



Bates College Director of Athletics

Bates College seeks an experienced, strategic, and dynamic Director of Athletics with a desire and ability to lead an athletics program that values competitive success, academic rigor, and maximizing the full potential of all student-athletes. Ranked among the finest liberal arts colleges in the country, Bates prides itself on its distinctive history and mission that promotes the ideals of egalitarianism, social justice, and inclusivity. Bates is a member of NCAA Division III and one of 11 institutions in the New England Small College Athletic Conference (NESCAC). NESCAC consistently performs as the top conference in Division III, as well as leading virtually all rankings that measure the quality of liberal arts colleges.

Athletics

Bates features 31 varsity sports and claims a long and proud history of athletic achievement. Recent successes include an NCAA National Championship in Women's Rowing (2015), a National College Squash Association Individual Men's National Champion (2015 and 2016), and an NCAA Indoor Shot Put National Champion (2011-2013). Multiple teams and individual student-athletes have achieved NCAA post-season appearances in recent years, and Bates reached its highest finish in the Division III Director's Cup standings in 2015, ranking 27th out of 450 institutions. Additionally, Bates student-athletes routinely receive All-NESCAC and All-American recognition for both athletic and academic achievements.

Experienced and dedicated coaches, many of whom have won NESCAC coach of the year honors, lead Bates' varsity teams. They also care deeply for the well-being and development of their student-athletes. Just as a hallmark of a Bates education is the deep and personal engagement between students and faculty, Bates coaches and student-athletes enjoy strong relationships that epitomize the college's aim to "educate the whole person."

The college also hosts 24 club sports and, typically, 10 intramural leagues. More than 63% of Bates students participate in some form of formal athletic competition every year, with approximately 40% of the student body competing as varsity athletes. The Department of Athletics oversees physical education requirements for all Bates students as well as general fitness and recreation for the entire Bates community.

Bates has made significant improvements to athletics infrastructure in recent years, including a major renovation to its historic Garcelon Field, a new rowing boathouse, a new field hockey turf, a new batting facility, and investments in women's basketball, Nordic skiing, softball, squash, and volleyball facilities.

Bates benefits from a strong base of loyal fans, alumni, and parents. Consistent with the college's recent overall fundraising success, annual donations to Athletics have increased by 58% in the past five years.



About Bates

Bates College was built by people who put their ideals into action and in whose hands the liberal arts served as a dynamic force for the public good. With their progressive call, in 1855, to admit African Americans and to educate men and women together, the founders of Bates affirmed that all human potential deserves to be developed. This radical, founding moment manifested a durable instinct for the fellowship of learning that continues to guide Bates' commitment to intensive and unfettered humanistic inquiry.

Bates' mission statement, adopted in 2010, reads:

Since 1855, Bates College has been dedicated to the emancipating potential of the liberal arts. Bates educates the whole person through creative and rigorous scholarship in a collaborative residential community. With ardor and devotion—Amore ac Studio—we engage the transformative power of our differences, cultivating intellectual discovery and informed civic action. Preparing leaders sustained by a love of learning and a commitment to responsible stewardship of the wider world, Bates is a college for coming times.

Bates undertook an institutional planning effort in 2014–2016 that engaged all members of the campus community and resulted in a plan for the next five to eight years. This plan, approved unanimously by the Board of Trustees and the faculty, identifies Athletics as a strategic and pedagogical priority for the college that will receive increased attention and financial support in the upcoming fundraising campaign.

Since becoming the eighth president of Bates in 2012, Clayton Spencer has recruited exceptionally effective staff across the college and invigorated the campus and broader alumni communities. Bates has experienced three straight years of significantly increased giving, with funds raised in fiscal year 2016 reaching a new record and more than doubling those raised in 2013. Donor support is strong, as is the overall financial health of the college. Additionally, over the past two years, Bates has enjoyed its largest applicant pools in history, and a record number of Early Decision applications were received for Fall 2017 enrollment. These admission successes are supported by the college's commitment to meet the full demonstrated financial need of all admitted students regardless of academic, athletic, or demographic attributes, providing upwards of \$32 million per year in financial aid.

About Maine and Lewiston/Auburn

Bates is located on a beautiful, 109-acre, traditional New England campus in Lewiston, Maine, a lively small city enjoying an exciting economic and cultural revitalization. Lewiston and its twin city of Auburn, located in central Maine about 35 miles north of Portland, have a combined population of about 65,000 people. Maine's natural beauty and resources and its diverse recreational offerings are highly valued by the Bates community; both the coast to the east and the mountains and ski areas to the north and west are within easy reach. Lewiston is a walkable city with an engaged citizenry, lively arts and dining scenes, and a historic downtown. The city has a rich industrial past and was home to thousands of French Canadian immigrants who came to work in its textile mills along the Androscoggin River in the nineteenth century. More recently, Lewiston has welcomed many new residents from African nations, especially Somalia and Sudan. Bates is a national leader in community engaged learning – a pride point supported by the Department of Athletics – and works closely with local and state communities in many partnerships and creative collaborations.



The Position

Bates seeks a charismatic, engaged, and collaborative leader who will contribute meaningfully to Bates' distinctive mission of educating the whole person. Building on the upward trajectory of its teams, the Director will help motivate each program for competitive success. In partnership with key constituencies across the college, the Director will outline a vision for athletics and fitness for the Bates community and provide both strategic and operational leadership to the entire Athletics enterprise. Successful candidates will have demonstrated an ability to lead a collective effort to develop and execute a strategic vision while building an organization that can meet the many operational demands on the department. The Director will support and assess coaches with their own team and professional development goals and will serve as an advocate for the needs of both coaches and student-athletes.

The Director will play a critical role in guiding the college through additional investments in the Athletics infrastructure. With a large and diverse set of athletic facilities that are in high demand from the many students who participate in varsity, club, intramural and recreational sports, the Director is responsible for maximizing facilities usage and ensuring their effectiveness. Leveraging prior budgeting experience and oversight, the Director will effectively plan and allocate funding in a complex environment that meets regulatory and equity compliance.

Capitalizing on Bates' distinctive history and mission, the Director will help sustain and strengthen a culture of diversity and inclusion, including developing a strong partnership with the Office of Admission to recruit and enroll student-athletes from all demographic and socio-economic backgrounds. Among other successes in this area, Bates Athletics has gained a national reputation for eliminating barriers to student-athletes' full participation based on sexual orientation and gender identity.

Serving as the face of Athletics, the Director is a visible presence on campus who contributes to the overall leadership of the college. In developing close relationships with faculty and staff, the Director will develop programs, policies, and procedures that help student-athletes reach their full potential, both on and off the field. Externally, the Director will partner with College Advancement to strengthen relationships with the college's many dedicated alumni and parents who care deeply for Bates Athletics.

Primary Responsibilities

- Develop and implement a strategic vision for Athletics at Bates, including competitive teams at all levels and general fitness for the entire community.
- Design, lead, and evaluate a high-performing management team.
- Ensure the effective recruitment, training, supervision, and evaluation of a highly skilled and diverse coaching, administrative, and support staff.
- Ensure college compliance with all NCAA, NESCAC, and Title IX regulations and guidelines, while maintaining appropriate Department of Athletics policies, procedures, and practices.



- Ensure a culture of diversity and inclusion that serves the needs of all student-athletes, coaches, staff, and Bates community members.
- Ensure an environment that promotes student-athlete safety, health, and welfare, and be strongly committed to the student-athlete experience.
- Partner with the Office of Admission to ensure effective student athlete-recruitment and enrollment strategies.
- Work with the College Advancement Office to foster and maintain relationships with, and cultivate donors from within, Athletics alumni, parents of student-athletes, and friends of the college's athletics programs.
- Partner with the faculty to align Athletics with the overall academic mission of the college.
- Ensure proper event and facilities management, including all aspects of revenue generation, facilities scheduling, facilities staffing, and community relations.
- Supervise a comprehensive physical education academic and activity curriculum and the college's intramural programs.
- In partnership with the Bates Communications Office and senior leadership, leverage the success and principles of Bates Athletics to effectively promote the college.
- Work collaboratively with the department and the Finance Office to ensure sound financial planning and resource allocations.

Qualifications and Competencies

- A bachelor's degree is required; a master's degree is preferred.
- Extensive experience in athletics with progressive increases in responsibility.
- 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 experience with donor development and/or fundraising.
- Demonstrated experience and proficiency with financial planning and budgeting.



- Experience in recruiting athletes and a commitment to partnering with the Office of Admission to develop, implement, and manage a department-wide strategic recruitment program.
- Ability to foster collaboration and productive partnerships with a broad range of constituencies, both inside and outside the college.
- 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.

Application Process

Bates College invites applications, letters of nomination, or expressions of interest for the position of Director of Athletics to be submitted to the search firm assisting the college. Confidential review of materials will begin immediately and continue until the appointment is made. For full consideration, application materials should be submitted at Parker Executive Search's website by January 30, 2017. For additional information please contact:

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