

## Staff Vacancy

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**POSITION: Athletic Director**      EEO# AT 5-16

### **Summary**

Reporting directly to the President of the University, the Director of Athletics is the voice and face of Ragin' Cajuns Athletics. A visionary and transformative leader, the chosen candidate will be uniquely poised to lead the university to a new level of competitiveness both in and outside the arena.

The Director will be responsible for leading the department of athletics to include operational oversight of a 16-team intercollegiate athletics program. Integral to the identity and success of the University, the Director will develop and implement an array of operational and strategic plans that are in concert with the University's strategic plan.

### **Responsibilities**

#### **Leadership**

- Act as a visible role model with the highest integrity leading by example for student-athletes, athletics staff, the University, and the community of Acadiana.
- Develop and implement a strategic vision that enhances the competitiveness of the University's athletic programs.
- Promote an environment that prioritizes academic excellence, sportsmanship, inclusivity, and civility.
- Serve as the champion and primary caretaker of athletics programs, working collaboratively with Academic Affairs, Enrollment Management, Alumni Affairs, Marketing and Communications, and Advancement offices to further departmental and programmatic goals and initiatives.
- Attract, develop, lead, retain, and evaluate a diverse, high-performing and successful coaching and management team skilled in mentoring, player development, and achieving academic success.

#### **Academics**

- Maintain the University's traditional commitments to academic and athletic excellence.
- Assist coaches in developing strong academic intervention programs to bolster student success.
- Partner with the faculty to align Athletics with the overall academic mission of the University.
- Promote student-athletes' personal development, high academic achievement, and full participation in all aspects of University life.

## **Student-Athlete Welfare**

- Foster and support a culture that emphasizes the academic focus of the student-athlete.
- Ensure that departmental planning and decisions promote a full commitment to increased diversity in student involvement with athletics, gender equity, and successful athletics experiences by all students who participate.
- Ensure an environment that promotes student-athlete safety, health, and welfare, and be strongly committed to the student-athlete experience.
- Collaborate with other university departments in support of student health and wellness.
- Work with students, coaches and members of the administration and faculty to successfully integrate athletic activities into the overall life of the University.
- Promote an atmosphere and respect for and sensitivity to the dignity of every individual.

## **Governance**

- Manage day-to-day facilities operations of indoor and outdoor athletic facilities and serve in a leadership role in advancing the campus master plan as it relates to athletic facilities.
- Coordinate and oversee game management, including securing capable officials, being responsible for game management, and preparing for crowd control.
- Ensure campus compliance with NCAA Division I, Sun Belt Conference, Title IX, and University and/or state policies; ensure necessary reports are filed to include EADA filing.
- Conduct meaningful supervision and performance evaluations of all professional staff in the department. Develop and monitor employee performance programs that clearly identify measurable annual objectives.
- Manage and work with Human Resources on personnel transactions to include the hiring of both coaches, assistant coaches (search processes, contracts), and departmental staff.

## **Revenue Generation**

- Develop, plan, and implement approved branding, marketing or fundraising efforts to advance University Athletics in partnership with University Advancement, Marketing and Communications, and Admissions.
- Ensure proper event and facilities management, including all aspects of revenue generation, facilities scheduling, facilities staffing, and community relations.

## **Fiscal Management**

- Serve as the fiscal manager for all accounts in the department and manage all account responsibly and within the regulations and guidelines set forth by the State of Louisiana and the University.
- Develop and manage long-term budgets to enhance financial support for the athletic programs.

### **Facility Development and Management**

- Oversee and improve multi-user athletic facilities in a fiscally responsible manner that maximizes the positive impact on advancing student-athlete health and wellness.
- Develop and implement plans to maximize the utilization of facilities for revenue generation and community engagement.

### **Communication**

- Create new and innovative ways to promote athletics and school spirit to not only the on-campus community, but also to the Acadiana community and the national alumni base.
- Represent athletics externally through outreach and fundraising with alumni, parents and friends of athletics, and internally to represent intercollegiate athletics as an area of excellence of the University.
- Develop collaborative and effective relationships with various campus offices that include but are not limited to Admissions, Auxiliary Services, Business Affairs, Residential Life, Student Engagement, Communications and Marketing, Institutional Advancement, Facilities Services, Human Resources, Health & Wellness Services, Diversity & Inclusion, and academic departments;
- Work cooperatively and communicate effectively with the entire University community including students, faculty, administrators, staff and alumni, as well as with the media and the public at large.
- Take an active role in Sun Belt Conference, NCAA, local, and national affairs.

### **Ragin' Cajuns Athletic Foundation**

- Work closely and collaboratively with the Ragin' Cajuns Athletic Foundation to identify, foster, and maintain relationships with, and cultivate donors from within, Athletics alumni, parents of student-athletes, and friends of the University's athletics programs.
- Work closely and collaboratively with the Ragin' Cajuns Athletic Foundation on the planning, development, and fund raising for new, class leading athletic facilities.

## **Qualifications and Competencies**

- A bachelor's degree is required; a master's degree or higher is preferred.
- Extensive experience in athletics with senior level management experience.
- Demonstrated success in developing and executing strategic planning and effective organizational leadership.
- Demonstrated commitment to a program that promotes and supports both academic and athletic excellence.
- Demonstrated commitment to diversity and the development of an inclusive campus culture.
- Demonstrated success with donor development and/or fundraising.
- Demonstrated experience and proficiency with financial planning and budgeting.
- Experience with developing, implementing, and managing a department-wide strategic recruitment program.
- Ability to foster collaboration and productive partnerships with a broad range of constituencies, both inside and outside the University.
- Ability to recruit, motivate, supervise, and evaluate departmental personnel.
- Strong communication and interpersonal skills and the ability to effectively communicate with both internal and external constituencies.

## **University and Community**

The mission of the University of Louisiana at Lafayette is to offer exceptional education informed by diverse world views striving to develop innovative leaders who advance knowledge. The Southern Association of Colleges and Schools Commission on Colleges accredits the University, which offers undergraduate and graduate degrees in the arts, sciences, and professional programs. The University is a public research university with high research activity, an enrollment of over 18,000 students and 800 faculty members. UL Lafayette is the largest of nine universities in the University of Louisiana System. The University offers degree programs in 55 undergraduate disciplines, 15 post-bachelor certificates, seven graduate certificates, the master's degree in 28 disciplines and the doctorate in 10 disciplines. Additional information about the University is available on the University's webpage at <http://louisiana.edu/>

The core values of the University include: equity, integrity, intellectual curiosity, creativity, tradition, transparency, respect, collaboration, pluralism, and sustainability. UL Lafayette consists of nine degree-granting units: Arts, B.I. Moody III College of Business Administration, Education, Engineering, Graduate School, Liberal Arts, Nursing and Allied Health Professions, Ray P. Authement College of Sciences, and University College. Located midway between New Orleans and Houston, Lafayette is the heart of Louisiana's Acadian-Creole region. The city of over 126,000 is part of the Lafayette-Acadiana area, which has a total population of 616,000 and is one of Louisiana's fastest-growing metropolitan areas. Lafayette serves as the base of Louisiana's offshore oil industry, as well as the financial, retail, and medical center for South-Central Louisiana.

**SALARY:** Commensurate with experience.

ANTICIPATED STARTING DATE: 4-1-2017

APPLICATIONS:

Send letter of application, resume, and a list of three references to Ryan Conway, P.O. Box 40196, Lafayette, LA 70504-0196. Applications can also be sent electronically to [adsearch@louisiana.edu](mailto:adsearch@louisiana.edu). Applications will be considered until a suitable candidate is found.

The University of Louisiana at Lafayette does not discriminate on the basis of race, color, national origin, age, religion, sex, sexual orientation, or disability in admission to, access to, treatment in, or employment in its programs and activities as required by Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, Age Discrimination Act of 1975, the Equal Pay Act of 1963, Title IX of the Education Amendments of 1972, Executive Order 11246, Section 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the 1990 Americans With Disabilities Act. - See more at: <http://personnel.louisiana.edu/employment-opportunities/policynondiscrimination>