



Alfred
University
OUTSIDE of ORDINARY



SEARCH PROFILE

**Assistant Vice President
for Athletics & Recreation**

March 2023

In partnership with CarrSports Consulting



ABOUT ALFRED UNIVERSITY

Lighting the way for students since 1836

“We've always been a place for makers, especially those who make the future. Our commitment to independent thinking, creativity, academic rigor and community have made us a unique kind of leader since 1836.”

Alfred University (AU) was founded on principles of social justice in 1836 by liberal, independent thinkers who placed high value on education for all citizens. The University has retained and built upon the strong values of its founders, developing as an institution of national and international renown that is responsive to the needs of contemporary society while remaining consistent with the spirit of its origins. Alfred University is the second oldest coeducational college in the United States as well as one of the earliest nineteenth century colleges to have enrolled African American and Native American students. It has a long-standing history of educating socially conscious students who make a difference in their professions and their communities.

Over the course of the twentieth century, Alfred University evolved into a complex institution offering a full range of programs in the liberal arts and sciences, art and design, engineering, business, education, counseling, and school psychology to its nearly 2,000 undergraduate and graduate students that live, learn and play on a 232-acre campus located in an idyllic, creative valley in Western New York. Today, Alfred University focuses on a professional education with an emphasis on APEX (applied and experiential learning program).

To learn more, visit alfred.edu.

Mission

The mission of Alfred University is to provide excellent quality and enduring value through academic and co-curricular programming that is both intellectually challenging and practically relevant. The University is culturally diverse and student-centered and aims to serve an ever-changing student population. They seek students with the aspiration and dedication to do well for themselves and for their greater communities. Thus, Alfred University prepares its students with the knowledge, skills, and life-habits that will enable them to succeed, and to live lives of continuous personal growth and service to others. These outcomes are achieved through a commitment, by the entire Alfred University community, to teaching and research, the pursuit of scientific and technical expertise, artistic creativity, and humanistic learning.

Vision

Alfred University will be an innovative leader in the delivery of academic excellence and enduring educational value, preparing all students for success in their studies and throughout life.

Alfred University Values...

- A learning environment that promotes open exchange of ideas, critical thinking, global awareness, technological literacy, intellectual honesty, and community involvement;
- Providing mentorship opportunities for students to fuel their exploration and practical learning;
- A work environment that promotes open communication, recognition of achievement, and the development of personal potential;
- Research and scholarship that advance the frontiers of knowledge, contribute to graduate and undergraduate teaching, and demonstrate creativity in all fields of endeavor;
- Diversity in people and cultures, ideas and scholarship;
- A campus that is safe, attractive, and promotes health and wellness;
- A caring community that respects each individual, fosters intellectual curiosity and growth, promotes and models good citizenship, and encourages enlightened leadership.

Strategic Plan

Fiat Lux!

Alfred University's Strategic Plan builds on its current strengths and focuses its energies and resources on the most pressing issues it is positioned to address. The structure of the plan encourages multidimensional approaches to achieving significant goals in three key areas critical to the University's future. [Click here](#) to review.

Rankings & Awards

In its "2022 College Guide and Rankings" report, [Washington Monthly](#) ranks Alfred University among **top colleges and universities offering master's degree programs**, earning national recognition.

Alfred University **scored 94% in long-term value**, on par with or better than Bucknell, Hofstra, Case Western, LeMoyne, Clemson, and California Polytechnic in the [Brookings Institution's](#) "value added" assessment of 4,000 schools nationwide.

Alfred University's **Master of Fine Arts degree programs in ceramic art (#1)** is once again **on top of the national rankings list of similar curriculums**, according to [US News & World Report](#). AU was **ranked #10 overall in the fine arts**. Additionally, among **regional colleges and universities in the North**, Alfred ranked **44th overall** and was **9th in the Best Values School** listing.

[Forbes](#) and the [Princeton Review](#) include Alfred University in their listings of the **top schools in the country**. AU was listed in *Princeton Review's* "2022 Best 387 Colleges Rankings". The publication said it selects honored institutions based on "our high opinion of their academics."

Alfred is **ranked in the top** by [Niche 2023 Best Colleges](#) in categories such as "Colleges with the Best Academics in America" and "Best Colleges for Art in America."

[Value Colleges](#) rated Alfred University **#42 in the "Top 50 Best Pre-College Summer Programs" for 2021**, among the likes of Purdue, Duke, UCLA, Georgetown, and Virginia Tech, based on the quality, affordability, and potential of **summer programs** provided to young people.

Students

About 1,600 undergraduates and nearly 150 graduate students from 43 states and 16 countries attend full-time on the Alfred campus. AU has approximately 90 additional part-time graduate students on the Alfred, NY campus, and 475 graduate students enrolled in its AUNY NYC-metro area programs.

Academics

Programs: 47 undergraduate majors and 65 minors offering internships, research and study abroad opportunities in the following schools and colleges:

- College of Business
- College of Liberal Arts and Sciences
- Inamori School of Engineering
- School of Art and Design
- School of Graduate & Continuing Studies
- Performing Arts Division
- The NYS College of Ceramics



Class size: Average class size is 18 students. Student/Faculty ratio is 13:1.

Faculty: 90% of the faculty have doctorates or terminal degrees in their discipline. Teaching is a faculty priority.

Diversity

Alfred University is committed to creating and sustaining a diverse, inclusive and welcoming environment for all university community members, including students, staff, faculty and alumni.

Accreditation

- **MSCHE:** Middle States Commission on Higher Education
- **NYSED:** New York State Board of Regents, and the Commissioner of Education
- **ABET:** Accreditation Board of Engineering and Technology (Programs in Ceramic Engineering, Glass Engineering Science, Materials Science and Engineering, Mechanical Engineering and Renewable Energy Engineering)
- **CAATE:** Commission on Accreditation of Athletic Training Education
- **NASAD:** National Association of Schools of Art and Design, Commission on Accreditation
- **ACS:** American Chemical Society
- **AACSB:** Association to Advance Collegiate Schools of Business
- **APA:** American Psychological Association, Commission on Accreditation
- **NASP:** National Association of School Psychologists
- **CACREP:** Commission on Accreditation of Counseling and Related Educational Programs



AU SAXONS



Celebrating Victory
Perfect 10-0 2016 Season

ALFRED UNIVERSITY ATHLETICS

Saxon Athletics

Alfred University Saxons compete on 23 varsity teams including 16 NCAA Division III sports, one USCSA (United States Collegiate Ski and Snowboard Association) sport, one NCA (National Cheerleading Association), two IHSA (Intercollegiate Horse Show Association) sports and one IDA (Intercollegiate Dressage Association) sport.

In addition to varsity sports, there are [club sports](#), including men's rugby and ultimate Frisbee; and [intramural sports](#) such as soccer, basketball and handball. Visit the official [athletics site](#).

Mission Statement

The athletics department will support Alfred University and its mission by providing quality resources and programs that facilitate inclusivity for all those who are participating, engaging, and assisting in our athletics programs. The departmental staff is committed to recognizing our diversity and utilizing our Saxon Cornerstones to ensure everyone attending or participating in an athletic event feels safe and welcome.

Men's Sports	Women's Sports	Coed Sports
Basketball	Basketball	Alpine Skiing
Cross Country	Cheerleading	Dressage Equestrian
Football	Cross Country	Hunt Seat Equestrian
Lacrosse	Lacrosse	Western Equestrian
Soccer	Rugby	
Swimming & Diving	Soccer	
Tennis	Softball	
Track & Field	Swimming & Diving	
	Tennis	
	Track & Field	
	Volleyball	



AU's Athletic Department strives to uphold the mission of the university, the division of student affairs, NCAA and the Empire 8 conference.



Philosophy Statement

The Alfred University Athletic Department believes that intercollegiate athletics is an integral component of higher education and that the student-athlete's academic experience is enhanced by participation in the competitive environment of intercollegiate athletics.

The intercollegiate athletic department strives to be one of the finest Division III programs in the country. By providing strong leadership and competitive experiences, students are afforded the opportunity to develop as a scholar, athlete and citizen.

The staff and students of the Alfred University Athletics program, do hereby declare their support, acceptance, and respect for its diverse campus community—all individuals, backgrounds, cultures, beliefs and perspectives – while striving for excellence in each person's daily lives. Click [here](#) to learn more about resources and the strong stand AU takes in support of [Saxon Inclusion and Diversity](#).

The department will operate under the NCAA Division III philosophy, in which academics are the student's first priority and sportsmanship, fair play, diversity and ethical conduct are constantly taught and promoted.

As such, the Alfred University's Athletic Department will:

- Not discriminate based on race, origin, appearance, culture, religion, gender or sexual identity, class, physical or mental disabilities.
- Display empathy and acknowledge that other experiences may differ from yours.
- Treat other people not as I want to be treated, but as they want to be treated.
- Advocate for and support everyone around me, no matter who they are, where they come from, or how they identify themselves.
- Hold myself, my peers on campus, and my teammates accountable for their actions towards others off the field of play, just as I would hold them accountable on the field.
- Have an open dialogue with my team and members in the campus community about diversity issues, listen, and try my best to understand what they have to say.
- Be willing to learn about what makes people different to have a better understanding of all people.
- Strive to pursue excellence not only on our field of play, but in the classroom and in our campus community.



New Saxon Hill Sports Complex

New Athletics Complex Planned for Jericho Hill Site

Alfred University is in the design phase of a new sports complex atop Jericho Hill in the Town of Alfred. The “Saxon Hill” project will increase the University’s intercollegiate athletic offerings, boost student recruitment and retention efforts, and significantly increase enrollment.

The Saxon Hill complex will be located on 40 acres on the University-owned Jericho Hill property at the corner of Jericho Hill Road (Allegany County Road 12) and Kenyon Road, about 1.8 miles south of campus. Clark, Patterson, and Lee, a Buffalo-based architecture, engineering, and planning firm, is developing the project design.

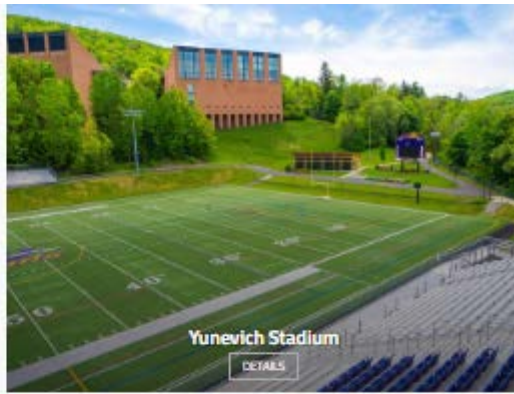
The Saxon Hill athletic facility will be impactful on the entire student experience at Alfred University. These facilities will provide expanded opportunities for club teams and intramurals as well as recreational space for our entire campus community. Saxon Hill will complement the wonderful options that already exist in the same area with our world-class Equestrian Center and Foster Lake. All three recreational spaces will lie within 1.5 miles of each other and form important experiences that few Universities in our region can offer.





McLane Center

[DETAILS](#)



Yunevich Stadium

[DETAILS](#)



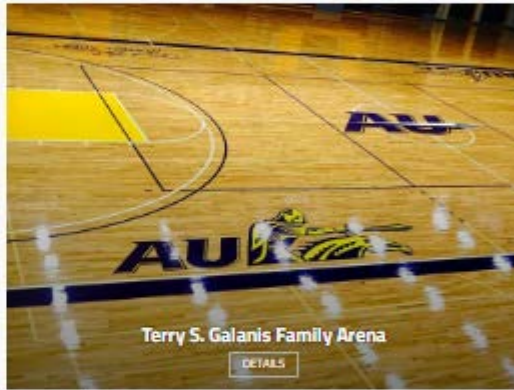
Jericho Hill Fields

[DETAILS](#)



The Joyce Walton Strength & Conditioning Center

[DETAILS](#)



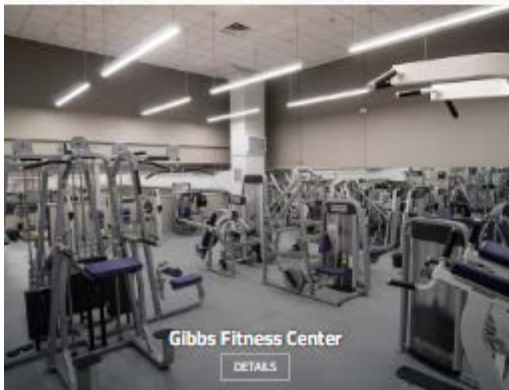
Terry S. Galanis Family Arena

[DETAILS](#)



Gene Castrovillo '75 Athletic Training Room

[DETAILS](#)



Gibbs Fitness Center

[DETAILS](#)



Joyce & Walton Family Center for Health & Wellness

[DETAILS](#)



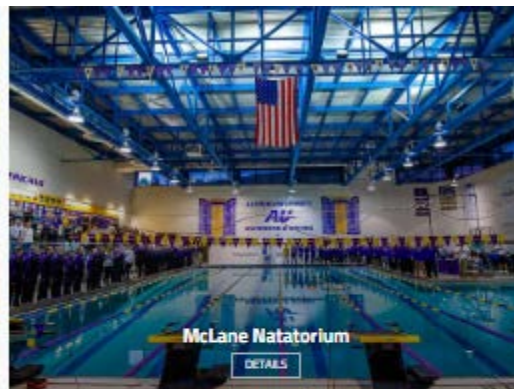
Connors Family Pavilion

[DETAILS](#)



Harrington Field

[DETAILS](#)



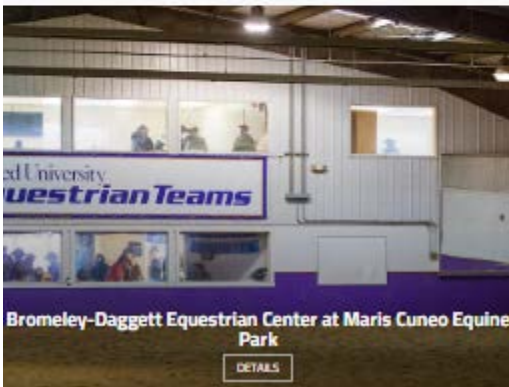
McLane Natatorium

[DETAILS](#)



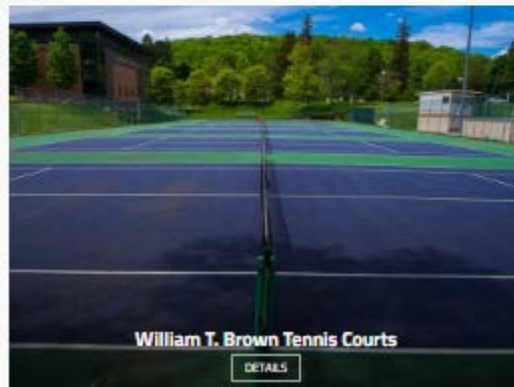
Mena '73 & Rick '75 Hansinger Family Physical Rehabilitation Center

[DETAILS](#)



Bromeley-Daggett Equestrian Center at Maris Cuneo Equine Park

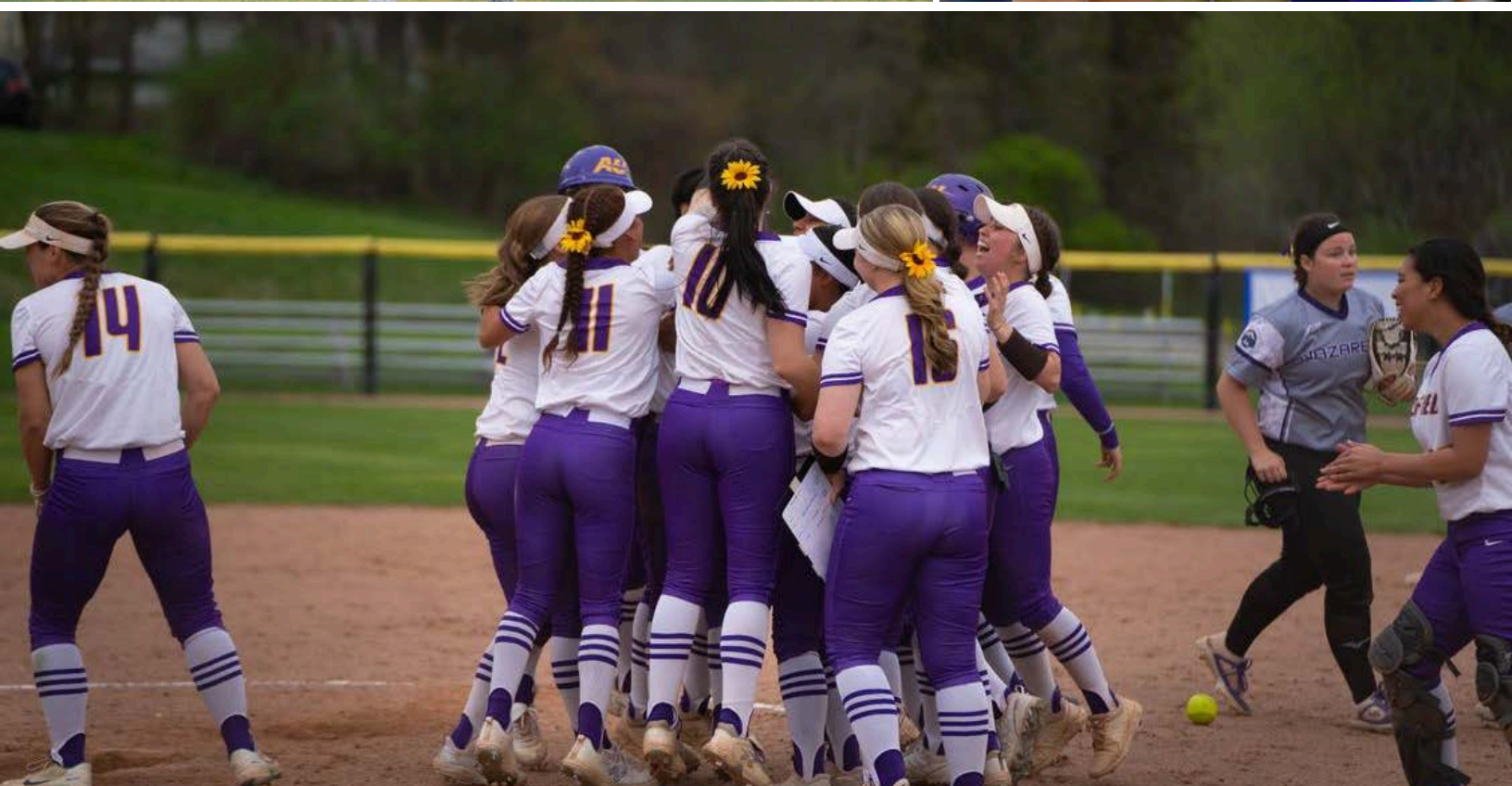
[DETAILS](#)



William T. Brown Tennis Courts

[DETAILS](#)

FACILITIES



THE POSITION

Assistant Vice President for Athletics & Recreation

Alfred University seeks a dynamic leader who is committed to the ideals of higher education and the values of the student-athlete model within the NCAA Division III philosophy. The Assistant Vice President for Athletics and Recreation must be a leader who is committed to:

- ✓ academic success,
- ✓ student-athlete well-being and personal development,
- ✓ professional development of a talented staff,
- ✓ collaboration across campus and with key stakeholders, and
- ✓ the development and implementation of processes that promote excellence and success.

The Assistant Vice President for Athletics and Recreation will report directly to the Vice President for Student Experience and be a contributing member of the President's Executive Council. The Executive Council leaders, who contribute to University decision-making, are key advisors to the President and Provost/COO. The Council is comprised of dynamic leaders who engage in collaborative work that benefits students in both University and athletic program matters. As an integral member of the Executive Council, the Assistant Vice President for Athletics and Recreation will provide insight into the student-athlete experience and the role that collegiate intercollegiate athletics and recreation play at Alfred University.

The Assistant Vice President for Athletics and Recreation will provide leadership to outstanding coaches, administrators, support staff and most significantly the student-athletes, while managing and providing oversight to the Department of Athletics and Recreation. The Assistant Vice President is responsible for 23 varsity sports, approximately 500 student-athletes, 75 full-time, part-time, and graduate assistant staff members, physical education classes, and all athletic and recreational facilities. The University has strategic plans to increase sports offerings as well as enhance facilities.

The Assistant Vice President for Athletics and Recreation will develop, implement, and monitor department policies and procedures that promote best practices and address the organizational and operational aspects of the department. The successful candidate must be a trustworthy collaborator and a reliable teammate as this leader works closely with Enrollment Management, Facility Management, Student Experience, Business & Finances, Advancement, and other key stakeholders as well as off-campus vendors.

The Assistant Vice President for Athletics and Recreation will be charged to uphold the integrity of the Athletics Program through compliance to NCAA and conference rules and regulations as well as policies and procedures of the University. As the leader of the department, the Assistant Vice President will be responsible for financial management, revenue generation strategies, marketing, and alumni and community relations. Demonstrated fundraising skills will be necessary assets to assist in the viability and sustainability of the department's budget and the University's commitment to expanding athletic facilities.

Alfred University is seeking a leader who is a strategic forward thinker, emphasizes the process to achieve goals, and is a visionary who clearly articulates a plan in support of University strategic goals. As an effective communicator both with internal and external constituents, the successful candidate will need to build relationships with students, faculty, staff, alumni, donors, corporate partners, media entities, and community leaders.

As the department leader, the Assistant Vice President for Athletics and Recreation must support, embrace, and demonstrate a commitment to diversity, equity, inclusion, and access. This leader must foster a culture of respect and belonging. Through continued commitment to the Department's Mission, Vision and Core Values, the Assistant Vice President must establish a caring and supportive culture that engages all members of the Department and provides opportunity for open communication and dialogue.

The successful candidate must have NCAA Division III experience minimally at the assistant/associate director level, while director of athletics experience or above is strongly preferred.

General Overview

Under the supervision of the Vice President for Student Experience, the Assistant Vice President for Athletics and Recreation directs and manages Alfred University's Department of Athletics and Recreation that includes 23 intercollegiate athletic programs and various internal and external department units. The Assistant Vice President will also ensure overall program compliance with NCAA requirements and conference affiliations with a commitment to diversity, equity, inclusion, and access.

Duties & Responsibilities

- Understands and appreciates Alfred University's mission and provides leadership in the development of comprehensive programs for intercollegiate athletics and recreation within the context of this mission and its student development philosophy.
- Maintains compliance and regulatory expectations of the NCAA, conference affiliations and University.
- Exercises strategic leadership in establishing and implementing short and long - term organizational goals, objectives, policies, and operating procedures; monitors and evaluates operational effectiveness; and effects changes required for improvements.
- Develops plans, including facility expansion, to further grow athletic offerings.
- Oversees intersections leading to student-athlete success both in and out of the classroom.
- Promotes and prioritizes the academic success, student-athlete well-being and holistic development of student-athletes while actively supporting their integration into the broader campus community.
- Works closely with the Vice President for Student Experience in preparing and managing the Athletic Department budgets to achieve fiscal responsibility.
- Designs, establishes, and maintains an organizational structure and staffing to effectively accomplish the University's goals and objectives; recruits, employs, trains, supervises, and evaluates unit staff and coaches.
- Develops key performance metrics for each athletic program to meet roster/enrollment goals and provides support and overview of processes that ensure such.
- Supports and implements professional development of the staff.
- Leads all personnel to ensure the efficient and productive operation of all administrative and operational functions of the athletic department.
- Oversees and directs athletic facilities operations and develops long-range plans in collaboration with campus leadership to determine the need and feasibility of constructing and/or upgrading athletic facilities.
- Develops collaborative and effective partnerships with various campus stakeholders to optimize and ensure success in the recruitment and retention of student-athletes, their success as campus community members, and engagement as alumni.
- Communicates effectively with both internal and external constituents.
- Works with the University faculty athletic representative and senior woman administrator to promote meaningful representation of women and supports necessary for student success, monitoring Title IX compliance.
- Collaborates with the University's Vice President for Marketing and Communications regarding the marketing and communication for the athletic department.
- Partners with the University Advancement Office to implement effective fundraising, alumni relations, community outreach, associated activities, and marketing in support of athletic programs.
- Effectively represents the University on- and off-campus.
- Contributes to the overall success of the University by performing other duties as delegated by the Vice President for Student Experience.

Qualifications

Formal Education: Master's Degree required.

Experience: A minimum of five (5) years of experience at the NCAA Division III level in progressive departmental administrative leadership roles (e.g. assistant, associate, director) is required. Experience as the Director of Athletics is strongly preferred. Thorough knowledge and understanding of NCAA regulations, commitment to retention and academic success of student-athletes.

- Proven leadership and management skills, particularly as they relate to establishing and communicating priorities, advancing innovative practices, building strategic partnerships, and solving problems.
- A collaborative management approach with relationship-building skills, experience building a team, and leading and/or supervising the work of others.
- Significant experience in recruiting, hiring, supervising, evaluating and professionally developing coaches and staff members.
- Substantial experience in developing and implementing athletics department budgets and demonstrated ability to partner effectively in designing and managing the Athletic Department budget.
- Proven track record of fundraising and revenue generation from a variety of sources
- Ability to effectively promote the Athletic Department.
- Demonstrated and successful experience with recruitment, retention, and holistic development of student-athletes.
- Highly effective written and oral communication skills with the ability to deliver information in a concise, and articulate manner to multiple stakeholder groups.
- A commitment to diversity, equity and inclusion and a high degree of cultural competence and respect for a wide range of identities and experience.
- Knowledge of and ability to implement and enforce University, NCAA and conference rules and regulations.





HOW TO APPLY

Candidates should include a cover letter describing relevant experiences and interest in this position and curriculum vitae/resume. Please include names, titles, and contact information for five (5) professional references. To assure full consideration, application materials should be received by **March 26, 2023**, and the applicant portal will remain open until the hiring process is completed. Click here to apply: <https://theapplicantmanager.com/jobs?pos=t9117>

Please send questions or nominations regarding this search to AlfredUniversitySearch@CarrSportsConsulting.com.

Alfred University actively subscribes to a policy of equal employment opportunity, and will not discriminate against any employee, student or applicant because of race, age, sex, color, sexual orientation, gender identification or expression, physical or mental disability, religion, ancestry or national origin, marital status, genetic information, military or veteran status, domestic violence victim status, criminal conviction status, political affiliation or any other characteristic protected by applicable law. Protected veterans, minorities and women are encouraged to apply.

CARRSPORTS

EXECUTIVE SEARCH & CONSULTING

For 25 years CarrSports Consulting, LLC has been nationally recognized for its integrity, expertise, and creativity in providing highly effective executive search and consulting services across all levels of collegiate sports.





Foster Lake is a lovely, 25-acre wilderness lake about 5 minutes from Alfred University. Recreational activities at the lake include swimming, fishing, bird watching, canoeing and small craft sailing, recreational trails, and picnic areas.

ABOUT ALFRED, NEW YORK

Alfred University's beautiful campus houses everything from an equestrian center to an actual castle. It sits on nearly 400 acres of recreational land between the foothills of the Allegheny Mountains and the Finger Lakes. Neighboring cities provide exceptional career and internship opportunities, and the quaint, historic Village of Alfred is listed as one of the best places to live in New York by Niche.com.

The Village of Alfred is a perfect example of a quaint, historic college town. Nestled between the foothills of the Allegheny Mountains and the Finger Lakes, Alfred is home to both Alfred University and Alfred State College. When classes are in session, the local population of about 1,000 more than quadruples. Downtown coffee shops and restaurants are filled with faculty and students — artists, poets, actors, linguists, counselors, engineers, athletes, business majors — who are energized by the community's vibrant intellectual and cultural life. The area offers residents a dense suburban feel and most residents own their homes. Many young professionals live in Alfred and the public schools in Alfred are above average. Every day here can be as comforting or as outside-of-ordinary as one wishes.



Local legend claims that the village is named after medieval England's King Alfred (noted for his commitment to educating his people). Retaining much of its turn-of-the-century charm, the downtown historic district is listed in the National Register of Historic Places. Alfred's early terra cotta clay companies produced the roofing tile still found on many homes and barns, and inspired generations of ceramic artists and engineers at Alfred University.

To learn more about Alfred and the surrounding community:

Alfred, NY: <https://www.alfredny.org/>

Allegany County: <https://wnywilds.com/>