



Opportunity Profile

DIRECTOR OF ATHLETICS

INSTITUTIONAL SUMMARY

Corban University is an independent Christian university in Salem, Oregon, whose purpose is to educate Christians who will make a difference in the world for Jesus Christ. The University is accredited by the Northwest Commission on Colleges and Universities. Corban provides a strong Bible-centered academic program with more than 50 majors and programs of study including professional, liberal arts, and ministry degrees. Along with traditional and online degree programs at the undergraduate level, Corban offers graduate teacher licensure programs and graduate degrees in education, business, counseling, and ministry.

All employees must have a personal relationship with Jesus Christ, support the Statement of Faith, evidence a mature Christian life, and be an active member in a Bible-believing, gospel-preaching church. Corban values and encourages qualified applicants who are diverse in gender, age, ethnicity, race, and/or ability, and seeks candidates who will interact with the Corban community in a way that reflects a commitment to cultural proficiency.





DEAR DIRECTOR OF ATHLETICS CANDIDATE

Corban University exists to equip students who will transform the world through character and competence, all in the name of Jesus Christ. In May 2017, Corban University graduated nearly 300 students in Salem, Oregon, and another 300 in Jakarta, Indonesia. Each of those students has been challenged, stretched, and equipped by the high-quality Bible-centered education we offer.

Corban University's mission is "to educate Christians who will make a difference in the world for Jesus Christ." We do this by requiring all incoming students to profess faith in Jesus Christ, by mandating that every student take courses in Bible and theology, and by providing a rigorous academic curriculum with an innovative global reach. But even more important than formal requirements is the daily investment poured into our students by faculty who model their walk with Christ and mentor students to do the same. We are on a quest to prepare the hearts and minds of our graduates for a lifetime of service in Jesus' name.

The challenges facing Christian higher education in the 21st century demand that we fill each faculty, staff, and administrative position with the best-qualified, boldest, most energetic professionals. We are looking for a courageous leader to join the University at this pivotal time as we launch an aggressive capital campaign that will grow the resources needed to support our mission and vision. The athletic director will be an experienced leader and manager with a proven record of accomplishment and will have demonstrated the ability to innovate in the field of intercollegiate sports and recreation.

If this sounds like you, and you have a passion for people and great energy for making a difference in the world for Jesus Christ, I invite you to read through this position announcement and give this opportunity prayerful consideration.

To Christ be all Glory,



Sheldon C. Nord, Ph.D.
President



Through rigorous academics, a strong biblical foundation, and close-knit community, Corban students are equipped to make a difference in a wide variety of careers.

Corban is recognized as a College of Distinction.

Corban is ranked among the best universities in the West by U.S. News & World Report.

89% of Corban graduates earn their degree in 4 years, compared to 60% at state schools. Corban grads can save on tuition and begin making a difference in their careers sooner!

72% of health science students who apply to medical school are accepted.
(The national average is just 40%.)

Corban business majors have outperformed peers nationwide on the Major Field Test for business knowledge for the last 10 years.

Corban's 13:1 student-to-faculty ratio means students are personally known and mentored by expert faculty.



“We continue to deliver solid academics, a rich campus experience and competitive athletics,” said Corban Vice Provost of Enrollment Management and University Registrar, Chris Vetter. “This sets us apart year after year. Students truly appreciate what Corban has to offer them.”

U.S. News & World Report's guide to best colleges is a tool often used by college seekers and parents when looking for academic quality and cost when choosing a school. The publication ranks colleges according to the Carnegie Classification of Institutions of Higher Education. Its Best Regional College classification focuses on colleges offering a broad range of liberal arts programs.

POSITION DESCRIPTION

START DATE: July 1, 2018

PURPOSE: Provide innovative and visionary leadership, forward-thinking strategic planning, successful capacity-building initiatives, and meaningful policy development that advances the University's mission and strategic priorities.

REPORTS TO: President

RESPONSIBILITIES: As a passionate advocate for intercollegiate athletics, the Director serves in a leadership role to accomplish development goals; steward the overall departmental budget; coach direct reports; ensure compliance with all University, Cascade Collegiate Conference, and NAIA policies, rules and regulations; and build strong relationships both within and outside the University community. The major responsibilities of this position include, but are not limited to, the following:

- Serve as a member of the President's Cabinet.

- Operate as the lead Advancement Officer for the athletics components of the University's Capital Campaign and program partnerships.

- Develop and implement marketing and promotional programs to increase revenue sources for the department as well as strategies to promote donor and alumni involvement and support of the athletics program.

- Develop and maintain strategic financial and budgetary plans in accordance with the comprehensive plan and objectives of the University.

- Approve budget appropriations for each area and monitor conformance to the budget by staff to ensure the sustainability, efficiency, and fiscal integrity of the department.

- Hire, mentor, supervise, and evaluate Assistant Athletic Directors, coaches, trainers, and all administrative personnel in a collaborative and nurturing work and learning environment.

- Strategically advocate for Athletic department initiatives that advance the mission and goals of the University.

- Provide vibrant, innovative, and strategic leadership that advocates for the academic, spiritual, mental, and physical well-being of student athletes.

- Develop plans, policies, procedures, and programs that are in compliance with the University expectations, Cascade Collegiate Conference, NAIA rules and regulations, and applicable State and Federal laws.

- Ensure equal opportunity in men's and women's athletics by keeping informed of legal requirements; consult with University staff regarding Title IX compliance and academic and health eligibility of all student-athletes.

- Collaborate with Enrollment Management and Student Life on the recruitment and retention of student athletes.

- Represent the department at University, community, Conference, NAIA, and other meetings and conventions.

- Establish and periodically refine departmental organizational structure to ensure the effective management of human resources. Administer all employment agreements for the coaches, trainers, administrative staff, and other personnel who work for the Athletics Department.

- Evaluate the condition of the athletic facilities, to include inspection for safety, as well as comparison with State of Oregon, Conference, and NAIA and Federal standards.

- Consult with the Faculty Athletics Representative (FAR) and Athletics staff for NAIA Compliance regarding the interpretation of applicable rules. Report to the President and assist the FAR (and when appropriate, the Associate Vice President for People and Culture) in investigating all cases where a violation has or may have occurred.

QUALIFICATIONS

EDUCATION: Bachelor's degree required. Master's degree in Business Administration and/or Sports Administration strongly preferred.

EXPERIENCE: Candidates should have a minimum of seven years of progressively responsible senior experience in managing teams of 15 or more employees with strong competency in accounting and business management. The successful candidate will have demonstrated success in leading fundraising and capital campaign initiatives and a proven record of recruiting, hiring, and retaining successful coaches and staff. Candidates should bring multicultural competence that fosters healthy and community building interactions with diverse groups and individuals and should also demonstrate an ability to collaborate within the Corban community and network with outside partners. As a member of the Cabinet and a partner of the President, this position requires professional experience to make strategic recommendations and decisions that support the University mission and vision. This candidate must have a record of collaborative and ethical decision-making in a fast-paced and competitive environment. Three to five years of coaching experience is preferred. Spiritual maturity and the ability to integrate biblical principles within the athletic and business aspects of the department are also characteristics of a strong candidate. Work experience in higher education is strongly preferred. Candidate must have a personal relationship with Jesus Christ, agree with the University Statement of Faith, evidence a mature Christian faith, and be an active member of a Bible-believing, Gospel-preaching local church.

CULTURE: Corban University is a private comprehensive university of liberal arts, ministry, and professional studies with a mission to educate Christians who will make a difference in the world for Jesus Christ. All employees are expected to model servant leadership in all aspects of their work.

APPLICATION: A completed candidate file will include a:

letter of application expressing the candidate's interest and qualifications for the position, specifically speaking to the responsibilities listed in the position description within this profile

Corban University Staff Application (found on the Corban website – www.corban.edu/employment)

current resume

statement of Christian testimony including a short narrative describing current ministry involvement

list of five professional references which include position title, relationship to the candidate, email address, and work phone numbers (cell phone numbers are also helpful if possible).

Application materials will be considered as received, and the position will remain open until filled.

CONTACT: Debi Nissen – Office of Human Resources

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Salem, OR 97317

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LOCAL INFORMATION

Salem Chamber of Commerce	www.salemchamber.org
Oregon cost of living calculator	www.aier.org/#cost-of-living
County demographics	www.city-data.com/county/Marion_County-OR.html

FACTS & OVERVIEW

Location	Salem, Oregon's capital, has a greater population area of 405,000. It is 45 miles south of Portland and one hour from the mountains and the coast.
Study Abroad	Corban offers 12 study abroad programs.
Enrollment (2017-18)	Overall – 2,540 Undergraduate – 979 Graduate – 139 International – 1118
Student/Faculty Ratio	13:1
Cost (2018-19)	Tuition – \$32,380 Room & Board – \$10,228 Average Financial Aid Package – \$27,571 in scholarships, grants, and loans

