JOB ANNOUNCEMENT:

Senior Director of Intercollegiate Athletics

The Opportunity

Sonoma State University (Sonoma State) is seeking a visionary and collaborative leader to serve as the Senior Director of Intercollegiate Athletics. The Senior Director is responsible for strengthening and maintaining commitment to the mission of Sonoma State’s intercollegiate athletics department as a co-curricular program for the educational benefit of the student-athletes, in which success is defined in terms of academic achievement, as well as, success on the playing field. In addition, the Senior Director will support the athletics department’s purported purpose to commit to academic and athletic excellence through a winning culture; cultivate supportive, diverse, and inclusive relationships; and build patient, unwavering leaders through a positive environment of high character.

Located north of San Francisco in the heart of wine country and the only public four-year university in the North Bay, Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. In line with the Seawolf Commitment, Sonoma State values include respect, responsibility, excellence and integrity. Sonoma State strives to cultivate a community in which a diverse population can learn and work in an atmosphere of civility and respect. The institution encourages innovation, experimentation and creativity, as well as contributions to equity and inclusion, in the pursuit of excellence for all members of our university community. The Senior Director of Intercollegiate Athletics position is a remarkable opportunity to provide dynamic leadership at a public institution poised to become a national model for student success.

About Sonoma State Intercollegiate Athletics

Sonoma State is an NCAA Division II member and part of the California Collegiate Athletic Association (CCAA), Western Water Polo Association (WWPA) and the Pacific West Conference (PacWest). Sonoma State serves approximately 300 student-athletes across 14 sports (five men’s teams and nine women’s teams). Ten of Sonoma State’s sports are in the CCAA, water polo is in the WWPA, and men's and women's tennis are in the PacWest. Sonoma State athletics
got its start in 1964 with the school’s first men’s basketball team. Through the years, the Seawolves have had much success including national championships in women’s soccer (1990), men’s soccer (2002) and men’s golf (2009). The goal of the Sonoma State Department of Intercollegiate Athletics is to provide a positive, equitable, and diverse environment for the student-athletes and staff. Athletic staff members are responsible for fostering these priorities via role modeling and mentoring student-athletes while upholding a competitive spirit that stresses amateurism, ethical conduct, good sportsmanship, and rules compliance. Priorities for all student-athletes include academic excellence, competitive success, and community outreach.

About Sonoma State University

Founded as a liberal arts college in 1961, Sonoma State has evolved into a diversified university that provides students with the intellectual framework and hands-on skills to thrive in a variety of professional careers. U.S. News and World Report consistently names Sonoma State among “America’s Best Colleges.” The University enrolls approximately 9,200 students (93 percent undergraduate) and operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State is one of the smaller CSU institutions and approximately 34 percent of students live on campus—one of the highest percentages in the CSU System—and roughly 80 percent of first year students come from outside the North Bay region. Many classes have fewer than 40 students, enabling close interaction between students and faculty. Sonoma State has been recognized nationally as a “Best Value,” “Most Connected,” and “Most Green” college by the Princeton Review.

Sonoma State has a long tradition of promoting intellectual and personal growth and contributing significantly to the region’s economy and workforce preparation. With a strong foundation in the liberal arts and sciences, the institution embraces its core values of diversity, sustainability, community engagement, and adaptability. The campus is in a phase of growth and excitement that started with the arrival of President Judy Sakaki in 2016.

Initially a teacher education center for the North Bay, Sonoma State College was approved by the state legislature in 1960; it opened in the fall of 1961 with 274 students. Five years later, the nascent college moved to its current, 269-acre campus, which at the time had two buildings. In its first years, Sonoma State was a small, liberal arts college that served primarily as a commuter and re-entry student campus. The institution grew steadily over the years and, in 1978, Sonoma State officially received university status. Sonoma State currently has 9,200 students, 600 faculty, 900
Sonoma State University has six schools—Arts and Humanities, Business and Economics, Education, Extended & International Education, Science and Technology, and Social Sciences—that provide students with a high-quality education featuring close interactions with faculty, research, and internship opportunities. A major contributor to the North Bay workforce, Sonoma State offers degrees in 46 majors and 49 minors at the bachelor’s level and 15 at the master’s level, as well as nine credential programs and eight undergraduate and graduate certificate programs.

Mission
Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by our core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. As a member of the 23-campus California State University system, Sonoma State is proud to serve a diverse student population on our beautiful campus, at our environmental preserves, and at satellite centers throughout the region. Located north of San Francisco in California’s wine country, Sonoma State drives the economic, cultural, and educational engines of the North Bay. Sonoma State University prepares students for meaningful citizenship in a complex world.

Vision
Sonoma State embraces innovation in our quest to be a national model for public higher education by 2025. Our students graduate prepared to meet the challenges of the 21st century and to make an impact in the community and the world.

Core Values
Sonoma State’s core values are an expression of who we are at Sonoma State. We proudly embrace integrity, respect, excellence, and responsibility as part of our Seawolf Commitment. Our core values include:
1. Diversity and social justice
2. Sustainability and environmental inquiry
3. Connectivity and community engagement
4. Adaptability and responsiveness

Student and Campus Life
The Sonoma State campus community is ethnically diverse, and 64 percent of Sonoma State students receive some type of financial aid. Sonoma State awards approximately $1.1 million in scholarships per year (academic scholarships, athletics, and performing arts). The University has a 60 to 40 female-to-male ratio. The majority of Sonoma State students come from California (99 percent), although countries all over the world are represented within the student body. The University is also proud to have received its designation as a Hispanic-Serving Institution (HSI) in 2017 as 33 percent of the university’s 8,600 undergraduates identify as Hispanic.
Strategic Plan

In 2017-2018, Sonoma State University engaged in a comprehensive process to share, shape, and unite around one strategic plan that will set the direction for the University for years to come. With the participation of nearly 4,000 individuals, including faculty, staff, students, alumni, and community members, a proposed plan has been put in place that will help Sonoma State achieve its vision of becoming a national model for higher education by 2025. The strategic planning process has been guided by Sonoma State’s core values, which include diversity and social justice; sustainability and environmental inquiry; connectivity and community engagement; and adaptability and responsiveness. Below are four strategic priorities that will provide a road map for Sonoma State’s strategic plan implementation in the coming years:

1. Student Success: Sonoma State aspires to be a national model for student success, which includes all aspects of the student experience, from academics to campus life to graduation. All members of our campus community have the responsibility to serve students with integrity and to provide the support services students need to succeed.

2. Academic Excellence and Innovation: Sonoma State has high-quality, innovative academic programs that prepare students to flourish in a changing workforce and world. By educating beyond classroom walls and across disciplines, Sonoma State promotes synergy and creativity in a dynamic educational environment that responds to regional workforce and community needs.

3. Leadership Cultivation: As the region’s only public four-year university, Sonoma State embraces its leadership role in the North Bay and beyond. We prepare the next generation of leaders by providing students with opportunities to learn the knowledge and skills needed to build a better society both locally and globally.

4. Transformative Impact: Sonoma State transforms the lives of students, families, and communities by providing educational access and opportunity to help all students succeed. Our faculty and staff work to transform our region, our communities, and our academic disciplines through service, research, programming, and outreach. To learn more, see: https://www.sonoma.edu/strategicplan.

Further information about Sonoma State University is available at www.sonoma.edu.

The Position

Reporting to the Vice President for Administration & Finance (Vice President), the Senior Director of Intercollegiate Athletics is responsible for providing leadership and direction to the University's intercollegiate athletics program and managing all associated activities. The Senior Director is a member of the Vice President's senior management team, which is committed to shared governance, participative management, sustainability, diversity and the Seawolf Commitment.

Serving as a leader on-campus and high-profile ambassador to the off-campus community representing Intercollegiate Athletics and Sonoma State, major duties of the position include, but are not limited to, the following in support of intercollegiate athletics:

- Promoting a collaborative department that focuses on collegiality and environment of teamwork to support all student athletes and help admin, coaches and staff to thrive and achieve their highest potential.
- Promoting and demonstrating effective collaboration with the university's departments and programs to promote retention, graduation, and satisfaction of student-athletes.
- Developing and implementing a comprehensive fundraising program, in coordination with University Advancement which includes identifying and soliciting sponsorships, gifts and partnerships throughout the community, state and nation.
- Participating in and ensuring the university’s adherence to policies and procedures of the NCAA, CCAA, Pac West, and WWPA; overseeing all eligibility certifications, working with faculty athletic representative to provide oversight for all eligibility certifications.
- Providing direct supervision of multiple intercollegiate sports, their coaches and assistant coaches.
- Oversight of a marketing and promotional campaign for SONOMA STATE home athletic events as well as special events that will yield enhanced student life, community support and program revenue.
- Oversight of the risk management aspects of intercollegiate athletics, and coordination with other campus entities to manage risks.
- Oversight of the scheduling of and events management for all intercollegiate athletic contests and special events, including concessions.
- Oversight of budgeting and financial strategies to support the department.
- Reviewing and contributing to long-range plans to enhance the intercollegiate athletic program's facilities and coordinate a plan to fund these projects.
- Working closely with the Intercollegiate Athletic Advisory Council on policy matters related to intercollegiate athletics.
- Establishing and maintaining effective working relationships with all university programs and departments, with particular focus on Kinesiology, Recreational Sports, Associated Students, and Facilities Management.
- Acting as Appropriate Administrator for staff and coaches in the department; selecting, evaluating, overseeing wages, hours, working conditions, interpreting staff and CFA contracts and coordinating with Faculty Affairs, Employee Relations, and Employment Services as appropriate to adhere to collective bargaining agreements.
- Representing the Sonoma State Department of Intercollegiate Athletics to various off-campus constituencies.
- Managing the day-to-day operations of the intercollegiate athletics program.

Minimum Qualifications

This position requires a bachelor’s degree and at least five (5) years of senior-level management experience in athletics or related field, preferably in higher education athletics administration, or an equivalent combination of education and experience. A master’s degree in Sports Administration or an equivalent discipline highly preferred. The incumbent must possess a successful record of managing coaches and staff, a demonstrated comprehensive understanding of intercollegiate athletics and sports management within higher education, a demonstrated understanding of and commitment to compliance with NCAA regulations and an understanding of the role of intercollegiate athletics in the context of a small predominantly undergraduate, liberal arts institution. Experience or education that demonstrates outstanding fundraising skills, sound judgment, creativity, management, problem-solving skills, flexibility, and the ability to build and manage a team of coaches and administrative personnel commitment to the University's mission. Evidence of an ability to develop and implement strategic plans and effective programs and services. Outstanding communication skills, the demonstrated ability to initiate and manage change, and an understanding of student-centered higher education are required. Intermediate proficiency with computers and Microsoft Office Suite required.
The incumbent must demonstrate integrity and sound judgment in performing duties; possess the ability to supervise the work of staff and recommend appropriate personnel actions; be able to apply strong problem solving and conflict resolution skills and train and evaluate performance, taking corrective action as needed; deal with stressful situations while maintaining composure; and contribute to a collaborative environment utilizing exemplary communication and problem solving skills as necessary. Must have strong organizational skills and the ability to manage multiple projects and competing priorities simultaneously, adjusting quickly to changes needed on a daily basis. Must have the ability to effectively communicate with all levels within the university and establish and maintain productive and effective, inclusive working relationships amongst diverse populations including staff, faculty, administration, students, and other internal and external constituents. Must also possess the ability to operationalize sustainability concepts (economy, society, environment) into all aspects of performing job duties.

Salary is commensurate with knowledge, skills, and experience. This position is also eligible for a broad range of benefits, including medical, dental, vision, life and disability insurances, retirement (CalPERS), tuition waiver, vacation and sick leave. In addition, 14 paid holidays are offered each year; 13 scheduled on specific days and a Personal Holiday that may be taken any time during the year.

Application Procedures

The position is open until filled. All applications received by January 28, 2020, are assured full consideration. Questions and inquiries can be directed to Dr. Kurt Patberg, Senior Vice President of Athletics Staffing and Consultants at kpatberg.ASC@gmail.com.

Applications, nominations, and expressions of interest can be submitted electronically to www.sonoma.edu/jobs under Job Opportunities. Find and select the Senior Director of Athletics position (#104950) and select “Apply Now”. Please upload the below required materials as a single file, PDF preferred) to complete your application:

- Letter of Application
- Resume
- Full contact information for three (3) professional references

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current employees who apply for this position.

The ADA Coordinator is available at 707.664.2664, to assist individuals with disabilities in need of accommodation during the hiring process.

Sonoma State University is an Affirmative Action/Equal Opportunity Employer. Sonoma State considers qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.