



# Position brief for the position of Director of Athletics Brandeis University

April 2019



# Contents

Opportunity Overview	3
About Brandeis University	4
The Position	10
The Candidate	12
Candidate Charter	13
How to Apply	14

## Contact Information

---

**Greg Santore | Head, U.S. Sports Practice**  
646-758-0099  
Gregory.Santore@odgersberndtson.com

**Jennifer Biehn | Partner**  
303-309-0360  
Jennifer.Biehn@odgersberndtson.com

**Fatima Benitez-Zablah | Executive Assistant**  
646-838-1955  
Fatima.Benitez@odgersberndtson.com

**Odgers Berndtson**  
140 East 45<sup>th</sup> Street, 44<sup>th</sup> Floor  
New York, NY 10017



# Opportunity Overview

Brandeis University, located just 15 miles outside of Boston, seeks a Director of Athletics to lead Varsity Athletics, Physical Education and Recreation.

Reporting directly to the Provost, Lisa Lynch, the Director will be expected to guide and mentor coaches as well as other athletics staff members with an unwavering commitment to enhancing the student-athlete experience and encouraging success of the entire athletics program. The Director also serves as the department's primary representative in interactions with other leaders on campus. In this role, the Director will articulate the athletics department's vision and strategy, listen closely to the perspectives of others in identifying opportunities to expand the impact of Brandeis University athletics across the campus, and maintain an unwavering commitment to diversity, equity and inclusion. In addition, they must promote the values of Brandeis University which include; academic rigor, critical thinking/debate and a commitment to using skills and knowledge to repair the world.

Brandeis fields 19 Division III varsity athletic programs. The Judges compete in the University Athletic Association (UAA), comprising Carnegie Mellon University, Case Western Reserve University, Emory University, New York University, the University of Chicago, the University of Rochester and Washington University (St. Louis). UAA teams are among the most successful athletic programs in the nation, giving Brandeis athletes a chance to prove themselves against the best Division III has to offer.

Over the years, Brandeis has won NCAA team championships in men's soccer (1976) and men's cross country (1983), as well as 24 individual titles. Over the past decade, Brandeis teams have earned 24 NCAA Division III Tournament berths and won 10 Eastern Collegiate Athletic Association (ECAC) New England crowns. Nine different Judges teams have earned national rankings in that span, with men's and women's basketball and men's and women's soccer all reaching the top 10 in the nation.

Brandeis was tied for 28th among all private national universities, 35th among all colleges and universities in the United States, and 29th in "best value" schools in the *U.S. News & World Report* rankings. It's a member of the Association of American Universities (AAU) and the Boston Consortium that includes: Boston College, Boston University and Tufts. Brandeis is recognized as one of the most diverse college or university in the country, based on socioeconomic, geographic, and ethnic diversity of students and professors.



# About Brandeis University

Brandeis University is a community of scholars and students united by their commitment to the pursuit of knowledge and its transmission from generation to generation.

## Mission Statement



Brandeis University is a community of scholars and students united by their commitment to the pursuit of knowledge and its transmission from generation to generation. As a nationally recognized, distinguished research university, Brandeis is dedicated to the advancement of the humanities, arts, and social, natural and physical sciences. Brandeis combines the academic excellence and intellectual rigor of a world-class research institution with the intimacy and personal attention of a small liberal arts college. As a liberal arts college, Brandeis affirms the importance of a broad and critical education in enriching the lives of students and preparing them for full participation in a changing society, capable of

promoting their own welfare, yet remaining deeply concerned about the welfare of others.

In a world of challenging social and technological transformations, Brandeis remains a center of open inquiry and teaching, cherishing its independence from any doctrine or government. It strives to reflect the heterogeneity of the United States and of the world community whose ideas and concerns it shares. In the belief that the most important learning derives from the personal encounter and joint work of teacher and students, Brandeis encourages undergraduates and postgraduates to participate with distinguished faculty in research, scholarship and artistic activities.

Brandeis was founded in 1948 as a nonsectarian university under the sponsorship of the American Jewish community to embody its highest ethical and cultural values and to express its gratitude to the United States through the traditional Jewish commitment to education. By being a nonsectarian university that welcomes students, teachers and staff of every nationality, religion and orientation, Brandeis renews the American heritage of cultural diversity, equal access to opportunity and freedom of expression.

The university that carries the name of the justice who stood for the rights of individuals must be distinguished by academic excellence, by truth pursued wherever it may lead and by awareness of the power and responsibilities that come with knowledge.



## History

Brandeis University was founded in 1948 by the American Jewish community at a time when Jews and other ethnic and racial minorities, and women, faced discrimination in higher education.

Brandeis' visionary founders established a nonsectarian research university that welcomed talented faculty and students of all backgrounds and beliefs. From the outset, Brandeis focused on undergraduate education, while building a pioneering research enterprise.

The university was named for Louis Dembitz Brandeis (1856-1941), the first Jewish justice of the U.S. Supreme Court. One of the greatest minds to serve on the high court, Justice Brandeis made an indelible mark on modern jurisprudence by shaping free speech, the right to privacy and the rights of ordinary citizens. He exemplified the values of the new university through his dedication to open inquiry and the pursuit of truth, insistence on critical thinking, and his commitment to helping the common man.

Brandeis University opened on the site of the former Middlesex University in Waltham, Massachusetts, with 107 students and 13 faculty members. Under the leadership of founding president Abram L. Sachar, Brandeis grew quickly in size and scholarly influence, joining the ranks of the most respected research institutions while still very young.

In 1959, in one of many firsts, Brandeis launched the Heller School for Social Policy and Management, the first school of its kind to bridge the gap between social welfare and social policy. Heller is consistently ranked by U.S. News & World Report as a "top ten" school of social policy.



In 1961, only 13 years after its founding, Brandeis won Phi Beta Kappa accreditation, a distinction fewer than 10 percent of U.S. colleges and universities earn.

The same year, Brandeis established the Rose Art Museum, whose legendary first curator, Sam Hunter, built a permanent collection of works by artists destined to become 20th-century icons. The Rose quickly became a premier educational and cultural institution dedicated to modern and contemporary art. The collection includes important works by Andy Warhol, Roy Lichtenstein, Helen Frankenthaler, Jack Whitten and other giants of modern art.

In 1985, Brandeis was elected to the Association of American Universities, an invitation-only group representing 62 of the most prominent research universities in the U.S. and Canada.

In 1992, the Rabb School of Continuing Studies was launched, offering opportunities for professional development and lifelong learning through innovative courses for on campus and online learners.



Brandeis International Business School was established in 1994 as the Graduate School of International Economics and Finance, and in 2003, became known as Brandeis IBS. The school prepares exceptional individuals from around the world to become principled global professionals.

Since its early days, Brandeis has been a top tier university with global reach, attracting students and faculty from around the world to pursue learning and scholarship at the highest levels. It is a community rooted in purpose, guided by its founding values, poised to lead in education and research in the 21st century.

## Academics

Schools and Colleges of the University

- School of Arts and Sciences (Includes Undergraduate and the Graduate School)
- Brandeis International Business School
- Heller School for Social Policy and Management
- Rabb School of Continuing Studies

## Leadership

Provost Lisa M. Lynch



Lisa M. Lynch, is provost and executive vice president of academic affairs of Brandeis University, as well as the Maurice B. Hexter Professor of Social and Economic Policy. Previously, she served as interim president of Brandeis University from July 1, 2015 to June 30, 2016, provost from October 30, 2014 to June 30, 2015, and dean of the Heller School for Social Policy and Management from July 2008 to October 2014.

Lynch is an internationally recognized labor economist; a leader with experience at the highest levels of academia and government; and an accomplished and compassionate teacher and scholar.

As provost, Lynch oversees, coordinates and promotes the university's educational activities, student life, and research initiatives, seeking to catalyze growth while maintaining excellence. She plays a key role in institutional strategy and planning as well as advancing diversity, equity and inclusion at Brandeis. She develops and implements strategic initiatives with the president, senior management, the Strategy and Planning Committee, deans, and faculty, and promotes the university's regional, national, and international activities.

As dean of the Heller School for Social Policy and Management, Lynch increased graduate student enrollment and the number of dual-degree programs offered across the university, and strengthened financial support. She led the creation of the school's strategic plan, incorporating an initiative to embed equity, inclusion and diversity in Heller's academic and work environment. Her efforts to raise the school's public profile re-established Heller in national top-10 rankings of graduate schools of social policy.



Lynch is currently a member of the Federal Reserve Bank of New York's Economic Advisory Panel and has served as chief economist at the U.S. Department of Labor (1995-1997); director (2004-2009), chair and deputy chair (2007-2009) of the board of directors of the Federal Reserve Bank of Boston; chair of the Conference of Chairmen of the Federal Reserve System (2009); and president of the Labor and Employment Relations Association (2013-2014).

In addition, she has served on the Governor's Council of Economic Advisors for the Commonwealth of Massachusetts (2008-2015) and the National Academies Committee on National Statistics (2009-2015). She is a research associate at the National Bureau of Economic Research and a research fellow at IZA (Institute for Labor Economics, Germany).

She has published extensively on the impact of technological change and organizational innovation (especially training) on productivity and wages, the determinants of youth unemployment, and the school-to-work transition, among other issues. She has been a faculty member at Tufts University, MIT, the Ohio State University, and the University of Bristol. Lynch earned her BA in economics and political science at Wellesley College, and her MS and PhD in economics at the London School of Economics. She was a varsity swimmer at Wellesley College and a varsity rower at the University of London (member of the winning boat for the 1977 Women's Eights Head of the River Race).

### Athletics at Brandeis University

Brandeis fields 19 Division III varsity athletic programs. The Judges compete in the University Athletic Association (UAA), comprising Carnegie Mellon University, Case Western Reserve University, Emory University, New York University, the University of Chicago, the University of Rochester and Washington University (St. Louis). UAA teams are among the most successful athletic programs in the nation, giving Brandeis athletes a chance to prove themselves against the best Division III has to offer.

### Varsity Sports

#### Men's teams

- Baseball
- Basketball
- Cross country
- Fencing
- Indoor track
- Outdoor track
- Soccer
- Swimming and Diving
- Tennis



**Women's teams**

Basketball  
 Cross country  
 Fencing  
 Indoor track  
 Outdoor track  
 Soccer  
 Softball  
 Swimming and Diving  
 Tennis  
 Volleyball



The Judges produced many All-Americans including:

- First-team All-America midfielder **Josh Ocel '17** took home honors from the United Soccer Coaches and D3Soccer.com, making him the most decorated men's soccer player in program history. He was also just the second University Athletic Association men's soccer player to earn first-team honors four straight years.
- **Ben Woodhouse '18**, who anchored the men's soccer defense in goal was a third-team All-American from D3soccer.com and a third-team Academic All-American from CoSIDA - Brandeis's first-ever to achieve athletic and CoSIDA Academic awards in the same year.
- **Emily Bryson '19** became Brandeis's first national champion since 1999 by winning in 2018 the NCAA Division III Indoor Track and Field title in the 3,000-meter run. In 2019 at the NCAA Division III Indoor Track and Field meet she won the mile run with a time of 4:45.90, the fifth-fastest mile in Division III history and the fastest time overall on a banked track. She also anchored the first place distance medley relay that won for the first time in school history in a time of 11:40.64, a program record. Emily has been an All-American every year in her four years at Brandeis.
- **Irie Gourde '17/MA '19** won three sprinting All-America honors, finishing eighth in the 200 indoors, fifth in the 200 outdoors and third in the 400 outdoors. He swept indoor and outdoor Most Outstanding Performer honors at the UAA Championship meets and was the Runner of the Year in New England in both seasons as named by the United States Track and Field and Cross Country Coaches Association.

Among Brandeis's top student-athlete alumni are Nelson Figueroa '98, the program's first major league baseball player, who spent 2011 in the Houston Astros organization and pitched for runner-up Puerto Rico in the 2013 World Baseball Classic, and three-time Olympic fencer Tim Morehouse '00, the University's first Olympic qualifier in Athens in 2004 and first medalist, winning a team silver in the saber in Beijing in 2008. The Judges' have also boasted legendary coaches from Bud Collins of the tennis team to former Boston Celtics K.C. Jones, Bob Brannum and Chris Ford with the basketball team. The current coaches are no less significant for their contributions to the Judges, including 2016 National Coach of the Year Denise Dallamora (women's soccer).



Brandeis Athletics is in alignment with the following statement:

### University Athletic Association

#### Diversity, Equity, and Inclusion Statement

The University Athletic Association is committed to the advancement of diversity, equity and inclusion of all member institutions' students, coaches, athletics administrators, faculty, staff, and alumni. This shared commitment is a point of pride for the Association as we strive to build on each of our campuses a welcoming, diverse and inclusive climate that we believe is an essential component of a community that fosters academic and athletic excellence.

We believe that our unique Association has a responsibility to promote the well-being of all students, coaches, staff, faculty, and other campus constituents inclusive of sexual orientation, gender identity, gender expression, sex, race, ethnicity, national origin, religion, age, class, creed, disability, educational background, geographical location, income, marital status, parental status, work or military experience, as well as other dimensions of diversity. We seek to value each individual's unique differences and to ensure each individual's full opportunity to achieve their own life goals and to contribute to the success of their respective teams, programs, institutions, and the work of our Association.

We also believe that athletics programs and athletics competition should be conducted in a manner that ensures the safety and well-being of all participants, coaches, staff, and guests by fostering an environment that is welcoming, safe, respectful, representative of our institutional and Association values, and free of discriminatory behavior.

Realization of these goals shall be the ongoing work of the leadership of the University Athletic Association and its member institutions, and all who participate in the conduct and administration of athletic competition within the UAA.



# The Position

## The Role of the Director of Athletics

### Opportunities for Leadership

The new Director of Athletics will have many priorities as they lead the varsity, club, intramural and recreation programs on the Brandeis campus. In addition to the transitional efforts to meet, greet and listen to stakeholders, the new Director of Athletics should be prepared to give attention to the following:

#### Developing a Strategic Plan & Vision

The new director will work with the Brandeis community to develop a vision for the Athletics Department. They will work with the provost, her cabinet, and other campus leaders to formulate a strategic plan for Athletics that is congruent with the Brandeis *Framework for Our Future* Plan.

#### Get Brandeis Moving

The new director will develop and lead a health and wellness strategy for the Brandeis student body and university community. Many opportunities also exist to unite the campus community via athletics. The new director will be innovative and strategic in bringing ideas forward.

#### Fundraising

The new director will implement a fundraising plan for Brandeis athletics and engage alumni and friends of the university in the success of the athletics program.

#### Promote the Values of Brandeis

They must promote the values of Brandeis University which include; academic rigor, critical thinking/debate and a commitment to using skills and knowledge to repair the world.

### Responsibilities

- Provide a clear vision of the role and mission of the department and provide the leadership and management that will achieve excellence across the department's comprehensive programs.
- Provide vision, leadership, and oversight for a comprehensive athletics and recreation program; a coaching staff that supports 19 varsity sports and comprises 11 head coaches and 24 assistants.
- Oversee and support the department's efforts to recruit a broadly diverse group of student-athletes, ensuring that the student-athletes recruited to and competing for Brandeis are able to manage the demands of a rigorous academic curriculum and excel in a NCAA Division III athletics program.
- Supervise a competitive Division III intercollegiate program that fully complies with all applicable NCAA, UAA and University policies and legislation.
- Lead strategic planning and communicate departmental goals and objectives effectively. Monitor the plan's progress and manage budget and resources in accordance with producing desired results.



- Maximize the strengths and potential of the athletics department by creating a team-building culture in which staff serves in leadership roles in the department, the university, and national organizations.
- Work closely with faculty and faculty athletic liaisons assigned to each sport to ensure that the athletic program promotes academic excellence for all student athletes.
- Identify, attract and retain coaches who exhibit strong commitment to the values of the university, including open and honest communication, enthusiasm and creativity.
- Provide strong leadership in the budgeting process as well as effective budget oversight.
- Have a good working knowledge of and commitment to compliance of Title IX to assure continual success as a national leader in gender equity.
- Oversee marketing and public relations initiatives for Brandeis Athletics.
- Work closely with admissions and financial aid departments to understand and target the best recruiting plan for student athletes.
- Collaborate closely with colleagues across campus to create a culture that is committed to diversity, equity, and inclusion, as well as possess an understanding of and commitment to compliance of Title IX to ensure continual success as a national leader in equality.
- Work with the advancement staff to provide effective, visionary direction in creating and implementing a fundraising plan to increase giving for flexible support, annual giving, and capital projects.
- Serve as a key relationship builder with alumni, parents, boosters; articulate Brandeis Athletics' plans and visions to potential donors.
- Serve as a spokesperson for the department and the university, collaborating and developing partnerships throughout the institution and the greater Boston area.



# The Candidate

## Competencies & Areas of Expertise

---

- The highest levels of integrity, both personally and professionally.
- Strong communication skills and the ability to effectively communicate with both internal and external constituencies.
- Energetic, charismatic leadership that inspires and motivates people to come together to achieve shared goals and advance the common good of Brandeis University.
- A commitment and sensitivity to diversity, equity and inclusion, and the demonstrated effectiveness in the development of an inclusive campus culture.
- A solid understanding of jobs performed by coaches and appreciation of the importance of mentoring, teaching and support that coaches provide to students.
- Ability to raise funds for programs and facilities.
- Excellent judgment in decision making and the ability to resolve critical issues as they arise.
- Experience in facilities oversight and planning, budget management and strategic planning.
- A demonstrable passion and enthusiasm for the position, joined with an understanding and modeling of work-life balance.
- Strong and accomplished leader in athletics, the student/athlete experience and the national higher education setting.
- Experience as a builder of programs, as an innovator, and as a talented assessor and risk-taker.
- A strong orientation toward an integrated program of external relations, including experience partnering with an alumni relations operation.
- Strong interpersonal skills and experience in dealing with donors, parents, and colleagues.
- The readiness to embrace and promote the traditions and heritage Brandeis University.
- Ability to recruit, motivate, supervise, and evaluate departmental personnel.

## Essential Qualifications

---

- A master's degree or equivalent experience is required. Ph.D. in a related field is highly desirable.
- A minimum of 5 years of experience as an athletics administrator managing a successful athletics program
- Deep knowledge of the National Collegiate Athletic Association (NCAA) Division III and the ability to recognize and engage the national issues related to collegiate sports, especially those that most affect the UAA and Brandeis University.
- Coaching experience preferred.



# Candidate Charter

## Talented people are our lifeblood

Whether we approach you about a specific opportunity, or you contact us to share your biography and career ambitions, we want you to have a constructive experience of engaging with Odgers Berndtson.

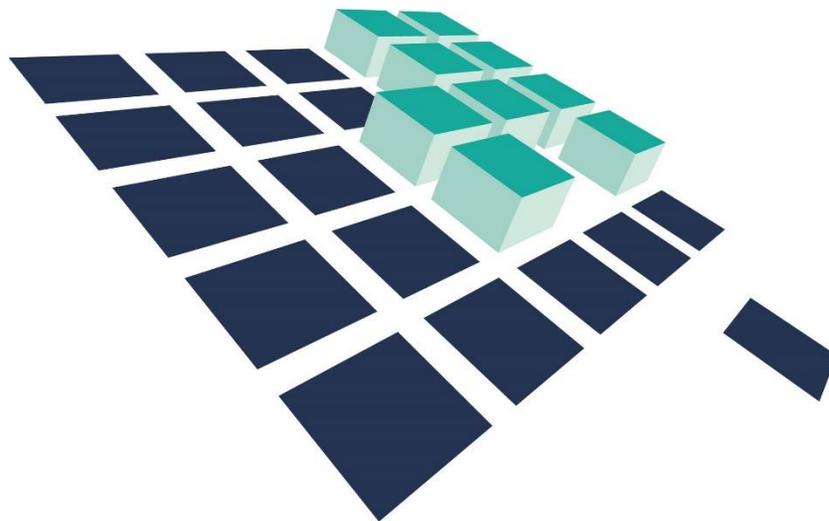
We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Work to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.

We recognize that we have a commitment to you as well as to our client, and we:

- Undertake that our dealings with you will be professional, courteous, rigorous and honest.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback where we can.
- Celebrate your success in the event of a successful outcome and share any lessons in the event of disappointment.
- Take a long-term view, recognizing that you have a multi-year view of your own career.
- Where possible, we will help you fulfil your ambitions.
- Embrace continuous improvement, for example by carrying out regular independent audits of those we shortlist for roles.

If ever you feel we have not lived up to the letter or spirit of this charter, please tell us. We want to know. Email [KScrope.CEO@odgersberndtson.com](mailto:KScrope.CEO@odgersberndtson.com).



# How to Apply

In order to apply, please submit a comprehensive resume along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include the names and addresses of three references. References will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is by email at: [BrandeisAD@odgersberndtson.com](mailto:BrandeisAD@odgersberndtson.com)

*Brandeis University welcomes members of all groups and reaffirms its commitment not to discriminate on the basis of race, color, age, religion, sex, national origin, sexual orientation or disability in its educational programs, activities, and employment practices.*

## Contact Details

For a conversation in confidence, please contact:

**Greg Santore | Head, U.S. Sports Practice**  
646-758-0099  
[Gregory.Santore@odgersberndtson.com](mailto:Gregory.Santore@odgersberndtson.com)

**Jennifer Biehn | Partner**  
303-309-0360  
[Jennifer.Biehn@odgersberndtson.com](mailto:Jennifer.Biehn@odgersberndtson.com)



# 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 60 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.

## Contact Information

**Greg Santore | Head, U.S. Sports Practice**  
646-758-0099  
Gregory.Santore@odgersberndtson.com

**Jennifer Biehn | Partner**  
303-309-0360  
Jennifer.Biehn@odgersberndtson.com

**Fatima Benitez-Zablah | Executive Assistant**  
646-838-1955  
Fatima.Benitez@odgersberndtson.com





ODGERS BERNDTSON

Odgers Berndtson  
140 East 45<sup>th</sup> Street, 44<sup>th</sup> Floor  
New York, NY 10017

<https://www.odgersberndtson.com/en-us>