



Odgers Berndtson | Position Brief

Colorado College

Director of Athletics



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Opportunity Overview

Colorado College is seeking an outstanding leader for the position of Director of Athletics. Reporting to Colorado College President Jill Tiefenthaler, the Director of Athletics will have the principal responsibility for leading the college's intercollegiate athletics program and will play an essential role in achieving Colorado College's goals of academic excellence, competitive teams, and providing recreational and wellness activities and opportunities for the entire campus.



Cutler Hall | 

Colorado College ("CC") is a private, four-year, highly selective liberal arts college of 2,100 undergraduate students and a small master of arts in teaching program. It is located on a 99-acre campus adjacent to downtown Colorado Springs, on the Front Range of the Rocky Mountains at the foot of Pikes Peak. The college operates an innovative curricular approach, known as the Block Plan, which entails students taking one course at a time for three and a half weeks, with the academic year divided into eight "blocks." As part of its commitment to academic excellence, the college is intently focused on increasing diversity and inclusion in the CC community. Candidates who can contribute to that goal are particularly encouraged to apply and to identify their relevant strengths and experiences.

Colorado College is highly committed to providing students with opportunities for participation in sports and athletic activities as an integral part of a liberal arts education. All members of the college community are encouraged to pursue health, wellness, and positive social interaction through physical activity. As one of the more distinct programs in the NCAA, the college competes in Division I in women's soccer (Mountain West) and men's ice hockey (National Collegiate Hockey Conference) and in Division III (Southern Collegiate Athletic Conference) in its other 15 varsity sports. In addition, the Athletics Department offers a wide variety of recreational activities, fitness/wellness activities, and an extensive intramural and club program. The Athletics Department is committed to excellence in its intercollegiate programs at a level appropriate for a liberal arts college of distinction. Colorado College believes that participants in its athletics programs are students first and athletes second.



Background

Colorado College

Colorado College is a private liberal arts college in Colorado Springs, Colorado, United States, near the foot of the Rocky Mountains. It was founded in 1874 by Thomas Nelson Haskell in his daughter's memory. The college enrolls approximately 2,100 undergraduates at its 99-acre campus, 70 miles south of Denver. The college offers 42 majors and 33 minors, and has a student-faculty ratio of 11:1. Famous alumni include Nobel-winning economist James Heckman, former U.S. Secretary of the Interior Ken Salazar, former Chair of the National Endowment for the Humanities and Second Lady Lynne Cheney, former Colorado poet laureate Thomas Hornsby Ferril, film producer and director Marc Webb, the late "winningest" football coach John Gagliardi, and the late NFL Films president and founder Steve Sabol. Colorado College had an acceptance rate of 15% for the Class of 2022, was ranked as the best private college in Colorado by Forbes, and was listed as the 27th-best National Liberal Arts College, and as the No. 2 Most Innovative Liberal Arts School, in the 2019 U.S. News & World Report rankings. In addition, Kiplinger's Personal Finance ranked Colorado College 16th in its 2018 rating of best value liberal arts colleges in the U.S.

Colorado College is affiliated with the Associated Colleges of the Midwest and the Annapolis Group of top liberal arts colleges.

Mission Statement

"At Colorado College our goal is to provide the finest liberal arts education in the country. Drawing upon the adventurous spirit of the Rocky Mountain West, we challenge students, one course at a time, to develop those habits of intellect and imagination that will prepare them for learning and leadership throughout their lives."

At Colorado College, we aspire to offer the finest liberal arts education in the country. Our unique Block Plan provides students with the most immersive, applied, experiential, and rewarding method of learning possible. It offers in-depth study of a subject, oftentimes covering far more material than most semester-based programs, at demanding and intensive levels.

We offer unparalleled access to the outdoors, and CC students are no strangers to the adventurous spirit that flourishes here in the Rocky Mountain West. This attitude is something that is instilled into everything we do here. Curiosity is the driver and ingenuity is the outcome.

Our academic environment challenges our students, and drives them toward discovery. The nature of the Block Plan enables students to dive deeply into their studies, so they may truly find and pursue their passions. Additionally, many courses venture beyond the classroom, whether it be studying astronomy at our Baca campus in Western Colorado or simply taking readings and discussion outside with Pikes Peak as a backdrop. CC allows students and professors alike to make their college experience whatever they choose it to be.

At CC, we pride ourselves not solely upon academic rigors and standards, but also on the traits we seek to bring out in our students. We encourage and facilitate numerous opportunities for student volunteer work, such as BreakOut trips, as well as offering student leadership positions both on campus and within the local Colorado Springs community. The leadership skills cultivated here will allow students to become leaders in any career they pursue.



Background

History

Colorado College was founded in 1874 on land designated by U.S. Civil War veteran General William Jackson Palmer, the founder of the Denver and Rio Grande Railroad and of Colorado Springs. Founder Thomas Nelson Haskell described it as a coeducational liberal arts college in the tradition of Oberlin College. Like many U.S. colleges and universities that have endured from the 19th century, it now is secular in outlook, and it retains its liberal arts focus.

Cutler Hall, the college's first building, was completed in 1880 and the first degrees were conferred in 1882. Cutler Hall now houses the Office of Admission.

William F. Slocum, president from 1888 to 1917, oversaw the initial building of the campus, expanded the library and recruited top scholars in a number of fields. In 1930, Shove Chapel was erected by Mr. John Gray, to meet the religious needs of students.

Katharine Lee Bates wrote "America the Beautiful" after visiting Pikes Peak during her summer teaching position at Colorado College in 1893. The song is commonly sung at commencement and baccalaureate.

Academics

The college's majors, minors, and specialized programs include: Human Biology and Kinesiology, Economics, Environmental Science, Film and Media Studies, Southwest Studies, Feminist and Gender Studies, Asian Studies, Biochemistry, Neuroscience, Latin American Studies, Art, Music, Theatre and Dance, as well as an across-the-curriculum writing program. In addition to its undergraduate programs, the college offers a Master of Arts in Teaching degree. Newly expanded and renovated Tutt Library is the largest academic library in the country built to be carbon neutral and to use net-zero energy. It has more than 400,000 bound volumes.

Colorado College has about 2,100 students and 190 faculty members, a student-to-faculty ratio of 11:1.

The Block Plan

Colorado College follows a Block Plan, in which students study (and professors teach) one subject intensively for three-and-a-half-week "blocks," followed by a 4 1/2-day break. Classes meet for a minimum of three hours Monday through Friday, and engage rapidly with complex content. Advocates say this allows for more lab time, field research, and an intensive hands-on learning experience with fewer distractions. Critics say that this approach to learning does not allow adequate time for students to digest complex topics.

The Block Plan epitomizes experiential learning. It is common for classes to take short or extended trips to apply classroom concepts in the real world. Because students only take one course for the duration of the block, professors have the flexibility to develop these types of excursions. For example, a renewable energy course might travel to a local wind farm or a geology class may take a week in Moab, Utah, to study geological patterns in the region. The Baca Campus, a satellite campus in Crestone, Colorado at the base of the Sangre de Cristo Mountains, offers a retreat destination often utilized by language, philosophy, writing, and religion courses. Baca Campus boasts a lodge, conference center, classroom, restaurant, and student townhouse facilities. Some courses spend an entire block immersed in an area of interest. These occur both domestically and internationally.

(continued)



Background

The Block Plan

After each block, students are rewarded with 4.5 days off. Students might travel off campus for an outdoor exploration, participate in service on a BreakOut trip, or stay on campus to enjoy the local community or partake of student activities.

Every student begins the Colorado College journey with a First Year Experience course, a two-block class spanning eight weeks with the same classmates. This functions as a first-year seminar course.

Students can also take blocks during winter and summer breaks. In January, the college offers Half Block, an intensive 10-day course fulfilling a half credit. Non-credit Dynamic Half Block classes offer career and job-search skills, graduate-school test preparation, and other personal and professional development. There are more than 40 courses offered over the two blocks in the summer session. Classes are generally capped at 25 students to encourage a more personalized academic experience.

Admission

Colorado College is considered a “most selective school” by U.S. News & World Report. The admission rate to the college was tied for the 8th lowest among national liberal arts colleges in the U.S. (excluding military academies) in 2017. The admission rate, excluding military academies, was the 5th lowest for all national liberal arts colleges.

For the Class of 2022 (enrolled fall 2018), Colorado College received a record 8,552 applications and admitted 15%, tied for the lowest acceptance rate in the school’s history, with 551 incoming students. For the seventh year in a row, more than a quarter of the incoming class self-identify as students of color, and 9 percent are international students. The class includes 44 QuestBridge students. Now in the fifth year of its affiliation with QuestBridge (questbridge.org), which matches high-achieving, underserved students with opportunities in higher education, the college has more than 150 QuestBridge students enrolled.

For the class of 2022, the median ACT Composite score of accepted students was 32 (English: 34; Math: 30), with a median SAT combined score of 1430 (Evidence Based Reading & Writing (EBRW): 705; Math: 730).

Governance

Colorado College is governed by the Board of Trustees, of which the president is a member. The board presently has 36 voting members, including 28 charter trustees elected by the board. The trustees are actively engaged in committee work through four standing committees (Budget; Buildings; Grounds; and Infrastructure; Governance; and Investment) and strategic project teams.

A majority of the trustees are alumni of the college and are representative of various geographic regions and economic sectors.

In the summer of 2011, Jill Tiefenthaler began service as the 13th president of Colorado College. Before her appointment, President Tiefenthaler served as provost and professor of economics at Wake Forest University. President Tiefenthaler has also taught economics at Colgate University in Hamilton, N.Y., advancing to the rank of full professor there, chairing the economics department from 2000 to 2003, and serving as associate dean of the faculty from 2003 to 2006. She earned master’s and doctoral degrees in economics from Duke University and a bachelor’s degree in economics from Saint Mary’s College in South Bend, IN.



Athletics at Colorado College

A Culture of Athletics and Fitness

Athletics and fitness are a part of CC's DNA. The college boasts a 90%+ student participation rate in varsity athletics, club sports, and intramurals. Of the 2,100 undergraduate students in 2017, 1,300 participated in intramurals, 334 in club sports, and 321 in varsity athletics.

Colorado College Athletics Mission Statement: Participation in athletics is integral to a well-balanced liberal arts education. To that end, Colorado College is committed to supporting a vibrant athletics program consisting of varsity, club, and intramural sports in which the pursuit of excellence in a safe, supportive, ethical, and sportsmanlike manner is an important component of competition. Athletic success and academic success are not mutually exclusive; rather the two, when balanced properly, augment each other.

In addition, the Department of Athletics supports opportunities in casual recreation and fitness, and partners with the Outdoor Education Department to provide a foundation for faculty, staff, and students to pursue health, wellness, and positive social interaction through physical activity.

Varsity Sports

The CC Tigers compete in three national conferences at multiple NCAA levels, from Division I men's ice hockey and women's soccer to Division III basketball, lacrosse, cross country, track, swimming, women's volleyball, and men's soccer.

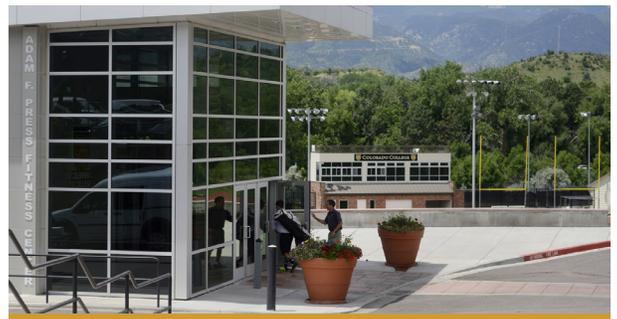
The Colorado College Department of Athletics sponsors 17 varsity programs. Fifteen programs compete at the NCAA Division III level and two at the Division I level. Division III programs are members of the Southern Collegiate Athletic Conference (SCAC), with the exception of Men's Lacrosse and Women's Lacrosse, which compete as independents. Division I Men's Hockey is a member of the National Collegiate Hockey Conference (NCHC) and Division I Women's Soccer competes as an affiliate member of the Mountain West Conference (MWC).

Athletics Facilities

Despite its relatively small size, Colorado College possesses a remarkable number of athletics facilities to serve the on-campus community.

Adam F. Press Fitness Center

The Adam F. Press Fitness Center in El Pomar Sports Center has 30,000 square feet dedicated to health, wellness, and fitness. It houses more than 50 pieces of cardio equipment, a recreational gym, and a multi-purpose room with space for group exercise classes. On the lower level is 4,500 square feet of strength training space. The fitness center overlooks Washburn Field and the Frank Flood Memorial Track. Floor-to-ceiling glass allows all patrons to enjoy the majestic views of the Front Range and Pikes Peak.



Adam F. Press Fitness Center | **CC**



Athletics at Colorado College

Athletics Facilities

El Pomar Sports Center

El Pomar Sports Center houses all of CC's athletics offices, as well as numerous intercollegiate, intramural, and recreational athletics facilities. Inside El Pomar are a weight room and aquatic facilities, plus the J. Juan Reid Gymnasium, home court for CC's basketball and volleyball teams. The building is also equipped with an auxiliary gym, a climbing wall, racquetball and squash courts, a training room, and modern exercise-physiology and biomechanics laboratories.

Swimming, Diving, and Ice Sport Facilities

For both competition and recreation, the Schlessman Natatorium features an eight-lane competitive pool and multiple diving boards of various heights. Competitive hockey, recreational hockey, and figure skating are all available at Honnen Ice Arena. This rink hosts skate lessons, hockey pick-up games, and league competitions.

Athletics Arenas

The Broadmoor World Arena in Colorado Springs houses CC's Division I men's ice hockey team and seats 7,343 spectators. With the beautiful landscape of Pikes Peak in the background, Stewart Field facilitates a wealth of athletic competition on campus, from Division I women's soccer to club sports to women's lacrosse.

Hockey Arena Breaking Ground Spring 2019

Colorado College, in partnership with Colorado Springs' City for Champions initiative, has unveiled a proposal to build the Edward J. Robson Arena as an on-campus competition arena. This new facility with 3,000 permanent seats would become the home of CC Tiger Hockey. If approved by state economic development offices to be part of the City for Champions initiative, the arena would open in 2021.



Washburn Field | **CC**



Edward J. Robson Arena (Proposed) | **CC**



Role of the Director of Athletics

The Director of Athletics will support the college's educational mission by providing learning opportunities for students through a range of athletic activities, and will direct the operation of the Athletics Division, which includes approximately 50 full-time and seasonal administrative and coaching staff members. Fiscal responsibilities include managing a budget (revenue and expenditures) in excess of \$7 million. Colorado College seeks an individual with strong leadership skills, knowledge of and passion for NCAA, club, and intramural athletics, and a strong history in enhancing the student athlete experience. He/she will lead efforts to enhance opportunities for student athletes, coaches, alumni, fans, and other constituents.

Opportunities for Leadership

The new director will have responsibility for many initiatives. Priorities have been identified as:

Developing a Strategic Plan & Vision

The new director will consult with all Colorado College constituencies to develop a vision for the Athletics Department. She/he will work with the president, her cabinet, and other campus leaders to formulate a strategic plan for Athletics that is congruent with the CC strategic plan and Campus Master Plan and includes budgeting, capital projects, and overall athletics enhancement.

Campus Leadership and Communication

The Director of Athletics will be the “chief communicator” for athletics, fitness, and overall wellness at the college. The new leader will coordinate with departments and programs across campus, area colleges and universities, and local community leaders to broaden the exposure of Colorado College athletics and the college. She/he will share ideas, learn from students, faculty, alumni, and other key stakeholders and be a prominent leader on campus and in the community.

Fundraising

Working closely with the president and the college's Advancement Division, the new director will develop and implement a plan that energizes fundraising for the Colorado College athletics program and engages alumni in the success of the athletics program and the college.

Capital Projects

The Director of Athletics will play a key role in the planning and construction of the **Edward J. Robson Arena**. This new on-campus ice-hockey competition arena with 3,000 permanent seats would become the home of Colorado College Tiger Hockey. There are other opportunities for new and improved facilities for varsity, club, intramural, and recreational campus activities. The new director will work closely with campus administrators to prioritize these projects and oversee their development.



Role of the Director of Athletics

Duties and Responsibilities

- Lead the Athletics Department with an unfailing commitment to the principles, goals, and shared values of a highly selective, residential liberal arts college that puts academic excellence first.
- Serve on the president's cabinet and as a visible, engaged campus leader as well as the leader of the Athletics Department.
- Administer and maintain high quality in all aspects of the Division I and III intercollegiate athletics programs within the framework of existing college policy and in accordance with the appropriate guidelines of the NCAA, conferences, and associations of which Colorado College is a member.
- Provide an environment that fosters student-athlete health and welfare.
- Continually assess the athletics program's regional and national position with specific attention to opportunities for growth, utilizing effective short- and long-term planning strategies.
- Develop and implement a vision and strategic plan for the athletics program.
- With the Advancement and Communications Divisions, develop and implement a comprehensive marketing and fundraising plan that also includes the generation of community interest and participation and enhancement of the fan experience.
- Meet with coaches and athletics staff regularly 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.
- In collaboration with the Communications Division, manage the Colorado College Tigers brand and have consistency with gear, uniforms, and equipment. Evaluate vendors as necessary.
- Administer and maintain an appropriate level of quality for men's and women's club and intramural programs.
- Generate marketing and public relations initiatives for Colorado College Athletics that promote positive coverage in the immediate community, and enhance the reputation of Colorado College as an educational institution.
- Monitor preparation of all eligibility compliance forms for appropriate NCAA, conference, and other intercollegiate organizations of which CC is a member.
- Collaborate with the Admission and Financial Aid offices, the faculty athletics representative, and others as required.
- Interpret to college officers, as appropriate, rules and regulations of the NCAA, Mountain West, SCAC, and NCHC conferences and other organizations.
- Provide programming and funding for continuing professional development for staff in the Athletics Department.
- Serve on college committees as required and appropriate.



Role of the Director of Athletics

Qualifications

- The Director of Athletics must be committed to the mission of a highly selective liberal arts college and have demonstrated achievements in integrating athletics activities into the broader life of a campus, enhancing the diversity of student athletes and athletics staff, improving gender equity, and working effectively with the community and the many constituencies in a college environment.
- Leading candidates will have distinguished records of accomplishment as an athletics director or associate or assistant athletics director.
- A master's degree plus a minimum of five years collegiate athletics administration experience is required, along with experience effectively managing a large and diverse staff.
- Coaching experience preferred.
- Demonstrated success in fundraising.
- Experience with athletics scholarships and non-athletics scholarships (financial aid) programs preferred.
- Experience with local and national external relations, and knowledge of NCAA regulations required.
- Other important characteristics include personal integrity, excellent communication skills, strategic thinking and planning abilities, and persuasiveness in pursuit of established goals.



Application Process

- Applicants should submit their resume, cover letter, and three or more professional references (will not be contacted until we gain permission)
- Deadline for applications is November 22nd, 2018.
- Materials can be submitted electronically to: CCAD@odgersberndtson.com

Search Consultant contact information:

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Colorado College is an equal-opportunity employer committed to increasing the diversity of its community. We do not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation in our educational programs and activities or our employment practices.



About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 50 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground expanding across more than 30 countries globally.

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