Creation of Athletic Affairs Professional with General Faculty Status Designation

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Athletic Association Structure

Athletic Association (AA) will be incorporated into the Institute’s administrative structure during calendar year 2007.

Objectives

- Advantageous economies of scale in supporting business activities
- Creating stronger academic and athletics program linkage
- Support and facilitates Institutional oversight of Athletics program
Athletic Association: Current Structure

- Independent corporation 501(c) (3)
- Staff are employees of the Athletic Association
- The AA offers health and general benefits program that mirrors the Institute’s with the exception of retirement plans.
- The AA provides a separate retirement plan with immediate vesting to accommodate employees with a short retention cycle (Assistant Coaches and other Athletic program professional staff).
Conversion Considerations

- State law prohibits conversion of existing Athletic Association retirement plan.
- Based on employment status, most Athletic Association salaried staff will be eligible only for Teacher’s Retirement System (TRS) option.
- Eligibility to elect Optional Retirement Plan (ORP) participation is dependent on General Faculty Status.
- Granting General Faculty Status – the purview of the faculty.
Proposal

Create a designation of Athletic Affairs Professional with General Faculty Status.

Provide this classification to current and future Athletics Association personnel whose principal responsibility is management or professional level work related to the Institute’s Intercollegiate athletics program, e.g.:

- Athletic Program Administration/Management
- Coaching
- Player Conditioning
- Development and Training
- Sports Information
- Communications and Promotion

Note: Designation will apply to approximately 50 individuals, including coaches, of an AA staff of 150.
Summary

- Offset loss of the AA’s current retirement program and attract a specialized group of individuals with a relatively short tenure.
- Allows for a retirement program similar to the existing AA retirement plan without granting voting privileges on matters restricted to the Academic Faculty and Academic Senate.
- Other USGA schools (UGA and GSU) grant General Faculty Status to coaching staff and select administrators.
- Chancellor to sponsor proposal to offer ORP to all salaried employees.