LEADERSHIP PROFILE
DIRECTOR OF ATHLETICS, AUGUSTANA UNIVERSITY

Title: Director of Athletics (full-time)

Location: Augustana University, Sioux Falls, SD

Overview:

Founded in 1860, Augustana University is a selective, comprehensive university affiliated with the Evangelical Lutheran Church in America. With more than 100 majors, minors and pre-professional programs for undergraduates, along with graduate degree and continuing education programs, the university is committed to enriching lives and fostering development by combining a foundation in the liberal arts with professional skills and advanced study. Augustana graduates are thought-leaders, problem-solvers and change-makers in communities throughout the U.S. and around the globe.

Augustana currently serves approximately 2,100 students from 33 states and 32 countries. Of those, 27% are student-athletes, and more than 1,600 are part of our residential community and call our 100-acre campus home. In fall 2017, the university saw its largest incoming freshman class since 1978.

Augustana currently participates in NCAA Division II intercollegiate athletics in ten women’s sports and nine men’s sports and is a member of the Northern Sun Intercollegiate Conference (NSIC). The NSIC is comprised of sixteen public and private institutions within a five-state region, including South Dakota, North Dakota, Nebraska, Minnesota and Iowa, that are diverse in size and program. Successful conference membership requires both leadership and cooperation among member institutions while maintaining strict compliance with university, conference, and NCAA rules and regulations.

The Augustana Vikings routinely rank among the top-10 schools in DII for academics and athletics. Over the last decade, recent accomplishments include: two NCAA national championships, including Men’s Basketball in 2016, seven straight seasons of top-15 finishes in the Learfield Cup Standings, and four seasons as the NSIC’s top athletic program.
Sioux Falls, SD, is a great place to live, work and raise a family. The city has a population of more than 178,000 and more than 260,000 in the metropolitan statistical area. Sioux Falls offers a robust economy, countless outdoor activities, support for athletics programs at all academic levels and a vibrant entertainment scene.

Position Summary:

The Director of Athletics reports directly to the President of the University and is a member of the President’s senior leadership team. The Director of Athletics has overall responsibility to provide positive leadership, vision and oversight in planning, organizing and managing the programs and activities of a highly successful intercollegiate athletics program. In keeping with Augustana’s mission to strive for excellence in both academics and athletics, the Director will lead a program that challenges and develops the intellectual, physical and personal capacities of student-athletes, and that fosters integrity, sportsmanship and fair play. In addition, the athletics program promotes physical fitness, athletic participation and school spirit among all students, faculty, staff, alumni, friends and fans in the Sioux Falls community and the region.

Duties and Responsibilities:

The successful candidate will have significant leadership experience in collegiate athletics. The candidate must have a demonstrated commitment to the holistic academic and athletic development of student-athletes, as well as to leading a department that shares the university’s commitment to a culture of openness and inclusion that values diversity in people and ideas.

The successful candidate must also understand and support the university’s overall mission, and be prepared to engage in strategic planning not only for the athletics department but also for the university as a whole. The athletics program will demonstrate a commitment to Augustana’s core values and enhance the reputation of the university, while also generating substantial revenues to assist with annual operating expenses for the athletic department.

The successful candidate must have the ability to work with coaches, students, faculty, staff, alumni, media and community leaders; develop and manage a complex budget; and understand both the internal and external operations of the athletics department.

Internal operations require a leader who possesses strategic planning, organizational, budgetary and problem-solving skills who can also work collegially and collaboratively with colleagues across the campus to ensure integration of athletics into the broader university community. Working with and supervising a team of athletic administrators, the Director will develop and manage budgets for all operational areas of the athletics program, ensuring budgetary and fiscal
accountability, optimizing resource allocation and enhancing revenue generation. The Director will lead and oversee the selection and management of coaches and administrative personnel, support the professional development of the administrative and coaching staff, and establish and enforce policies and procedures ensuring compliance with NCAA and conference rules and regulations.

External operations include making a direct and significant leadership contribution to all types of fundraising efforts in support of the athletics program. This includes, but is not limited to, securing major gifts and sponsorships at the corporate level as well as enlisting large gifts for the annual A-Club campaign, annual athletics auction, golf tournament, construction of new and improved facilities, and other priorities. The Director will establish fundraising goals for the athletics programs and collaborate with the university Office of Advancement to develop fundraising strategies to meet strategic priorities. The Director will meet with donors and prospective donors as part of ongoing fundraising activities to enhance financial support for the athletic programs and create new and innovative ways to promote athletics and school spirit not only to the campus community, but also to the Sioux Falls community and alumni base.

Supervising brand management, tickets sales, media relations and marketing is also required.

Minimum Qualifications:

- A Bachelor’s degree (advanced degree preferred)
- Athletic program leadership experience in an academic environment or related experience within a complex, dynamic organization
- Demonstrated knowledge of intercollegiate athletics compliance
- Proven ability and/or high interest in and aptitude for fundraising and donor development
- Experience making, and implementing, complex and sometimes difficult operations and personnel decisions in a fair and equitable manner
- A track record and evidence of supporting and advancing diversity in current and previous roles/institutions

Leadership, Management and Interpersonal Skills:

- Commitment to a competitive intercollegiate athletics program in the context of an academically rigorous collegiate environment
- Dynamic and collaborative leadership, with an ability to maintain a visible and energetic presence within the broader campus community
- Relationship building skills with the ability to bring internal and external stakeholders together toward a common goal
- Experience with human resource and fiscal management with demonstrated financial acumen
- The ability to manage conflict appropriately and decisively
- Integrity, respect, professionalism, sincerity and trustworthiness
Excellente communication skills, intelligence, creativity, flexibility, resilience, patience, and a sense of humor, together with a passion for the collegiate student-athlete experience within the context of the culture of Augustana

Application Process:

Augustana invites candidates to submit a letter of application detailing interest in and qualifications for the position, plus the names and contact information for at least three current references to humanresources@augie.edu. References will not be contacted without prior knowledge and approval of candidates. Confidential review of materials will begin immediately and continue until the position is filled. For more information, please contact Deanna Versteeg, Vice President for Human Resources, at deanna.versteeg@augie.edu or (605) 274-4191, or Dr. Marcia Entwistle, Search Committee Chair, at marcia.entwistle@augie.edu or (605) 274-5495.

Please visit our website to learn more about Augustana University at www.augie.edu, the athletic program at www.goaugie.com, and the position at www.augie.edu/jobs.

Augustana University is an Equal Opportunity/Affirmative Action/Title IX Employer that seeks to recruit, develop and retain a talented and diverse workforce. Augustana University is committed to excellence through diversity and strongly encourages applications from the entire spectrum of a diverse community. Submission of official transcripts may be required upon employment. Finalist candidates must satisfactorily complete pre-employment background check.