

April 15, 2008

Dear Gordon,

You asked me to look at the staffing for the new Academic Center for Student Athletes and compare it to ALS staffing. First, it might be helpful for me to put the composition of ALS professional staff members in some context because most staff members work with targeted groups or special populations. (I'm referring to our professional staff—instructors, counselors, advisors. At this point I didn't attempt to compare our office/administrative-support personnel or our student tutors.) Our professional staff comprises:

- 1) Teaching consultants within the Teaching Effectiveness Program (3 FTE to work with all faculty and GTFs)
- 2) Advisors within Student Support Services who are restricted to work only with students who qualify for this federal TRiO program based on their families' income/education (federal grant funds 5.0 FTE to work with 360 students)
- 3) Advisors within the McNair Scholars Program who are restricted to work only with students who qualify for this federal TRiO program based on their ethnicity or their families' income/education (federal grant funds 1.5 to work with 25-30 Scholars)
- 4) An instructor who is designated to teach/advise for the Undergraduate Support Program (1.0 FTE to work with the Special Admit population)
- 5) Part-time instructors who teach preparation workshops for the GRE, GMAT, LSAT, SAT (1.0 FTE funded from workshop fees)
- 6) Instructors to provide learning assistance through classes, workshops, advising, supplemental instruction, etc., open to the general student body (1.5 FTE)

Our professional staff will be augmented next year by two advisors who will administer the PathwayOregon Program and who will work specifically with PathwayOregon students (low-income Oregon-resident students who need to meet academic benchmarks in order to receive tuition and fees for 12 terms).

Comparing professional staffing levels within ALS to that within the Academic Center for Student Athletes is difficult for a number of reasons. First, the document you sent me doesn't indicate job responsibilities, making it impossible to ascertain how many positions are in fact parallel to those within ALS. I assume that the positions titled "learning specialists" are similar to ALS learning skills specialist/advisors, but I can't be sure without seeing job descriptions. I also infer that some positions listed in the document might offer services to student athletes that are different from those offered through ALS but resemble those provided UO students elsewhere on campus. Perhaps, for example, the "other academic advisors" are guiding the student-athletes with selecting courses and choosing majors, which would be providing support

similar to that offered through the Office of Academic Advising; the staff members associated with “life skills” and the “wellness psychologist” might be offering counseling similar to that provided UO students through our Counseling Center; and the Disabilities Services Coordinator might be providing the kinds of services UO students find through Disability Services. In addition, the notation regarding advisors, that “the number and quality shall be maximized to the extent reasonably possible,” further complicates assessing staffing levels.

Without job descriptions, it’s unclear, too, whether the “Associate Director for Educational Services” and the “Associate Director for Advisory Services” are mostly administrative positions or if they also provide direct delivery of services to students. In the case of ALS, the total FTE listed above includes our assistant director and the coordinators of TEP, SSS, and McNair. These four individuals carry out administrative assignments as well as their teaching and advising responsibilities.

In sum, I can’t tell from the job titles included in the License Agreement the nature of support provided athletes that would be comparable to what we offer at ALS. Nor can I tell the kinds of support the athletes will receive at the Academic Center for Athletes that is currently similar to that provided the non-athlete through other offices on campus, including the Office of Academic Advising, the Counseling Center, and Disability Services. Consequently, I’m not able to offer a meaningful assessment that would be useful in comparing the learning assistance offered all students to that provided athletes through the Academic Center for Student Athletes.

Sincerely,

Susan Lesyk, Director Academic Learning Services