POSITION BRIEF

DONALD R. SHEPHERD DIRECTOR OF INTERCOLLEGIATE ATHLETICS
ANN ARBOR, MICHIGAN

All applicants welcome at http://www.TurnkeySearch.com
Recruiters: lenperna@turnkeyse.com; genedefilippo@turnkeyse.com; carolynesavini@turnkeyse.com

Background:
Founded in 1817, the University of Michigan is a comprehensive public institution of higher learning that fosters excellence in scholarship and research; provides outstanding undergraduate, graduate, and professional education; and demonstrates commitment to service through partnerships and collaborations that extend to the community, region, state, nation, and around the world. Total enrollment at the University exceeds 61,000 students on three campuses and the University has approximately 45,000 faculty and staff members. Michigan’s nearly 600,000 living alumni span the globe. Counted among them are some of the world’s most important leaders in business and government as well as leading artists and scholars.

The University also has a storied tradition of intercollegiate athletics dating back to 1865 and practiced at the highest levels of integrity and competition. Michigan currently fields 31 teams involving over 900 student athletes. Its success is program-wide, with 16 top ten finishes in the 22 years of the Directors’ Cup. Michigan’s student athletes also excel academically. For the 2014-15 academic year, 8 student athletes were named Academic All Americans, 57 were Big Ten Distinguished Scholars and 260 were Academic All Big Ten Scholars. The University is committed to the academic success of its student athletes and operates first class support programs that are fully integrated with its general academic programming.

Position Summary:
The University of Michigan seeks candidates to lead its Athletic Department (the “Department”). In its first 150 years, the Department has had just 10 athletic directors, including legends in the field such Fielding Yost, Fritz Crisler, Don Canham and Bo Schembechler. Michigan’s Director of Intercollegiate Athletics (“Athletic Director”) reports to the President of the University and serves as a member of the President’s executive leadership team. Together with the President, the Athletic Director also works closely with the University’s elected Board of Regents which has overall authority and responsibility for the institution.
Position Summary - Continued:

The Athletic Director is responsible for the overall operation of Michigan’s intercollegiate athletics program and its Athletic Department. The Department currently has an operating budget of $151M million, a staff of 350, and fields a total of 31 teams. The Athletic Director is responsible for maintaining the fiscal integrity of the Department as well as recruiting, leading and developing its coaching and administrative staff. He or she is also responsible for the Department’s vast physical plant that includes 27 facilities spread across more than 100 acres. Plans and funding are in place for a significant expansion of the athletic campus and renovation of facilities in the coming years. The University is also currently underway with its Victors for Michigan fundraising campaign and the Athletic Director is responsible for Department fundraising including achieving the Department’s campaign goals.

The Athletic Director is responsible for developing competitive men’s and women’s sports teams that are in a position to compete each year for Big-10 and other championships. It is equally important that the Athletic Director ensures that the University of Michigan athletics program operates at the highest levels of integrity including but not limited to compliance with all applicable laws and regulations including those of the NCAA and the Big 10 Conference and epitomizes good sportsmanship in all its activities. He or she is also responsible for student athlete safety and welfare encompassing athletic, academic and extracurricular endeavors. Together with the academic leadership of the institution, the Athletic Director is accountable for ensuring that student athletes achieve academic success and have the support needed to reach their highest academic potential.

Michigan’s Athletics Director participates fully as a member of the President’s executive leadership team. He/she provides advice and input into discussions and decision-making on a wide range of issues facing the University. In collaboration with the other members of the executive team, the Athletic Director facilitates achievement of broader institutional objectives. He/she represents the University in a variety of settings around the country including with the media and in athletics governance organizations such as the NCAA and Big 10 Conferences.

Qualifications & Traits:

- Highest levels of personal and professional integrity and trustworthiness;
- Appreciation of and ability to navigate the balance between athletics and the core missions of the university. Demonstrated insight into the opportunities and challenges of Division I athletics in a Research I university setting. Ability to manage competing and conflicting goals.
- Demonstrated experience and a strong personal commitment to advancing all aspects of diversity, equity and inclusion; understanding of gender equity in athletics and Title IX compliance;
- A strong commitment to the health, safety, personal development and academic success of student athletes. Experience with and knowledge of the academic support needs and strategies for student athletes is preferred.
- Positive interpersonal skills that demonstrate diplomacy, accessibility and respect for the expertise and viewpoints of colleagues within and outside the Department. The successful candidate will be a team player and have a track record of being a skillful collaborator in complex settings.
Knowledge of intercollegiate athletics administration. Strong preference for individuals who have significant athletics administration experience at comparable institutions of higher education.

Experience and skill in fiscal management including budgeting and financial planning, forecasting and reporting. Innovative leader in approaches to revenue generation and cost efficiency. Strong business negotiation skills.

Experience successfully leading teams of substantial size. Experience and skill in recruitment, management and development of senior level leadership, including coaches, is preferred.

Strong communication skills evidencing the ability to represent and motivate support for the mission, interests, and accomplishments of the University to audiences within and beyond the campus. Skill and experience with media relations is preferred.

Ability and willingness to play a national leadership role in intercollegiate athletics.

Experience with fundraising and donor relations. An appreciation for the role that philanthropy plays at the University.

Bachelor's degree required; Master's or other post-graduate degree in athletic administration, education, business, law or related field preferred.

Personal experience as a student athlete and/or experience as a student or faculty/staff member at the University of Michigan will be viewed favorably, but is not required.

Nominations & Applications:

The University of Michigan has retained Turnkey Search, a subsidiary of Turnkey Sports & Entertainment, (“Turnkey”) to assist in the recruitment and review of all applications and nominations. Turnkey is now accepting applications from individuals who meet the qualifications and preferences specified herein. Applications and nominations should be submitted electronically http://turnkeysearch.com/2015/12/01/university-of-michigan-director-of-athletics-ann-arbor-mi. To ensure full consideration, application and/or nomination materials must be received by NOON, MONDAY JANUARY 4, 2016. The position will remain open until filled.

This search is chaired by the President of the University of Michigan, Dr. Mark Schlissel. Additional information about this search including membership of the Search Advisory Committee can be found at http://myumi.ch/ad-search. Review of nominations and applications will begin immediately and continue until the position is filled.

The University of Michigan is an equal opportunity/affirmative action/ADA employer.