

Support Unit Review Strategic Implementation Agreement-v3-20180406

The primary goal of the Support Unit Review (SUR) process is to provide a mechanism to ensure improvement of support units on a continuous basis. This form has been designed to support the primary goal of the SUR process by containing a set of recommendations that were developed by the VP of the division in which the unit being reviewed resides. The recommendations need to take into account the results of the support unit review and input from both the head of the unit reviewed and the VP to which the unit head reports. The expectation is that the Recommendations, Proposed Actions and Expected Results will reflect a detailed discussion of the review in a meeting between the VP, the head of the unit reviewed and other appropriate parties.

The form is to be completed by the Vice President of the division in which the unit reviewed resides or the vice president's designee.

A copy of the implementation agreement should be held in the vice president's office and in the original file containing documentation of the review. Implementation documentation should be in a form that can be reviewed prior to the next support unit review.

Date and time of the review discussion meeting:

Review discussion meeting attendees:

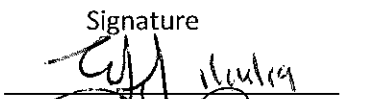
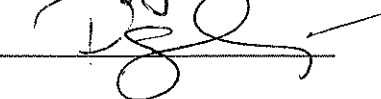
Recommendations, Proposed Actions and Expected Results:

Recommendations	Proposed Actions	Expected Results
1. Priority Registration for Student-Athletes- External consultant recommended immediate improvement	Athletics will continue to support this ASI priority including providing information and education. Athletics will encourage student leaders in ASI to adhere and follow Faculty Senate protocol so that the request for priority registration can be evaluated on its merit rather than the technicalities of the process.	As the only CSU without student-athlete priority registration, it is the hope the Faculty Senate will approve this necessity.
2. Direct Line Reporting – External consultant recommends direct line reporting to the President. The FAR position should be funded from resources not directly or indirectly tied to the athletics department.	The decision to whom athletics reports to is the decision of the President, not the unit. Athletics enjoys being a part of the Student Affairs division under VP Oliverez's leadership. Actions: 1). The President has implemented regular meetings with the Director of Athletics and VP Oliverez. The Director of Athletics can also provide better messaging, support, and direction to athletics staff to demonstrate and	Though the consultant acknowledged "potential significant difficulties as to institutional control mandates from the NCAA", open, regular, and transparent communications between athletics and the VP of student affairs can aid in this concern. Funding for FAR position to be from non-athletics resources.

	<p>encourage our fit in the division of Student Affairs.</p> <p>3). The Director of Athletics has already reached out to the VP for Business/CFO regarding budgeting the FAR salary elsewhere and will continue to request this funding comes from non-athletics resources.</p>	
<p>3. Job Descriptions – Reevaluate the Department of Athletics staff job descriptions and realign the staff strengths to responsibilities. Hire new staff to meet additional department shortcomings.</p>	<p>With a new Director of Athletics, the process of evaluating strengths and weakness of staff is already on-going. Athletics will continue to maximize the skills of each employee and ensure they are used for the correct function. With several staff departures, athletics has rewritten and/or updated job descriptions prior to each new search. Athletics would love to hire additional staff to meet departmental deficiencies however budget allocations to do so are missing. This is consistent in many areas of the University. Athletics will continue to try and expand staff to meet the needs of students and attempt to do so with current budget resources when possible.</p>	<p>Better staff alignment with employee strengths and larger staff to eliminate employee fatigue from added responsibilities outside one’s job description.</p>
<p>4. Review Existing Shared Facility Usage Policies – strained relationships between Kinesiology weight room, class offerings in gym as well as Recreation Center and Athletics concerning field usage, maintenance of facilities</p>	<p>Athletics Director has already met with both the Director of Recreation Services as well as the Kinesiology Department Chair. The relationship has improved with Recreation Services. Athletics should meet with the Dean overseeing Kinesiology and work through concerns from both. Including both the VP for Student Affairs and the Provost in discussions should help though the entire campus is strained on space.</p>	<p>Formal agreement with athletics and Kinesiology as well as athletics and Rec Center regarding responsibilities and expectations.</p>
<p>5. Increased Athletic Aid (Scholarships) – Athletics aid is “below normal expectancies”.</p>	<p>The Director of Athletics has made scholarship funding the #1 priority for fundraising. Future donor solicitations shall be focused on</p>	<p>Increased funding from a variety of sources so athletics can annually distribute approximately \$1.2M in aid.</p>

	<p>providing additional scholarship funding and a campaign has been launched. The Director should meet regularly with the VP/Business, President, VP for advancement and/or others to identify current University resources that can be used for scholarship funding since state sources cannot. Are there other scholarship resources? Lottery funds? External revenue sources from other areas? Student success fee?</p>	
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The following individuals have reviewed the recommendation, proposed actions and expected results.

	Signature	Date
Unit Head/Director		<u>1/14/19</u>
Division Vice President		<u>1/14/19</u>