



Southwestern College

Director of Athletics

Summary

Southwestern College is seeking qualified applicants for a Director of Athletics (AD) who is ultimately responsible for coordinating and managing the intercollegiate athletic functions of the College. The successful candidate will be a principal college administrator responsible for supervising the intercollegiate athletic program, providing leadership, vision, and strategic direction for the college's 16 intercollegiate sports. This position is a senior level position and member of the Administrative Council and reports directly to the Executive Vice President, with direct access to the President. The AD develops and maintains a competitive intercollegiate athletic program within an academic environment that emphasizes academic success, retention, and graduation.

Essential Duties and Responsibilities

- Leading the athletic department efforts in student recruitment and enrollment in complete support of, and collaboration with, overall institutional enrollment efforts.
- Representing Southwestern College and the Department in a positive manner with a high degree of integrity and quality while ensuring compliance with NAIA, KCAC, and Title IX rules and regulations.
- Hiring, supervising, and developing a strong staff of coaches and assistant coaches.
- Ensuring achievement of enrollment goals each year.
- Demonstrating sound fiscal discipline and prioritization skills.
- Building community relations and partnerships which includes business and corporate alliances.
- Developing, implementing, and maintaining a long-term vision for the Athletic Department.
- Utilizing strong administrative and management skills.
- Developing effective relationships with donors, in partnership with the Institutional Advancement office with particular emphasis will be placed upon the cultivation and stewardship of those relationships.
- Performing other duties as assigned.

Supervisory Responsibilities

Manages at least thirteen subordinate supervisors who supervise a combined total of over 21 employees within the areas of departmental administration, athletic training, and strength and conditioning and the sports of Football, Baseball, Men's Basketball, Women's Basketball, Cheer & Dance, Cross Country, Golf, Men's Soccer, Women's Soccer, Softball, Tennis, Track & Field, and Volleyball. Is responsible for the overall direction, coordination, and evaluation of these units. Also directly supervises two non-supervisory employees. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Competencies

To perform the job successfully, an individual should demonstrate the following competencies:

Cooperation - Establishes and maintains effective relations; works cooperatively in group situations.

Teamwork - Balances team and individual responsibilities; gives and welcomes feedback; contributes to building a positive team spirit; able to build morale and group commitments to goals and objectives.

Change Management - Develops workable implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change; monitors transition and evaluates results.

Performance Coaching - Defines responsibilities and expectations; sets goals and objectives; gives performance feedback; motivates for increased results; encourages training and development.

Team Leadership - Defines team roles and responsibilities. Leadership - Effectively influences actions and opinions of others.

Visionary Leadership - Inspires respect and trust; mobilizes others to fulfill the vision.

Cost Consciousness - Works within approved budget; contributes to profits and revenue; conserves organizational resources.

Diversity - Shows respect and sensitivity for cultural differences; educates others on the value of diversity; promotes a harassment-free environment; builds a diverse workforce.

Ethics - Upholds organizational values. Organizational Support - Follows policies and procedures; supports organization's goals and values; benefits organization through outside activities; supports affirmative action and respects diversity.

Judgement - Exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education and/or Experience

Bachelor's degree and at least six years of demonstrated experience or advanced degree and at least four years of experience of progressively responsible related work in intercollegiate athletics administration or equivalent combination of education and experience. Preference will be given to those who have demonstrated a minimum of three years leading and/or supervising the work of others.

Applicants should submit a confidential letter of application, resume, and contact information for three references in one PDF file to Dr. Brad Andrews, President at SouthwesternCollegeADsearch@gmail.com. The review of applications will begin Sunday, August 1, 2021. The position is open until filled with an anticipated start date during the Fall semester of 2021. For questions, nominations, or inquiries contact Dr. Kurt Patberg, Senior VP, Athletics Staffing and Consultants at kpatberg.ASC@gmail.com.

About Southwestern College

Traditional-aged students are housed and educated on a wooded 85-acre site in Winfield, Kansas. The curriculum and extensive co-curricular activities are designed to prepare Southwestern's graduates for "leadership through service in a world without boundaries," as its vision statement declares. The college has been forward-thinking in its approach to technology and was one of the first in the nation to issue laptop computers to all students. Campus facilities have seen major upgrades and expansion during the past quarter century, with the most recent addition being the complete renovation of Richardson Performing Arts Center and the construction of Richard L. Jantz Stadium.

Working adults complete college degrees through the Professional Studies program. The college commitment to accessibility and logistical ease has led to leadership in educational options for military personnel. Graduate degrees are offered both on the main campus and through Professional Studies with the college enrolling its first doctoral students in 2012. The college continues to be accredited by the Higher Learning Commission.

Founded: 1885

Affiliation: United Methodist

Campus: 20 buildings on 85 acres

Location: Winfield, Kansas (*population 12,000*)

Miles from Wichita: 40

Number of Steps up to Christy Administration Building: 77

Student/Faculty Ratio: 11:1

Faculty: 43+

Enrollment: Students from 30 States and 18 Foreign Countries (*Main Campus*)

First-Year Students with a B average or better in high school: 71% (2017)

Academic and Honor Societies: 4

Musical Groups: 10

Clubs and Student Organizations: 15

Nickname: The Moundbuilders

National Athletic Affiliation: National Association of Intercollegiate Athletics (NAIA)

Conference Affiliation: Kansas Collegiate Athletic Association (KCAC)

Conference Championships since 1960: 170+