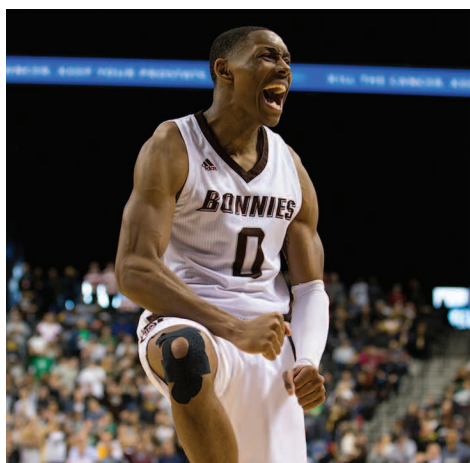




# Director of Intercollegiate Athletics

**Position Profile | April 2024**





# About St. Bonaventure

Shaped by our values of **compassion, wisdom and integrity** and lauded for our **value and innovation**, we are a transformative community committed to academic excellence and civic engagement.

**F**ounded in 1858 in the interest of promoting Catholic-Franciscan education, St. Bonaventure University pursues academic excellence through personalized attention that reflects the Franciscan tradition of valuing human relationships.

Pathways to internships, graduate schools and careers are established in the context of a renowned liberal arts tradition. SBU has more than 50 undergraduate majors including eight combined-degree programs (granting talented high school seniors provisional acceptance into medical school upon entry to SBU) and early assurance programs (allowing students to apply for early acceptance to graduate-level programs as incoming freshmen).

SBU offers more than 20 graduate programs, most of which are available fully online, including a new doctoral program in Educational Leadership.

The university's most popular undergraduate academic programs are Accounting, Finance, Biology, Health Science, Sports Media, Sports Management, Inclusive & Early Childhood Education, Criminology, and Psychology.

## SBU Snapshot

**Enrollment:** 1,893 undergraduate, 689 graduate; 84% of freshmen over the last 10 years have returned sophomore year.

**Student profile:** 29% of students come from 33 states outside of New York, and 18 foreign countries.

**Recreation:** 80% of students participate in either intramurals, rugby, club sports or recreation center activities.

**Student-Athletes:** SBU student-athletes have produced a cumulative GPA of more than 3.0 for 36 straight semesters.

**Student to faculty ratio:** 12-to-1

**Faculty:** 75% percent of full-time faculty hold a Ph.D. or terminal degree.

**Campus:** 500 acres with 31 academic and support buildings and residences.



## Our Values

The Franciscan community affirms the unique dignity of everyone, each person reflecting the goodness of God, and invites all sisters and brothers to forge bonds of mutual acceptance and understanding that create a true sense of belonging.

We are a **COMMUNITY ...**

- Nurturing **COMPASSION**
- Seeking **WISDOM**
- Building **INTEGRITY**

## Diversity, Equity & Inclusion

The President's Commission on Diversity, Equity and Inclusion is committed to respecting the uniqueness of each individual, to embrace diverse backgrounds, to advocate for equitable and inclusive communities, and to foster opportunities to develop multi-cultural competencies.

The commission is dedicated to developing educational and social initiatives that reflect the individual self-worth of all regardless of race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital or veteran status campus wide.



## University Leadership

Jeff Gingerich, Ph.D., was named the 22<sup>nd</sup> president of St. Bonaventure University in 2022. Gingerich inherited an experienced executive team and has worked collaboratively with divisions across campus to maintain the positive momentum the university has experienced over the last several years at a time when many colleges, especially in the Northeast, are struggling for survival. The last three freshman classes have been the largest in the last 20 years, bolstered by new academic and extracurricular initiatives to meet market demand.

## Accreditations

St. Bonaventure's academic schools are accredited by AACSB, NCATE, ACEJMC, CACREP, CCNE and ASBMB and the university is accredited by the Middle States Association of Colleges and Secondary Schools.

# #6

U.S. News & World Report ranking of St. Bonaventure on its **Best Value in the North** list for regional universities. The university also ranked **No. 14 for Innovation** in the same category (2024).



# Campus Upgrades

Over the last 10 years, SBU's infrastructure has undergone a significant transformation — and the work continues.

- A new School of Business.
- A new home for University Ministries.
- A new School of Health Professions.
- A three-year renovation of Plassmann Hall, home to our Schools of Arts & Sciences and Education.
- A new restaurant at SBU's golf course.
- A new welcome sign to campus.
- Renovated admissions wing in our Administration Building.
- A major renovation to The Rathskeller, our on-campus student lounge.
- An outdoor pavilion for events.
- A renovated conference center.
- Major addition to our Jandoli School of Communication (Fall '24 start).



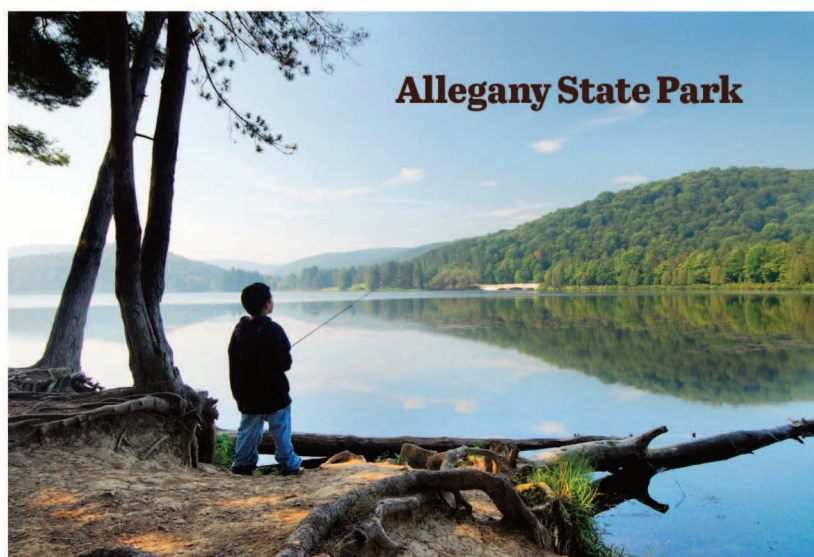
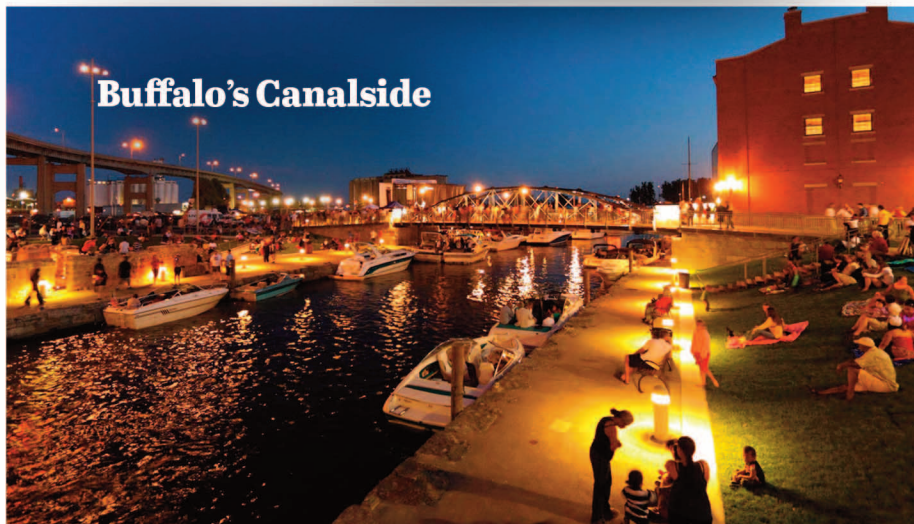


# The Region

Olean/Allegany is the retail hub of Cattaraugus County, with plenty of outstanding local restaurants and stores to fill every need, from familiar big-box centers to small specialty shops. Housing is extremely affordable and recreational and entertainment opportunities are plentiful.

A spur of the 6-mile local Recreation Trail runs through campus, we have a beautiful 9-hole golf course across the street, and the Allegheny River runs behind campus.

Allegany State Park and Holiday Valley, a top 6 ski resort in the East in nearby Ellicottville, are just 30 minutes away; the National Comedy Center is just 45 minutes to the west; and Buffalo and Niagara Falls are 90 minutes away.







## Department of Intercollegiate Athletics

**S**t. Bonaventure is a proud member of the highly competitive Atlantic 10 (A-10) Conference, which includes Davidson, Dayton, Duquesne, Fordham, George Mason, George Washington, La Salle, Loyola Chicago, Massachusetts, Rhode Island, Richmond, Saint

Joseph's, Saint Louis, Virginia Commonwealth (VCU) and St. Bonaventure. Sports offered at St. Bonaventure for men include baseball, basketball, cross country, golf, lacrosse, soccer, swimming & diving, tennis, and indoor/outdoor track. Women compete in basketball, cross country, lacrosse, soccer, softball, swimming & diving, tennis, and indoor/outdoor track. [www.gobonnies.com](http://www.gobonnies.com)



### Athletics Department Mission

The mission of the Department of Intercollegiate Athletics at St. Bonaventure University is to complement and supplement the overall mission of the University with the utmost integrity through adherence to NCAA and conference bylaws. The intercollegiate program is committed to mentoring all student-athletes and enriching their intellectual, spiritual, and physical growth and development. The program strives to provide competitive opportunities to a diverse range of student-athletes at the conference, regional, and national levels while maintaining fiscal responsibility. The Department engenders support for the University among many constituents including students, faculty, alumni, friends, and local communities.







## Athletics Facilities

In the past eight years, a new softball field and men's lacrosse locker room have been built, and Reilly Center underwent a \$3.5 million infrastructure renovation to upgrade the sound system, lighting, electrical services, HVAC, and roof. Baseball complex upgrades are coming this summer, and more enhancements are on the horizon: Athletics is a major pillar of our Bolder Bonaventure campaign. A new strength and conditioning center (see rendering, left) is just one project coming to support our student-athletes.



## Atlantic 10 Commissioner's Honor Roll (3.0+ GPA)

2017-18: 64% of all student-athletes

2018-19: 61%

2019-20: 78%

2020-21: 71%

2021-22: 67%

2022-23: 70%

- 78% of current student-athletes have a cumulative 3.00 GPA or above
- 50% of current student-athletes have a cumulative 3.50 GPA or above

## SBU Athletics Department Accomplishments (2016-24)

- 66 Atlantic 10 All-Conference selections
- 54 Atlantic 10 All-Academic Team selections
- 34 NCAA APR Recognition Awards
- 25 Team Coaches' Association Academic All-America honors
- 17 All-Region honorees (non-academic)
- 16 Total All-Americans
- 53 CoSIDA Academic All-District selections
- 7 Atlantic 10 Student-Athlete Major Awards
- 5 National Team selections
- 5 Atlantic 10 Coach of the Year awards
- 9 National Lacrosse League draft picks
- 4 MLB Draft picks
- 3 NCAA Tournament appearances (2 MBB, 1 WBB)
- 4 CoSIDA Academic All-America selections
- 2 MBB A-10 regular season championships
- 1 MBB A-10 Tournament championship
- 1 NIT appearance
- 1 Men's Swimming Olympic Trials selection
- 55 MAAC All-Academic Team selections
- 13 MAAC All-Conference Team selections
- 3 MAAC Student-Athlete Major Awards (Men's lacrosse)
- 74 Combined A-10 Championship Medals for Men's & Women's Swimming & Diving









## Director of Intercollegiate Athletics

The AD is responsible for providing leadership and management for the NCAA intercollegiate athletic program consisting of 19 sports; leading the strategy to ensure an appropriate role for the University in the changing landscape of college sports; promoting integrity and sportsmanship through academic and athletic excellence; creating interest in SBU among staff, students, alumni and local community residents; and generating revenue through creative and goal-oriented initiatives for operational and capital needs.

### Duties & Responsibilities

- Provides effective leadership, development and management that engages administrative directors, staff and coaches to insure a competitive and high quality Division I Athletic Program, while embracing equity in opportunity, good sportsmanship and ethical conduct.
- Serves on University President's Cabinet.
- Recruits, retains and regularly evaluates departmental operations, staff, programs and activities to ensure all areas are effectively achieving established goals and objectives. Develops new athletic programs in relationship to university enrollment strategy and evaluates current athletic programs for viability.
- Possesses a solid understanding of jobs performed by coaches, an excellence in setting aggressive, winning goals, ability to interact with diverse groups and a commitment and sensitivity to diversity, gender equity, and equal opportunity.
- Evaluates coaches and hires qualified future coaches as necessary.
- Encourages and recognizes student successes, engages students in academic excellence and ensures student athlete physical and mental welfare is a high priority.
- Remains current, interprets and complies with all Federal, State, NCAA, Conference and University rules and regulations pertaining to athletic compliance and other related business operations. Insures Title IX compliance. Leads strategy for ensuring compliance with Name, Image, Likeness (NIL) policies while supporting student athlete retention.



- Develops, recommends and actively monitors athletics program operating budget to insure athletic operations are fiscally compliant. Works with President, CFO, VP for Enrollment and other Cabinet members to support the overall university budget through fundraising, enrollment and marketing strategies.
- Collaboratively develops, recommends and achieves short and long range strategic plans for the athletics department.
- Provides vision, planning, and administrative oversight for renovation and new facility construction while working with other departments as appropriate
- Successfully develops and oversees all athletics fundraising and development activities to include creating gift opportunities for donors and prospective donors, fostering and facilitating gift opportunities and raising other financial support for Intercollegiate Athletics.
- Collaborates with departments within the University, especially the Advancement division, to achieve the Departments and University's strategic fundraising goals. Ensures appropriate communication and partnership with other university fundraising staff.
- Develops and leads the department in carrying out an effective program for promoting and marketing the athletics programs within the University, region and nationally. Builds upon successful marketing relationships to promote the marketing, licensing, and merchandising associated with the University.
- Builds and maintains relationships with the Atlantic 10 Conference and the NCAA, and actively participates in league and conference meetings and activities.

## **Qualifications, Knowledge, Skills and Abilities**

- Bachelor's degree required, master's degree preferred; minimum of 7 years of progressive managerial experience and supervisory responsibilities in intercollegiate, Olympic, professional or corporate athletics organizations.
- Ability to act with honesty and sportsmanship at all times so that intercollegiate athletics as a whole represents the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.
- In-depth knowledge of NCAA regulations and guidelines.
- Ability to create and convey vision for Athletic Department and programs within the University community and within the A-10 Conference and the NCAA. Ability to define and articulate strategic vision of the Athletics Department to establish and nurture effective working relationships with associates, colleagues, students, alumni and members of the University staff.
- Ability to handle highly confidential material, understanding that all University information should only be disclosed to others who have a need to know, for legitimate business or educational reasons. Have the ability to exercise and apply sound judgment and decision-making skills as well as the ability to maintain integrity and confidentiality of data.
- Demonstrates successful interpersonal skills to facilitate collaboration, operational improvements and the implementation of administrative best practices. Skilled in exemplary customer service, including dealing effectively with the students, faculty, staff, and general public — in person, over the telephone, and in electronic communications.
- Ability to maintain professionalism when dealing with all staff and other customers and possess the ability to work effectively with a wide range of constituencies in a diverse community. Provides timely and accurate communication with administration, faculty, students and community members. Works effectively, decisively and flexibly in a fast-paced, dynamic environment. Competence to compose and edit correspondence, proposals and reports requiring the ability to relay complex or adverse information with tact and diplomacy.
- Demonstrated knowledge, understanding, and sensitivity to needs of all prospective and current students.
- Excellent writing skills and the demonstrated ability to develop written reports and action plans. Good organizational, oral and recruiting skills.
- Ability to identify problems and to propose feasible solutions.
- Knowledge of, or ability to learn, Microsoft Office and self-motivated to stay current with technologies.



# Compensation & Benefits

## SBU's compensation package includes:

- Salary range: \$190,000 to \$210,000
- Annual Bonus eligibility: up to 15%
- Paid Relocation expenses
- 20 Days (4 weeks) of Paid Time Off (PTO)
- 20+ Paid Holidays

## Tuition remission

- 100% undergraduate tuition remission for employee, spouse & dependents
- 80% graduate tuition remission for employee (online and ground programs)
- 50% for spouse (ground programs only)

## Full benefits package

- 403b Retirement Plan + 10% Employer contribution after 2 years
- Health Insurance with \$250 Wellness card
- Dental Insurance
- Employer Paid Vision and Life insurance
- Short-term Disability
- Employer Paid Long-term Disability
- Employee Assistance Program



## How to Apply

Candidates should include a cover letter describing relevant experiences and interest in this position, curriculum vitae/resume; and names, titles and contact information for five (5) references.

To assure full consideration, application materials should be received **BY FRIDAY, MAY 17**, and the applicant portal will remain open until the hiring process is completed. [Click here](#) to apply.

Please send questions or nominations regarding this search to: Kyle Leslie, Director of Talent Acquisition, HRIS & Employee Services at [\*\*KLESLIE@sbu.edu\*\*](mailto:KLESLIE@sbu.edu).

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## ST. BONAVENTURE UNIVERSITY IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

St. Bonaventure is an Equal Opportunity educational institution. It is guided by the principle that equal opportunity means more than equal employment opportunity, and that access to facilities and services shall be available to all people regardless of their race, color, religion, gender, national origin, age, veteran status, disability, marital status, sexual orientation, or gender identity/expression. This principle is applicable to every member of the St. Bonaventure community, both students and employed personnel at every level, and to all facilities and services.

St. Bonaventure employs United States citizens and persons lawfully authorized to work in the United States. All qualified individuals are encouraged to apply.

Individuals with disabilities requiring accommodation during the hiring process should notify the Human Resources Office at (716) 375-2074.

In light of its commitment to create and maintain a safe learning and working environment, employment with St. Bonaventure University requires the successful completion of a background screening.