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8 **Policy Recommendation**
9 **Revision: Faculty Athletics Representative Policy**

10 Legislative History: Rescinds F05-2 which is our current policy regarding the Faculty
11 Athletics Representative.

12
13 Articles 4, 5 and 6 of the NCAA Constitution recognize the involvement of faculty
14 athletics representatives in the organization, legislative authority and legislative process
15 of the NCAA and the important role of faculty athletics representatives in the local
16 institutional control of intercollegiate athletics programs. Specifically, the NCAA Manual
17 indicates the following:

- 18
- 19 • Each member institution is required to appoint a faculty athletics representative.
20 [Constitution 6.1.3]
21
 - 22 • Qualifications of those who may serve as faculty athletics representatives are
23 described in Constitution 6.1.3: A member institution shall elect an individual to
24 serve as faculty athletics representative. An individual so designated after January
25 12, 1989, shall be a member of the institution's faculty or an administrator who holds
26 faculty rank and shall not hold an administrative or coaching position in the athletics
27 department. Duties of the faculty athletics representative shall be determined by the
28 member institution.
29
 - 30 • A faculty athletics representative is a member of an institution's faculty or
31 administrative staff who is designated by the institution's president or chancellor or
32 other appropriate entity to represent the institution and its faculty in the institution's
33 relationships with the NCAA and its conference(s), if any. [Constitution 4.02.2]
34
35

36 Whereas: The NCAA Constitution requires that all member institutions designate a
37 Faculty Athletics Representative (FAR), and
38

39 Whereas: The Coalition on Intercollegiate Athletics (COIA), in addressing the faculty
40 role in campus athletics governance, noted that 'faculty must engage their
41 academic perspective to help ensure that the institutional investment in
42 athletics remains in the interest of the primary academic mission of the
43 institution', and
44

45 Whereas: There is a need to clarify provisions in F05-2, therefore be it
46

47 Resolved: That F05-2 be replaced by this policy, and be it further

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49 Resolved: That the attached policy be adopted and implemented as soon as it is
50 approved by the President, and be it further

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52 Resolved: That the Senate Chair, the President, and Athletics Board Chair review
53 and update the FAR position description as needed at least once every
54 three years.

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56 Rationale: Revisions are needed to clarify implementation language in the current
57 policy. For example, existing policy states that “The term of the office shall be three
58 years and may be renewed once with approval of the President in consultation with the
59 Academic Senate Executive Committee.” Although this seems to establish an explicit
60 term limit, the current policy also states that “Additional years of service may be added if
61 service on national committees result in a significant benefit to the University.” There is
62 a need to clarify the open-ended nature of this provision. Term limits provide the
63 opportunity for a greater diversity of faculty to serve in this capacity and performance
64 reviews provide a valuable check and balance to automatic reappointments and/or
65 inadequate reviews. This policy revision also seeks to provide more information, not
66 included in F05-2, with regard to the charge and responsibilities of the FAR.

67

68 Approved: 2/1/16

69 Vote: 8-0-0

70 Present: Mathur, Shifflett, Beyersdorf, Becker, Gleixner, Laker, Curry,
71 Grosvenor

72 Absent: El-Miaari

73 Financial Impact: None expected.

74 Workload Impact: No change from current situation.

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76

77 **1. Faculty Athletics Representative Charge**

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79 To ensure the academic integrity of the athletics program, to serve as an advocate for
80 student-athlete well-being, represent faculty perspectives on all aspects of our
81 intercollegiate athletics program, and to play a part in maintaining institutional control of
82 the athletics program. Particularly important components of this charge include
83 informing the athletics department of faculty concerns and conferring on
84 academic/athletic matters with administrators, faculty, students and/or alumni. The FAR
85 will also be actively engaged in the four domains identified in the NCCA FAR report:
86 academics, compliance/rules interpretation, student-athlete well-being, and
87 administrative responsibilities

88 (http://www.ncaa.org/sites/default/files/FAR_STUDY_Report_final.pdf; pg. 15).

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93 **2. Faculty Athletics Representative Responsibilities**

94
95 2.1 Take an active role in assuring the academic integrity of the athletics program and
96 welfare of the student-athlete.

97 2.1.1 The FAR must avoid both the reality and appearance of any conflict of
98 interest, particularly in relationship to accepting perks or other fringe benefits from any
99 individual, group, or agency connected to intercollegiate athletics.

100
101 2.2 Review proposed competition schedules in order to monitor student-athlete time
102 demands and bring concerns to the Athletics Board.

103
104 2.3 Monitor the academic performance of student athletes and teams. Report results to
105 the President. Work cooperatively and constructively with coaches, faculty, and
106 students to assist student athletes in their academic pursuits.

107
108 2.4 Take an active role in assuring that appropriate academic services and university
109 resources are available to student athletes.

110
111 2.5 Provide advice to the President that reflects the 'values of the faculty and which is
112 rooted in the academic ethic of the institution' (NCAA FAR handbook).

113
114 2.6 Update the President on all matters and incidents involving compliance.

115
116 2.7 Work closely with the Athletic Director, the AVP for Student Academic Success
117 Services, and the Student-Athlete Success Services unit to review and evaluate the
118 academic and general support services for student athletes.

119
120 2.8 Work with the AVP for Student Academic Success Services, the Student-Athlete
121 Success Services unit, faculty, and coaches to facilitate nominations for all academic
122 awards and scholarships available through our athletic conference, the NCAA, and
123 other organizations.

124
125 2.9 Participate in student-athlete orientation meetings and exit interviews.

126
127 2.10 Assess, understand, and address faculty concerns regarding student athletes and
128 our Intercollegiate Athletics Program.

129
130 2.11 Assess, understand, and address student-athlete concerns regarding academic
131 issues.

132
133 2.12 Participate in the investigation and reporting of possible violations of Conference,
134 NCAA, and institutional policies and rules.

135
136 2.13 Facilitate adherence to eligibility requirements.

137
138 2.14 Meet with the Student-Athlete Advisory Committee at least once a semester.

139
140 2.15 Work cooperatively with and support the work of the Associate Athletic Director for
141 Compliance and contribute to the development of appeals, reports, and other
142 correspondence to our Conference and the NCAA as outlined in NCAA and Conference
143 Manuals. Faculty athletics representatives should play a central role in any major
144 institutional inquiries into alleged or suspected rules violations. They should be involved
145 in the preparation of written reports of infractions that are made to our conference or to
146 the NCAA.

147
148 2.16 Serve as an ex officio non-voting member of the University Athletics Board.

149
150 2.17 Represent SJSU as a delegate to NCAA Conventions and Conference meetings.
151 Work cooperatively with the President, Athletic Director, Associate Athletic Director for
152 Compliance, the faculty and others in developing the institution's position on proposals
153 at NCAA Conventions and Conference meetings.

154
155 2.18 Annually administer the NCAA Division 1 Coaches exam.

156
157 2.19 Annually review the institution's Graduation Rates Report and Academic Progress
158 Rates Report for each sport.

159
160 2.20 Prepare an annual report for the Academic Senate with information including, but
161 not limited to, FAR activities, academic performance statistics, including graduation
162 rates, for student-athletes, academic services for student-athletes, compliance/rules
163 concerns, and responses to faculty concerns related to our intercollegiate athletics
164 program.

165
166 2.21 Be a knowledgeable resource for the campus community with respect to NCAA
167 and conference rules.

168
169 2.22 Play an active role "in the preparation of the institution's NCAA self-study report in
170 each of the four basic areas, and play a leading role in the areas of academic integrity,
171 governance and commitment to rules compliance, and commitment to equity, which
172 includes student-athlete welfare." [FARA Handbook]

173
174 2.23 Work closely with the FAR-elect to prepare that person to effectively transition into
175 their FAR role.

176
177 2.24 Fulfill any additional duties assigned by the President.

178
179 **3. Recruitment and Appointment of the Faculty Athletics Representative**

180
181 3.1 The Senate Chair, Chair of the Athletics Board and the President are responsible
182 for establishing, regularly reviewing, and updating as needed, the position description
183 for the FAR.

184

185 3.2 The FAR will serve a 3-year term. In extraordinary circumstances the FAR could be
186 re-appointed for up to 2 years by the President. An example of a situation when an
187 extension might be appropriate would be where an NCAA investigation begins during
188 the FAR's last semester but extends into the following year. Recruitment of applicants
189 to serve as the Faculty Athletics Representative will be done through the President's
190 Office. All full time tenured faculty interested in the FAR position will be required to
191 submit a 1-page application detailing their experiences and qualifications to serve as
192 SJSU's FAR. All applications will be forwarded to the Executive Committee of the
193 Senate and the Athletics Board for review. In review of applicants considerations
194 should include (a) the candidate must be a tenured full professor, (b) the candidate
195 should have prior successful faculty leadership experience, unrelated to intercollegiate
196 athletics, (c) there should be no conflict of interest, and (d) the candidate should have
197 experiences and skills likely to enhance their effectiveness as SJSU's FAR.
198

199 Each group will forward its recommendations to the President who will arrange for the
200 individuals nominated to be interviewed by the Chair of the Academic Senate, Chair of
201 the Athletics Board, and the President. The President shall appoint a FAR following the
202 interview process.
203

204 3.2.1 Reappointment of a FAR. Reappointment should not be automatic.
205 Reappointment for up to 2 years would be appropriate in special cases where
206 continuity is needed.
207

208 3.2.1.1 Timeline for re-appointments: At the conclusion of the second
209 year of an initial 3-year term, the President would consult with the faculty
210 members of the Executive Committee of the Academic Senate and the
211 Athletics Board if considering the re-appointment of an incumbent FAR.
212

213 3.2.1.2 Review process. Following a decision to consider re-appointment
214 of a FAR, the Chief of Staff would initiate and complete a review of the
215 performance of the FAR in sufficient time to identify a FAR-elect if the
216 incumbent is not re-appointed. Review of the performance of the FAR
217 includes a review by the Athletics Board and faculty members of the
218 Executive Committee of the Academic Senate, and input from other
219 members of the Senate.
220

221 3.2.1.3 Reappointment. The president makes the final decision on re-
222 appointment.
223

224 3.2.2 Interim appointments. When a FAR will be unable to serve for just one
225 semester (e.g., sabbatical) an interim appointment can be made by the
226 President in consultation with the Executive Committee of the Academic Senate.
227 If a FAR will be unable to serve for a year or more, recruitment of a new FAR will
228 be needed.
229
230

231 **4. Recruitment and appointment of the FAR-elect.**

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233 At the start of the last year of a FAR's term, the President's Office will put out a call for
234 applicants to serve as FAR-elect in the final semester of the FAR's term and
235 subsequently assume the FAR role. The selection and appointment process followed is
236 that noted above in section 3.2.

237

238 4.1 FAR-elect responsibilities. Confer and work with the outgoing FAR the semester
239 before assuming their role as FAR. To facilitate a smooth transition, efforts should be
240 directed toward gaining a solid understanding of and ability to assume their FAR
241 responsibilities.

242

243 4.2 FAR-elect term. A FAR-elect serves for one semester as FAR-elect followed by a 3-
244 year term as SJSU's FAR.

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248 Resources used in development of this policy:

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- 250 • NCAA FARA Handbook: <http://farawebsite.org/what-is-an-far/fara-handbook/>
- 251 • FAR Association Website: <http://farawebsite.org/welcome-to-farawebsite-org/about-fara/about-fars/>
- 252 • COIA Report: Campus Athletics Governance: The Faculty Role (2004):
253 [http://sites.comm.psu.edu/thecoa/wp-content/uploads/sites/6/2014/07/Campus-](http://sites.comm.psu.edu/thecoa/wp-content/uploads/sites/6/2014/07/Campus-Athletics-Governance-2004.pdf)
254 [Athletics-Governance-2004.pdf](http://sites.comm.psu.edu/thecoa/wp-content/uploads/sites/6/2014/07/Campus-Athletics-Governance-2004.pdf)

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