Affiliation**

<b>Big West</b>	Baseball (Men) Basketball (Men and Women) Beach Volleyball (Women) Cross Country (Men and Women) Golf (Men and Women) Soccer (Men and Women) Softball (Women) Tennis (Men and Women) Track and Field (Men and Women) Volleyball (Women) Water Polo (Men and Women)
<b>Mountain Pacific Sports Federation (MPSF)</b>	Gymnastics (Women) Indoor Track & Field (Women) Swimming and Diving (Women)
<b>Big Sky</b>	Football (Men)

<b>American East</b>	Field Hockey (Women)
<b>Eastern College Athletic Conference (ECAC)</b>	Equestrian (Women)
<b>Pac12</b>	Lacrosse (Women)

## **STUDENT-ATHLETE SUPPORT SERVICES**

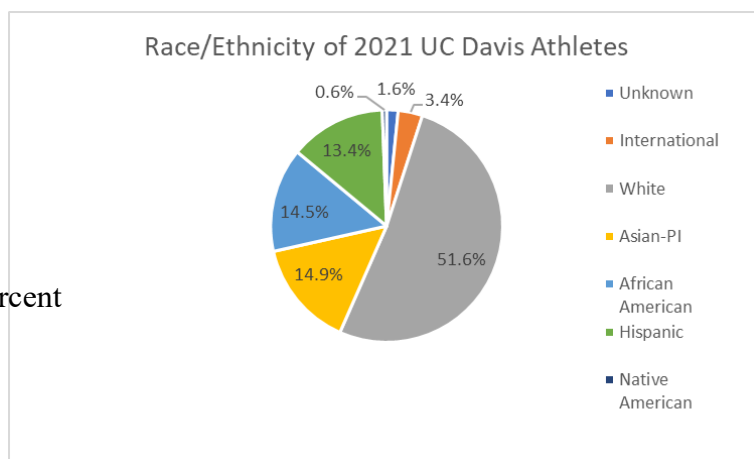
UC Davis Athletics goes beyond the field, providing comprehensive support services to student-athletes, including academic advising, tutoring, mentoring, career development, healthcare, nutrition, strength and conditioning, sports medicine, and mental health counseling. Additionally, the department fosters a culture of diversity, inclusion, and community engagement, emphasizing respect, equity, leadership, service, and social responsibility among its student-athletes.

## **STUDENT-ATHLETES**

UC Davis Athletics comprises over 650 student-athletes, representing the institution with distinction in intercollegiate competitions. These student-athletes hail from diverse backgrounds, mirroring the rich tapestry of the UC Davis campus and the state of California. According to the latest 2021 data, the racial/ethnic composition of UC Davis student-athletes was:

**Figure 7**

White: 51.6 percent  
Asian-PI: 14.9 percent  
Black/African American: 14.5 percent  
Hispanic/Latino: 13.4 percent  
International: 3.4 percent  
Unknown: 1.6 percent  
American Indian/Alaska Native: 0.6 percent



In terms of gender representation, UC Davis student-athletes in 2022–23 were 62 percent female and 48 percent male.

## **ACADEMIC SUCCESS**

Beyond their athletic achievements, UC Davis student-athletes excel academically and are currently enrolled in seventy-seven different undergraduate majors and four graduate programs. They consistently maintain high academic performance and UC Davis student-athletes are more likely to major in science, technology, engineering, and mathematics (STEM) disciplines compared to other Division I school student-athletes. In spring 2023, the overall average team

GPA was 3.13; 217 student-athletes had a GPA of 3.5 or higher, and 378 student-athletes had a GPA of 3.0 or higher. Over the past thirty consecutive quarters, the average quarterly team GPA was over 3.00.

UC Davis student-athletes also consistently maintain high graduation rates compared to their peers and other Division I institutions. For example, in 2018–19, the academic progress rate (APR) of UC Davis student-athletes was 991 out of 1000, surpassing the national Division I average of 985. In the past four years, 14 of 22 team APRs were at or above the national NCAA team APR average. Moreover, the graduation success rate of UC Davis student-athletes who entered in 2013 stood at an impressive 87 percent, outpacing the national Division I average of 81 percent.

### **BUDGET**

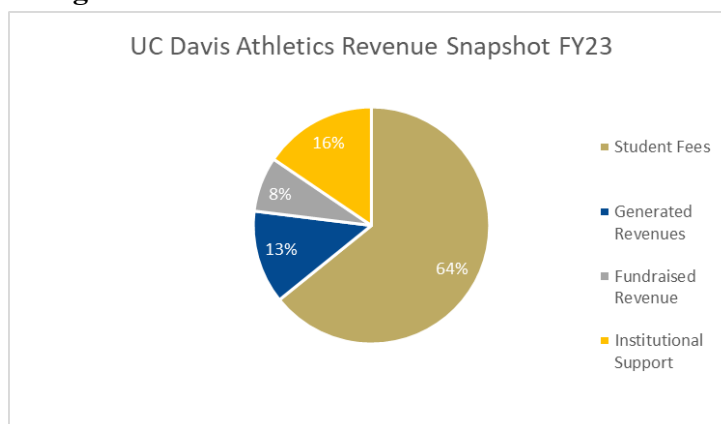
Most schools in the Football Bowl Subdivision (FBS) receive significantly greater revenue from ticket sales, broadcasting rights, merchandise, and other similar sources. These types of sources are a much smaller share of revenue at the Football Championship Subdivision (FCS) level. With different funding models at the FCS and FBS levels, UC Davis and others competing at the FCS level rely more heavily on student fees and institutional support than generated revenue, which is the primary funding source at the FBS level.

UC Davis Athletics operates with a budget of approximately \$39 million for the current fiscal year. This budget encompasses various expenses associated with managing an NCAA Division I athletics program, including coach and staff salaries, student-athlete scholarships, team travel expenses, equipment and facility maintenance, marketing and promotions, and conference membership dues.

The sources of revenue for UC Davis Athletics encompass:

Student fees: \$23.5 million  
Institutional support: \$7 million  
Donations: \$3 million  
Ticket sales: \$1.5 million  
Conference distributions: \$1.5 million  
Sponsorships: \$1 million  
Other: \$1.5 million

**Figure 8**



Notably, student fees constitute the largest share of revenue, accounting for roughly 60 percent of the total budget. Institutional support, the second-largest revenue source, contributes around 18

percent of the budget. Donations from alumni, parents, friends, and fans comprise approximately 8 percent of the budget.

UC Davis Athletics maintains a commitment to fiscal responsibility and transparency in managing its budget and resources. The department regularly publishes its annual statements of revenues and expenses following NCAA audit procedures. Additionally, UC Davis Athletics adheres to the Equity in Athletics Disclosure Act guidelines, providing financial data, participation rates, and coaching salaries by gender and sport to ensure transparency and compliance.

### **ATHLETIC ACHIEVEMENTS**

UC Davis Athletics boasts a storied history of athletic excellence, having clinched a total of ten national championships across various sports and winning six straight NCAA Division II Sears Cups as the best Division II athletic department in the country. Some notable highlights include championships in men's basketball, men's and women's tennis, softball, women's lacrosse, men's golf, men's cross country, men's swimming and diving, and men's water polo.

In its history, UC Davis Athletics has secured a total of 31 conference championships since 1915, including an impressive streak of 20 consecutive football conference titles in the Northern California Athletic Conference. Since joining the Big West Conference in 2007, UC Davis athletics has won six regular season titles and three tournament titles in men's basketball, two regular season titles and one tournament title in women's basketball, two regular season titles in men's soccer, one regular season title in women's soccer, one regular season title in softball, one regular season title in men's tennis, one regular season title in women's water polo, and one tournament title in men's golf. In 2022, men's water polo claimed its seventh Western Water Polo Association title in program history and second in a row. In 2023, women's gymnastics was crowned champions of the Mountain Pacific Sports Federation.

UC Davis athletics has also produced many outstanding individual athletes who have achieved recognition and success at the regional, national, and international levels. Some notable examples are:

- **Daniel Whelan:** A former punter for the Aggies football team who was named Big Sky Special Teams Player of the Year and is currently playing for the Green Bay Packers. He's the first Irish-born player to start in an NFL game in 38 years.
- **Morgan Bertsch:** A former forward for the Aggies women's basketball team who was named the Big West Player of the Year in 2019 and became the first player from UC Davis to be drafted by the Women's National Basketball Association (WNBA) by the Dallas Wings.
- **Keelan Doss:** A former wide receiver for the Aggies football team who was named the Big Sky Offensive Player of the Year in 2017 and 2018 and signed with the Las Vegas Raiders of the National Football League (NFL) in 2019.

- **Corey Hawkins:** A former guard for the Aggies men's basketball team who was named the Big West Player of the Year in 2015 and played professionally in various leagues overseas.
- **Paige Lee:** A former golfer for the Aggies women's golf team who was named the Big West Player of the Year in 2016 and qualified for the U.S. Women's Open Championship in 2020.

## PROGRAMS OF EMPHASIS

### Aggie EVO Program

In July 2017, UC Davis Athletics embarked on a journey to establish a novel functional area. The primary goal was to enhance the developmental experience for student-athletes, equip coaches with a competitive edge in recruiting, and facilitate potential fundraising and alumni outreach. This initiative, known as the "*Aggie EVO Program*" or simply "EVO," aimed to empower student-athletes to gain a deeper understanding of and navigate the complexities of the professional world. The overarching objective was to prepare student-athletes for a successful transition following graduation. This transition, often referred to as "launch," entailed pursuing career paths that leverage their college degrees, ensuring financial and social prosperity, and gradually shifting the focus away from their athletic identities.

The 2022–23 academic year marked the sixth year of the EVO System, signaling a return to nearly normal operation after COVID-19 pandemic disruptions. The curriculum and content remained largely consistent within the Canvas learning management system and adjusted to evolving needs of student-athletes. For example, additional content has been developed related to financial literacy and the introduction of Name, Image and Likeness (NIL).

The collaboration with the campus Internship and Career Center (ICC) continued to expand, notably through a specific section of the course AMS 95: Careers and Identity in American Culture, which was tailored for student-athletes. This section had been running for over five academic years and successfully transitioned from fully virtual to fully in-person in fall 2021, later adapting to a hybrid format in spring 2022.

The summer course of AMS 192 continued to provide funding, small group coaching, and academic credit to a mixed cohort of students from underrepresented communities, including athletes and non-athletes. Thanks to philanthropic support, this initiative expanded to include nearly 40 students during the summer.

As UC Davis commenced fall 2023, every returning student-athlete had been exposed to EVO as an integral aspect of their Davis experience. Additionally, the fourth incoming class of student-athletes had been recruited with EVO as a compelling incentive. This marked a cultural turning point, with both coaches and athletes recognizing the value of EVO and actively participating in its programs. Indicators of departmental support included enhanced development outcomes, increased alumni engagement, and a more robust storytelling experience delivered by sports information professionals. Furthermore, longitudinal data on post-graduation success and a

growing collection of anecdotal success stories underscored the effectiveness of the EVO approach. Notably, this year featured podcast guests and road trip hosts who were athlete alumni, testifying to the positive impact of EVO on their professional achievements.

## **DIVERSITY, EQUITY, AND INCLUSION**

### **Philosophy Statement**

“UC Davis Athletics believes in the power of intercollegiate athletics to build trust, unity, and togetherness among people from all backgrounds. We also acknowledge that the sports world is not immune to the impact of bias or discrimination. Accordingly, we accept that it is our responsibility to take action to reduce the impact of bias and discrimination so that our student-athletes, coaches, and staff from all backgrounds are provided with the best opportunity to be successful. We view diversity, equity and inclusion (DEI) as mission critical elements of a top-tier Division I intercollegiate athletics program. In alignment with the UC Davis Principles of Community, we are committed to fostering an environment of equity and mutual respect where student-athletes, coaches, and staff of all backgrounds are empowered to engage, educate, grow, compete, and lead together.”

### **Program**

2022–23 was a momentous year for UC Davis Intercollegiate Athletics (ICA) Diversity, Equity and Inclusion, with the program executing over 50 DEI education sessions, introducing three signature experiences, organizing several community-building events, and assisting in the expansion of a career serving student-athletes from underrepresented populations.

Over the course of the 2022–23 academic year, each UC Davis Athletics team participated in at least two DEI education meetings. Facilitated by the Associate Athletics Director for Diversity, Equity and Inclusion, each learning session covered a topic key to their experience, including Implicit Bias, LGBTQIA+ Allyship, Inclusive Language, and Privilege. ICA staff members also received DEI education through a Lunch and Learn series in partnership with the UC Davis Office of Diversity, Equity and Inclusion. Lunch and Learn topics included Implicit Bias in the Workplace, Microaggressions, Conflict Management, and Allyship.

Throughout the academic year, the Aggies organized special signature events to help build community, promote learning, and connect student-athletes and staff to key resources. Before the Aggie Men’s and Women’s Basketball teams took on the Sacramento State Hornets at the Golden 1 Center in November of 2022, staff members from both campuses engaged in a learning session with key DEI leaders from the Sacramento Kings organization. During the session, staff learned about the Kings’ DEI engagement and impact strategies and got to hear from their employee resource group (ERG) leads.

During Black History Month, the Aggies invited Black faculty and staff from across campus to share in an evening of laughter, fun, and information with student-athletes. Over 30 Black faculty

and staff from UC Davis connected with Black student-athletes to share wisdom and direct them to key campus resources.

In honor of Women’s History Month, UC Davis Athletics organized its first Women Leaders Event. A panel of well-established women professionals shared their stories of success, challenge, and triumph before a crowd of over 100 women student-athletes and staff. The event also served as an evening of networking, as Aggie student-athletes were able to connect with panelists and staff after the program.

UC Davis’ identity-focused Student-Athlete Resource Groups (SARGS) enhanced the department’s DEI efforts through hosting over ten community-building events over the academic year. UC Davis SARGS include the Asian & Pacific Islander group (A&PI), the Coalition for African Diaspora Student-Athletes (CADSA) and Davis Athlete Ally (LGBTQIA+ Inclusion).

UC Davis Athletics capped off a special academic year by taking a group of student-athletes to the Black Student-Athlete Summit. The second day of this conference focused on best practices in serving Black student-athletes, and Aggies took center stage. UC Davis Chancellor Gary May and former UC Davis football player Darius Livingston discussed the impact of the Aggies’ special internship partnership with Project Destined, a pipeline program focused on diversifying commercial real estate. Since 2020, the Aggies have had over 30 student-athletes successfully complete the Project Destined internship program. The special panel also served as an unveiling of Project Destined’s plan to establish the internship program with athletics departments across the country. As Project Destined’s first official athletics department partner, UC Davis Athletics helped build the model and engagement strategy for the program’s expansion.

In the 2023–24 academic year, the Aggies will add to the momentum by adding several programs and initiatives. Re-established for 2023–24, ICA’s DEI Committee will bring together athletics staff members from across the department in a regular convening to ideate, strategize, and analyze the outcomes of its DEI efforts. To deepen ICA’s commitment to diversity, equity and inclusion, a cohort program providing in-depth and ongoing education to staff members from across the department will be introduced. A special learning program, created specifically to support coaches in matters of diversity, equity and inclusion and student-athlete support will also be facilitated in the 2023–24 academic year.

## **KEY TO ACRONYMS**

CRS	Challenge Review System
GSR	Graduate Success Rate
NIL	Name, Image, and Likeness
FBS	Football Bowl Subdivision
FCS	Football Championship Subdivision
NCAA	National Collegiate Athletic Association

