

## Director, Athletics Policy and Strategy

The Arizona Board of Regents (ABOR) is seeking a Director, Athletics Policy and Strategy to provide strategic guidance on policies and regulations governing university athletics, with a focus on compliance, student-athlete welfare, financial sustainability, and evolving issues such as name, image, and likeness (NIL) rights, conference realignment, and the role of athletics in the broader university mission. The Director will be responsible for analyzing emerging trends, regulatory changes, and best practices to ensure that Arizona's public universities maintain compliance with NCAA and other governing bodies, while also seizing opportunities to enhance the student-athlete experience and university visibility through athletics.

The Director provides specialized subject-matter expertise and strategic advice to the Arizona Board of Regents. The role is focused on analyzing research and data to inform policy decisions that align with the board's priorities and goals. The Director is expected to stay abreast of regulatory changes and emerging trends in their area of specialization, using this information to guide policy development and strategic recommendations for the board and university leadership. They also facilitate partnerships and collaborations between the university system and relevant external stakeholders.

**Typical Duties:**

- Athletics Policy Analysis and Research:

- Advise on strategies for navigating conference realignments, athletic program expansion or downsizing, and decisions that affect the broader university community.
- Engagement and Relationship Building in Athletics:
  - Develop and maintain relationships with key stakeholders in the athletics space, including NCAA representatives, conference officials, university athletics departments, and student-athlete advocacy groups.
  - Facilitate engagement between the Arizona Board of Regents and athletic departments to ensure alignment on strategic goals and compliance priorities.
  - Collaborate with university leadership to identify opportunities to elevate the visibility and financial sustainability of athletic programs, while preserving the core educational mission of the universities.
- Student-Athlete Welfare and NIL Implementation:
  - Lead initiatives to enhance the student-athlete experience, addressing mental health support, academic achievement, and career development opportunities.
  - Monitor the implementation of NIL policies across Arizona's universities, ensuring student-athletes are equipped with resources and support while remaining compliant with state, federal, and NCAA guidelines.
  - Ensure transparency and equity in NIL deals, focusing on protecting student-athlete rights while safeguarding the integrity of university athletic programs.
- Financial Management and Sustainability of Athletics Programs:
  - Analyze the financial health of university athletics programs, advising on ways to maximize revenue streams through media rights, sponsorships, and ticket sales, while maintaining compliance with fiscal policies.
  - Evaluate the long-term financial sustainability of athletic programs, considering the costs of compliance, student-

- Proficiency in qualitative and quantitative research methodologies for conducting thorough analyses and synthesizing information.

- This position will be working in person at the board office Monday through Friday and may be eligible for a partial remote work schedule, subject to the needs of the office.

**How to Apply:** Applicants should send cover letter, resume and the names and contact information of three professional references who are able to speak to the qualifications listed above to: [hr@azregents.edu](mailto:hr@azregents.edu) or Arizona Board of Regents • 2700 North Central Avenue, Suite 400 • Phoenix, Arizona 85004. The review of applicants will begin immediately.

The Arizona Board of Regents is an equal employment opportunity and affirmative action employer.