



Division III

DISCOVER | DEVELOP | DEDICATE

NATIONAL ASSOCIATION OF **DIVISION III** ATHLETIC ADMINISTRATORS



Growing Our Next Generation of Leaders through Mentorship and Opportunity

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- As leaders, we have a responsibility to our profession and the institutions we serve to identify and facilitate the growth of the next generation of leaders in inter-collegiate athletics.
- Active mentorship is a key element in achieving this goal.

Growing Our Next Generation of Leaders through Mentorship and Opportunity

- Providing opportunities that will challenge emerging leaders and help them develop is equally important.
- This panel of veteran and emerging leaders will speak to their experiences in both providing and finding sound mentorship, as well as opportunities to enable the development of our next generation of leaders.

Michael Lynch — Moderator

Babson College

- Senior Director of Athletics and Athletic Advancement of Babson College since 2017.
- Babson recently completed a \$52 million facility-enhancement project, highlighted by the Babson Recreation and Athletics Complex.
- As part of his vision for growth for Babson Athletics, he has authored a strategic plan, focused around the student-athlete experience and promoting an inclusive campus environment.

Michael Lynch — Moderator

Babson College

- Veteran administrator with more than two decades of experience in intercollegiate athletics.
- Lynch came to Babson after a highly successful 14-year tenure at Boston University.
- A 1990 graduate of Rollins College with a BA in political science.
- Lynch was a four-year member of the baseball team leading them to the Division II College World Series in 1989 before playing professionally in the Red Sox and Brewers organizations.

Angel Mason

Berry College

- Assumed the role as Berry College's Director of Athletics on June 1, 2019.
- Joined Berry from Pomona College where she served as the Senior Associate Athletics Director and SWA for Pomona-Pitzer Athletics.
- Chair of both the NCAA Financial Aid Committee and the Division III Technology Users Group.

Angel Mason

Berry College

- Active member of the Women Leaders in College Sports, the Minority Opportunities Athletic Association, and the National Association of Collegiate Directors of Athletics
- Has served institutions of high caliber including Hamilton, Cal Tech, and Vassar.
- Mason graduated with a bachelor's degree in communication studies from Butler University, where she played basketball for the Division I Bulldogs. She earned her master's degree in sports management from California University of Pennsylvania.

Kelly Anderson Diercks

Augsburg University

- Associate Athletics Director/SWA at Augsburg University.
- Assistant Director at the Minnesota Intercollegiate Athletic Conference.
- NCAA Ethnic Minority and Women's Internship Grant Program.
- NACWAA/HERS Women Leaders Graduate, Administrator of Tomorrow recipient.

Kelly Anderson Diercks

Augsburg University

- Former chair NCAA Ethnic Minority and Women's Internship grant selection committee.
- Thrivent Fellowship Graduate.
- Currently pursuing Doctorate of Business Administration degree.

Dr. Gary Williams

Wittenberg University

- Named to position in June 2014, promoted to Vice President and Director of Athletics & Recreation in December of 2018.
- Completed the most comprehensive athletics facility upgrades with a \$52m restoration, renovation and new construction project in October 2019.
- Has led department through the creation of a new mission, vision and values exercise, a branding refresh, a realigned staffing model, the addition of two new athletics programs and the start of a master in athletics coaching program.

Dr. Gary Williams

Wittenberg University

- Originally from South Milwaukee, Wisconsin, earned undergraduate and masters from Carthage College (Kenosha, Wisconsin) and PhD in Leadership from Cardinal Stritch University (Milwaukee, Wisconsin).
- Former chair of Men's Volleyball, the Sportsmanship and Game Environment Working Group (Gameday the DIII Way) and current member of PROP.

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Assistant Coach Development Program

- The purpose is to provide a safe place and important education.
 - Add growth to your current team/staff and towards goals.
 - Role of staff. Administrative role.
 - Recruiting. Practice planning.
 - Leadership. Resume/cover letter.
 - Corollary duties. Written communication.

Sport Supervisor Administrator Proficiency

- **Multiple Sport Admins**

Departments with 2 or more admins for sport oversight.

- Setting standards as a group.
- Regularly scheduled meeting.
- Leaning on one another.
- Engagement with team/staff.
- Feedback.

- **Singular Sport Admin**

Departments with 1 admin for sport oversight.

- Engaging with athletics director.
- Areas of responsibility.
- Interactions with head coaches.
- Leading opportunities.
- End of season meetings.

Benefits of Mentoring

- Benefits of Mentorship.
- Value in finding mentors that give you different things /support you in different ways.
- Don't overlook mentors of the opposite gender.
- Mentee needs to drive the relationship (scheduling time, creating agendas/questions, etc..).
- Mentorship vs Executive Coaching.

MIAC Mentoring Program

- Created a conference-wide mentor program pairing all SWAs in the conference.
- Monthly suggested topics were provided and reminders sent.
- Following year partnered with UMAC (neighboring conference).
- Created strong community with the women in the conference.
 - Shared Google drive.

Developing a Comprehensive Graduate Assistant Program

- Started as a cost savings measure due to reductions of full-time assistant coaching positions.
- Created a self-sustaining financial model combining increased stipends, tuition discounts and reduced housing.
- Partnership with faculty to develop a master in coaching that compliments existing undergraduate program.
- Curriculum includes specific courses taught in program administration and leadership creating academic deliverables that are transferrable to professional goals.

Providing Effective Feedback through Evaluations

- Student-athlete evaluations were not taken seriously or respected on many levels.
- Created a holistic evaluative model that encourages:
 - Pre-season goal setting and planning.
 - Midseason evaluations.
 - Post-season evaluations.
 - Mission-driven performance self-assessments.
 - Constructive conversations between athletes, coaches and administrators.

Questions