



## Intercollegiate Athletics Position Announcement Director of Athletics

Eastern Illinois University (EIU) invites applications and nominations for the position of Athletic Director. Reporting directly to the President and serving as a member of the senior leadership team, the Athletic Director provides the strategic vision, leadership and passion, necessary to elevate Panther Athletics, fostering a culture of competitive achievement and deep engagement with alumni, donors, and the broader community.

### The Opportunity

The Director oversees all administrative, operational, and fiscal aspects of an NCAA Division I program. This includes long-range strategic planning for facilities, fundraising, marketing, and public relations. As the university's primary representative to the Ohio Valley Conference and the NCAA, the Director ensures steadfast compliance with league standards, Title IX, and state/federal laws.

### Qualifications & Key Attributes

- **Education.** Bachelor's degree required.
- **Experience.** A minimum of five (5) years of progressively responsible leadership in intercollegiate athletics (Director, Associate/Assistant Director, or comparable professional intercollegiate athletic administrative role), including staff supervision and budget responsibilities with at least three years of leadership experience at an NCAA member institution.
- **Integrity & Compliance.** Deep knowledge of NCAA regulations with an unwavering commitment to the highest ethical standards.
- **Student-Athlete Success.** A proven track record of prioritizing academic excellence, holistic wellness, and a "culture of care" for student-athletes.
- **Strategic Growth & Revenue Generation.** Ability to align athletic initiatives with institutional enrollment goals, current budget resources, and long-term university planning including fundraising and sponsorships.
- **Financial Stewardship.** Sophisticated budget management skills with a focus on revenue generation and balanced expenditures. Demonstrated success with obtaining philanthropic support for both capital projects and programs preferred.

- **Visionary Leadership.** A keen understanding of the evolving landscape of Division I athletics and the ability, as well energy, necessary to navigate its complexities with passion and commitment to student-athletes.

### **About Panther Athletics**

EIU is home to 19 sponsored NCAA Division I teams and roughly 500 student-athletes dedicated to excellence in the classroom and in competition. With a student body of approximately 8,000, the university serves as a vibrant hub of athletic and academic achievement in the region. Over the past 5 years, EIU has made significant facilities investments including structural, aesthetic, and competitive upgrades to O'Brien Stadium, launching Volleyballs Gardella Family Court at McAfee, and Frost Field at Coaches Stadium.

### **Compensation**

Final offer will be commensurate with experience and academic credentials. The position is budgeted for a range of \$180,000 to \$190,000 per year.

### **Benefits**

This is a 12-month position eligible for the following benefits:

- **Comprehensive Medical Coverage:** Competitive employee insurance premiums with flexible plan options.
- **Vision Insurance:** Vision coverage is included with medical at no cost.
- **Dental Insurance:** Dental plans are available to meet your needs.
- **Retirement Benefits:** Participation in the State University Retirement System, which includes medical insurance benefits upon retirement.
- **Tuition Waivers:** Opportunities to pursue educational goals through tuition waivers for employees and dependent children.
- **Generous Paid Time Off:** Up to 12 paid holidays annually, plus earned vacation and sick time.

For more information on our employee benefit programs, please visit [EIU Employee Benefits](#) webpage.

### **Application Process**

Application materials (cover letter, resume, and contact information for five professional references, including name, phone number and email) should be submitted online at: <https://apply.interfolio.com/186649>. Inquiries and nominations may be directed to the search committee chair, Dr. Austin Cheney, [acheney@eiu.edu](mailto:acheney@eiu.edu). Position is open until filled. Review begins immediately.

**The University and Community:** Celebrating more than 130 years of excellence, Eastern Illinois University (EIU) is a fully accredited, comprehensive regional residential institution located in Charleston, Illinois—ideally positioned between Chicago, St. Louis, and Indianapolis. The University is known for its individualized attention, supportive relationships, and exceptional outcomes, including high graduation, retention, and career placement rates. Academically, EIU combines personalized learning with nationally respected programs. Small class sizes allow for close mentorship from distinguished faculty, while innovative undergraduate and graduate programs and firsthand opportunities prepare students for meaningful professional and personal growth. Campus life at EIU is vibrant and community oriented.

The University features more than 50 buildings within walking distance, extensive recreational facilities, and more than 200 student organizations including NCAA Division I athletics, and 20+ fraternities and sororities. Cultural life thrives at the world-renowned Doudna Fine Arts Center and the Tarble, which bring exceptional artistic and performance experiences to campus and the region. Students, faculty, and staff enjoy the close-knit atmosphere of a classic college town with convenient access to shops, dining, and outdoor recreation—alongside robust service opportunities coordinated through EIU's Office of Civic Engagement and Volunteerism. With its strong alumni network, sustainability efforts, and deep commitment to student success, Eastern Illinois University offers an exceptional environment to live, learn, and work.

**Non-Discrimination, EEO/AA Statement:** Eastern Illinois University is committed to fostering a learning community where all members feel welcomed and valued. The university provides equality of opportunity in all areas of campus life, and we strive to recognize and appreciate the unique value of our students, faculty, and staff. Every member of campus has the right to learn and work in an environment free of discrimination and harassment, and beyond that, our goal is for all members of our community to develop a strong sense of belonging to Eastern Illinois University.

Eastern Illinois University provides equal opportunity in education and employment for all students, applicants for employment, and employees. Discrimination based upon race, color, sex, religion, age, national origin, ancestry, marital status, disability, veteran status, sexual orientation, gender identity, or any other basis of discrimination precluded by federal and state statutes, is strictly prohibited.

The University further commits to a program of affirmative action as prescribed by statute to employ, and advance in employment, qualified individuals with a disability and qualified protected veterans (disabled veterans, recently separated veterans, active-duty wartime veterans, and Armed Forces service medal veterans).