This leadership profile is intended to provide information about and the position of Muskingum University Director of Athletics. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

Muskingum University, located in New Concord, Ohio, and a member of the Ohio Athletic Conference (OAC), is seeking a dynamic, collaborative and energetic leader to become its next Director of Athletics. The Director will oversee the continued transformation of Muskingum athletics into one of Ohio’s premier Division III programs.

Under the leadership of President Susan Hasseler, Muskingum is building on a strong foundation while remaining committed to excellence, to supporting students, faculty and staff at the highest levels, and to the university’s deep liberal arts traditions. In addition, President Hasseler is committed to restoring Muskie’s Athletics to its winning traditions.

The next Director of Athletics will oversee 21 intercollegiate sports –The Director must be committed to Division III athletics at the highest level of excellence, to advancing Muskingum’s mission, values and goals, and to providing visionary, creative, and decisive leadership.

Reporting directly the president, the Director will be expected to guide and mentor coaches as well as other athletics staff members with an unwavering commitment to enhancing the student-athlete experience and encouraging success of the entire athletics program. The Director also serves as the department’s primary representative in interactions with other leaders on campus. In this role, the Director will articulate the athletics department’s vision and strategy, listen closely to the perspectives of others in identifying opportunities to expand the impact of Muskingum University athletics across the state and Division III, and maintain an unwavering commitment to diversity and inclusion.

The Director will be expected to develop strong relationships with the Muskingum Community, including helping to reengage alumni and friends of the university. The Director will provide information, gather historical knowledge and give perspective on future opportunities in executing and refining the department’s strategic plan, budgetary goals, and fund raising opportunities.

The Director must be committed to Division III athletics at the highest level of excellence, the integration of the academic and athletic experience of students, and the potential for athletics and recreation to enhance the experience of all students at Muskingum University. In addition, the Director of Athletics will be expected to embrace and advance the department’s mission, and to maintain the principles of sportsmanship and ethical conduct.
About Muskingum University

Founded in 1837 in New Concord, Ohio, Muskingum University is a comprehensive liberal arts institution affiliated with the Presbyterian Church USA that emphasizes entrepreneurial and experiential learning opportunities on its campus, in the community, and around the world. Muskingum offers more than 60 undergraduate majors which prepare students for the professional workforce and advanced studies; three master's degree programs; a post-master's degree; the Muskingum Adult Program featuring online and evening courses; and workforce development partnerships for continuing education. Muskingum’s excellence is measured most significantly by its alumni, who have served as corporate CEOs, media figures, scientists, educators, health professionals, civic leaders, neighbors, and friends.

In 2009, Muskingum College became Muskingum University to better reflect its academic mission of serving more than 2500 students in residential undergraduate, graduate, and adult continuing education programs.

Muskingum’s dynamic and entrepreneurial faculty have a strong tradition of excellence in teaching, scholarship, and service; alumni from all decades frequently cite the life-changing influences of the faculty as a defining hallmark of their Muskingum education. Ninety-five full-time faculty in 21 departments are organized into four divisions. Ninety-six percent of Muskingum’s full-time faculty hold a terminal degree. In the past decade, the University has added endowed professorships in American History, Biology, Education, Fine Arts, Library Sciences, Natural Sciences, Psychology, and Teaching and Learning. State of the art instructional facilities have recently been constructed for Music, Art, and Communications and Theater, and a beautiful new library opened in January 2016.

**Academic Innovation:** Muskingum’s undergraduate curriculum is grounded in the liberal arts with a strong emphasis on programs that support students’ professional and leadership development. The University offers more than 60 majors which incorporate...
written and oral communication, critical thinking, and problem-solving skills with professional standards and expectations. Students are prepared to enter the workforce immediately and/or earn a seat in competitive advanced degree programs.

Muskingum’s efforts have resulted in the creation of more than 20 new academic majors since 2000. These include the Bachelor of Science in Nursing (whose 2016 graduates achieved a 100 percent, first-attempt pass rate on the National Council Licensure Examination), health science, health administration, special education, athletic training, sports and fitness science, athletics communication, digital media design, marketing, criminal justice, petroleum geology, and engineering science.

The University creates a personalized learning environment for its students through a 14:1 student–faculty ratio, hands-on original research and creative activities with faculty, internships, faculty-led study abroad opportunities, service learning, and campus leadership experiences. Muskingum students also partner with faculty in outreach to the surrounding Southeastern Ohio region, particularly in areas such as entrepreneurial business development, scientific research, regional planning, the performing arts, and community service.

An expansive array of co-curricular choices allows students to further hone their leadership and teamwork skills through NCAA Division III athletics (Ohio Athletic Conference), visual and performing arts, student government, service organizations, intramurals, honor societies, Greek organizations, and religious organizations.

Muskingum’s graduate and continuing education programs provide many additional innovative and professionally relevant opportunities for adult learners in the region and beyond.

**Affordable Excellence:** Muskingum’s responsiveness to learners and relevance in the marketplace, coupled with its commitment to affordable excellence, earned the University a “Best Value” designation by U.S. News & World Report. Muskingum ranked 5th among 171 Midwestern Regional Universities in the 2017 Best Colleges Guidebook.

U.S. Department of Education scorecard data further reveals that Muskingum offers its students the private university educational experience at a net cost comparable to that of Ohio’s leading public universities.

**Undergraduate Student Profile:**
- Nearly 1,400 students make up the traditional undergraduate student body, of which 35 percent are first-generation college students.
- Ninety-nine percent receive financial aid.
- Eighty-nine percent are from Ohio, while the balance represents 25 states and 9 foreign countries.
- Nearly 70 percent of the student body lives on campus.
The PLUS Program: Muskingum’s nationally recognized PLUS program provides comprehensive support for capable students with learning differences. PLUS students complete the same course and graduation requirements as non-PLUS students, supported by such strategies as reduced course loads, intensive tutorial support, and innovative supplemental instructional strategies.

Quick Facts & Figures

Location/Campus
- Village of New Concord, along Interstate 70, near the intersection with I-77
  1 hour east of Columbus
- 2 hours south of Cleveland
- 2 hours southwest of Pittsburgh
- 21 major buildings on 245 scenic rolling acres

Degrees
- Bachelor of Arts
- Bachelor of Science
- Bachelor of Science in Nursing
- Master of Arts in Education
- Master of Arts in Teaching
- Master of Information Strategy, Systems and Technology
- Post-Master’s Educational Specialist Degree

Enrollment
- 2500 students, including more than 1300 undergraduates
- 400 new students in the incoming first-year Class of 2021
- 70% of undergraduates live on campus – including 85% of first-year students
- 25 states and 9 countries outside of the U.S. represented
- 18% ethnic minority enrollment and 4% international student enrollment

Accreditation
- Accredited/Approved by: Higher Learning Commission on Colleges and Schools (HLC) since 1919; the Ohio Board of Regents (OBR), National Council for Accreditation of Teacher Education (NCATE), Commission on Collegiate Nursing Education (CCNE), Ohio Board of Nursing (OBN), National Association of Schools of Music (NASM), American Chemical Society (ACS), Accreditation Board of Engineering and Technology (ABET), Commission on Accreditation of Athletic Training Education (CAATE).
Undergraduate Academic Programs & Support Services
- 68 Academic Majors and Programs, including 13 interdisciplinary majors
- 9 pre-professional programs, including pre-medicine and pre-law
- Teacher licensure in 23 areas
- 1 international exchange study programs in 8 countries
- Comprehensive PLUS Program for students with learning differences including ADHD.

Graduate & Continuing Studies Programs & Services
- Master of Arts in Education, with specializations
- Master of Arts in Teaching, with specializations
- Master of Information Strategy, Systems and Technology
- Educational Specialist
- Adult Degree Completion (Muskingum Adult Program)

Faculty
- 14:1 undergraduate student-to-faculty ratio
- All classes taught by members of the faculty
- 96% of full-time faculty hold a doctorate or graduate level first professional degree in their field

Library & Computer/Network Facilities
- Wi-Fi access in all academic and residential buildings.
- Multiple group-project collaboration stations with wireless connectivity and large-screen monitor.
- Computer labs in multiple academic and residential locations.
- Easy access to 50 million library items statewide through OhioLINK.
- Borrowing privileges at 121 Ohio libraries through OPAL.
- Library holdings include more than 200,000 books, 310 journal subscriptions, 14 daily/weekly newspaper subscriptions.

Calendar
- Undergraduate: two semesters plus full summer session (2017-18 calendar)
- Adult Degree: three terms (2017-18 calendar)
- Graduate: three terms with two sessions in spring and summer terms (2017-18 calendar)

Student Life
- 6 residence halls; multiple townhouses, sorority, fraternity, social club, and special program houses; apartment building.
- More than 100 student organizations: academic honorary societies, music and drama, media, Greek Life, event programming, faith and spirituality, multicultural perspectives, service and social action, and special interests.
President Sue Hasseler

Dr. Susan S. Hasseler became Muskingum University’s twenty-first President on July 1, 2016.

A leader, teacher, and scholar with a deep commitment to the transformative power of an engaging and high-impact liberal arts education, President Hasseler is leading the Muskingum campus community in collaboratively designing and implementing multiple strategic initiatives that will ensure a thriving future for each student and for the institution as a whole.

Before joining Muskingum, Dr. Hasseler served as Senior Vice President for Academic Affairs at Augustana University in Sioux Falls, South Dakota; as Dean of the School of Business, Education and Social Sciences and Dean of Community Engagement at Messiah College in Mechanicsburg, Pennsylvania; as Associate Dean for Undergraduate and Graduate Teacher Education and Professor of Education at Calvin College in Grand Rapids, Michigan; and as a faculty member of Michigan State University.

Dr. Hasseler holds a Ph.D. from Northwestern University’s School of Education and Social Policy, an M.A. in Special Education from the University of South Dakota, and a B.S. in Elementary and Special Education from Calvin College. She is also a graduate of the Harvard Institute for Educational Management, the Council of Independent Colleges Executive Leadership Academy, the American Council on Education National Leadership Forum, and the Association of American Colleges and Universities Greater Expectations Institute on Leadership.

An active and engaged participant in the community, Dr. Hasseler serves as President of the Ohio Athletic Conference President’s Council and as a member of the Board of Directors of Century National Bank, the Ohio Campus Compact and the Magnum Research Park Foundation. She also belongs to the Zanesville Noon International Rotary Club and the Zanesville and Cambridge Chambers of Commerce.
Muskingum Athletics

Varsity Sports

An NCAA, Division III institution, Muskingum competes in the Ohio Athletic Conference. The Ohio Athletic Conference (OAC) began in 1902 with the major focus on the well-being of the student-athlete and is the third oldest athletic conference in the United States.

More than a hundred years later, that focus has never wavered. And while maintaining the priority that "student" always comes before "athlete," the OAC continues to display national success in the arenas and on the fields of endeavor.

The conference includes 10 selective liberal arts colleges that are committed to academic excellence and believe that athletic excellence supports their educational missions.

- 21 NCAA Division III varsity sports, competing in the Ohio Athletic Conference
- Men's NCAA Division III baseball, basketball, cross-country, football, golf, indoor/outdoor track and field, lacrosse, soccer, tennis, and wrestling.
- Women's NCAA Division III basketball, cross-country, golf, indoor/outdoor track and field, lacrosse, soccer, softball, tennis, and volleyball.

Facilities

Anne C. Steele Center
In 1986, Muskingum proudly opened the doors of its Recreation Center, which was named the Anne C. Steele Center in the spring of 2016 in honor of Muskingum’s 20th president. Since 1986, students, faculty, staff, athletes and the New Concord community have utilized this 117,000 square-foot facility.
The Rec Center features a 2,500-seat varsity gymnasium; a 6,000 square-foot weight room that includes 15 half racks (each with 450 lbs.), 50 pairs of dumbbells, three ham-glupe machines, two back stations, 13 jump/stretch/flex band stations; and a 1,100 square-foot cardiovascular fitness area that features treadmills, elliptical cross trainers, bikes and circuit training machines.

This elevator-equipped facility features racquetball courts; batting cages; an aerobics room; a lap pool; locker rooms for athletic and visiting teams, officials, faculty and students; seminar rooms; staff offices; a laundry room and an athletic training room. Additionally, the Recreation Center houses the John Glenn Gym Area. This portion of the facility encompasses one full-size basketball court, used extensively for varsity practices, intramurals and other recreation.

**Cooper Wing, Kalnow Center, and the Bixler Senior Locker Room**

In 2007, Muskingum unveiled its new Cooper Wing, a 14,000 square-foot complex, which features the Jones Players Lounge, the Bixler Senior Locker Room and the Kalnow Center, a state-of-the-art athletic training center in the Recreation Center/John Glenn Gymnasium athletic facility. The complex includes state of the art locker room facilities, meeting rooms for offense and defense, video review capacity, and a top quality rehabilitation facility.

**Performance Court**

Performance Court is the home for the Muskingum University basketball, volleyball and wrestling teams. This 2,500-set varsity gymnasium features a pressbox equipped with utility lines, a state of the art video scoreboard and sound and the Muskie Skybox, which overlooks the court. The entrance to the Performance Court features the Champions’ Atrium and the Muskingum University Athletic Hall of Fame. The Champions’ Atrium houses numerous championship trophies and awards captured throughout Muskingum’s proud athletic history. The Athletic Hall of Fame honors former Muskingum student-athletes for their accomplishments.
McConagha Stadium
McConagha Stadium serves as the home for Fighting Muskie football and lacrosse teams. Prior to the 1998 season, the stadium was upgraded with lights, allowing the Fighting Muskies to play night games. In 2003, Muskingum completed additional stadium improvements, featuring an updated concession stand, new sections of aluminum seating, a new scoreboard, new restrooms, a larger walkway with landscaping at the top of the stadium, and painting of the concrete stands.

Sherman Field
In 1986, Muskingum announced that the field in McConagha Stadium would be named the Edgar A. Sherman Field, in honor of Coach Ed Sherman, alum, football coach, athletic director and faculty member at Muskingum for 34 years. In 2005, ProGrass Turf was installed on Sherman Field. In the summer of 2016, Muskingum installed state-of-the-art FieldTurf Revolution 360 on Sherman Field.

Johnson Family Track
The Johnson Family Track, which was made possible by the generous donations of the family of Mr. and Mrs. Richard Johnson, is the home of the Muskie track & field teams. The facility was renovated in the summer of 2012 with a state-of-the-art Beynon BSS 300 track.

In addition to the track facility, Muskingum boasts more than three miles of wooded and grass trails that are used for training and for home cross country meets.

Mose Morehead Field
Mose Morehead Field is the home of the Muskingum University baseball team. Named in honor of baseball coach and faculty member, Charles "Mose" Morehead, the facility is equipped with batting cages, ProGrass Turf bullpens, dugouts, utility lines, a new L.E.D. state-of-the-art scoreboard, a public address system, bleachers, an underground irrigation system, windscreening on the outfield fence, restrooms and a concession stand. In the spring of 2012, Muskingum dedicated its new state-of-the-art press box for Mose Morehead Field.

Donna J. Newberry Field
The Muskingum University softball facility has hosted eight of the last 12 Ohio Athletic Conference Softball Tournaments and seven of the last 12 NCAA D-III Central Region Softball tournaments. Named in honor of national winning coach Donna J. Newberry, the facility features dugouts, equipment storage rooms, phone lines, high-speed Internet access, a media/scorekeeping area, a public address system, an LED scoreboard, practice infield, bleacher seating area and a warming track.
North Athletic Turf Field
Expanding its investment in athletics, Muskingum has recently (2017) opened its newest multi-purpose turf athletic field to accommodate additional athletic events and practices. The game field is also equipped with lights, a video scoreboard, public address system, bleachers, game benches and a pressbox for media and game management officials. The new turf field hosts men's and women's soccer and men's and women's lacrosse competitions, and can also host football practices as well. With the completion of its second turf field, Muskingum becomes one of only a select number of NCAA Division III institutions in the region with multiple turf athletic venues.

Muskie Field
Muskie Field is a full-size 115 x 75 foot natural grass regulation field for competition and training. The complex, which is located on the far north end of campus, also features two regulation size grass practice fields.

Additional Athletic Facilities
The Zanesville Country Club and Cambridge Country Club both feature beautifully landscaped 18-hole championship courses with full clubhouses. EagleSticks Golf Club was honored in 1992 by Golf Digest as the nation’s second best new 18-hole daily fee golf course, and The Fieldhouse is nationally recognized as the most complete health, sports and fitness facility in southeastern Ohio. Through partnerships with the Zanesville Country Club, Cambridge Country Club, EagleSticks Golf Club and The Fieldhouse Sports and Wellness Center, Muskingum student-athletes have the opportunity to compete and practice at the finest facilities in southeastern Ohio.

For more information on Muskingum Athletics, please go to http://fightingmuskies.com
The Role of the Director of Athletics

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

The Director of Athletics is responsible for creating and reinforcing an environment for a competitive and respected intercollegiate sports program that is committed to Muskingum’s intellectually challenging academic environment. 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 academic and ethical standards. The Director will build and maintain strong relationships with a broad range of constituents including other members of the campus community, alumni, and the broader region.

Opportunities for Leadership

The new Director of Athletics will have many priorities as she/he walks on campus as Muskingum’s next athletics leader. Building relationships across the university and beyond will be a key factor of the success of this individual.

Concurrent with the effort to meet, greet and listen to Muskingum stakeholders, both on and off campus, the new Director of Athletics should be prepared to give attention to the following:

1. Work closely with President Hasseler and other key stakeholders to establish a strategic plan for the department, including possible facilities upgrades and other athletics enhancements, innovative recruitment and retention practices, and enhanced fund-raising capacity.
2. Meet with coaches and athletics staff to assess the strengths and weaknesses of the athletics department and make recommendations to maximize support, resources and communication for the coaching staff, administrative staff and student/athletes.
3. Establish a strong leadership presence and renewed energy across the campus that supports the mission of Muskingum athletics and unites the University in general. There is an opportunity to make all students feel part of the campus community and increase school spirit across the university as well as impacting institutional direction through direct involvement at the Senior Leadership level.
4. Establish a strong leadership presence and renewed energy with alumni and parents, in the region, and in state and national level athletic organizations.
Responsibilities/Areas of Expertise

• Provide a clear vision of the role and mission of the athletics department and provide the necessary leadership and management that will achieve excellence across the department's comprehensive programs.
• Establish excellent working relationships with the faculty to ensure academic success for all students.
• Supervise a competitive Division III intercollegiate program that fully complies with all applicable NCAA, OAC and institutional policies and legislation.
• Use all resources, skills and support available to enhance the student-athlete experience.
• Oversee and support the department's efforts to recruit a broadly diverse group of student-athletes, ensuring that the student-athletes recruited to and competing for Muskingum are able to manage the demands of a rigorous academic curriculum and excel in an NCAA Division III athletics program.
• Work closely with admissions and financial departments to understand and target the best recruiting plan for student athletes.
• Work with the advancement staff to provide effective, visionary direction in creating and implementing a fundraising plan to increase giving for flexible support, annual giving, and capital projects.
• Serve as a key relationship builder with alumni, parents, M-Club members; articulate Muskingum Athletics’ plans and visions to potential donors.
• Serve as a spokesperson for the department and the university, collaborating and developing partnerships throughout the institution, the greater New Concord area and the state of Ohio.
• Maximize the strengths and potential of the athletics department by creating a team-building culture in which staff serves in leadership roles in the department, the university, and national organizations.
• Identify, attract and retain coaches who exhibit strong commitment to the values of the university, including open and honest communication, enthusiasm and creativity.
• Generate marketing and public relations initiatives for Muskingum Athletics that promote positive coverage in the immediate community.
• Provide strong leadership in the budgeting process as well as effective budget oversight.
• Have a good working knowledge of and commitment to compliance of Title IX to assure continual success as a national leader in gender equity.
• Enhance the student experience with athletics and wellness across campus with intramurals and club sports as well as all Varsity programs.
Required Characteristics and Skills

- The highest levels 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 Muskingum University.
- Ability to raise funds for programs and facilities.
- Excellent judgment in decision making and character assessment.
- Strong interpersonal skills that ease relationship building and foster partnering with alumni organizations to create development opportunities.
- A solid understanding of jobs performed by coaches and appreciation of the importance of mentoring, teaching and support that coaches provide students.
- Excellence in setting challenging, aggressive, winning goals and taking calculated risks to attain superior, measurable results while maintaining the student-athlete experience.
- 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 the development of an inclusive campus culture.
- Experience in facilities oversight and planning, budget management and strategic planning.
- 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 the work ethic, joined with an understanding and modeling of work-life balance.
- Political acumen in dealing with donors and colleagues.
- The readiness to embrace and promote the traditions and heritage of Muskingum Athletics.
- Ability to recruit, motivate, supervise, and evaluate departmental personnel.

Qualifications

- A bachelor’s degree is required; a master’s degree is preferred.
- Extensive experience in athletics with senior level management experience.
- It is important that the new Director have a working knowledge of the NCAA and the ability to recognize and engage the significant issues, especially those that most affect Muskingum University and collegiate sports in general.
- The Director of Intercollegiate Athletics must make decisions directly impacting the lives of student-athletes, coaches, athletics administrators and support staff, as well as the entire Muskingum community and its stakeholders.
Procedure for Candidacy

Nominations, expressions of interest, and applications are invited. Interested individuals should provide a letter describing their interest in and qualifications for the position, curriculum vitae, and the names and contact information of five references. Review of candidate materials will begin immediately and continue until the position is filled.

These materials should be sent electronically via e-mail to the Muskingum University search consultants at:

Greg Santore at gsantore@wittkieffer.com and/or Katy Young at kyoung@wittkieffer.com

Mail inquiries should be sent to:
Gregory R. Santore
Witt/Kieffer
2015 Spring Road, Suite 510
Oak Brook, IL 60523
Attn: Muskingum University AD

Muskingum University values diversity and invites applications from underrepresented groups who will enrich the research, teaching and service missions of the university. Muskingum University is an Equal Opportunity/Affirmative Action employer and encourages applications from women, minorities, protected veterans, and individuals with disabilities.

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Muskingum University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
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