



LEADERSHIP PROFILE • EXECUTIVE SEARCH

Director of Intercollegiate Athletics and Recreation

Roger Williams University • Bristol & Providence, Rhode Island

NCAA Division III • Conference of New England (CNE) • Inter-Collegiate Sailing Association (ICSA)

ABOUT ROGER WILLIAMS UNIVERSITY

At Roger Williams University, students are prepared to be thinkers and doers ready to solve challenging problems with innovative solutions. RWU offers 50 majors alongside robust offerings of graduate and professional programs across eight schools of study—including Rhode Island’s only law school—with campuses located on the scenic coast of Bristol and in the heart of downtown Providence, Rhode Island.

With small classroom sizes and an emphasis on undergraduate and graduate research, community engagement, and practical scholarship, an RWU education seamlessly blends the strength of the liberal arts with professional studies. This approach provides students with the depth and breadth of interdisciplinary thinking and well-rounded knowledge necessary to succeed in an interconnected, global world. RWU is deeply committed to strengthening society through engaged scholarship, ensuring graduates enter the workforce equipped with both critical-thinking abilities and practical, tangible skills.



Historic Clocktower framed by spring blooms on the Bristol campus.



Campus landmark clock overlooking the bay and Mount Hope Bridge.

UNIVERSITY VISION & CORE VALUES

University Mission: *Preparing Future Leaders and Innovators for a Rapidly Changing World*

The RWU Vision: At Roger Williams University (RWU), we empower students to become successful leaders and innovators in today’s dynamic and competitive landscape. Our unique educational approach emphasizes original research, engaged learning, and hands-on experiences through apprenticeships, practicums, and clinical opportunities. These real-world experiences, both on and off-campus, ensure that our students are career-ready and equipped to thrive immediately in the workforce.

Core Values — Building the University the World Needs Now:

- We will meet the educational needs of a diverse, multigenerational community of learners.
- We will work with local and global communities to address problems that matter most to society.
- We will provide transformative educational experiences to all students, enabling them to fulfill their potential as lifelong learners, professionals, and citizens.
- We will create a community in which diversity is visible in its population and culture, and by implementing explicit institution-wide practices that advance equity and belonging.
- We will commit to ongoing collaborations that promote education, inquiry, and the implementation of sustainable practices, enhancing both human and environmental well-being.
- We will be financially accessible to all who aspire to a Roger Williams University education.

Commitment to Diversity, Equity, and Inclusion

Roger Williams University seeks to recruit and support a broadly diverse community of faculty, staff, and students. RWU values all races, genders, identities, and abilities, and is committed to fostering a thriving campus culture that encourages lifelong learning, professional development, and academic innovation.

THE LEADERSHIP OPPORTUNITY

Roger Williams University (RWU) invites applications and nominations for the position of **Director of Intercollegiate Athletics and Recreation**.

Reporting directly to the Vice President for Student Life, the Director serves as the chief administrative and executive officer for RWU’s 25 varsity athletics programs, club sports, intramurals, and campus recreation facilities. The Director champions a **"student-athlete first" NCAA Division III philosophy**, cultivating an environment centered on academic achievement, personal well-being, leadership development, competitive excellence, and inclusive community engagement.

The next Director will be an approachable, ethical, visible, and collaborative leader who integrates athletics and recreation into the broader fabric of university life. Working in close partnership with institutional leadership, University Advancement, Enrollment Management, and Student Life, the Director will expand philanthropic engagement, champion modern compliance and safety standards, modernize athletic and recreation facilities, and elevate school spirit across the university’s coastal Bristol and vibrant downtown Providence campuses.

25

VARSITY SPORTS

550+

STUDENT-ATHLETES

3.34

DEPARTMENT GPA

DIII

CNE & ICSA CONFERENCES

DEPARTMENT OF ATHLETICS, INTRAMURALS & RECREATION

Department Vision: Provide a rich experience that empowers student-athletes to reach their full potential.

Mission Statement: The mission of the Department of Athletics, Intramurals and Recreation is to provide the Roger Williams University community a collaborative and competitive athletic and recreational environment. Through a variety of athletic avenues (varsity athletics, intramurals, recreation, club sports, and wellness), the department teaches life-lessons and personal growth through teamwork, perseverance, and commitment, which instills a sense of pride in themselves and in the RWU experience.

Departmental Goals

- Promote personal growth through the learned values of responsibility, accountability, professionalism, commitment, discipline, and global awareness.
- Encourage competitiveness within both the individual student-athlete and team dynamics.
- Embrace and celebrate individual differences, commonalities, equity, and inclusion.
- Deliver a high-impact, transformative collegiate experience that instills enduring pride in Roger Williams University, leading to lifelong alumni engagement and support.



RWU Waterfront & Bayside Sailing Pavilion (ICSA Affiliation).



Spring flora across the coastal Bristol campus grounds.



The Campus Recreation Center on the Bristol campus: epicenter of campus vitality, club sports, and holistic wellness.

STRATEGIC PRIORITIES FOR THE DIRECTOR

The incoming Director will enter Roger Williams University at an opportune moment of institutional momentum and will be expected to champion three overarching strategic priorities:

- **Navigate the Evolving Division III & NIL Landscape:** Establish progressive operational models that uphold rigorous academic integrity, Title IX equity, and athletic competitiveness amid modern NCAA governance and Name, Image, and Likeness developments.
- **Philanthropic Expansion & Facility Modernization:** In partnership with University Advancement, execute donor-engagement initiatives and capital project strategies to enhance athletic training spaces, student-athlete performance hubs, and recreation facilities.
- **Elevate Campus Spirit & Holistic Student Well-Being:** Broaden intramural, club, and fitness engagement across all student demographics, transforming athletic events into unified community gatherings.

KEY OPERATIONAL RESPONSIBILITIES

Financial Leadership, Advancement & Culture

- **Budget Administration:** Direct varsity athletic, club sports, intramural, and recreation budgets within university policy; lead regular reviews with University Finance.
- **Fundraising & Resource Development:** Partner closely with Institutional Advancement to execute fundraising strategies that elevate student-athlete success and fund facility modernizations.
- **Athletic Communications & Branding:** Elevate the department's profile through contemporary storytelling, social platforms, and brand alignment.
- **Recreation & Wellness Programming:** Enhance recreation, intramural, and club sport operations to cultivate student belonging and wellness.
- **Spectator & Game-Day Spirit:** Transform home competitions into vibrant, community-wide campus events.

Governance, Safety & Compliance

- **Modern Compliance Integrity:** Maintain a modern compliance program encompassing NCAA, Title IX, Hazing, eligibility, NIL policies, and monitoring systems that prioritize education, equity, community standards and a safe sport culture.
- **Conference Governance:** Actively participate in NCAA, Conference of New England, Interscholastic Sailing Association and other conference affiliations.
- **Recruitment & Enrollment Alignment:** Partner with Admissions to attract scholar-athletes dedicated to academic and competitive excellence.
- **Capital Planning & Facilities:** Plan, recommend, and coordinate state-of-the-art facility modernizations and maintenance protocols.
- **Risk Management & Safety:** Oversee team travel safety, sports medicine coordination, emergency response, and fan event safety.
- **Personnel Supervision:** Direct the ethical mentorship, professional development, and formal evaluation of head coaches and administrative personnel.

QUALIFICATIONS & LEADERSHIP ATTRIBUTES

Required Qualifications

- **Education:** Master's Degree in Physical Education, Athletic Administration, Sports Management, or related field required.
- **Administrative Experience:** 8–10 years of substantial athletic leadership experience, including at least 5 years in higher education athletic management.
- **Broad Program Competency:** Demonstrated expertise in coaching and administrative oversight across varsity, club, and recreation programs.
- **Regulatory Acumen:** Strong expertise in Title IX compliance, tort liability procedures, NCAA DIII bylaws, and emerging NIL guidelines.
- **Core Leadership Skills:** Strong communication, organizational, leadership, and decision-making skills.

Preferred Qualifications

- **Executive Experience:** Experience as an Athletics Director or senior Division III athletics administrator.
- **Strategic Management:** Strategic planning, facilities management, conference governance, and customer-service oriented leadership.
- **Mentorship & Culture:** Proven track record of evaluating, mentoring, and developing head coaches and support personnel.
- **Resource Generation:** Demonstrated acumen in major gift athletics fundraising and corporate sponsorship cultivation.
- **Safety & Wellness:** Comprehensive understanding of sports medicine coordination and student-athlete health protocols.

**At the University's discretion, an equivalent combination of advanced education and executive experience may be considered.*

APPLICATION & NOMINATION PROCESS

The position will remain open until filled; but, for best consideration, candidate applications should be submitted by **November 2, 2026**. Inquiries, nominations, and candidate materials will be held in strict confidence. Applicants should submit:

- A comprehensive **letter of interest** addressing the responsibilities and qualifications described in this profile.
- A complete **curriculum vitae / resume**.
- Contact details for **three (3) professional references** (references will not be contacted without prior candidate consent).

NOMINATIONS, INQUIRIES & APPLICATION SUBMISSIONS

Roger Williams University has established an executive search committee to assist with this pivotal leadership appointment. View this position posting and submit your application at [RWU.EDU/JOBS](https://rwu.edu/jobs). Confidential inquiries and nominations should be directed to the Search Committee Co-Chairs:

Dr. Derek Zuckerman

Associate Vice President for Student Life
Dean of Students
Email: dzuckerman@rwu.edu

Gena Bianco

Dean, Extension School
Roger Williams University
Email: gbianco@rwu.edu



Hawk Pride: Student-athletes and the RWU community celebrate postseason championship victory.

Roger Williams University

DIVISION OF STUDENT LIFE • ATHLETICS & RECREATION

"Through a variety of athletic avenues, the department teaches life-lessons and personal growth through teamwork, perseverance, and commitment, instilling enduring pride in the Roger Williams University experience."

Equal Employment Opportunity & Title IX Statement:

Roger Williams University is an affirmative action/equal opportunity employer committed to a diverse workforce. All applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, or any protected class under applicable law.

RWU prohibits discrimination based on sex in education programs pursuant to Title IX. Inquiries regarding Title IX procedures should be directed to:

Dr. Jen Stanley, Title IX Coordinator • Roger Williams University • 1 Old Ferry Road, Bristol, RI 02809

Phone: (401) 254-3123 • Email: jstanley@rwu.edu