

ACIA Recommendation on SAAS Reporting Structure
July 3, 2009
Approved by Provost Phyllis Wise on July 7, 2009

Within the Department of Intercollegiate Athletics (ICA), the Associate Athletic Director for Student Development (AADSD) has direct responsibility for overseeing the academic progress of all UW student athletes. The AADSD also supervises Student Athlete Academic Support Services (SAAS); this office provides academic and personal counseling, including tutoring, for student athletes.

The Advisory Committee on Intercollegiate Athletics (ACIA) believes that the academic interests of our student athletes are best served by creating as close a working relationship as possible between the academic services provided by ICA and those provided through the Office of Undergraduate Academic Affairs.

To this end, ACIA recommends to the Provost and the Director of Intercollegiate Athletics that the AADSD should report jointly to the Director of ICA and to the Vice Provost for Undergraduate Academic Affairs, or to their respective designees. This new reporting structure would involve three dimensions.

I. Personnel Decisions

The Department of Intercollegiate Athletics and the Office of Undergraduate Academic Affairs should jointly develop a job description for the AADSD .

All personnel decisions involving the AADSD, including hiring, disciplinary actions, and termination, should be made jointly by the appropriate officials from the Office of Undergraduate Academic Affairs and from ICA.

The Director of ICA and the Vice Provost for Undergraduate Academic Affairs, or their designees, shall jointly conduct yearly performance evaluations and determine merit increases for the AADSD.

II. Reporting Responsibilities

The AADSD should report on a daily basis to an appropriate Senior Associate Athletic Director as designated by the Director of ICA. This reporting relationship will ensure appropriate supervision of the normal operations of the AADSD's office, including personnel decisions, program development, and management and budget matters pertaining to SAAS.

The AADSD should also report on a regular and timely basis to the Vice Provost for Undergraduate Academic Affairs or to his or her designee, in order to (a) ensure the academic integrity of SAAS and its operations; (b) build partnerships between ICA and the campus's academic units; (c) develop initiatives to support the welfare of student athletes; (d) ensure their integration into the university academic community.

If the Vice Provost for Undergraduate Academic Affairs wishes to raise concerns involving the day-to-day operations of the AADSD's office, these concerns should be conveyed first to the AADSD. If these concerns are not allayed, the Vice Provost may then communicate these concerns directly to the Director of ICA or to his or her designee who has direct supervisory responsibility for the AADSD within ICA. Such matters remain, however, the responsibility of ICA to administer.

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III. Conflict Resolution

We presume that a natural and appropriate form of mutual communication will exist among the relevant reporting officials in ICA and the Office of Undergraduate Academic Affairs. Issues that arise between these two offices will normally be resolved through deliberation by the parties themselves. If serious issues arise that cannot be resolved within the regular deliberative process as described above, then they should be discussed and resolved by the Provost and the Director of Intercollegiate Athletics. If issues arise that cannot be resolved by mutual agreement between the Provost and the Director of ICA, they would rise to the President's Office for resolution.