



The College Conference of Illinois & Wisconsin

Commissioner

Leadership Profile

www.CCIW.org
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Consultants for Odgers Berndtson:
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The Opportunity

The College Conference of Illinois and Wisconsin (CCIW), located in Naperville, IL and on the campus of North Central College, has launched a search for the position of Commissioner to serve as the Chief Administrative Officer of the conference, responsible for all facets of conference operations.

The new position will fill the role vacated by the retirement of Chris Martin, who has served the conference with distinction since 2002. The anticipated start date is targeted at the end of the 2018-2019 academic year.

The search committee invites nominations of, and applications from, accomplished individuals who will provide this nationally-recognized NCAA Division III conference with outstanding leadership during a time of exciting change and development.

The next commissioner will engage with the presidents, athletic directors and other athletics leaders in the conference including coaches and officials coordinators to envision and implement an innovative model of support for student-athletes that builds on rich history and excellence and leads to an even greater future for college athletics.



The Conference

The College Conference of Illinois & Wisconsin (CCIW), now in its 73rd year, enjoys a reputation as one of the best NCAA Division III conferences in the nation. The Conference constantly places several members in the top 100 nationally ranked schools of the annual Learfield Director's Cup. Nine full members strong, including (Augustana College, Carroll University, Carthage College, Elmhurst College, Illinois Wesleyan University, Millikin University, North Park University, North Central College and Wheaton College), the CCIW conducts conference competition in 23 sports and has won a total of 51 NCAA national team championships in 11 different sports.

CCIW membership has remained stable over its history and still includes seven founding members. Wheaton rejoined for all sports but football in 1967 and for football in 1970. Elmhurst rejoined in the fall of 1967 for all sports but football and for football in the 1968 season. Carthage returned in the fall of 1961 and North Park entered the following fall. Carroll returned to the CCIW as a full member in 2016-17 after being elsewhere since 1991.

In 2014, University of Dubuque (Dubuque, Iowa) joined as an associate member for men's & women's lacrosse and began competing in the spring of 2015. Additionally, in 2015, Concordia Wisconsin (Mequon, Wisconsin), Lakeland University (Plymouth, Wisconsin) and the Milwaukee School of Engineering (Milwaukee, Wisconsin), joined the CCIW as associate members for wrestling and began competition in the fall of 2016.

Washington University in St. Louis began competing as an associate member in football beginning in 2018, while the University of Chicago joined as an associate member for women's lacrosse in 2018-19 and begins competition in the spring of 2019.

Now nine members and six associate members strong, the CCIW continues its tradition of athletic and academic excellence.



Mission Statement

The College Conference of Illinois and Wisconsin (CCIW) exists to serve a select group of private colleges and universities of similar size and heritage, which share a deep commitment to superior undergraduate education and a common perspective on the role of intercollegiate athletics in that education. The conference supports the following principles that distinguish the CCIW and its approach to intercollegiate athletics:

Student-focused approach - CCIW schools place the highest priority on the overall educational experience of the individual student. Athletics are viewed as an important element of a well-rounded education. Student-athletes are integrated into the mainstream of the entire student body, receive no special privileges and are encouraged to participate in other campus groups and activities. The conference supports the active recruitment of student-athletes as a means of achieving the educational aims of each member institution.

Broad based athletics programs - The CCIW program is wide-ranging in scope, with meaningful competition and championships offered in numerous sports. Each member institution offers a broad based program of intercollegiate sports and seeks widespread student participation in that program.

Fairness and equity - CCIW schools are sensitive and responsive to the needs and interests of both male and female athletes, and are governed by principles of fairness and equity in its approach to funding, staffing and overall support for all sports. Each member institution is expected to fully comply with all NCAA, CCIW and institutional rules and regulations in the operation of its athletics program. Recruiting should occur within the rules and with honesty and integrity. Coaches should avoid negative recruiting by refraining from derogatory and/or slanderous statements about other schools, coaches, staff or student athletes.

Overall excellence and national stature of the conference - The CCIW seeks to continually develop and strengthen itself with the goal of recognition of the premier NCAA Division III athletic conference. The CCIW seeks to promote keen competition, the highest level of sportsmanship and the strongest performance possible in each sport. Regular participation by member institutions in NCAA regional and national competition is an ongoing conference goal.

Sportsmanship Statement

The CCIW member Colleges and Universities strongly support the ideals of fair play and sportsmanship by participating student-athletes, fans and coaches. To that end, the following sportsmanship statement, created by our member schools, must be read, in its entirety, before each contest hosted by a CCIW member:

The Colleges and Universities of the College Conference of Illinois and Wisconsin believe that good sportsmanship is an integral component of intercollegiate competition.

The College Conference of Illinois and Wisconsin wholeheartedly embraces the NCAA position that in order for good sportsmanship to prevail, coaches, student-athletes and fans must display respect, fairness, civility, honesty and responsibility before, during and after all athletic contests.

The College Conference of Illinois and Wisconsin encourages fans to enthusiastically support their team, recognize the outstanding performance of opponents and always exhibit good sportsmanship in their words and actions.



CCIW Quick Facts

Full Members

- Augustana College
- Carroll University
- Carthage College
- Elmhurst College
- Illinois Wesleyan University
- Millikin University
- North Central College
- North Park University
- Wheaton College



Men's Sports

- Baseball
- Basketball
- Cross Country
- Football
- Golf
- Indoor/Outdoor Track & Field
- Lacrosse
- Soccer
- Swimming & Diving
- Tennis
- Wrestling

CCIW Quick Facts

Women's Sports

- Basketball
- Cross Country
- Golf
- Indoor/Outdoor Track & Field
- Lacrosse
- Soccer
- Softball
- Swimming & Diving
- Tennis
- Volleyball

Financial Snapshot

Annual Budget: \$315,000
Cash Reserve: \$55,000 (approx.)
Annual NCAA Grant Funding: \$58,000

Social Media

Website: www.cciw.org
Facebook: facebook.com/CCIWAthletics
Twitter: @CCIW_Athletics, @CCIWcommish
Instagram: cciw_athletics



Role of the Commissioner

The Commissioner is the chief administrative officer of the conference and is responsible for all facets of conference operations including budgets, rules enforcement and interpretation, meetings, scheduling, championship events, awards and officiating. The position requires the capacity to work in a complex environment with many different constituencies, flexibility and a thorough knowledge of NCAA rules and a commitment to the NCAA Division III philosophy.

The Commissioner is also responsible for management and oversight of the Assistant Commissioner/sports Information Director in the conference office, which is currently housed on the campus of North Central College in Naperville, Illinois.

He/she will play a critical role in the coordination of conference leadership groups including presidents, Athletic Directors, Faculty Athletic Representatives (FARs), Senior Women Administrators (SWAs) and coaches. The Commissioner also hosts other meetings, as needed, for coaching groups, sports information directors and athletic trainers.

Meetings are traditionally held as following:

Presidents	Twice a year, in person, Spring and Fall
Athletic Directors	in person, Sep, Nov, Jan (NCAA), April
FARs	Twice a year, one telephonically, one in person

The Commissioner maintains significant relationships across the NCAA's various functions and across Division III governance structures and informal networks as well as representing the conference to other external audiences through social media and other outlets.

Priorities

The Council of Presidents seek a Commissioner with strong leadership skills, knowledge of and passion for NCAA Division III athletics and a strong history in enhancing the student athlete experience. He/she will assist all member institutions to increase opportunities for student athletes, coaches, alumni, fans and other constituents.



The conference is driven day to day by the Athletic Directors with continued guidance, input and support by the Presidents. This past April, the CCIW successfully completed its mandated once every 5 year self assessment. As there is always room for improvement, the CCIW has identified opportunity areas as follows:

Sports Sponsorships: continued examination and review of current sports sponsorship by conference members to explore possible additions to the conference sponsorship offerings.

Continuing Education and Compliance: continue to emphasize NCAA and CCIW compliance education and operations, noting the first conference wide NCAA compliance seminar will be offered this winter.

Conference Assistance for institutional enrollments: examination of ways in which the conference can assist and/or further institutional enrollments through athletics and athletics participation.

Student-Athlete Experience: continued examination and review of ways and means in which the conference can enhance the CCIW student-athlete experience.

Duties

- To serve as the chief administrative officer of the Conference
- To serve as the principal enforcement officer of the Conference
- To administer, interpret and enforce the Conference Constitution, Bylaws and Administrative Regulations as well as those of the NCAA;
- To serve as secretary-treasurer of the CCIW
- To serve as an ex-officio, non-voting member of all conference standing and special committees unless otherwise specified
- To study the problems of the Conference and give advice and guidance to the members in the solution of those problems, promoting general welfare and mission of the Conference at all times;
- To conduct, through the media, periodicals, meetings and the general service of his/her office, a continuous educational program looking toward the development of scholarship, sportsmanship and understanding of the values of competitive athletics and exert all reasonable effort to acquaint the public with the ethics and high ideals which motivate the Conference in its conduct of intercollegiate athletics
- To issue the call for meetings of the Faculty Athletics Representatives and Athletic Directors
- To perform other duties as the Council of Presidents may direct
- To report, in person, to the Council of Presidents concerning conference affairs.

Administrative Duties

- Taking minutes of the Faculty Athletic Representatives, Athletic Directors, and Council of Presidents meetings
- Oversight, management and evaluation of the nine conference Coordinators of Officials
- Membership (ex-officio without the power to vote) in all coaches groups and Conference meetings
- Liaison between the Conference, the Conference Sports Information Director and representatives of the press, radio and television (including supervision of the Conference SID)
- Maintenance and distribution of historical and statistical records for all Conference athletic competition in consultation with the Conference Sports Information Director
- Maintenance of a compilation of precedents and interpretations of Conference Rules, Regulations and Directors' Agreement from proceedings of the Faculty Athletic Representatives, Athletic Directors and Eligibility Committee
- Preparation and distribution of reporting forms required by Conference Rules, Regulations and Agreements and the NCAA
- Preparation of the annual budget of the Conference
- Employment and supervision of any Conference personnel
- Arrangements for all Conference meetings and responsibility for the distribution of all minutes setting forth action by any of these groups
- Coordination and administration of all Conference championships and tournaments and represent the conference at such events whenever possible
- Represent and advocate for the Conference at the NCAA annual Convention and other special sessions deemed appropriate for the conduct of intercollegiate athletics in the Conference
- Solicitation, oversight and maintenance of Conference Official Ball partners and corporate partners
- Oversight and administration of all awards, including all team and individual awards, given by the Conference
- Represent and advocate for the Conference on appropriate NCAA and other relevant administrative bodies committees and boards

Qualifications/Qualities

- Outstanding leadership and communication skills
- Complete understanding of DIII philosophy and the impact on student/athletes
- Extensive experience in collegiate athletics, preferably in Division III, or other NCAA supported setting
- Experience as coach, athletic director or conference staff
- Unwavering commitment to athletics within higher education and campus setting
- Willingness to travel extensively, often on evenings and weekends
- Bachelors degree required; masters or doctorate preferred



Application Process

- Applicants should submit their resume, cover letter and three or more professional references (will not be contacted until we gain permission)
- Deadline for applications is October 15th, 2018.
- Materials can be submitted electronically to:

CCIWcom@odgersberndtson.com

Search Consultants Contact Information:

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CCIW is an Equal Opportunity / Affirmative Action employer with a strong commitment to hiring for our mission and diversifying staff. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, age, disability, marital status, sexual orientation, gender identity, protected veteran status or any other factor protected by law.

About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 50 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.

WE ARE GLOBAL We have the support of an excellent international network of offices on the ground expanding across more than 30 countries globally.

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