



**Whittier College
Director of Athletics
Position Profile**

Whittier College invites nominations, expressions of interest, and applications for the position of Director of Athletics.

Role

The Director of Athletics will work with the President and other leaders, to support the mission and goals of Whittier College. She/he will develop and promote a vision for athletics at Whittier that advances the learning and personal development of student athletes in the classroom, in competition and training, and in the community. The Director will foster strong partnerships across the entire Poet community to include faculty, staff, students, alumni, donors, parents, and community partners. Further, she/he will integrate the athletics program effectively into the overall student experience.

The College

Whittier College is a residential four-year institution of the liberal arts and sciences that prepares students from diverse backgrounds to excel in a complex global society. Through challenging, interactive courses, taught by accomplished professors, students learn to make connections across disciplines, understand cultural perspectives, and integrate learning with practical application. Inspired by a Quaker heritage, the Whittier education equips students to be active citizens and effective communicators who embrace diversity and act with integrity.

Led by President Linda Oubré, Whittier College is one of the most diverse liberal arts colleges in the country, offering 31 majors in 23 disciplines and serving students not only of different ethnic and geographic backgrounds, but also of a wide range of socioeconomic backgrounds. Both the *Princeton Review* and *U.S. News & World Report 2018* feature Whittier in its “Best Liberal Arts Colleges” listings, and *U.S. News & World Report 2018* ranks Whittier among the top 10 liberal arts colleges for “Ethnic Diversity.” In addition, Whittier ranks among the top schools in graduating students who earn PhDs in the life sciences. Whittier is distinguished by its small size and its innovative faculty who are dedicated to student success— more than 40% of the faculty are members of underrepresented ethnic groups or hail from foreign countries.

Although non-denominational since the 1940’s, Whittier College takes pride in the social values of its Quaker heritage, including - respect for the individual, freedom of conscience, integrity, justice, internationalism, and service. The campus projects a warmth of community and a concern for the individual and for her or his personal growth within the Whittier context. The integration of humanistic and pre-professional education reflects Whittier’s dedication to inspiring lifelong learning, responsible citizenship, personal development, and professional success. Also stemming from Whittier’s Quaker heritage is a readiness to listen to disparate voices and to resolve issues amicably and through consensus.

Whittier College serves its mission of student transformation and learning by uniting motivated professors with engaged learners who embrace intellectual inquiry, academic freedom, and respect and acceptance for all. Whittier's location in the heart of Southern California at the crossroads of the Los Angeles and Orange Counties provides unparalleled opportunities to explore diversity of thought, culture, and recreation. Today, with nearly 70% of its undergraduates coming from underrepresented ethnic and international groups, the College is one of the most successfully diverse small private liberal arts colleges and a model for the nation. Whittier is designated as a Hispanic Serving Institution by the US Department of Education and Whittier's graduation rate for Latino students is among the best in the nation. In addition, the College is also designated as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

Whittier's undergraduate curriculum, which leads to the Bachelor of Arts degree, is organized in the Liberal Education Program and culminates in a major either in a single field or in a multi-disciplinary program. The Whittier Scholars Program enables students to design their own curricula, in consultation with a Scholars Council, to create a rigorous, individualized interdisciplinary program. Regardless of department or program, Whittier offers its students the opportunity to work in an intimate and collaborative learning environment where new and renovated classroom, laboratory, library, and student-activities spaces enhance the impact of Whittier's student-to-faculty ratio, which remains 12:1.

Whittier's faculty exhibits a rare commitment to balancing the teaching of undergraduate students with scholarly accomplishment. Members of the College's faculty have earned national recognition for their achievements and have received National Science Foundation fellowships, Fulbright fellowships and lectureships, Graves Awards, NASA summer fellowships, Haynes Foundation awards, and grants from the National Endowment for the Humanities among many others.

In the 2018-19 academic year, Whittier enrolled just over 1,700 undergraduate students, representing a broad spectrum of backgrounds in the student body: over 69% are ethnic minorities; 50% are Hispanic; 42% are men and 58% are women. Whittier's students come from 35 states and from 27 countries, about two in five Whittier undergraduates is the first member of her or his family to attend college, and over 35% earn Pell awards. The College has about 16,000 addressable alumni and notable Whittier graduates including President Richard M. Nixon '34 and author Jessamyn West '23.

In fiscal year 2017-18, the College's main campus had an operating budget of \$62 million. Whittier's endowment is nearly \$117M.

Approximately 30% of Whittier's students play on one or more intercollegiate teams.

Challenges

Funding resources

The Athletics Department operates under resource constraints, like most areas of the College. Across the Department, it is routinely said, "we do more, with less". In the face of this situation, Department staff and coaches maintain positive demeanors but seek greater financial support to move programs from "competitive" to "winning" and propel the College and its student-athletes further towards their potential.

Facilities

A major area of concern tied to resource constraints is facilities. Coaches and staff lament that a number of facilities are inadequate and significantly worse than other schools in the conference. Steps must be taken to make all facilities consistent with a 'culture of care' for the student-athletes. The next Director of Athletics will work closely with the President and the President's Cabinet to determine the next priorities for investment in the Athletics area.

“Up the hill”, “down the hill” dynamic

Engagement of students, alumni, and faculty in Athletics could be achieved by changing some entrenched habits. The new Director, Athletics staff and student-athletes could better demonstrate and communicate their value to Whittier College and drive a stronger connection with the campus community. Some constituencies within Athletics believe that there is a lack of support from the student body as a whole, and many would prefer to see greater support for Athletics from the broader campus community.

Retention of coaches/staff/student athletes

There is an ongoing challenge to retain talent in the Department. A disproportionate amount of departures occurs because the College's coaches and staff are highly recruitable. This is due to the fact that they have demonstrated the capacity to 'do more with less', other schools can pay better, and other schools are often located in lower cost of living environments and sometimes offer better funding for programs. In other cases, hired coaches and staff use an experience at Whittier as a “stepping stone” to other opportunities.

Equity & inclusion

Among some athletic programs at Whittier, there are perceptions or realities of inequities. Some coaches and athletes believe that other teams or programs are better supported financially or provided better facilities. A need exists for greater transparency in how and why resources are allocated as they are. Additionally, the next AD could better communicate to the Department and campus why things are the way they are. In those instances where there are legitimate inequities, these discrepancies should be addressed and remedied.

Opportunities

Strategic planning

The next Whittier College Athletic Director will have clear opportunities to make her or his mark. These opportunities include setting the strategic direction for Poet Athletics and rallying the Athletic Department's disparate programs behind common goals that are aligned with the goals of the College, its mission, and its strategic objectives. This plan will make the Department more proactive, less reactive and it will integrate programs that today feel as though they are 'islands' and not part of a greater 'whole'.

Entrepreneurial potential

The next AD will address funding issues by working collaboratively with other leaders on- and off-campus and taking an entrepreneurial approach to securing resources. Opportunities to develop the Department's latent entrepreneurial potential include but are not limited to: increased ticket sales, more extensive booster efforts, enhanced fundraising, sponsorships, increased event hosting, film and video location rental, facility rental for non-College sporting events, more sports camps and clinics. The new AD will bring her or his ideas to this mix to mitigate funding issues.

New leadership at College

There is a new President at Whittier College. As a result, there is a new 'energy' on the campus and a sense of an opportunity to break established behaviors and practices, set new aspirations and goals and look anew at challenges and opportunities. The environment is one where the next AD can set ambitious goals and move the Department from "good" to "great" and from "competitive" to "winning". The next Director will be successful by partnering with other campus units like: Admissions, Career Services, Academic Affairs, and Advancement to create a highly valued, life changing, enriching experience for students and student-athletes during their College years and well beyond into their post-Whittier lives and careers.

Promotion, advocacy & community engagement

Athletics is often described as "the front porch of a college or university". The next AD will have both the need and the opportunity to demonstrate and promote the value of the College's student-athletes and Poet Athletics to the College and its surrounding community. This effort will better bond the campus to Poet Athletics and better serve the shared goals of Athletics, academics, and the rest of the co-curriculum. Success on the field and off will raise the College's profile across Southern California, nationally and internationally and grow the numbers of Poet Athletics fans.

Lift student success

Whittier College teams do well now but could do even better. Coaches and Department staff are hungry to develop a 'culture of care' for the Whittier College community. Athletics can be the 'home' of health and wellness for all members of Whittier College community by supporting the academic and career success of students, student-athletes, faculty, staff, alumni and the College's "neighbors".

Duties and Responsibilities

The Director of Athletics will:

- Lead all athletics-related activities at the College, including the oversight of the College's 22 varsity sports; recruitment of prospective student-athletes; planning, organizing, and managing Athletics Department staff; and adherence to College, SCIAC, and NCAA Division III rules, regulations, and processes.
- Lead the development of a Strategic Plan and vision for the Athletics Department that is consistent with the Strategic Plan and mission of the College, with particular emphasis on the needs of Whittier College student-athletes, their academic success and the sound, sustainable fiscal management of the Department.
- Collaborate with Academic Affairs, Student Life and Athletics Department staff to promote academic success, retention, and graduation for all student athletes.
- Promote student-athletes' broader personal development and full participation in all aspects of College life. Develop student-athletes as they matriculate at Whittier and beyond into their subsequent lives and careers.
- Make recommendations to the President regarding the employment of coaches and other Athletics Department staff. Hire, lead, develop, and evaluate coaches, staff, support staff and student employees. Create an environment that supports diversity, equity, and inclusion as core principles. Model diversity and inclusion in planning, decision making, and hiring of coaches and department staff. Appreciate the unique mix of coaching, teaching, and student-development responsibilities of coaches, and provide the support, mentoring, and institutional environment needed to attract, develop, inspire and retain a diverse and successful group of coaches and staff.
- Develop, monitor and administer annual budgets for all facilities, NCAA athletic teams, club sports, intramurals and camp programs. Develop and manage effective fiscal

operations, policies, and procedures consistent with College guidelines. Identify and leverage opportunities for cost savings and efficiencies.

- Establish policies and procedures for all athletic facility use. Develop and enforce safety and health regulations with respect to daily facilities usage, practice schedules, athletic events and all aspects of property owned and maintained by the College. Oversee construction and improvements of athletic and fitness facilities as needed in a fiscally responsible way. Advance student health and wellness, and oversee procurement of equipment, services and supplies to maintain a high level of quality of the Athletics program within budget requirements.
- Work closely with the College's Advancement Office and other campus units to support fundraising and the College and Athletics.
- Identify and pursue entrepreneurial opportunities to leverage the Department's resources to establish new revenue streams and empower each athletic program's pursuit of its aspirations.
- Observe and maintain the highest degree of ethical standards and integrity at all times and ensure complete compliance with all intercollegiate standards and regulations as prescribed by the SCIAC, the NCAA and Title IX requirements. Monitor and assure student-athlete eligibility, maintain documentation, work with and prepare reports as necessary for the NCAA and the SCIAC to maintain the College's good standing.
- Serve as the principal Athletics Department spokesperson and 'ambassador'. Work directly with, Advancement, Athletics support groups such as Purple and Gold, governing bodies (NCAA and SCIAC), and Board committees to enhance financial support for intercollegiate and intramural athletics and physical education programs. Engage and enlist: students, faculty, staff, alumni and fans in support of all the College's athletic teams and athletes. Represent the College's athletic program in community outreach, marketing and promotion, creating new and innovative ways to promote athletics, and build school spirit and support; on campus, in Whittier, across Southern California, and throughout the alumni community.
- Serve on the President's Cabinet, Faculty Athletics Committee, and other committees and projects as requested.
- Serve as the liaison between the Athletics Department and all other service offices of the College including: Admissions, Financial Aid, Business Office, Registrar and Student Life.

Qualifications

- A heartfelt commitment to excellence in academics and athletics as well as demonstrated, genuine enthusiasm for and experience with comprehensive athletic programs in both men's and women's sports.
- At least 5 years of demonstrated success as an athletic administrator. Demonstrated experience working and implementing initiatives that promote diversity, equity, and inclusion.
- A Master's degree in a relevant field.
- Strong knowledge of current issues and best practices in higher education and intercollegiate athletics and strong knowledge and experience with NCAA policies and procedures and Title IX regulations.
- Experience building and leading diverse teams of students and staff.
- Experience, energy and drive to inspire financial support from individuals, businesses and foundations for Athletics.
- A demonstrated creative, entrepreneurial mindset.
- Experience with budgeting, finance and control procedures.

- Demonstrated understanding of the recruitment process and the ability to work collaboratively with Admissions staff in the enrollment of students to an academically rigorous institution.
- High ethical standards with personal and professional integrity.
- Experience integrating multiple activities and programs within an athletic program, including work with other campus personnel in developing and coordinating activities, goals, and services to promote athletics and provide athletic services to meet the needs of a wide variety of students.
- Strong communication and interpersonal skills and the ability to communicate effectively with both internal and external constituencies. Demonstrated knowledge, experience and proficiency in alumni relations and fundraising with an understanding of and ability to articulate the value of athletics in a liberal arts education. An entrepreneurial spirit and success with innovation.

Application Process

The Search Committee will begin reviewing applications in late November and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter describing interest in the position and relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted to:



Will Gates, Partner
Storbeck/Pimentel & Associates
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Email: apsearch@storbeckpimentel.com
Refer to code "**Whittier-DA**" in subject line