



GAVILAN COLLEGE

Director of Athletics and Kinesiology

Posting Closing Date: Friday, May 26, 2023

Full-Time 12-month Position (1.0 FTE)

40 hours per week plus benefits

Salary Range: Management Salary Schedule, Track 4

(Currently: \$103,851.65 - \$135,194.83)

About Gavilan:

Located in the heart of California between San Jose and Monterey, Gavilan College's main campus in Gilroy serves a diverse student population in a beautiful, park-like setting. In addition, we have campus centers located in Hollister, San Martin, and South San Jose, which offer students a variety of courses and programs. Our community recently voted to pass Measure X, a bond to renovate the main campus and build a full-service campus in Hollister. Gavilan is proud to meet the needs of our growing community, offering high-quality education in more than 70 transfer-related fields and over 30 industry-relevant career pathways; in 2020-21, we awarded more than 600 Associate Degrees and 797 career education certificates.

Gavilan College, a Hispanic Serving Institution with a 58% Latinx student population, is committed to achieving educational equity for all students. We work to provide students with a rich and relevant learning experience that emphasizes student engagement in and out of the classroom, encouraging students of all ethnic and socioeconomic backgrounds to realize their goals and become socially responsible leaders. When you join our team at Gavilan College, you will become part of an innovative and equity-focused community that approaches higher education as a matter of social justice requiring broad collaboration among faculty, staff, administration, students, and community partners.

Gavilan College fosters justice, equity, diversity and inclusion through its Principles of Community. As a member of the Gavilan College community, you will join us in valuing the worth and dignity of every person, the pursuit of truth, devotion to excellence, and the principles of democratic citizenship. All Gavilan employees strive to maintain these ideals in an environment of inclusiveness and mutual respect. We live these shared Principles of Community and work collaboratively to serve as a model of an exemplary, student-centered community-serving college.

Ideal Candidate:

Gavilan College is committed to recruiting individuals that embody our Principles of Community by:

- actively demonstrating a commitment to embracing and celebrating diversity;
- committing to collaboration, effective communication and the development of strong working relationships;
- promoting purposeful inclusion of all groups and the free exchange of ideas in a respectful, trusting and considerate environment; and
- demonstrating commitment to a college which prioritizes equity in resource allocation.

The ideal candidate for this position is an equity-minded individual who understands the importance of holding ourselves accountable for closing equity gaps and engaging in equitable practices. Gavilan strives to attract candidates who view the elimination of inequities as an individual and collective responsibility and who are able to reframe inequities as a problem of practice. In addition, they are able to demonstrate a

commitment to student-centered practices, effective cross-disciplinary and cross campus collaboration, transparent decision-making, and purposeful service to the community. The ideal candidate will understand the importance of and embrace shared governance in all levels of decision-making at the college.

The ideal candidate for this position is a culturally competent leader with demonstrated experience in planning, directing, and coordinating all aspects of athletic programs and intercollegiate competitions. Must be willing to take on multiple responsibilities related to nurturing and growing our athletics program with new sports and staff and encourage cultural and ethnic diversity in staffing, programs, and services. The candidate must have experience leading initiatives to support the success and retention of student-athletes. Including working closely with various student services to promote student wellness and oversee student academic progress and eligibility. Must have experience coordinating with campus programs and support services, including Financial Aid, disabled student services, and basic needs. Demonstrate knowledge connecting with campus and community resources related to mental health/psychological services, and food/housing insecurities, focusing on disproportionately impacted students. Must have a high level of organizational responsiveness and communication to understand the needs of staff and students and embraces shared governance at all levels of decision-making at the college.

The Position:

Are you interested in creating an exceptional educational environment for students who are part of a dynamic, inclusive community? If you see yourself as a professional who empowers students of diverse backgrounds to reach their potential through innovative, structural change, we invite you to apply for the Director of Athletics and Kinesiology position. At Gavilan College, we welcome your commitment to fostering a learning environment where resources are devoted to developing opportunities for students to break barriers and thrive as scholars and community members.

Under general direction of the appropriate Dean, the Director of Athletics and Kinesiology is responsible for the planning, directing and coordination for all aspects of the Athletics intercollegiate programs, competition and initiatives as well as the education programs of the Kinesiology Department. The Director develops course schedules. Administers assigned classes and programs. Supervises instructional and classified staff to ensure educational objectives are met.

Essential Duties: The following duties are typical of those performed by employees in this job title; however, employees may perform other related duties, and not all duties listed are necessarily performed by each employee in the job title.

- Develops, directs, and supervises the intercollegiate athletic programs related to staffing, facilities, game management, student-athlete eligibility, physical examinations, equipment, transportation, and insurance; serves as the primary contact for home athletic events.
- Supports, implements, and promotes compliance with the college and district's equity plans in all aspects of employment and education; encourages cultural and ethnic diversity in staffing, programs, and services; assist in the selection, training, supervision, and evaluation of program staff.
- Ensure compliance of Title IX within the laws, policies, procedures, and guidelines established by Ensure equity and compliance with Gavilan College Board policies, the Coast Conference, and the California Community College Athletic Association (CCCAA); interpret and ensure compliance with Title IX objectives and the Equity in Athletics Disclosure Act (EADA).
- Establish an atmosphere that promotes student success and wellness; oversee the academic progress of student-athletes to ensure eligibility and academic success; coordinate with campus programs and support services, including Financial Aid; Accessible Education Center (AEC), El Centro, and Food Pantry; connect the department with campus and community resources related to mental health/psychological services, and food/housing insecurities, with a focus on disproportionately impacted students.
- Provides leadership for and supervises the Kinesiology department: Schedules classes within regulations and policy, supervises and evaluates adjunct and full-time faculty, reviews book orders and supply/expense requests, and works with the assigned Dean as required to develop department goals and objectives.

- Directs and manages the performance of assigned employees; directs and oversees the selection of employees; establishes performance requirements and professional development goals and targets for direct reports; regularly monitors performance, supports performance improvement, and recommends employee discipline as appropriate.
- Manages facilities and resources to support the achievement of department goals and objectives. In cooperation with the kinesiology and athletics department, schedules and supervises the use of appropriate facilities and recommends improvement of facilities as necessary.
- Coordinates summer and winter session for Kinesiology, and recreation classes.
- In collaboration with assigned Dean, develops and maintains annual Kinesiology department budgets.
- Represent the District as an active member and participant at local, regional and state meetings; attends conference meetings for Athletic Directors as required; conducts regular meetings/trainings to promote strict adherence among personnel and student-athletes related to conference and CCCAA Constitution & Bylaws; participate in campus/district committees and provides information for advisory and athletic commissions.
- Direct and participate in the preparation of a variety of statistical and narrative reports, records and files related to assigned operations and programs.
- Compiles intercollegiate athletic program statistics and reports as required; ensure the successful completion of athletic department Program Reviews, the assessment of student learning outcomes, annual reports, action plans, and other college-required reports related to academic progress, success and transfer rates, demographics, and equity gaps.
- Develop, assess, and updates long-term plan for Athletics (including personnel, programs, and facilities) and participates in goal development and strategic planning as required.
- In coordination with the Public Information Officer, assist with public relations projects related to the athletics website, social media platforms and live streaming.
- Develop and recommend athletic budgets, supervise expenditures, maintain fiscal controls, and manage area facilities, equipment, and maintenance.
- Responsible for the discipline of student-athletes, adjustment of grievances and complaints, scheduling, the resolution of student problems and complaints, and the maintenance of student-athlete records.
- Coordinates with athletic counselor the testing, assessing, and enrollment of student-athletes, as well as monitoring the ongoing academic eligibility of all participating student-athletes. Ensures that weekly grade reports on all in-season student-athletes are conducted and that results of these reports are provided to each head coach.
- Monitors with athletic trainers the health screenings of all participants prior to each season of sport.
- Monitors and supervise the recruitment efforts of coach's and serve as the athletics liaison to enrollment and admissions programs which may include attending open houses and recruitment meetings.
- Assist and collaborate with outreach and community partnerships with local K-12 schools, youth/non-profit organizations, local universities, professional teams, advisory groups, services clubs, and chambers of commerce.
- Participates in local, regional, and state activities to promote athletic programs and the college/District.
- Assists with the marketing of athletic programs among students, alumni, staff, and the community; assist in interpreting college programs to the general public through community contacts, and participation in community activities; serve as liaison between administrators, personnel, outside agencies, vendors, boosters, students and parents.
- Cultivate campus relationships and coordinate responsibilities with Counseling, Student Activities, Student Government, Facilities, Campus Security, and other college staff.
- Perform other related duties as assigned.

Minimum Qualifications Education and Experience: Any combination of training and experience equivalent to:

Knowledge:

- Higher education in community colleges, including the mission of the California Community Colleges.
- CCCAA and NCAA regulations, requirements, and reporting systems
- Physical fitness, conditioning and rehabilitation programs used in the prevention and treatment of athletic injuries and conditions.
- Principles, practices and techniques of athletic facility preparation and maintenance
- Participatory governance within the California Community College System.
- Local, state, and federal laws governing programs and services.
- Additional federal, state and local laws, policies, rules and regulations, including the Family Educational Rights and Privacy Act, California Education Code and Administrative Code provisions related to intercollegiate athletics, CCCAA and NCAA.
- Support of curriculum development and course articulation.
- Budget preparation and control
- Research methods and analysis techniques
- Principles and practices of administration, supervision, and training.
- Interpersonal skills using tact, patience, and courtesy.
- District organization, operations, policies, and objectives.

Skills and Abilities:

- Plan, organize and direct the operations and activities of a community college athletics program.
- Understand, interpret, explain, and apply applicable laws, mandates, codes, and guidelines including those of the NCAA, CCCAA and EADA.
- Advocate for student athletes and ensure academic and co-curricular opportunities.
- Represent the college to game officials, coaches, administrators and athletes from other colleges and conferences.
- Develop and implement appropriate procedures and controls.
- Define issues, analyze problems, evaluate alternatives and develop sound, independent conclusions and recommendations on complex athletic program needs, and programming issues in accordance with laws, regulations, rules and policies.
- Understand, interpret, explain, and apply applicable laws, codes, and ordinances to ensure compliance.
- Motivate and provide leadership to a diverse group of academic and classified staff.
- Represent the District/college effectively in dealings with students, employees, other colleges, and athletic conferences.
- Manage budget expenditures and resource development.
- Community relations and external resource development.
- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.
- Contribute to institutional vitality and growth.

Illustrative Education and Experience: A typical way to obtain the above knowledge and skill is a combination of education and experience equivalent to:

Master's Degree from an accredited College or University, preferably in Physical Education, Kinesiology, Exercise Science, Recreation or Athletic Administration, or Sports Management. One year of experience serving in an administrative/leadership capacity reasonably related to the administrator's area of assignment. Sensitivity to and understanding of the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disabilities and sexual orientation of students, faculty, administrators, and personnel.

Physical Characteristics:

Incumbent is required to perform work of an active nature, moving around locations requiring sufficient physical stamina to carry out duties. Requires ambulatory ability to lift medium-to-heavy weight materials, balance, and walk and stand for extended periods of time. Requires visual acuity to observe moving objects

and recognize physical injuries. Requires auditory ability to project voice to a small group. Lift and move light to moderately heavy (less than 50 pounds) objects.

The physical characteristics described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Working Environment:

May work in an office, gymnasium, and/or outdoors. Since work environments may vary, the noise level can be low to very high depending on the student population and activities. This position may be stationary at times. This person frequently communicates with employees, students, and community. Must be able to exchange accurate information in these situations. The employee is regularly exposed to outdoor weather conditions (cold, wet, and humid) and/hot or humid gymnasium environment(s). The employee may be exposed to bloodborne pathogens. Travel and evening and weekend hours are often necessary to attend sporting events. Work a flexible schedule which may include evenings, weekends, and split schedules.

Application Process:

To be considered for this excellent opportunity the following items are required to be received by the CCC Registry no later than **5:00pm on Friday, May 26, 2023 through the following [CCC Registry website: www.cccregistry.org](http://www.cccregistry.org)**

1. CCC Registry online application (all sections are required to be completed, Education, Employment History, Professional References, General Information). Apply at www.cccregistry.org *
2. Cover letter detailing leadership philosophy, experiences with leading to promote positive change, and preparedness to lead effectively with a focus on sustaining a positive team environment and commitment to collaboration (2-pages maximum)*
3. Abbreviated Curriculum Vitae or Resume*
4. Diversity Statement (within CCC Registry application)

*Denotes application materials that are required for full consideration.

As an equal opportunity employer, we are required to compile summary data on applicants. We are requesting your assistance in providing the information on the personal and ethnicity section of your CCC Registry profile. The completion of the questionnaire is voluntary. The form will remain in the Human Resources department and will be kept confidential and separate from all hiring documents. It will not be forwarded to those making employment decisions.

If you have questions related to the CCC Registry or technical aspects regarding submitting application materials on the [CCC Registry website](http://www.cccregistry.org), please contact the CCC Registry directly at registry@yosemite.edu or call (800)245-4157.

Please make sure to contact the CCC Registry at (800)245-4157 **AFTER** you have applied for this job to verbally confirm that your application materials were submitted correctly and that your application is included in this recruitment.

If you have a verifiable disability and require accommodation to complete the application process, please contact the Human Resources Office at (408) 852-2823.

Please be aware, the District does not reimburse for expenses related to the recruitment process.

NON-DISCRIMINATION

Gavilan Joint Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, gender identity, religion, sexual orientation, transgender, marital status, veteran status, medical condition, physical or mental disability and any other status protected by applicable federal and state laws. Applicants who require accommodations to complete the application or interview process, please contact the Human Resources Office at (408) 852-2823 for assistance.