



STRATEGIC PLAN FOR COLLEGIATE OFFICIATING 2021-26

The Division III Commissioners Association (DIIICA) believes that officiating is at a crisis level due to a declining pool affected by the advancing age of current officials and the lack of interest or incentive among younger populations to enter or remain in the field. To address this growing concern, the DIIICA embarked on a year-long assessment of collegiate officiating that resulted in a report entitled: DIIICA 2020 Strategic Analysis of the State of Collegiate Officiating.

STATEMENT OF PURPOSE

To strategically address the cultural and systemic issues identified in the DIIICA 2020 Strategic Analysis of the State of Collegiate Officiating and engage stakeholders in a collaborative approach to influence the future of collegiate officiating.

DIIICA OFFICIATING

THE VISION: OUR FUTURE

Elevate officiating as a respected and integral component of the Division III athletics experience through a cross-divisional commitment to broad-based, diverse recruitment along with comprehensive strategies for education and retention.

VALUES

The following values are the standards of behavior that drive the DIII officiating culture and guide decision-making:

RESPECT Foster appreciation for the role of officiating.

DIVERSITY & INCLUSION Reflect the diverse community we serve.

INTEGRITY Emphasize fairness and accountability.

EXCELLENCE Instill a commitment to exemplary performance.

PILLARS

The DIIICA Strategic Plan for Collegiate Officiating centers on five interrelated focus areas. These focus areas are anchored within the vision and values to create a dynamic approach that will elevate officiating as a respected and integral component of the DIII Experience.

1. PARTNERSHIPS Focus on NCAA cross-divisional initiatives, pre-NCAA recruitment, and other collaborations that will advance DIII officiating.

2. RECRUITMENT TO NCAA DIVISION III Target officials prepared or preparing for entry to NCAA officiating.

3. ADVANCEMENT PATHWAY Clarify pathway, onboarding, education, training, evaluation, mentoring, assigning, officials' costs/fees, and retention strategies.

4. CULTURE & ENVIRONMENT Address treatment, sporting behavior, and officiating community.

5. ADMINISTRATION Centralize leadership and management, and support conference level engagement.