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October 5, 2011

Fred Wood – Vice Chancellor, Student Affairs (Chair)

Emily Galindo – Associate Vice Chancellor, Student Affairs (Vice Chair)

Linda Bisson – Chair, Academic Senate

John Campbell – Director of Campus Recreation

Scott Carrell – Chair, Athletics Administrative Advisory Committee

Wendi Delmendo – Chief Compliance Officer (Title IX Officer)

Bruce Edwards – Foundation Member and Alumnus

Kevin Johnson – Dean, School of Law

Paul Sallaberry – Foundation Member and Alumnus

Babs Sandeen – Chief Regional and Community Engagement Officer

Sandy Simpson – Former Head Coach, Women’s Basketball

Laura Sunday – Officer, Student Athlete Advisory Committee

Shahzeeb Syed – Chair, Campus Unions and Recreation Board

Adam Thongsavat – President, Associated Students of UC Davis

Jeff Weidner – Director, Physical Education

Re: Recruitment Advisory Committee for Director of Athletics

Dear Colleagues:

Thank you for agreeing to serve on the Recruitment Advisory Committee for the position of Director of Athletics at UC Davis. This will be a critically important hire for UC Davis, not only for our Intercollegiate Athletics program but also for the campus as a whole as we aspire to meet our collective vision of excellence.

Today, four years into our successful transition to Division I, our Intercollegiate Athletics program is at a crossroads. Whichever future direction we take – and whomever we choose to lead athletics in that direction – will help define the overall reputation of UC Davis as a world-class public research university.

It is important that we determine that future collectively, but I want to be clear that I am committed to UC Davis remaining and thriving in Division I. I am very proud of our Intercollegiate Athletics program and I am convinced that it was the right decision to make the move to Division I, especially for our future. Yet even within Division I intercollegiate athletics, there are different paths open to UC Davis for that future. We must work together to choose the best fit for our university and our student-athletes, and to choose the best director of athletics to lead the way.

As a first step in this effort, I ask that you carefully review the newly released UC Davis Athletics Strategic Audit 2011, prepared by consultant Cedric W. Dempsey, NCAA president emeritus, of Cedric Dempsey Consulting. The full report, along with other materials, is available at http://chancellor.ucdavis.edu/initiatives/athletics_director/. This comprehensive report highlights the strengths and opportunities of our program, and identifies challenges to overcome.

As you review the strategic audit and draw your own conclusions, I ask that you seek input and advice from the broader UC Davis community on a variety of questions, including: the best future direction for our intercollegiate athletics program; the community's sense of our strengths and challenges; and an outline of the desired qualifications, experience and vision of our next Director of Athletics.

To gather input, I urge the committee to schedule, host and publicize a town hall meeting on the topic, and create a unique campus e-mail address so that interested parties can share their thoughts and suggestions. I am confident that taking these steps to be inclusive will help lead to a true consensus regarding a successful future for intercollegiate athletics at UC Davis.

I want to reiterate that I believe Division I is the right fit for UC Davis now and for the future. However, as the strategic audit indicates, the eight principles that were outlined and adopted during our transition to Division I do not appear to align with a successful Division I Athletics program in today's environment; indeed, consultant Cedric Dempsey writes in his report that the majority of these principles "represent an impediment to increased competitiveness in Division I." The consultant recommends among other things that UC Davis "evaluate and adjust the eight (8) principles to more closely coincide with NCAA Division I" philosophies and practices. A careful and thoughtful review of these principles is one of the report's many recommendations that I urge you to consider, all with an eye toward helping to define a vision of excellence for our athletics program for today and tomorrow.

My intention is to review the input you provide, and then set a course for achieving excellence in our program and our student-athletes. This will then allow for the hiring of a Director of Athletics who will design a strategic plan that will help guide us toward a new level of excellence.

As a member of the Recruitment Advisory Committee for the Director of Athletics, I believe that you will make a great contribution to this endeavor. The committee will be of critical importance in helping to determine our direction and to ensuring that only the most qualified candidates are evaluated for this position.

Cedric Dempsey and his consulting firm will assist us in this recruitment, and I have asked Nona Richardson, Interim Director of Athletics, to provide support to the committee as needed.

The specific charge to the committee members is as follows:

- Review the UC Davis Athletics Strategic Audit 2011, and then discuss with and obtain input from relevant constituencies on their perspectives of the report, which includes a specific focus on the eight principles that were outlined during our transition to Division I;
- Provide to me a summary of the committee's and constituents' input on the report, by November 7, 2011, and advise me as we strive toward a collective vision of excellence for our athletics program;
- Identify those candidates with the most promise and quality, consistent with our collective vision of excellence, narrowing the list to a group to be invited for detailed discussions and interviews;
- Participate in the interviews and discussions, ultimately providing your individual and independent evaluations and recommendations of those we have interviewed for my consideration and selection of the next Director of Athletics; and
- Conduct all the affairs of the committee and associated activities, particularly with regard to the recruitment of the next Director of Athletics, with complete confidentiality.

Thank you again for accepting this important assignment. A member of the recruitment support staff will be contacting you soon to schedule the first meeting of the committee and I look forward to joining you at this meeting.

Sincerely,

Linda P.B. Katehi
Chancellor

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