Head Men’s Basketball Coach & Assistant Director of Athletics Search Document
The Context of Nyack College

Nyack College is a multicultural, value-based, Christian liberal arts college with an urban focus. Located in a suburban setting in Nyack, just 30 minutes from New York City, and also in lower Manhattan on Broadway, Nyack has the best of both worlds. The Nyack campus in Rockland County overlooks the 3-mile expanse of the Hudson River and is located on the doorstep of the financial, commercial, communications, and inter-cultural center of the world. Alliance Theological Seminary is located in Upper Nyack, New York, just north of the Rockland County Campus. Nyack College has also recently expanded south and west within the United States, with the opening of a Nyack College DC extension campus near Capitol Hill.

Nyack College's founder is widely recognized as one of the foremost figures in the American missionary movement. Dr. A.B. Simpson resigned a prestigious New York City pastorate to develop an interdenominational fellowship devoted to serving unreached people. Simpson's view was shared by a wide group of men and women, including mainline church leaders, laborers, and theological scholars. This ever-growing alliance was bound together by a desire to inspire the church to fulfill its Great Commission of world evangelization.

An important step towards making their vision a reality was the founding of the Missionary Training Institute, the first Bible College in North America. This school was the forerunner of Nyack College. Thus, from its beginning in New York City in 1882, Nyack College has been devoted to the concept of education as preparation for service. The school moved to Nyack, NY in 1897. In 1944 it was chartered by the State of New York to grant bachelor degrees and changed its name in 1956 to Nyack Missionary College. The Middle States Association first accredited the College in 1962 and in 1972 the name was changed to Nyack College.

Today Nyack College, a fully accredited liberal arts college, continues to fulfill the vision of its founder in six locations: Nyack, NY, New York City, Washington, D.C., San Juan, Puerto Rico, and Kiev, Ukraine. It is an educational institution rooted in the historic Christian faith, serving The Christian and Missionary Alliance, the church, the community and the world. Nyack College seeks to produce broadly educated persons who are prepared for advanced study, careers, and civic responsibility. It is committed to promoting Christian knowledge, moral maturity, and spiritual development in its students, and to preparing them for lives of ministry and service. To achieve these objectives, the institution offers traditional and non-traditional undergraduate programs to a co-educational, ethnically diverse student body. Twelve master degree programs are also offered.

After seven years with the current Head Basketball Coach at Nyack College, the Athletics Director in conjunction with the Nyack College Administration has decided to look for a new coach with a new vision for the Men’s Basketball Team. As part of the process, this paper defines the character of the college, outlines opportunities and challenges for the
next decade, summarizes the position, and briefly describes the qualities sought in
Nyack’s next Head Men’s Basketball Coach.
The Character of Nyack College

Mission Statement
Nyack College, a Christian and Missionary Alliance Educational Institution, through its undergraduate, graduate and seminary programs, pursues its historic mission of preparing men and women to “take the whole Gospel to the whole world.”

Core Values
Nyack College seeks to exalt Jesus Christ and fulfill its mission by being:

Academically Excellent
Pursuing academic excellence in the spirit of grace and humility.

Globally Engaged
Fostering a global perspective within a multi-ethnic and multi-cultural Christian academic community.

Intentionally Diverse
Providing educational access and support to motivated students from diverse socioeconomic backgrounds.

Personally Transforming
Emphasizing the integration of faith, learning and spiritual transformation.

Socially Relevant
Preparing students to serve in ministerial, educational, healing and community-building professions.

Majors and Degrees
The institution offers four associate degree programs, 36 bachelor degree programs and 12 master degree programs. Degrees are offered in both the liberal arts and the professions. Graduate degree programs include the Master of Arts (Bible); Master of Professional Studies; Master of Divinity; Master of Science in Education; and the Master of Business Administration.

Special Academic Programs
Special academic programs include study abroad, honors, independent study, internships, College Summer Warm-Up and ESL classes. The Higher Education Opportunity Program (HEOP) offers academic and financial support to qualifying New York State residents at the Nyack, NY campus.
Students

Nyack College is committed to providing an affordable private Christian liberal arts education to students who, apart from Nyack College, would not be receiving this kind of education. The student body comes from 68 different countries and 41 different states and is one of the most diverse institutions of higher education in the country.

Nyack students reach out to the world through overseas missions, Antioch teams, Gospel teams, ministry groups, TESOL outreaches, and more. There are more than 250 leadership positions for students who are interested in demonstrating real faith – faith that extends into the greater “campus” through Ministry Teams, Outreach Projects and specially tailored ministerial internships where students gain relevant hands-on experience in urban ministry and community development. Chapel services, discipleship groups, Bible studies, prayer times, and outreach ministries are part of the everyday Nyack experience.

Faculty

Faculty/student ratio is 1:17 in traditional undergraduate programs. The full time faculty number approximately 150, of whom approximately 60% held earned doctorates. An excellent core of adjunct faculty, many of whom come from the business and professional world, enrich their teaching with examples of their practical experiences in the world of work. The Nyack faculty is student oriented, professionally active, and experience a strong sense of collegiality. Student satisfaction surveys repeatedly demonstrate that students are most pleased with the quality of the faculty.

In 2003, the full-time faculty members and adjuncts were organized according to school or academic division. The six schools of Nyack College are the College of Arts and Sciences, Alliance Theological Seminary, the School of Business, Computer Science and Communications, the School of Education, the School of Music and the School of Adult and Distance Learning. The four academic divisions are Academic Support Services, the Library, Academic Records and Student Development.
The Opportunities and Challenges for Nyack College

Academic – Transition to University Model

Nyack has recently engaged in a restructuring of the senior administrations of both the College and Seminary, adopting what has become known throughout the college community as “the university model.” This new model was impelled by the significant changes that have occurred at the institution in the last five years—the growth and development of branch campuses and extension sites, the growth of graduate programs and the strengthening of the faculty. The need to bring together the many locations and programs of the college into a structure that is easily recognizable and will promote faculty development and enhance student learning outcomes has led Nyack College to adopted a structure common at most universities. Thus in restructuring the administration, Alliance Theological Seminary has become one of the schools of Nyack College. Nyack College is now described as having undergraduate, graduate and seminary programs. The model continues to be implemented and developed.

- Move toward university status over the next seven to ten years – academic structure, policies relating to faculty, and academic programs
- Implement the reengineering of the seminary
- Develop full degree programs from our wide selection of online courses
- Invest in strengthening the faculty through research grants, doctoral loans, and intentional mentoring
- Enhance the academic reputation of the college through scholarships, strategic academic hires, and a greater emphasis on the Honors Program
- Launch several new programs including the Doctor of Ministry and Nursing Programs

Financial

As a not-for-profit organization, the challenge for Nyack is how to continue to be a higher education ministry of excellence, to be affordable for those who will be students, to provide appropriate compensation and benefits to faculty and staff, and to respond to the fulfillment of vision opportunity. Since 92% of revenue is based on tuition, room and board, and fees, meeting budgeted enrollment expectations is critical. Other financial opportunities and challenges include:

- Developing budgets for younger sites and programs that create positive cash flow
- Improving our unrestricted cash reserves
- Meeting Department of Education’s Financial Responsibility Standards
- Improving the physical campus – heavy demands on facilities which show much wear and tear
- Increasing salaries of both faculty and staff
- Remaining competitive in our pricing and institutional aid program
- Acquiring a property in NYC for our expanding commuter campus
- Completing a ten year Master Plan for our residential campus in Nyack, NY
The Position of Head’s Men’s Basketball Coach/Assistant Athletic Director

Nyack College is seeking a Head Men’s Basketball Coach and Assistant Athletic Director for its NCAA Division II program. Nyack is seeking a qualified and experienced Christian coach and leader to manage all aspects of the Men’s Basketball Program while embracing the core values of Nyack College that include being academically excellent, globally engaged, intentionally diverse, personally transforming, and socially relevant. The Coach will be expected to be in compliance with NCAA, CACC and Nyack College rules and regulations.

The position will be responsible for both coaching and administrative functions. Administrative functions will be solidified, and will include some form of the following based upon the particular experience and skills of the successful candidate.

Administrative Responsibilities:

- Athletic Event Management – The candidate will be responsible for providing leadership to game, travel and officiating scheduling for all athletic teams. In accordance with NCAA and CACC rules and schedules, the Assistant Athletic Director will coordinate the schedules of all 10 Nyack College athletic teams, and provide detailed planning for home games and for all road trips. The scheduling will be approved by the Director of Athletics to maintain budgetary accountability for the programs.

- Promotion and Resource Development - Marketing and overseeing the direction of the Summer Camps and Clinics for all sports. Engage alumni student-athletes and other friends of the athletic department with the express intention of encouraging financial support and participation in athletic events.

- Oversee all Athletic marketing and advertising.

- Represent the Athletic Department to campus leadership, conference and national affiliations.

- Assist the Director of Athletics as needed and handle other duties as assigned.

Coaching Responsibilities:

- Contribute in a genuine way to the spiritual growth of the student-athletes they work with on a daily basis.
• Be an example of Christ to the student-athletes they work with by being Christ-like in how they deal with opposition, referees, fans, and anyone else they come into contact with.

• Be concerned about the safety of the student-athletes they work with. This means monitoring the safety of their bodies in practice and games, in their safety in travel, in educating them on nutrition and drugs, and in caring for injuries.

• Teach student-athletes the importance of their actions on and off the court in representing Christ and the college, and to lead them in those areas through example.

• Teach each of the student-athletes the game so that they will someday have the ability to coach the game to others.

• Join professional coaching bodies and make use of their educational programs to further advance their professions.

• Be responsible for detailed statistical reports and send them to pertinent sources in a timely and organized manner.

• Recruit and retain strong, Christian student-athletes to help keep rosters at the required full status as outlined in the Athletic Department handbook.

• Maintain the equipment for the program.

• Manage resources allocated to the program.
The Qualifications of the Next Head Men’s Basketball Coach/Assistant Athletic Director

Professional Qualifications

1) Bachelor’s degree required, Master’s degree preferred

2) Five years of head coaching experience, preferably at the collegiate level

3) Commitment to ethical conduct and to the philosophy of NCAA Division II scholarship-level intercollegiate athletics and a dedication to compliance with that philosophy and the policies of Nyack College, the department of athletics, the CACC, the NCCAA, and the NCAA

Personal Qualities

1) Mentor and Spiritual Model - The successful candidate will exemplify the characteristics of a mentor and spiritual role model for their student-athletes. In accordance with this qualification, the candidate will be able to nurture their student-athletes through personal relationships that are created to produce strong, Christian men upon their graduation from Nyack College. The candidate will need to be intentional about their desire for growth and spiritual maturity in the student-athletes with whom they work. It would be an expectation of the candidate to be an active member of a local Body of Christ and that the candidate would promote the same from their student-athletes.

The student-athletes at Nyack College are “Jars of Clay” that become a privilege and responsibility to develop into mature Men and Women of God. The relationship between a player and a Coach will last far beyond graduation, and the coach often becomes a parent-figure to a student-athlete. As a parent, there will be times to laugh, cry, praise and chastise in order for the student-athlete to grow. This relationship is one of the most challenging yet rewarding aspects of this position

2) Community Invested – The successful candidate will be an integral part of the overall Nyack College community. To do so, this person would be a regular visitor of community events such as concerts, sporting events and other social events. It is also recommended that the successful candidate would be a regular attender of the three-times-a-week chapel services as a model to the community.

Nyack College is a microcosm of the body of Christ. Each employee is a valued member of the body, and each part is integral to the bodies’ health. As an employee, fostering relationships with all of the other “body parts” is integral to the health of the body, and is encouraged. 1 Corinthians 12: 12 – 31 gives a more detailed description of how the body of believers is viewed at Nyack College.
3) **Teacher of the Game** - As a coach, this person will attempt to create an atmosphere of learning where future coaches are produced from within the program. The joy of the sport needs to be accentuated and this will be accomplished through the actions, teaching and attitude of the Head Coach and their staff. The Head Men’s Basketball coach will be required to be ready for each practice and game through preparation that is thorough and timely. The successful candidate will be a coach with a positive outlook and nurturing spirit with the ability to promote sportsmanship and reaching for the ultimate goal of creating servant-leaders in their players.

4) **Partner to Director of Athletics** - As an administrator within the Department of Athletics, the successful candidate will be an important partner to the Director of Athletics as Nyack College moves beyond simple membership within the NCAA to a more proactive, missional and productive member. Administrative duties will be assigned to the position and the breadth and depth of these duties will be contingent upon the experience and abilities of the candidate.

5) **Recruiter** - The Coach will be an essential part of the recruiting process and will need to be intentional about the student-athletes that they bring to Nyack College. Ability combined with faith and character are attributes of successful potential student-athletes within the program.

   The Coach must be able to recruit and provide leadership for student-athletes capable of academic, athletic, spiritual, and social success in a competitive academic and athletics environment

   Nyack College operates under the bylaws of the NCAA at the Division II level, and Nyack College must meet these standards to be in compliance. Furthermore, there are policies and scholarship plans that are specific to Nyack College and these regulations must also be followed to maintain the budgetary integrity of Nyack College.

**Compensation**
Salary will be commensurate with experience and meeting of qualifications as outlined above and a generous benefits package that includes health and retirement contribution.

**Deadline Date**
Nyack College is soliciting nominations and expressions of interest. Please submit a cover letter explaining your motivation to pursue the position and your qualifications, a resume, the completed Nyack College Staff Application found at http://www.nyack.edu/?include=JobPostings.php and 3 professional references no later than April 15, 2008.
Contact
All inquiries and submissions of application materials must be submitted electronically or via facsimile. Letters can be addressed to:

Keith A. Davie
Athletic Director
Nyack College
1 South Boulevard
Nyack, NY 10960

Fax: (845) 353-2147
Email: athintern@nyack.edu