

# SEARCH PROFILE:

## DIRECTOR OF ATHLETICS



EASTERN  
NEW MEXICO  
UNIVERSITY

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## THE OPPORTUNITY

Eastern New Mexico University invites nominations, expressions of interest, and applications for candidates to serve as the Director of Athletics.

Eastern New Mexico University (ENMU) is New Mexico's largest regional comprehensive university, offering 212 certificate, associate, bachelor's, and master's programs. Dedicated to a student-focused mission, ENMU is comprised of three campuses: a four-year campus in Portales and two-year campuses in Roswell and Ruidoso. Portales, home to nearly all of the athletic programs, is a rural, agricultural community with an authentic Southwestern, small-town culture, located eleven miles from Cannon Air Force Base and twenty miles from the Texas border.

The Director of Athletics reports directly to the ENMU President and administers all athletic programs at the university. The Director of Athletics serves as a member of the President's Cabinet. Based in Portales, the new Director will be expected to lead an Athletics program that increases the success of all student-athletes. The new Director will be a role model for ethical leadership and will assure full compliance with all applicable laws, rules, and policies in all athletics programs.

The new Director will build a team of coaches and staff that are fully committed to ensuring that athletes and teams are in a position to compete for championships and will prioritize a positive fan experience across all athletic teams, competitions, and events. The new director will be characterized by a positive, open, and transparent leadership style in working with staff, supporters, and friends of the ENMU Athletic Department.



## EASTERN NEW MEXICO UNIVERSITY

For over 90 years, Eastern New Mexico University (ENMU) has prepared students for careers and advanced study. Its mission is to emphasize liberal learning, freedom of inquiry, cultural diversity, and whole student life. ENMU serves students of traditional age, adult learners and organizations through undergraduate and graduate programs.

ENMU opened its doors in 1934 as Eastern New Mexico Junior College. In 1940, after adding additional classes leading to a bachelor's degree, the institution was renamed Eastern New Mexico College. ENMU was accredited as a four-year liberal arts college in 1946-47. Graduate work leading to master's degrees was added in 1949, and on April 5, 1949, the Board of Regents approved the change of the institution's name to Eastern New Mexico University. ENMU is now New Mexico's largest regional comprehensive university.

Today ENMU Portales enrolls 5,398 students and offers over 72 distinct certificate, associate's, bachelor's and master's degree programs. It enjoys a 16:1 student-faculty ratio, and a 97% student satisfaction rate. Its tuition rates are among the lowest in the region, and Texas students within a 135-mile radius qualify for ENMU's in-state tuition. Popular undergraduate majors are business administration, communicative disorders, social work, and applied arts and sciences. The largest graduate programs are education, business administration, and communicative disorders.

ENMU Roswell, the largest of ENMU's branch campuses, is a community college of 1,979 students, offering 95 distinct associate degree and certificate programs. Roswell is the fifth largest city in New Mexico and also home to the New Mexico Military Institute.

- ENMU Ruidoso is the newest member of the ENMU System, designated a branch community college campus by the State of New Mexico in 2005. Currently enrolling 745 students, it offers 45 distinct associate degrees and certificates, and serves the mountain village of Ruidoso and surrounding areas.

### MISSION

Eastern New Mexico University combines an engaging learning environment with current technology to provide a rich educational experience. ENMU focuses on:

- Preparing students for careers and advanced study.
- Promoting citizenship and leadership skills and values.
- Supporting excellence in teaching and research.
- Empowering students to respond to a rapidly changing world.

### VISION

Eastern New Mexico University emphasizes liberal arts education, freedom of inquiry, cultural diversity, and whole life. Excellent teaching and active learning define campus relationships. Scholarship, both primary and applied, cultural enrichment, and professional service are also important contributions of the University community.

The Eastern community envisions a university where every faculty and staff member instills in one another and in students a sense of social and cultural awareness and responsibility. The University accomplishes this by embracing and fostering diversity and inclusion among students, faculty, and staff. The university engages well qualified and caring faculty and staff who treat one another with respect and work together to accomplish institutional goals and mentor students.

ENMU is accredited by the Higher Learning Commission. In addition, ENMU academic programs are nationally recognized and have earned accreditation from the following agencies:

- National Association of Schools of Music (NASM)
- Accreditation Council for Business Schools and Programs (ACBSP)
- American Speech-Language-Hearing Association (ASHA)
- Accreditation Commission for Education in Nursing (ACEN)
- Council for Social Work Education (CSWE)

## STUDENTS

ENMU enrolls a total of 8,096 students across its three campuses. Current enrollment at the main campus in Portales is 5,398, 4,083 undergraduate and 1,315 graduate students. 85% of undergraduate students at ENMU Portales are from New Mexico or Texas, with the remaining

15% representing the other 49 states and territories and 34 countries of origin. ENMU is designated as a Hispanic Serving Institution with the Hispanic enrollment at 38%. Total enrollment is 64% female and 36% male.





## ATHLETICS

Home to the Greyhounds, ENMU competes in 14 NCAA Division II men's and women's sports:

### Men's Sports

- Baseball
- Basketball
- Cross Country
- Football
- Rodeo
- Soccer
- Track & Field

### Women's Sports

- Basketball
- Cross Country
- Rodeo
- Soccer
- Softball
- Track & Field
- Volleyball

ENMU is a member of the Lone Star Conference, which has 17 public and private member institutions across New Mexico, Texas, and Oklahoma. The Greyhounds boast five national championships and four national runner-up titles, in Men's Basketball, Men's Cross Country, Men's Outdoor Track & Field, and Men's Indoor Track & Field. The Greyhounds also boast seven Lone Star Conference Championships, in Football, Volleyball, Men's Cross Country, and Women's Basketball and a LSC Division Championship in Softball.

ENMU also competes in Men's and Women's Intercollegiate Rodeo, Esports, and Coed Cheerleading. The ENMU Rodeo Teams have won six national championships, two men's titles and four women's titles.

Athletic Facilities include:

### Greyhound Arena

- 4,800 seat arena for men's and women's basketball and volleyball.
- Two auxiliary gyms, two racquetball courts, climbing wall, fitness center, athletic training center, locker rooms for basketball, volleyball, and soccer.
- Last renovated in 2012.

### Athletic Training Room

- Over 500 student athletes are served by athletics training staff and team doctors.

### Weight Room

- 5,260 square foot state-of-the-art facility completed in 2010 for 500 student athletes and strength and conditioning staff.

### Football Field House

- Recently renovated to include player's lounge, TV/gaming systems, barbershop chair, and green leather couches.
- Includes 100 player/coaches' lockers, coaches offices, meeting rooms, and coaches "war room."
- Adjacent to two full-length natural grass practice fields.

### Al Whitehead Field at Greyhound Stadium

- Opened in 2016 with seating for 4,000, this fully lighted stadium features a turf field and a state-of-the-art track facility.
- In addition to Greyhound Football, the facility is also used for soccer, track & field, the Greyhound Sound marching band, health & Physical Education classes, and Portales High School.

### Greyhound Softball Field

- Opened in 1999 with synthetic turf installed in 2022 and 2023.
- A fieldhouse was built in 2005, including locker rooms, coaches' offices, and conference rooms.
- The complex also includes bleachers, restrooms, batting cages, bull pens, and an indoor hitting facility.

### Greyhound Baseball Field

- Built in 1992 and renovated in 2008 it boasts some of largest outfield dimensions in baseball.
- A baseball field house was completed in 2006 with lockers rooms, meeting rooms, and offices.

### Baseball/Softball Indoor Practice Facility

- The baseball complex includes an indoor practice facility for baseball and softball.

### Lewis-Cooper Rodeo Arena

- Home to the award winning and champion ENMU Men's and Women's Rodeo teams.
- Hosts the ENMU College "Daze" Rodeo, which stands as the largest collegiate rodeo in the nation.
- Over the years many upgrades and renovations have been completed, including added seating for fans, restrooms, coaches' offices, animal stalls, a video replay board, and a covered facility for practices and events.





## ALUMNI

The [ENMU Alumni Association](#) and the [Office of Alumni Affairs](#) work with alumni and other stakeholders on projects designed to enrich and enhance the former student experience while also working closely with current students

to help them as they transition into graduates. Review the links on the left and below to find out more about how you can network with other alumni, reconnect with old friends, and get involved in some way to support ENMU!

## LIFE IN PORTALES, NEW MEXICO

Portales is the county seat of Roosevelt County and had a population just over 12,000 people in 2021. Portales is located near the larger city of Clovis (population 38,000), and Cannon Air Force Base, a major contributor to the economy of the region. The Portales area is surrounded by range and farmland and has a semiarid climate.

According to a study of micropolitan areas by Bizjournals.com, Portales ranked 15th in the nation and ninth in the Western U.S. in overall quality of life. The goal of the study was to identify small, well-rounded communities where the economy is strong, traffic is light, the cost of living is moderate, adults are well-educated, and access to big-city attractions is reasonably close.

The economy of the Portales Area is strongly supported by the peanut and dairy industries, ENMU, value-added food processing, a growing military presence, and agriculture (cattle ranching, dairy farming, and crop production).







## ACADEMIC PROGRAMS

The University is organized academically into four academic colleges and the graduate college:

### COLLEGE OF LIBERAL ARTS AND SCIENCES

- Department of Anthropology and Applied Archaeology
- Department of Biology
- Department of Health and Human Services
- Department of History, Social Sciences, and Religion
- Department of Languages and Literature
- Department of Mathematical Sciences
- Department of Physical Sciences
- Department of Psychology and Political Science

The College of Liberal Arts and Sciences prepares students for leadership roles in the changing economic, political, social, and technological world. Our faculty are committed to excellent teaching and a student-centered focus. They contribute to the intellectual life of the University through research and scholarship in their disciplines, in the classroom and in service activities. Graduates are prepared for meaningful careers and for professional and graduate study. The college provides a broad range of General Education courses, offers degrees from eight departments and in six graduate programs.

### COLLEGE OF BUSINESS

#### Department of Management Disciplines

- Management
- Marketing Management
- Information Systems Management
- Hospitality Management

#### Department of Financial Disciplines

- Accounting
- Finance
- Economics
- Personal Financial Planning

Student success, that is what we strive for in everything we do in the ENMU College of Business. Our diverse faculty hail from leading business careers and academic institutions. They are here for students and have a strong desire to help the next business leaders prepare themselves for successful careers.

### COLLEGE OF EDUCATION AND TECHNOLOGY

- Department of Curriculum and Instruction
- Department of Educational Studies
- Department of Agriculture, Food Science and Kinesiology
- Alternative Licensure
- Teacher Education Program

The College of Education and Technology (CET) is the professional education unit as well as home to related programs at ENMU with the primary responsibility for the preparation of school personnel and high-quality professionals. There are four departments in the College: Curriculum and Instruction, Educational Studies, Agriculture, Food Science and Kinesiology, and Health and Physical Education. The CET is the second largest college at ENMU and has the largest graduate enrollment.



## ACADEMIC PROGRAMS (CONT.)

### COLLEGE OF FINE ARTS

- Department of Art
- Department of Communication
- Department of Music
- Department of Theatre and Digital Filmmaking

ENMU is honored to have an extraordinary group of faculty and student performers, artists, and scholars in the College of Fine Arts. We are deeply engaged in creating new artistic work, in providing strong educational experiences in the arts, in sending out well-prepared graduates to teach, perform, and make art in our region and far beyond, and in exploring the constantly changing landscape of creativity.

### GRADUATE SCHOOL

Eastern New Mexico University offers 25 graduate degree-emphases, three graduate certificates and [19 online graduate degrees](#) in the Colleges of Business, Education and Technology, Fine Arts and Liberal Arts and Sciences.

Graduates of a regionally accredited college or university or whose institution is recognized by the Commission on Recognition of Post-Secondary Accreditation (CORPA) may apply for admission to the ENMU Graduate School.

### ENMU GOLDEN LIBRARY (GOLDEN STUDENT SUCCESS CENTER)

The Golden Library provides information, resources, services, and technology that support teaching, research and lifelong learning at Eastern New Mexico University. The Golden Library's primary function is to support ENMU's teaching and learning mission. Library holdings consist of a basic liberal arts collection with emphasis in education, humanities, history, science, and business. Periodical databases, eBooks and interlibrary loan provide access to other collections. The library maintains a number of special collections, the largest being the Jack Williamson Science Fiction Collection. The library is a selective depository for the U.S. government and the state of New Mexico.





## LEADERSHIP AND GOVERNANCE

The Eastern New Mexico University System is overseen by a five-member Board of Regents and is led by the System Chancellor, who also serves as the President of ENMU Portales.

### THE BOARD OF REGENTS

The Board of Regents consists of five members, one of whom is a member of the student body of the University. Except for the student member, regents are appointed for six years. The term continues until the regent's successor is appointed and confirmed by the New Mexico Legislature.

The board is the highest governing body of the University. The legislature has expressly given to the board the power to sue parties and make contracts; to hire the University president and determine his or her compensation; to approve general areas of curriculum, such as new programs; and to approve compensation for university employees. The title to all property belonging to the University is vested in the board.

Under its broad responsibility for the management and control of the University, the board has the right to delegate duties and functions to the University president, who may in turn delegate these to members of his or her staff.

### UNIVERSITY LEADERSHIP AND GOVERNANCE

ENMU's President is Dr. James Johnston. Dr. Johnston plays a dual role in helping to shape the overall vision for ENMU Portales and the ENMU System as Chancellor. He provides leadership and strategic direction and oversees academic and student services for Eastern New Mexico University's main campus in Portales.

Dr. Johnston was appointed in 2022 as the 12th President of ENMU and the 3rd Chancellor of the ENMU System. Dr. Johnston arrived at ENMU with more than 20 years of administrative experience, having served numerous leadership roles at other institutions throughout his career.

He has a track record of success in leading enrollment growth, innovative programming, curricular offerings, and fundraising through traditional and innovative partnerships. As an administrator, he has dedicated his time, energy, and creativity to provide a supportive learning environment committed to student success.

Dr. Johnston is a first-generation college graduate. He began his education at South Plains College, receiving his Associate Degree in Radiologic Sciences in 1986. He earned his Bachelor of Science in Radiologic Sciences and his Master of Science in Radiologic Sciences from Midwestern State University. Dr. Johnston earned his Ph.D. in Health Studies from Texas Woman's University in 2006.

Dr. Johnston is the lead author of the Essentials of Radiographic Physics and Imaging, now in its 3rd edition. He is also a contributor and reviewer of several books and has numerous publications in refereed journals and scholarly publications. Dr. Johnston has always considered himself a teacher-scholar and strongly holds to a student-centered teaching philosophy.

Dr. Johnston's appointment as president and chancellor marks a return to New Mexico and West Texas for him and First Lady Stephanie Johnston. Dr. Johnston is originally from Slaton, Texas, and Stephanie is originally from Las Cruces, New Mexico. They are honored to serve the region they once again call home and are committed to ENMU and advancing its mission of student success.

Reporting directly to the Chancellor/President are the members of the Cabinet, including Provost and Vice President for Academic Affairs, Vice President for Student Affairs & Enrollment Management, Vice President for Administration & Finance and System Chief Financial Officer, Vice President for University Advancement & Public Relations, System Executive Director for Human Resources, Policy, & Planning, and Director of Athletics.



## FINANCIAL MATTERS

The ENMU System administers operating budgets in excess of \$182 million. While the campuses are governed centrally, each is responsible for its own revenue streams which are not transferable. The community college branch campuses have local mil levies, in addition to their state allocations. Total system revenues include the following:

<b>State appropriations</b>	<b>32%</b>
<b>Student tuition and fees</b>	<b>15%</b>
<b>Federal revenue sources</b>	<b>27%</b>
<b>Tax levies</b>	<b>2%</b>
<b>Investment income on endowments</b>	<b>3%</b>
<b>Other</b>	<b>21%</b>

Capital outlay funding for the main campus consists primarily of state allocations and private gifts. Capital outlay funding for the branch campuses consists of state allocations and locally authorized bonds.

The ENMU Foundation has total assets of \$31 million and provides about \$600,000 annually to scholarship support to ENMU students.



## DUTIES AND RESPONSIBILITIES OF THE DIRECTOR OF ATHLETICS

- Determine and direct the policies of the Department of Athletics.
- Coordinate and supervise the University's athletic program.
- Hire, supervise and evaluate athletic personnel, including head coaches.
- Assist coaches in scheduling, and approval of schedules.
- Coordinate with coaches' team and department travel.
- Arrange and supervise game and contest administration.
- Prepare and approve contracts for games, matches, contests, and special events.
- Assure athletic programs are in compliance with the University, NCAA, and Title IX rules and regulations.
- Develop and administer all athletic program budgets.
- Plan and recommend capital improvements and projects.
- Provide leadership for coordinating Greyhound Club promotion and fund-raising activities and provide public relations with on- and off-campus entities.
- Direct fundraising programs for scholarships and facility development.
- Represent the Department of Athletics at the conference and national level.
- Attend Lone Star Conference and NCAA district, regional, and national meetings.
- Participate on campus, local, state, conference and national committees that concern athletics.
- Oversee game management.
- Responsibility and authority to oversee ENMU's national inter-collegiate rodeo program.



## QUALIFICATIONS OF THE DIRECTOR OF ATHLETICS

- Candidates must have a master's degree in an appropriate field with a minimum of five years' progressive experience in college athletic administration, or the equivalent combination of education and experience.
- Experience as an associate athletic director or an athletic director at an NCAA Division II, Division III, or NAIA institution is highly preferred.
- Additional consideration may be given to those with coaching experience.
- Demonstrated commitment to academic excellence for student athletes and sensitivity to gender equity, diversity, and inclusion.



## PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES

- Supervisory experience in the administration of athletic programs and personnel, budget preparation, facilities management, and a comprehensive knowledge of NCAA rules, preferably at a similar institution.
- Transparent, ethical, accessible, and open-minded leader who can and will advocate for athletics.
- Experience in building relationships and successfully engaging with both the internal and external communities.
- College coaching experience.
- Strong academic focus and support for student-athletes.
- Proven record of promoting support and obtaining resources for athletics.
- Ability to bring and grow athletics together as a group instead of focusing only on revenue sports.
- Assertive yet willing to learn and initiate as well as push for change.
- Ability to bring stability and leadership to athletics.





## LEADERSHIP AGENDA

- Direct the Department of Athletics program to increase the success of all student-athletes. Lead the department in ensuring a student athlete experience that prioritizes academic achievement, graduation, good citizenship and life skills development, and leadership development.
- Prioritize and ensure ethics and full compliance in all athletics programs.
- Select and lead coaching staffs that are fully committed to ensuring that athletes and teams are in a position to compete for championships.
- Prioritize a positive fan experience across all athletic teams, competitions, and events.
- Expand the positive, open, and transparent relationships with the Greyhound Club, alumni, friends of the ENMU Athletic Program.
- Develop and maintain an open, transparent, and trusting relationship with all Athletic Department staff.
- Demonstrate a full commitment to the NCAA Division II model.
- Work in close collaboration with the Vice President for Student Affairs and the Vice President for Development in pursuing the interests of Athletics.





## APPLICATIONS, INQUIRIES AND NOMINATIONS

The search for the Director of Athletics of Eastern New Mexico University is being assisted by Academic Search. Applications should consist of a substantive cover letter addressing the expectations of the University and the position of Director of Athletics; a current curriculum vitae (CV); and a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

Applications, nominations, and expressions of interest can be submitted in confidence to [ENMUAD@academicsearch.org](mailto:ENMUAD@academicsearch.org). Although the position is open until filled, to ensure full consideration by the Search Committee, applications should be received by **April 5, 2024**. Confidential discussions about this opportunity may be arranged by contacting:

Dr. Bill Kibler, Senior Consultant  
[bill.kibler@academicsearch.org](mailto:bill.kibler@academicsearch.org), 432-386-7346

or

Dr. Gabriel Esteban, Senior Consultant  
[gabriel.esteban@academicsearch.org](mailto:gabriel.esteban@academicsearch.org), 312-206-2953

### **ENMU EEO Statement:**

*Eastern New Mexico University is committed to creating a diverse environment and is proud to be an equal opportunity employer. The University complies with all applicable federal and state laws regarding nondiscrimination and affirmative action and does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age, disability, genetic information, veteran status, or any other protected status in its programs, activities, or employment.*

*Eastern New Mexico University prohibits discrimination on the basis of sex in any education program, activity, employment and admission, and the University is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner.*

### **ENMU Confidentiality of Search Records Policy:**

*New Mexico is an open records state. It is the policy of the ENMU System to reveal to the public, upon request, the identities of the applicants for whom outside inquiries have been made or for whom on-campus interviews are scheduled after first notifying the applicants of the intent to do so.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Eastern New Mexico University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

