

AAC Position on Head Coach Employment Status Change from Faculty to Staff

In our monthly meeting with Drew Galbraith on December 6th the Athletic Advisory Committee (AAC) was informed of the change in employment status from faculty to staff for future head coaches. To our knowledge, this decision was made without any input from current head coaches and simply announced near the end of a monthly staff meeting of the athletics department.

The stated reasons for the change were a) greater ease in the evaluation of head coaches (faculty is evaluated by the dean of the faculty) b) alignment of Trinity head-coach employment status with other schools within NESCAC.

The AAC does not find these reasons compelling and opposes the change as it is detrimental not only to our colleagues in athletics, but the college as a whole.

1. Athletic activities are a central part of the educational experience for a large portion of the student body 25-30%. We think these activities should be conducted by faculty, not staff.
2. The College does not benefit from such an action; this action is divisive and directly contradicts the College's goal to build a stronger Trinity community.
3. It devalues athletics as a part of teaching, as well as coaches' role in supporting faculty members in the education of our students.
4. It devalues the institutional commitment to the student-athlete
5. It contradicts current curricular efforts (wellness requirement), which emphasize coaches' role in curriculum.
6. Removing the title of "faculty member" has the consequence of removing coaches' official role as "teachers", as well as the incentive that title provides for coaches to be an integral part of an inclusive liberal arts college.
7. It further negates an assurance made by the College to coaches: Coaches were assured that the shift from physical education to wellness classes has no impact on their status as faculty and that the College had no plans to change their status.
8. It has great potential to weaken the candidate pool for open coaching positions. Most of our competitors in NESCAC grant faculty status to head coaches.
9. It significantly weakens coaches' job security.
10. It reduces employment benefits for head coaches and creates a two-class system.

The members of the Athletic Advisory Committee

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