Midland University Athletic Director
Midland University invites applications from dynamic, inspiring, and successful leaders for the position of Athletic Director.

SUMMARY

Midland University, located in Fremont, Nebraska, invites applications from dynamic, inspiring, and successful leaders for the position of Athletic Director. The Athletic Director is responsible for leadership and management of all aspects of the Athletic Department and serves as a campus leader to strengthen collaborations with academics, advancement and student life.

The Athletic Director is the official representative of Midland University Athletics both internally and externally. Athletics plays a critical role in the institution’s enrollment strategy and actively participates in enrollment goal setting, financial aid management and oversight of the recruitment of student athletes. The Athletic Department is also uniquely positioned to connect with a diverse set of constituents with this role serving as a promoter of the Athletic Department and Midland University through a comprehensive approach to public relations and by being visible in the greater community.
THE UNIVERSITY

Founded in 1883, Midland University is a liberal arts college providing relevant opportunities in more than 30 academic areas, four graduate programs, and a variety of professional studies programs to students at both the Fremont and Omaha locations. Recently recognized by the Chronicle of Higher Education as the 9th fastest-growing private, nonprofit baccalaureate institution in the country, Midland takes a modern approach to liberal arts education. The innovative approach of working from the marketplace back provides students with the relevant skills to lead in the world with purpose. And with 60 percent of students residing on campus, Midland students learn and live in an active, cozy campus community. The campus offers a small college feel where students can build lifelong relationships.

ACCLAIMED ACADEMICS

Midland University students gain personal attention from their advisors and hands-on experience in their major, not to mention the edge in job and graduate school placement. Midland promotes excellence through more than 30 majors and pre-professional programs and has a reputation as a leader in education, business, nursing and medical sciences, and human performance.

4-YEAR GRADUATION GUARANTEE

The Midland 4-Year Graduation Guarantee assures students meeting basic requirements will graduate within four years. If they don’t graduate in the four-year plan, Midland University will pay 100% of their tuition until they do.

MIDLAND UNIVERSITY’S GROWING CAMPUS

Midland University is Nebraska’s fastest growing college. With Nebraska’s largest athletic department, hundreds of opportunities in the performing arts and a cozy campus where you can learn and live, it’s no wonder more students are calling Midland home than ever.

MIDLAND WARRIORS ARE ACTIVE & INVOLVED

At Midland University, students can continue to play sports, stand out on stage, excel in the classroom and reach their full potential through their individual passions. On the Midland University campus, more than 900 hundred student athletes participate in 33 varsity sports, which is more athletic offerings than any other college in Nebraska. Students also choose from more
than 250 opportunities in the performing arts, more than 30 academic programs, and over 60 clubs and student organizations.

STATEMENT OF CORE INSITUTIONAL VALUES

Midland University is a liberal arts college affiliated with the Evangelical Lutheran Church in America. We hold the following core values to be the foundation of our identity as a community.

- **Faith** - We believe as a college of the Lutheran tradition that faith and learning are inexorably linked. We believe that the exploration of faith and religion is an essential human endeavor.
- **Quality** - We believe in upholding exacting standards of quality and accountability. We believe in a learning experience where excellence in all things is valued and expected by all our constituents - our faculty, staff, students, alumni, trustees and friends.
- **Respect** - We believe in the sanctity of the individual in a mutually supportive community of a small college. Therefore, we believe in a focus on each person as an individual with inherent worth.
- **Stewardship** - We believe we are called to educate morally and ethically responsible citizens of a pluralistic society. In this endeavor, we are guided by the ideas of service, integrity, and mutual respect.
- **Learning** - We believe that learning is best based on open inquiry and the liberal arts. We believe that an appreciation of the empirical, theoretical and aesthetic forms of knowledge is critical to the development of citizens who can respond to an ever-changing world.

THE HISTORY OF MIDLAND UNIVERSITY

Founded in 1883, Midland University is the product of college and church mergers. Midland College was established in Atchison, Kansas, by the General Synod of the Evangelical Lutheran Church on September 15, 1887. The name Midland College was selected because of its central location in the United States. In 1919, the college moved to Fremont, Nebraska. The Fremont property had previously been called Fremont Normal School and Business College. In 1962, Midland merged with Luther Junior College (founded in Wahoo, Nebraska, in 1883). Midland College then became Midland Lutheran College. In 1973, Midland University took over the nursing program from Immanuel Medical Center, a Lutheran hospital in Omaha, and created a four-year baccalaureate degree program. Finally, in 2010, Midland Lutheran College became Midland University.
Midland University believes that sports help students learn lasting life lessons and build rich character. With 33 varsity sports, Midland is home to the largest athletic department in Nebraska.

The official website for the Warrior teams and student-athletes is MidlandAthletics.com and provides score updates, features, schedules and all of the latest in Warrior Athletics.

Midland University sports include:

- Men's Cross Country
- Women's Cross Country
- Football
- Women's Flag Football
- Men's Track and Field
- Women's Track and Field
- Men's Shotgun Sports
- Women's Shotgun Sports
- Men's Swimming
- Women's Swimming
- Men's Basketball
- Women's Basketball
- Men's Wrestling
- Women's Wrestling
- Men's Tennis
- Women's Tennis
- Men's Bowling
- Women's Bowling
- Men's Lacrosse
- Women's Lacrosse
- Men's Hockey
- Women's Hockey
- Men's Soccer
- Women's Soccer
- Men's Golf
- Women's Golf
- Baseball
- Softball
- Volleyball
- Coed Cheer
- Coed Dance
- Coed Esports
- Coed Powerlifting
THE ATHLETIC DIRECTOR

The Athletic Director at Midland University is responsible for overseeing all aspects of the University Athletics Department and Programs in compliance with National Association of Intercollegiate Athletics (NAIA), Great Plain Athletic Conference (GPAC), and University regulations, policies and procedures, including recruitment and coaching. The Athletic Director consults, advises and coordinates frequently with the President’s Cabinet to ensure coordination of athletic, academic, fundraising, and recruitment responsibilities.

KEY TASKS AND RESPONSIBILITIES

Recruiting
- Responsible for Athletics Department’s recruiting goals.
  - Goals for each program as determined annually in conjunction with the Vice President for Enrollment & Marketing.
  - Weekly updates with Enrollment Department.
  - Active role in recruitment of athletes in all University athletics programs.

Athletics
- Acquire knowledge of and direct intercollegiate athletic programs in compliance with University, NAIA, and GPAC eligibility standards, with demonstrated commitment to adhering to policies/standards.
- Provide mentoring, leadership, and supervision of all coaches and other Athletics Department staff, including work study students.
- Establish effective communications and involvement with students, faculty, staff and other interested constituencies of the University in matters relating to intercollegiate athletics.
- Determine the selection, performance, evaluation and dismissal of athletic personnel.
- Responsible for athletics budget; oversee all areas of University athletics budgets.
- Responsible for daily supervision of athletics department staff, performance evaluations, and disciplinary action.
- Be present at home sporting activities; assign responsibility when schedule does not allow attendance.
- Maintain contact with coaches on travel status.
- Responsible for maintaining policies and procedures manual for Athletics Department.

Academics
- Establish departmental policies and procedures that aid in achieving athletic goals and maintaining sound academic standards.
- Responsible for providing supervision for coaches in regard to:
  - Student-athletes’ academic performance and athletic eligibility.
  - Overseeing academic credit for Intercollegiate Athletics.
Team

- Responsible for providing supervision for coaches in regard to:
  - Coaching duties.
  - Assistant coaches and student assistants.
  - Work study students in the Athletics Department.
  - Practices and training programs.
  - Team travel.
  - Events management for home games/matches/meets.
  - Public service and volunteer opportunities for student-athletes and coaching staff.
  - Budgeting for individual programs.
  - Athletic award averaging compliance.

Media Relations

- Provide managerial direction and leadership for Athletics Department promotional activities for all intercollegiate sports in cooperation with the Director of Communications and Marketing.
- Actively seek public speaking engagements to promote the University and its athletics programs.
- Responsible for providing supervision for athletics staff in regard to:
  - Maintaining positive/appropriate media relations.
  - Securing advertising and sponsorships in accordance with University policy.
  - Media guides.
  - Maintaining athletics information on the University web site.

Institutional Support

- Represent the University and the Athletics Department in University, professional, civic, charitable and alumni events.
- Collaborate with the Vice President of Advancement and play leading role in Midland University’s fundraising for the Athletic Department.
- Provide supervision, leadership, and assistance to subordinates in athletic fundraising.
- Assist in securing advertising and sponsorships in accordance with University policy, both in conjunction with the Advancement Office.
- In collaboration with Cabinet, lead in maintenance and upgrade of athletic facilities.
- Other duties as assigned.
EDUCATION AND EXPERIENCE

- A Bachelor’s degree is required;
- A Master’s degree is preferred;
- Coaching experience is preferred;
- College level athletics administration preferred;
- Prior experience in fundraising, budgeting and game day management preferred; and
- Excellent interpersonal, oral, written, organizational and leadership skills with the ability to work effectively with all constituents highly desired.

COMPENSATION

Midland University offers comprehensive benefits including:

- Wages commensurate with education, experience, and individual strengths;
- Medical, dental, vision, life, and disability insurance;
- 403b retirement plan;
- A respectful and productive working environment;
- Educational benefits for employee and dependents; and
- Access to campus events, including sporting event and theatrical performances.
EFL Associates (https://eflassociates.cbiz.com), an executive search firm, is assisting Midland University with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Application Process

- **STEP 1**: Complete a brief online application (2-3 minutes).
- **STEP 2**: Please send your letter of interest and résumé or curriculum vitae to MidlandAD@eflassociates.com.

Please Note

- Application deadline is March 9, 2021
- Semi-Finalist Interviews are tentatively scheduled for April 1-2, 2021
- Campus Interviews are tentatively scheduled for the week of April 19, 2021
- The desired start date is June 1, 2021

Confidential Inquiries

Steve Waldron, JD
VP & Managing Director, Higher Education Practice
816-945-5423 (direct)
Email: swaldron@eflassociates.com

Nominations & Application Questions

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Ms. Angela Lilje
Practice & Project Manager, Higher Education Practice
816-945-5410 (direct)
Email: alilje@eflassociates.com

Midland University is committed to the principle of equal opportunity and providing an educational and work environment free from discrimination and harassment. The University prohibits discrimination on the basis of race, color, age, sex, religion, disability, national origin, sexual orientation, gender identity, and other legally protected statuses in the recruitment of its students, in the administration of its education policies and programs and in its employment activities. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation and training.