

**SAN JOSE STATE UNIVERSITY  
ONE WASHINGTON SQUARE  
SAN JOSE, CA 95192**

**S16-1, University Policy, Faculty Athletics Representative**

**Legislative History:**

At its meeting of February 8, 2016, the Academic Senate approved University Policy S16-1, Faculty Athletics Representative presented by Senator Shifflett for the Organization and Government Committee. Interim President Susan W. Martin approved University Policy S16-1 on February 9, 2016. S16-1 rescinded university policy F05-2. There was a need to clarify term limits in the original policy (F05-2). Term limits provide the opportunity for a greater diversity of faculty to serve in this capacity and performance reviews provide a valuable check and balance to automatic reappointments and/or inadequate reviews. S16-1 also provides more information with regard to the charge and responsibilities of the FAR.

On March 18, 2016, Interim President Susan W. Martin approved Amendment A to S16-1. Amendment A corrected language in section 3.2. The corrections from Amendment A are incorporated below.

**Rescinds: F05-2**

**Amended by: Amendment A to S16-1**

**Effective: Immediately**

**University Policy  
Faculty Athletics Representative (FAR)  
(includes Amendment A)**

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

- Each member institution is required to appoint a faculty athletics representative. [Constitution 6.1.3]
- Qualifications of those who may serve as faculty athletics representatives are described in Constitution 6.1.3: A member institution shall elect an individual to

serve as faculty athletics representative. An individual so designated after January 12, 1989, shall be a member of the institution's faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the athletics department. Duties of the faculty athletics representative shall be determined by the member institution.

- A faculty athletics representative is a member of an institution's faculty or administrative staff who is designated by the institution's president or chancellor or other appropriate entity to represent the institution and its faculty in the institution's relationships with the NCAA and its conference(s), if any. [Constitution 4.02.2]

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

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

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

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

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

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

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

Approved: 2/1/16  
Vote: 8-0-0  
Present: Mathur, Shifflett, Beyersdorf, Becker, Gleixner, Laker, Curry, Grosvenor  
Absent: El-Miaari  
Financial Impact: None expected.  
Workload Impact: No change from current situation.

## **1. Faculty Athletics Representative Charge**

To ensure the academic integrity of the athletics program, to serve as an advocate for student-athlete well-being, represent faculty perspectives on all aspects of our intercollegiate athletics program, and to play a part in maintaining institutional control of the athletics program. Particularly important components of this charge include informing the athletics department of faculty concerns and conferring on academic/athletic matters with administrators, faculty, students and/or alumni. The FAR will also be actively engaged in the four domains identified in the NCCA FAR report: academics, compliance/rules interpretation, student-athlete well-being, and administrative responsibilities ([http://www.ncaa.org/sites/default/files/FAR\\_STUDY\\_Report\\_final.pdf](http://www.ncaa.org/sites/default/files/FAR_STUDY_Report_final.pdf); pg. 15).

## **2. Faculty Athletics Representative Responsibilities**

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

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

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

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

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

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

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

- 2.7 Work closely with the Athletic Director, the AVP for Student Academic Success Services, and the Student-Athlete Success Services unit to review and evaluate the academic and general support services for student athletes.
- 2.8 Work with the AVP for Student Academic Success Services, the Student-Athlete Success Services unit, faculty, and coaches to facilitate nominations for all academic awards and scholarships available through our athletic conference, the NCAA, and other organizations.
- 2.9 Participate in student-athlete orientation meetings and exit interviews.
- 2.10 Assess, understand, and address faculty concerns regarding student athletes and our Intercollegiate Athletics Program.
- 2.11 Assess, understand, and address student-athlete concerns regarding academic issues.
- 2.12 Participate in the investigation and reporting of possible violations of Conference, NCAA, and institutional policies and rules.
- 2.13 Facilitate adherence to eligibility requirements.
- 2.14 Meet with the Student-Athlete Advisory Committee at least once a semester.
- 2.15 Work cooperatively with and support the work of the Associate Athletic Director for Compliance and contribute to the development of appeals, reports, and other correspondence to our Conference and the NCAA as outlined in NCAA and Conference Manuals. Faculty athletics representatives should play a central role in any major institutional inquiries into alleged or suspected rules violations. They should be involved in the preparation of written reports of infractions that are made to our conference or to the NCAA.
- 2.16 Serve as an ex officio member of the University Athletics Board.
- 2.17 Represent SJSU as a delegate to NCAA Conventions and Conference meetings. Work cooperatively with the President, Athletic Director, Associate Athletic Director for Compliance, the faculty and others in developing the institution's position on proposals at NCAA Conventions and Conference meetings.
- 2.18 Annually administer the NCAA Division 1 Coaches exam.
- 2.19 Annually review the institution's Graduation Rates Report and Academic Progress Rates Report for each sport.

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

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

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

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

2.24 Fulfill any additional duties assigned by the President.

### **3. Recruitment and Appointment of the Faculty Athletics Representative**

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. 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 not be automatic. 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 an initial 3-year term, the President would consult with the faculty members of the Executive Committee of the Academic Senate and the Athletics Board if considering the re-appointment of an incumbent FAR.

3.2.1.2 Review process. Following a decision to consider re-appointment of a FAR, the Chief of Staff would 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. Review of the performance of the FAR includes a review by the Athletics Board and faculty members of the Executive Committee of the Academic Senate, and input from other members of the Senate.

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

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 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.

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.

Resources used in development of this policy:

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