TO: The Academic Senate
FROM: Faculty Affairs Committee
SUBJECT: 14-15 FAC 4: Inclusion of the Administrative Review of the Athletic Director under UARC Review - Suggested Changes to the Policies and Procedures Governing Faculty Participation in Appointment and Review of Administrative Officers of CSUEB

ACTION REQUESTED: The Academic Senate approve the changes regarding UARC review of the Athletic Director in the Policies and Procedures Governing Faculty Participation in Appointment and Review of Administrative Officers of CSUEB

BACKGROUND INFORMATION:
FAC was asked by the Kinesiology department to add the Director of Athletics to the list of those under UARC review in the Policies and Procedures Governing Faculty Participation in Appointment and Review of Administrative Officers of CSUEB. FAC discussed this item at its meeting of May 1, 2013.

The Director of Athletics oversees 17 FTE faculty and currently has no other method of faculty review. The incumbent works directly with faculty, advising and reviewing faculty, and managing a flow of resources directly to or with faculty for the benefit of the campus. Further, this position appears to be critical to guiding the university community on progress towards two key institutional learning objectives (ILOs) around diversity and sustainability.

The organizational structure of the UICA program at CSUEB includes the Director of Athletics, one MPP responsible for Internal Operations (supervising six staff members; and Head Trainer and three Assistant Trainers), one staff leading External Operations (supervising 4 staff members), and one staff member leading Compliance and Student Services (supervising 2 staff members), 11 Head Coaches and 19 paid part-time assistance coaches.


The most compelling activity to complete is the requirement for Athletic specific gender equity and diversity plans. The scope of this project and the various constituent groups essential in meeting this objective has extended the project out into the summer of 2014, with the expectation that a draft UICA specific diversity plan will be reviewed by
management personnel, FAR, SACC, Director of Athletics, Vice President for Administration and Finance, and the President by Fall 2014 (gender equity) and Spring 2015 (diversity). An initial meeting earlier in the year with the University Diversity Officer provided some suggestions for consideration for the diversity project plan, assigned to the Director of Athletics, which is in progress.

(Ibid, page 12)

And that the head coaches would be held accountable, to a large degree, for the academic performance of their student-athletes.

(Ibid, page 5)

In addition the Director of Athletics acts as a liaison between UICA, and the other administrative divisions including the offices of financial aid, housing, General Education, SCAA, AACE and academic departments.

(Ibid, page 6)

FAC strongly believes that under Article III, Section A 4 of the current appointment and review document, this position qualifies for UARC review as "Other senior managerial positions with significant impact on academic programs."