

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:
 - Monitor changes in NCAA policies, federal legislation, and other regulatory developments affecting college athletics, including issues related to NIL, athlete compensation, and student-athlete rights.
 - Conduct research on the implications of conference realignments, media rights deals, and their impact on university athletics revenue, student-athlete recruitment, and academic integration.
 - Evaluate university compliance efforts with Title IX, NCAA regulations, and other legal requirements, ensuring that policies protect the interests of student-athletes and the institution.
- Athletics Policy Development and Recommendations:
 - Provide strategic recommendations to the Board of Regents on policies that govern university athletics, with a focus on enhancing student-athlete welfare, financial transparency, and competitiveness.
 - Help shape NIL policies that ensure compliance while empowering student-athletes to maximize their opportunities, balancing individual rights with institutional and regulatory responsibilities.

- 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-athlete support services, and the impact of conference realignment.
 - Provide insights into budget allocation and prioritization for athletics departments, ensuring resources are aligned with strategic goals and student-athlete success.

**Knowledge,
Skills and
Abilities:**

The successful candidate will demonstrate:

- Strong understanding of policy development processes and legislative frameworks relevant to higher education and public sector organizations.

- Proficiency in qualitative and quantitative research methodologies for conducting thorough analyses and synthesizing information.
- Excellent analytical abilities to assess complex issues, identify trends, and translate data into actionable insights for decision-making.
- Exceptional writing skills to create clear and concise reports, policy briefs, and presentations that effectively communicate findings and recommendations.
- Strong interpersonal skills for building and maintaining relationships with diverse stakeholders, facilitating collaboration and engagement.
- Effective presentation skills, capable of conveying complex information in an engaging and understandable manner to various audiences.
- Strategic thinking ability to critically evaluate policy implications and provide recommendations aligned with institutional goals.
- Experience in working collaboratively with teams and cross-functional groups to develop comprehensive policies and initiatives.
- Adaptability to adjust strategies and approaches in response to evolving trends, challenges, and stakeholder needs.
- Detail-oriented mindset, ensuring accuracy and compliance when conducting research and drafting policy-related documents.

Minimum Qualifications:

- Master’s degree (or higher) in a relevant field such as public policy, law, or a discipline related to the advisor’s area of specialization.
- 3-7+ years of experience in a related role, with deep knowledge of specific regulatory areas relevant to the board's work.
- Proven track record of delivering strategic, data-driven policy advice.
- Strong communication and presentation skills, with the ability to influence senior leadership.

Salary and Benefits:

- Salary based on experience and qualification. Salary range expected between \$110,000 and \$180,000.
- This is a full-time position with health and dental benefits. This position will be enrolled in the Arizona State Retirement System. Tuition reduction benefits to Arizona public universities are available to employees and their dependents. For a full list of available benefits, click [here](#).

- 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 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.