

Position Specification

Director of Athletics

University of New Haven





Director of Athletics

Reporting To President

Location West Haven, CT

University Description

University of New Haven

<https://www.newhaven.edu/about/index.php>

The University of New Haven invites applications and nominations for the position of Athletic Director (AD). The University is seeking an AD who will inspire excellence and innovation in athletic administration, support student learning, and strives to support the academic mission and values through athletic experiences that assist in the development of the total student. The AD is expected to take office in August 2024.

Founded on the Yale campus in 1920, the University of New Haven is a private, coeducational university that has been recognized by *The Princeton Review* and *U.S. News & World Report* for academic excellence. Located between New York City and Boston in the shoreline city of West Haven, the University is a diverse and vibrant community of more than 9,800 students from across the globe.

In the last decade, the University has completed more than \$300 million in major capital projects while launching more than 80 new degree and certificate programs and specialized areas of study. The University also has campuses in Tuscany, Italy, and Orange, Conn.

The University of New Haven is a member of the athletically and academically prestigious Northeast-10 Conference and NCAA Division II. Sports teams are known as the Chargers, and the University's mascot is Charlie the Charger. The University of New Haven offers 20 varsity sports with a total of 495 student-athletes.

Scope and Responsibilities

Under authority delegated by the President of the University, the Director of Athletics has administrative responsibility for the direct supervision, approval, conduct and control of the athletic program. The Director reports directly to the President of the University and serves as a member of the President's Cabinet.

Specific Responsibilities

- Responsible for the development, management, coordination, and supervision of a competitive D2 intercollegiate athletics program with 20 teams, three spirit groups, and a club sports program. Oversight of over 50 members of the Athletics department consisting of coaching and administrative staff, supporting nearly 500 student athletes.
- Oversee the wellbeing and academic progress of student athletes within the athletic department.
- Provide leadership, policy development, and strategic planning for the athletics program.



- Develop and maintain an athletics program that is committed to and consistent with the university's mission and strategic priorities.
- Effectively communicate and collaborate closely with the President and his Cabinet Leadership Team
- Work with university Development Office, Athletic fundraising staff, and the community to raise funds for the athletic department, programs, and facilities.
- Administer the overall budget of the athletic department, consistent with applicable laws, accounting principles, University policies, and NCAA regulations.
- Recruit, hire, lead and develop the department and coaching staff. Create and implement a system for evaluating the professional competence, behavior, and performance of coaches and support staff.
- Develop a coaching staff that will identify and successfully recruit student-athletes with the academic and athletic abilities to be successful in the University of New Haven's educational programs while successfully competing in NCAA Division II intercollegiate athletics.
- Build a culture of excellence in the department with a commitment to fostering continuous improvement.
- Remain compliant with all university, NCAA, and conference policies, rules, and regulations.
- Promote and represent the athletics department to all members of the university community including students, staff, alumni, and community members.
- Provide direction and leadership as to NCAA and Northeast-10 Conference policies and procedures, including attending required meetings for both the conference and NCAA.
- Establish and maintain clean, safe and functional athletics facilities through the assistance of the Facilities Office and provide direction for policies and procedures governing the use of those athletic facilities. Develop long range plans for developing new and maintaining existing athletic facilities,
- Represent the University of New Haven and the athletics department with the University, conferences, NCAA, community and other events, as required.
- Act as primary athletics department spokesperson and provide leadership for effective working relationships with the University of New Haven students, faculty, administration, alumni, and the Board of Governors; local, regional, and national organizations and media; and other educational organizations.

Key Selection Criteria

- Bachelor's degree required; master's degree preferred.
- Minimum of five years' experience at the NCAA Division I or II level in coaching and/or administration.
- Demonstrated leadership acumen through motivating coaches, staff, and athletes. Experience establishing a successful strategic vision of the athletics program, demonstrating commitment to the long-term success of the Athletic Department and its programs.
- Proven ability managing and supervising staff.
- Highest ethical standards in all aspects of life.
- Broad background and proven administrative experience in intercollegiate athletics
- Knowledge of and commitment to NCAA rules and regulations.
- Experience building strong relationships and effectively communicating verbally and in writing the mission of the athletics department to coaches, staff, student athletes, administration, donors, and community members.
- Proven fundraiser and relationship builder.
- Proficiency with organizational capabilities, including managing staff members, budgeting, and scheduling.



Contact Information

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This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of supervisors to assign, direct, and control the work of employees under their supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty. Applications and nominations are now being accepted. For best consideration, please submit application materials as soon as possible.

DHR Global is assisting the University of New Haven in this search. Initial screening of the applications and nominations will continue until an appointment is made. Individuals who wish to nominate a candidate should submit a brief letter of nomination including contact information for the nominee. Application materials should include a resume, cover letter, and fundraising history or success.

Submission of documents (cover letter, resume, one page on fund raising/engagement highlights and successes) as separate PDF attachments is strongly encouraged. Inquiries, nominations, and application materials should be directed to DHR Global via the email: UNH-AD@DHRGLOBAL.COM

Additional Details:

Located between New York City and Boston in the shoreline city of West Haven, the University is a diverse and vibrant community of nearly 9,000 students from across the globe.

The University has been recognized nationally as one of New England's most comprehensive, small private universities:

- The *Princeton Review* has included the University each of the last seven years in its annual guidebook of the country's best colleges and universities.
 - In *U.S. News & World Report's* "Best Colleges" rankings, the University has been recognized by *U.S. News* as a top-tier University for 11 consecutive years and ranked among the top college and universities in the North region.
 - *U.S. News* ranks the University's engineering programs in the top third of nondoctoral programs accredited by ABET and ranks the University's undergraduate program in computer science in the top half of computer science programs accredited by ABET.
 - In June 2015, the University of New Haven joined the New American Colleges and Universities.
 - The University was ranked by Military Friendly as a Top 10 school in the Gold category in its 2022- 23 list of the top Military Friendly Schools.

Centered on its commitment to "Success Starts Here," the University offers an impressive range of innovative and interdisciplinary programs that prepare students for the jobs of the future. Students immerse themselves in a transformative, career-focused education across engineering, health sciences and health care, business, law enforcement and public service, the liberal arts and sciences, and the fine arts. More than 100 academic programs are offered, all grounded in a longstanding commitment to collaborative, interdisciplinary, project-based learning. Under the leadership



of President Steven H. Kaplan and Interim President Sheahon Zenger, the University has experienced significant growth over the last nearly 20 years — both in enrollment and in the expansion of the University’s West Haven campus. Full-time undergraduate enrollment has more than doubled, and first-year applications have quadrupled.

In the last decade, the University has completed more than \$300 million in major capital projects while launching more than 80 new degree and certificate programs and specialized areas of study. The University has also added campuses in Prato, Italy, and Orange, Connecticut.

More than one-third the student body identifies as a member of an underrepresented group, and 240 students have military veteran status. Among the University’s 4,817 undergraduate students and 4,002 graduate students, 32 percent come from Connecticut, 37.5 percent are from out of state, and 30.5 percent hail from foreign countries. For fall 2022, the incoming first-year students had an average high school GPA of 3.44 and an average SAT score of 1,150 (math + verbal). The University boasts more than 150 clubs and organizations, and students have access to over 900 different study abroad programs, including at our own [Tuscany Campus in Prato, Italy](#).