



Odgers Berndtson | Position Brief

Fairleigh Dickinson University

Director of Athletics



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Opportunity Overview

Fairleigh Dickinson University's (FDU's) Metropolitan Campus, located in Teaneck and Hackensack, N.J., and a member of the Northeast Conference (NEC), is seeking a dynamic, collaborative and energetic leader to become its next Director of Athletics. The Director will oversee the transformation of FDU's athletics program into one of New Jersey's premier athletics programs.

FDU currently sponsors 18 varsity sports, including 7 men's and 11 women's programs. In addition, FDU supports 9 club sports and over 30 intramural and wellness programs.

The women's bowling team has won two national titles, in 2006 and 2010 respectively. The men's basketball team has reached the NCAA Tournament five times in the history of the program. The men's soccer team has been in the NCAA Tournament 17 times, advancing as far as the elite eight in 2001. And, collectively, FDU teams have won numerous conference championships in many sports over the years.

Reporting directly to the President, Dr. Christopher A. Capuano, the Director of Athletics will be expected to work closely with all stakeholders to develop a vision and strategic plan for FDU Athletics. The Director will guide and mentor coaches as well as other athletics staff with a strong commitment to enhancing the student-athlete experience and facilitating the success of the entire athletics program. The Director will also serve as the department's primary representative in interactions with other leaders on campus and with neighboring communities.

In addition, the Director, along with the President and members of his cabinet, will help build a strategic plan for athletics, including budgetary goals and fundraising opportunities.

The Director must be committed to student-athletes at the highest level of excellence, to the integration of the academic and athletic experience of all student-athletes, and to the potential for athletics and recreation to enhance the experience of all Fairleigh Dickinson University students. Moreover, the Director of Athletics will be expected to embrace and advance the department's mission and maintain the highest principles of sportsmanship and moral and ethical conduct.



Background

Fairleigh Dickinson University

The largest private university in New Jersey, Fairleigh Dickinson University is a not-for-profit, nonsectarian, multi-campus institution. Founded in 1942, FDU achieved four-year status in 1948 and approval as a university in 1956.

The University offers over 100 undergraduate and graduate degree programs, including doctoral programs in pharmacy, nursing practice, clinical psychology and school psychology, as well as an AACSB-accredited business school. Programs are offered on two New Jersey campuses and at two FDU campuses outside the U.S., at Wroxton College, in Oxfordshire, England, and at FDU's Vancouver Campus in Vancouver, British Columbia, Canada.

FDU's 11,500 full- and part-time students pursue quality career-oriented programs on schedules tailored to their need, with day, evening, weekend and online classes. The curriculum reflects a mission of global education and the foundation of a nationally-renowned University Core.

Florham Campus

Located in Madison and Florham Park, N.J., the Florham Campus provides a friendly and beautiful small-college environment on picturesque grounds near historic Morristown. The Florham Campus is dedicated to giving students an exceptional learning experience, including residential and honors programs.

Metropolitan Campus

The Metropolitan Campus bridges the residential communities of Teaneck and Hackensack. A relaxed suburban setting just 10 miles from New York City, the Metropolitan Campus attracts a very diverse student body. More than half of the students at the Metropolitan Campus are minority or international students, hailing from more than 30 states in the U.S. and more than 60 countries worldwide.

With its strong career focus, the Metropolitan Campus is home to many of FDU's business, professional, science and health care programs. Running through the heart of campus is the Hackensack River. Quaint homes, shops, ethnic restaurants and parks are nearby, as are large shopping malls, community groups, and office and professional buildings where many resident and commuter students find part-time jobs. The campus' proximity to New York City enables students to easily visit and study Broadway, Wall Street, the United Nations and other NYC landmarks and attractions up close and in person.



Background

Metropolitan Campus | Facts In Brief

- There were approximately 5,500 undergraduates and 2,400 graduate students enrolled at the Metropolitan Campus during Fall 2017.
- Sports include men's Division I programs in baseball, basketball, cross country, golf, track and field, soccer and tennis; women's Division I programs in basketball, bowling, cross country, fencing, golf, soccer, softball, tennis, track and field, volleyball and cheerleading; and Intramural Sports in basketball, billiards, bowling, flag football, horseshoes, softball, table tennis, tennis and volleyball.
- The center of sports activity is the Rothman Center, with facilities for basketball, racquetball and volleyball, plus a six-lane, 200-meter track, weight room and spectator seating for nearly 3,000.
- Nearly three of every four undergraduate students on the Metropolitan Campus commute to class from home or nearby apartments. There is ample parking and the campus is near several major bus and train stops.
- Other students live in campus housing, including the recently renovated University Court apartments and Northpointe dormitory, a 300-bed residence hall constructed in 2003.
- Interested resident students can take advantage of special interest living options such as 24-hour quiet periods, honors communities and health and wellness housing.



Metropolitan Campus | **FDU**



Background

Mission Statement

Fairleigh Dickinson University is a center of academic excellence dedicated to the preparation of world citizens through global education. The University strives to provide students with the multi-disciplinary, intercultural and ethical understandings necessary to participate, lead and prosper in the global marketplace of ideas, commerce and culture.

University History

Founded in 1942 by Dr. Peter Sammartino and his wife, Sylvia (Sally), Fairleigh Dickinson University has grown into the largest private university in New Jersey. Today, more than 11,500 students from 32 states and more than 60 countries are enrolled on the University's two campuses in northern New Jersey and its international campuses in Wroxtton, England, and Vancouver, Canada. Beginning as a two-year junior college in Rutherford, N.J., Fairleigh Dickinson expanded to a four-year curriculum in 1948 to fill the need for higher education in northern New Jersey. In 1954, the first graduate program, a master's degree in business administration, was offered and Bergen Junior College was purchased as a second campus, now the Metropolitan Campus. In 1956, Fairleigh Dickinson gained University status and, one year later, the 178-acre Vanderbilt-Twombly estate was acquired in Madison to serve as a third campus, now the Florham Campus.

FDU became the first American university to own a campus in England when it acquired Wroxtton College from Trinity College, Oxford University in 1963. Opened in 1965, Wroxtton College offers American students graduate and undergraduate courses as well as an enriching cultural experience. Formerly a 13th-century abbey, Wroxtton College is now a beautifully restored and modernized Jacobean mansion. In 2007, FDU opened a second international campus in Vancouver, British Columbia, Canada, where today nearly 900 students are enrolled.

Recognizing that the student profile on most U.S. campuses is changing dramatically, the University's Petrocelli College of Continuing Studies (originally the New College of General and Continuing Studies) was formed in 1998 to provide a unified approach to and enhanced focus on the adult learner and to continue to position FDU as a leader in providing learning opportunities in a strong academic foundation for students of all ages.

FDU has maintained its commitment to broadening global horizons and fostering greater international understanding. In 2000, the Board of Trustees adopted a focused mission for FDU: to prepare students for world citizenship through global education. Each of the University campuses has a unique character and vitality. Moreover, students benefit from studying at a comprehensive university that offers a wide range of programs and courses, while also enjoying an atmosphere of warmth and personal attention usually found at much smaller institutions.

Today, FDU offers over 100 degree programs at the associate, baccalaureate, master's and doctoral levels. Its wide range of offerings, coupled with the depth and expertise of its faculty, has Fairleigh Dickinson University poised to serve the citizens of New Jersey and beyond.



Position Description

Role of the Director of Athletics

The Director of Athletics is the senior position in the Athletics Department at the Metropolitan Campus and reports directly to the President.

The Director of Athletics is responsible for creating and leading an environment for a competitive and respected Division I athletics program that is committed to the student-athlete experience and to the betterment of the whole University. The Director, along with the President and other stakeholders, will develop and help implement a strategic plan for athletics that is tied to the overall strategic plan of the University. The Director will hire, mentor and support the coaching and administrative staff for athletics and set a positive tone and winning attitude, all while maintaining the highest standards of moral and ethical conduct. The Director will build and maintain strong relationships with a broad range of constituents, including members of the campus community, alumni and neighboring communities.

Opportunities for Leadership

The Director of Athletics will have many priorities as s/he leads the Athletic Department on the Metropolitan Campus. In addition to meeting, greeting and listening to all FDU stakeholders, the Director of Athletics should be prepared to give priority to the following:

- **Strategic Planning** - Working closely with the President, Metropolitan Campus Executive and other key stakeholders, the Director of Athletics will develop a strategic plan for athletics, which will provide a roadmap for transforming FDU's athletics program into one of New Jersey's premier athletics programs.
- **Fundraising** - Working closely with the President, Senior VP for University Advancement, Director of Development for Athletics, Metropolitan Campus Executive and other key stakeholders, the Director of Athletics will develop and implement a major fundraising campaign that re-engages alumni and other supporters, and builds and re-energizes FDU athletics.
- **Community Engagement** - Working with the Metropolitan Campus Executive and other key stakeholders, the Director of Athletics will develop and implement strategies to re-engage supporters of FDU athletics, including students, faculty, alumni and neighboring communities.
- **Student-Athlete Experience** - Working with coaches and the athletics staff, the Director of Athletics will implement strategies to increase the overall experience of all student-athletes at the Metropolitan Campus, both on the field and in the classroom.



Position Description

Duties and Responsibilities

- Administer and maintain an appropriate level of quality in all aspects of the Division I Intercollegiate Athletics Program within the framework of existing University policy and in accordance with the appropriate guidelines of the intercollegiate organizations, conferences and associations of which FDU is a member.
- Continually assess the athletics program's regional and national position with specific attention to opportunities for growth and utilizing effective short- and long-term planning strategies.
- Develop and implement a comprehensive marketing and fundraising plan that includes the generation of community interest, as well as participation in and enhancement and expansion of booster club memberships and other activities.
- Meet with coaches and athletics staff regularly to assess the strengths and weaknesses of the Athletics Department and make recommendations to maximize support, resources and communication for coaches, the administrative staff and student-athletes.
- Manage the FDU Knights brand and maintain consistency with gear, uniforms and equipment. Evaluate vendors as necessary.
- Monitor all intercollegiate athletics schedules prepared by coaches and help negotiate and approve all intercollegiate athletics contracts.
- Market the Rothman Center to secure outside revenue producing events of social, cultural and economic diversity, i.e., professional sports events, concerts, high school and college championships, distinguished speakers and shows or exhibits. Develop and manage the budget for each revenue producing event. Must be aware of upcoming events in order to attract them to the Rothman Center.
- Administer and maintain an appropriate level of quality for men's and women's club and intramural programs.
- In consultation with athletics staff members, develop and implement behavioral expectations of all athletes and officials at all athletic and intramural events.
- Generate marketing and public relations initiatives for FDU athletics that promote positive coverage in the immediate and neighboring communities.
- Coordinate and monitor preparation of all eligibility compliance forms for appropriate NCAA, conference and other intercollegiate organizations of which FDU is a member.



Position Description

Duties and Responsibilities (cont.)

- Work with Enrollment Services, Admissions, the faculty athletics representative, and others as required.
- Interpret to University officers, as appropriate, rules and regulations of the NCAA, NEC, ECAC, conferences and other organizations.
- Oversee the scheduling and coordination of all events at the Rothman Center, such as: all indoor varsity sports programs, practices, contests and intramural programs; all recreation, athletics skills classes and special events; and all revenue-generating events.
- Oversee the set-up of the Rothman Center for all events. This involves the management of staff assigned to convert the facility for a specific use(s).
- Oversee the preparation and maintenance of a yearly calendar of scheduled events.
- Coordinate the scheduling of events for the most effective and efficient use of the facility.
- Supervise a staff of exempt, nonexempt and student employees.
- Serve on University committees on athletics or otherwise, as required and appropriate.



Rothman Center | **FDU**



Position Description

Professional Experience & Personal Attributes

- The highest level of integrity, both personally and professionally.
- Strong communication skills and the ability to effectively communicate with both internal and external constituencies.
- Energetic, charismatic leadership that inspires and motivates people to come together to achieve shared goals and advance the common good of Fairleigh Dickinson University.
- Excellent judgment in decision making and character assessment.
- A solid understanding of jobs performed by coaches and appreciation of the importance of mentoring, teaching and support that coaches provide student-athletes.
- Excellence in setting challenging, aggressive, and winning goals and taking calculated risks to attain superior, measurable results. The ability to interact with diverse groups of people at all levels.
- A commitment and sensitivity to diversity and inclusion, gender equity and equal opportunity, and to the development of an inclusive campus culture.
- Experience in facilities oversight and planning, budget management and strategic planning.
- Political acumen in dealing with donors and colleagues.
- The readiness to embrace and promote the traditions and heritage of FDU athletics.
- Experience as a builder of programs, as an innovator and as a talented assessor and risk-taker.
- A strong orientation toward an integrated program of external relations, including experience partnering with an alumni relations operation.
- A demonstrable passion and enthusiasm for the position and respect for work ethic, joined with an understanding and modeling of work-life balance.
- Willingness to travel extensively, often on evenings and weekends.
- Bachelor's degree required; master's or doctoral degree preferred.



Procedure for Candidacy

- 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: fdquad@odgersberndtson.com.

Search Consultant Contact Information:

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FDU 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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