



Job Announcement:
Head Coach
Women's Basketball



THE OPPORTUNITY

Augustana University, a selective, comprehensive university affiliated with the Evangelical Lutheran Church in America, seeks a head coach to lead Augustana Women's Basketball. The program has qualified in 15 NCAA Division II basketball tournaments including a Final Four appearance in 2013.

Located in the growing and vibrant city of Sioux Falls, South Dakota, Augustana University has, for more than 160 years, provided a strong student-centric education based on its five core values: Christian, liberal arts, excellence, community and service. The institution continues to expand its pre-professional and graduate offerings, while remaining true to its liberal arts tradition.

In 2019, the Augustana University Board of Trustees adopted **Viking Bold: The Journey to 2030**, a 10-year strategic plan which serves as the road map for Augustana's current and future success. AU Athletics stands as one of the four pillars of the plan.



An essential partner in advancing the university's strategic priorities and mission, the Augustana Women's Basketball Head Coach will report to Vice President for Athletics Josh Morton and commit to the philosophy statement of Augustana Athletics, which aims to provide a student-athlete centered experience committed to distinction in the classroom, excellence in competition and faithful service to community.

The university seeks a head coach with an established record of success as a head or assistant coach and a passion for recruiting. In addition to a record of competitive excellence, the head coach for Augustana women's basketball will build on the foundation and culture of the program and play an integral role in growing the fan base for Augustana University Women's Basketball. While overseeing all aspects of the women's basketball program, the head coach will also be a leader within the campus and Sioux Falls communities.

The head coach will serve as the public face of the program, creating and maintaining a positive public image while recruiting and training student-athletes to compete for conference, region, and national championships. This position must also lead and maintain a program that competes with excellence through recruiting, on-court teaching techniques, scheduling, monitoring academic progress, budget management and fundraising, while also promoting the sport throughout the university and local communities. This position shall have a strong working knowledge and understanding of all NCAA rules and regulations regarding compliance.

**AUGUSTANA
AT-A-GLANCE**

- Top 5 Best Value Schools in the Midwest
— *U.S. News & World Report*
- 2,100+ Undergraduate and Graduate Students
- 100+ Majors, Minors, Pre-Professional and Graduate Degree Programs
- 12:1 Student-to-Faculty Ratio
- 23 Athletic Programs
- 98% of 2023 Graduates Achieved a Positive Career Outcome

Augustana University seeks candidates who share its commitment to diversity, equity and inclusion (DE&I). The head coach will serve as an advocate for DE&I and commit to best practices for student success, as well as fan and community engagement.

For more information about how to nominate a candidate or express personal interest, please see the "Procedure for Candidacy" at the end of this document.

EXPECTATIONS FOR LEADERSHIP

Enhance the competitive excellence of Augustana Women's Basketball.

Augustana Women's Basketball has a foundation of excellence and the opportunity to take it to the next level nationally. The Augustana Women's Basketball Head Coach position is a premier opportunity in Division II. A first-class competition facility at the Sanford Pentagon, on-campus practice gym, and brand-new strength and conditioning center are foundational to recruiting success.

Develop the holistic Augustana student-athlete.

Distinction in the classroom, excellence in competition, and faithful service to community. The Augustana Athletics philosophy statement is more than words, it's something the entire department embraces and lives by each day. The women's basketball program celebrates six academic all-Americans, 117 academic all-NSIC selections, and countless working professionals making a difference in their communities. The head coach will embrace this philosophy and further strengthen the program's tradition of excellence.



Build community excitement and financial support for the success of Augustana Women's Basketball.

Through youth camps & clinics, serving the community and representing Augustana University as a volunteer, the head coach will rally the Sioux Falls and Augustana communities to support our Vikings. With financial support already strong, the head coach will serve as a key partner in engaging and securing new investors and sponsors for Augustana Athletics

CANIDATE QUALIFICATIONS

The successful candidate will have the following professional qualifications and personal qualities:

- Commitment to Augustana's mission, core values and student-athlete academic success
- Commitment to highest standards of integrity
- Commitment to diversity, equity and inclusion
- Commitment to student-athlete mental health and overall wellbeing
- Competitive and confident to add to the excellence of Augustana Athletics
- Proven winner as head coach or assistant coach in the sport of basketball
- Team player who collaborates effectively with colleagues and stakeholders
- Strong recruiting skills and extensive contacts with organizations and prospective student-athletes
- Deep knowledge and understanding of all NCAA rules and regulations regarding compliance
- Strategic vision for the future as it relates to collegiate athletics, student-athletes and technology's impact on the culture of the sport
- Excellent communicator who understands different audiences
- Ability to interact with students, faculty and leadership with different backgrounds and points of view and a deep appreciation of and respect for academic values and culture

ABOUT AUGUSTANA

Overview

Founded in 1860, Augustana University in Sioux Falls, South Dakota, is a selective, comprehensive university affiliated with the Evangelical Lutheran Church in America (ELCA). With more than 100 majors, minors and pre-professional programs for undergraduates — along with graduate degrees and continuing education programs — Augustana is committed to enriching lives and fostering development by combining a foundation in the liberal arts with professional skill and advanced study.

Nationally recognized for academic excellence, student life, graduate outcomes and affordability, Augustana serves more than 2,100 students from 42 states and 57 countries. Most are part of our residential community and call our 100-acre campus home. Our graduate and continuing education programs serve students during times that are convenient for adult learners.



WalletHub ranked Augustana as one of its 2023 Best Universities — the top university in South Dakota and No. 157 out of more than 800 universities nationwide across 30 key measures, ranging from student-faculty ratio and graduation rate to post-attendance median salary. Ninety-eight percent of 2023 Augustana graduates achieved a positive career outcome.

In 2019, the Board of Trustees adopted a ten-year strategic plan known as **Viking Bold: The Journey to 2030**. Since then, Augustana has established the Sharon Lust School of Education, the Schools of Music, Business and Health Professions, and the Midco Media Center. The university has launched a number of new academic programs, including a Doctor of Physical Therapy Program, the Augustana Fintech Program by Pathward™ and a 4+1 MBA, as well as interdisciplinary programs in multimedia entrepreneurship, environmental studies, bioinformatics and medical humanities & society. Multiple infrastructure projects to enhance student life and IT have also been completed or are underway.

THE MISSION: Inspired by Lutheran scholarly tradition and the liberal arts, Augustana University provides an education of enduring worth that challenges the intellect, fosters integrity and integrates faith with learning and service in a diverse world.

CORE VALUES:

Christian
Liberal Arts
Excellence
Community
Service

Recognition

Augustana is well known for academic excellence, meaningful student life experiences and successful outcomes. Our students enter to learn and leave prepared to be the servant leaders the world needs. Recent recognition includes:

- Augustana University is ranked among the Best Regional Universities in the Midwest and listed in other Best Regional Universities Midwest categories, including No. 4 in Best Undergraduate Teaching, No. 4 in Best Value and No. 11 in Most Innovative.
- *The Princeton Review* ranked Augustana as one of its 2024 Best Regional Colleges (in the Midwest).
- Niche ranked Augustana among the 2023 Best Colleges in South Dakota, Best Christian Colleges in America and the Best College for Nursing in the state and one of the best in the nation.
- Leading Colleges, LLC recognized Augustana University with a 2023 Leading Colleges Award for its student outcomes.

For more information about Augustana University, please visit augie.edu.

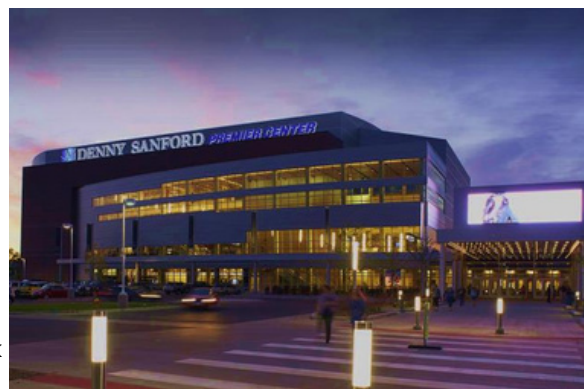
A GLIMPSE OF SIOUX FALLS, SOUTH DAKOTA

Sioux Falls is the largest city in South Dakota, with an estimated population of 214,000 and more than 286,400 in the metropolitan statistical area. It serves as the business, health care, shopping, entertainment and cultural center of the region. Some of the city's largest employers include Sanford Health, Avera Health, Wells Fargo, Amazon, Citi and the Sioux Falls School District. This is a small sampling of the organizations that fuel a robust economy and provide sought-after internships and clinical opportunities, practicums and part-time jobs that enhance and support the education of Augustana students. Sioux Falls has been recognized by Career Builder and Forbes as one of the top small metro areas for careers and best cities to find a job — which is one of the many reasons our largest number of alumni call the city home.



A Sports-Minded Community: The city is home to four minor league sports teams and has been selected to host a number of premier NCAA events. From youth to adults, you'll find "a love of the game" in our hometown. Top venues include:

- **DENNY SANFORD PREMIER CENTER**, a 12,000+ seat venue that has a multitude of uses including hockey, basketball, indoor football and more. It has hosted marquee events such as the NCAA DI Women's Basketball Regional, NCAA DI Men's Hockey Regional and The Summit League Conference Championships. The PREMIER Center serves as the home to Stampede Hockey and the Sioux Falls Storm (indoor football).
- **Sioux Falls Stadium**, a 4,500 seat venue that sits on the campus of the Denny Sanford PREMIER Center. The Stadium is home to the Sioux Falls Canaries (baseball).
- **Sanford Sports Complex**, with 162 acres dedicated to pursuing excellence in personal and team fitness, POWER training, competition, sports medicine and athletic science research, as well as retail and hospitality. The Complex includes the Sanford FIELDHOUSE (baseball, football and soccer) and Huether Family Match Pointe (tennis). The Pentagon is located at the heart of the Complex and serves as the home to Augustana Vikings Basketball and the Sioux Falls Skyforce (basketball).
- **SCHEELS IcePlex**, the region's premier indoor 3-sheet ice facility committed to year-round ice and programming geared toward youth.



Entertainment: Sioux Falls features multiple state-of-the-art venues for live entertainment, including the 12,000-seat Denny Sanford Premier Center, as well as the iconic Washington Pavilion, The District, historic Orpheum and State Theatres and outdoor music pavilion Levitt at the Falls. The city is also home to developmental and minor league sports teams including the Sioux Falls Skyforce (basketball; Miami Heat affiliate), Sioux Falls Stampede (hockey), Sioux Falls Storm (football) and Sioux Falls Canaries (baseball). The city hosts numerous celebrations, including Germanfest, Sidewalk Arts Festival, Winter Carnival, Cinco de Mayo Fiesta, Downtown First Friday events and more.

Local School Districts: Sioux Falls School District K-12 enrollment is growing at around 1% annually, with 24,380 in Fall 2023. Meanwhile, neighboring districts are experiencing more rapid growth. The Harrisburg School District, located just south of Sioux Falls, has approximately 6,100 K-12 students, growing 678% since 2001. Sioux Falls School District demographics reflect an increasingly diverse community: in fall 2023, the K-12 student body was 56.7% White, 15.6% Hispanic, 12.8% Black, 7.6% multiracial, 4.7% Native American and 2.4% Asian and .1% Pacific Islander. There are 86 languages spoken in the district.

Outdoor Recreation: The city is home to more than 70 public parks. Falls Park covers 123 acres in the heart of downtown Sioux Falls and is connected to many of the city's other parks via more than 22 miles of paved bike trails that encircle the city. Rock climbing and hiking rise to new levels at Palisades State Park, just a 20-minute drive from campus. The Mary Jo Wegner Arboretum is a historic 115-acre plot rich with evidence of the past: stone quarries, rail lines, building foundations, town roads and more.



South Dakota's newest state park, Good Earth at Blood Run, is a National Historic Landmark.

Key Rankings: Home to major health care centers, Fortune 500 businesses, a vibrant downtown, great options for entertainment and dining and an entrepreneurial spirit, Sioux Falls is considered one of America's great small cities. The Sioux Falls metro area has a bustling economy. In April 2021, unemployment was at 2.6%, and the metro area ranked 8th in the nation for lowest unemployment. Recent accolades include:

- *Reader's Digest* named Sioux Falls as the number one most affordable city in the country in its 2023 study.
- Fortune ranked Sioux Falls as the 35th Best Place to Live for Families in 2023.
- Sioux Falls ranked 8th on WalletHub's 2023 rankings of the Happiest Cities in America.
- In 2022, WalletHub ranked Sioux Falls among the 10 least stressed cities in the U.S.
- Policy Genius named Sioux Falls among the top five on its list of Best Cities for Young Professionals in 2022.
- Sioux Falls ranked first on GoodHire's 2022 list of the most affordable cities in the U.S.
- SmartAsset named Sioux Falls the best city for young professionals in 2021.

For more information on Sioux Falls visit augie.edu/SiouxFalls.



AUGUSTANA LEADERSHIP

Stephanie Herseth Sandlin, President

Stephanie Herseth Sandlin was inaugurated as the 24th president of Augustana University on September 15, 2017 — the first woman to lead the university in its 160-year history.

As a result of her leadership, the university developed and is implementing its transformational **Viking Bold: The Journey to 2030** strategic plan — supported by the largest and most comprehensive campaign in Augustana’s history.

Key accomplishments celebrated in phases I & II of Augustana’s Viking Bold journey include a new academic structure and shared governance model; innovative new graduate programs and interdisciplinary undergraduate experiences; enrollment growth fueled by competitive financial aid awards as well as diversity, equity and inclusion initiatives; the addition of athletics programs, including Men’s Ice Hockey which competes at the Division I level; and key investments in new and renovated residence halls, outdoor recreation spaces, and the construction of Midco Arena.



Herseth Sandlin grew up on her family’s farm in northeastern South Dakota. Raised in a family involved in government and public service, she attended college in Washington, D.C., graduating *summa cum laude* from Georgetown University, and *cum laude* from the Georgetown University Law Center.

Called to public service, Herseth Sandlin was elected to the U.S. House of Representatives in 2004, where she went on to serve four terms. She was the first woman elected to the U.S. House from South Dakota and the youngest woman serving in Congress during that time.

Following her time in Congress, Herseth Sandlin became a partner in a Washington, D.C., law firm and later joined Raven Industries in Sioux Falls, as the company’s first general counsel and vice president of corporate development.

Herseth Sandlin is celebrated for her leadership in the advancement of women as well as her policy work centered on agriculture, renewable energy, veterans’ education and tribal affairs. She was inducted into the South Dakota Hall of Fame in 2017, and, in August of 2020, she was named to USA Today Network’s select list of “Women of the Century,” in recognition of her significant contributions to the state of South Dakota and the country. She was elected to serve as president and executive committee chair of the Network of ELCA Colleges and Universities (NECU) for 2023.

Herseth Sandlin is married to former Texas Congressman Max Sandlin, an attorney and former Chairman of the Board of Feeding South Dakota. She and Max live in Sioux Falls with their sons, Zachary and Christian. They have three other children and eight grandchildren who reside in East Texas.

Josh Morton, Vice President for Athletics

Josh Morton was introduced as the new leader of Augustana Athletics in April 2018 and officially began a month later. Since his introductory press conference, Viking Athletics has continually focused on three cornerstones of the department: enhancing the student-athlete experience, being active and engaging with the Augustana and Sioux Falls communities and winning with integrity.



With an intense focus on student-athletes, Morton's early initiatives included contracting a sports dietitian through the Sanford Sports Science Institute and the addition of a fueling station for student-athletes. In addition, and through a local partnership, all Augustana student-athletes now have access to post-workout recovery drinks. Morton's first year also saw Augustana athletics sign a multi-year apparel agreement with BSN Sports to outfit all Viking programs with Nike gear.

In 2020, the athletics department created a new philosophy statement tied to the overall mission of Augustana University. In support of Augustana University's mission, Augustana Athletics aims to provide a student-athlete centered experience that is committed to distinction in the classroom, excellence in competition and faithful service to community.

During the summer of 2020, the athletics department began a year-long focus on ending racial discrimination and social injustice. A series of Courageous Conversations, the forming of a Diversity, Equity and Inclusion Committee and the first ever student-athlete-led Summit on Race series are part of that initiative.

Morton's time in intercollegiate athletics before Augustana focused on fundraising. As an Assistant Athletic Director at Michigan State, he helped secure more than \$23 million in major gift commitments. He also served as the primary fundraising liaison for Spartan track & field, cross country and swimming and diving. He served in his role during some of the most successful periods in Spartan Athletics history.

Before moving to East Lansing, he served as an Associate Athletics Director at North Dakota where he successfully worked with the designing, planning and fundraising behind the UND High Performance Center. From 2009-12, he secured more than \$22 million in annual, major and planned gifts for UND athletics.

Morton was a walk-on quarterback at UND and was part of North Central Conference Championship teams and three Division II National Semifinal teams. His father, Don, was a successful college football coach serving as the head coach at North Dakota State, Tulsa and Wisconsin. Morton was born in Sioux Falls while Don was an assistant coach at Augustana.

Before beginning his career in college athletics, Morton served as the sports director and sports anchor for WCIV-TV, the ABC affiliate in Charleston, South Carolina.

He and his wife, Robin, live in Sioux Falls and are parents to Luke, Cale and Sara Jane.



PROCEDURE FOR CANDIDACY

Interested applicants are asked to complete the below application materials. These application materials are to be sent electronically to humanresources@augie.edu. If reasonable accommodations are needed to participate in the application process, please contact liz.vanwesten@augie.edu.

- Letter of interest
- Resume or curriculum vitae
- Augustana University [employment application](#)
- Statement of Diversity
- Contact information for at least three references

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 a pre-employment background check.

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