

**POLICY RECOMMENDATION**  
**Amendment B to University Policy S16-1**  
**Faculty Athletics Representative (FAR)**

**RATIONALE**

This policy recommendation concerns term limits and reappointment for SJSU's Faculty Athletic Representative (FAR) role, which are questions that all U.S. American universities with NCAA-sponsored intercollegiate athletics programs must wrestle with:

Some institutions put limits on how long a FAR may serve, in part to protect against a FAR who becomes too comfortable with athletics and too enamored with the perks. However, the steep learning curve at the start of the job pays off the longer the FAR serves and the more experience the FAR gains. FARs who have been in the position for several years understand the athletically-related processes on their campuses, have forged solid working relationships with stakeholders across campus and in their conference, and can bring a wealth of practical experience to the job<sup>1</sup>. (p. 76)

Prior to 2016, SJSU's policy on the FAR role allowed them to serve an unlimited number of three-year terms with the approval of the President, an approach consistent with most other CSUs and many universities across the United States<sup>2</sup>.

Then, in Spring 2016, an update to the FAR policy, [S16-1](#), was approved by the Senate and signed by then-Interim President Martin. This updated policy limited each FAR's service to a maximum of five years, with no further reappointment possible, an approach that some other U.S. American universities have also adopted to ensure regular turnover in the FAR role.

Ideally, SJSU should strike a reasonable compromise between allowing sufficient time for a FAR to become effective, while reducing the risk of any one FAR becoming entrenched in the role.

With this in mind, O&G therefore recommend that S16-1 be amended as described herein.

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<sup>1</sup> Roger Munger. "Best Practices for Working Effectively with Your Faculty Athletics Representative (FAR)" Metropolitan Universities (2014) Available at: [http://works.bepress.com/roger\\_munger/26/](http://works.bepress.com/roger_munger/26/)

<sup>2</sup> In 2013 the NCAA published the FAR Study Report: Roles, Responsibilities and Perspectives of NCAA Faculty Athletics Representatives. The report stated that the typical FAR had been in their role for seven years. Further, most FARs reported that their term had no specific limit, and sixty-five percent of Division I FARs reported having no fixed term. Within the Mountain West Conference, of which SJSU is a member institution, there are no term limits among the FARs. Available at: [https://ncaaorg.s3.amazonaws.com/research/far/2013RES\\_FinalReportNCAAFARSurvey.pdf](https://ncaaorg.s3.amazonaws.com/research/far/2013RES_FinalReportNCAAFARSurvey.pdf)

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

~~3.2 The FAR will serve a 3-year term. The FAR could be re-appointed for up to 2 years by the President. An example of a situation when an extension might be appropriate would be where an NCAA investigation begins during the FAR's last semester but extends into the following year.~~ **The term of a FAR's appointment shall be three years, renewable for additional three-year terms at the President's discretion, with input from the Chair of the Academic Senate and the Chair of the Athletics Board.** Recruitment of applicants to serve as the Faculty Athletics Representative will be done through the President's Office. All full time tenured faculty interested in the FAR position will be required to submit a 1-page application detailing their experiences and qualifications to serve as SJSU's FAR. All applications will be forwarded to the Executive Committee of the Senate and the Athletics Board for review. In review of applicants consideration should include (a) the candidate must be a full time tenured faculty member, (b) the candidate should have prior successful faculty leadership experience, unrelated to intercollegiate athletics, (c) there should be no conflict of interest, and (d) the candidate should have experiences and skills likely to enhance their effectiveness as SJSU's FAR.

The Senate Executive Committee and the Athletics Board each will forward its recommendations to the President who will arrange for the individuals nominated to be interviewed by the Chair of the Academic Senate, Chair of the Athletics Board, and the President. The President shall appoint a FAR following the interview process.

3.2.1 Reappointment of a FAR. Reappointment ~~should~~ **shall** not be automatic, **but rather shall be carefully considered by the President in consultation with the Chair of the Academic Senate and the Chair of the Athletics Board.** ~~Reappointment for up to 2 years would be appropriate in special cases where continuity is needed.~~

3.2.1.1 Timeline for re-appointments: At the conclusion of the second year of ~~each an initial 3~~ **each an initial three**-year term, the President ~~will~~ **will** consult with the ~~faculty members of the Executive Committee~~ **Chair** of the Academic Senate and the **Chair of the** Athletics Board if ~~when~~ **when** considering the re-appointment of an incumbent FAR.

3.2.1.2 Review process. **At the conclusion of the second year of each three-year term,** ~~Following a decision to consider re-appointment of a FAR,~~ the Chief of Staff ~~will~~ **will** initiate and complete a review of the performance of the FAR in sufficient time to identify a FAR elect if the incumbent is not re-appointed. **The** ~~R~~review of the performance of the FAR **shall be shared with** ~~includes a review by~~ **the Chair of the Academic Senate and the Chair of the Athletics Board for consideration and input. Additional input may be solicited from**

~~and faculty members~~ of the Executive Committee of the Academic Senate, and ~~input from~~ other members of the Senate.

3.2.1.3 Reappointment. **When considering the reappointment of a FAR, the performance review (described in 3.2.1.2) shall be taken into consideration, and input shall be sought from the Chair of the Academic Senate and the Chair of the Athletics Board.** The president makes the final decision on reappointment.

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

#### 4. Recruitment and appointment of the FAR-elect.

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

4.1 FAR-elect responsibilities. Confer and work with the outgoing FAR the semester before assuming their role as FAR. To facilitate a smooth transition, efforts should be directed toward gaining a solid understanding of and ability to assume their FAR responsibilities. **Timing and release time should be considered to provide the incoming FAR with sufficient on-the-job training, ideally from the outgoing FAR.**

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

**Approved:** April 10, 2023

**Vote:** 9-0-0

**Present:** Andreopoulos, Baur, Han, Hart, Higgins, Jochim, Lee, Muñoz-Muñoz, Tan

**Absent:** Herrlin

#### **Financial impact:**

When incoming FARs are granted release time for their onboarding to overlap with the outgoing FAR's term, then there could be financial implications.

#### **Workload impact:**

When the outgoing FAR is meaningfully involved with the onboarding process for the incoming FAR, this could temporarily impact the outgoing FAR's workload.