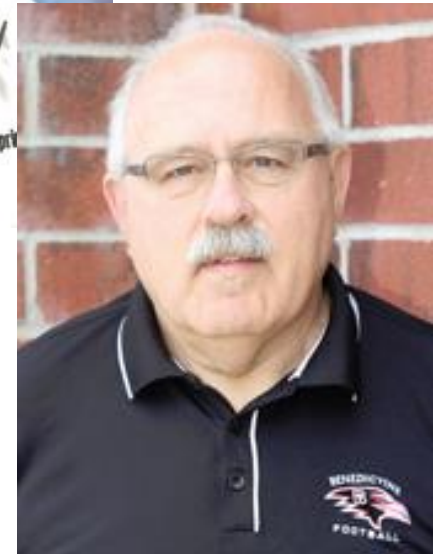
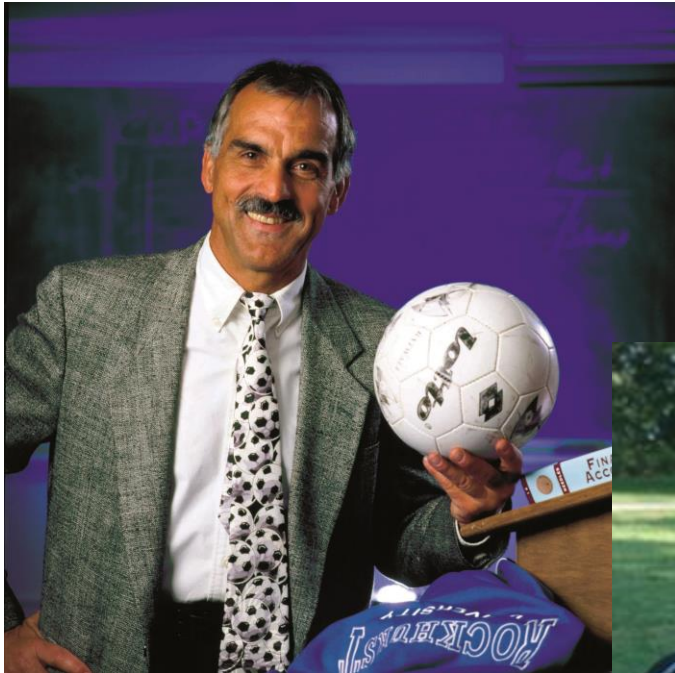


Coaching Hires



College Athletics

Career Advancement

- Networking
- Associations
 - Professional Development
 - Job Boards
 - Leadership Opportunities
- **Job Searches**
- Interviewing

Recruitment



A good staff is perhaps the single most important asset an organization can have.

Recruitment and Selection

Recruitment – finding qualified applicants and encouraging them to apply.

Selection – choosing whom to employ out of the applicant pool.

Applicant Pool – must be strong to increase the chances of hiring the right person.

Recruitment

- Analyze the **open position**
- Identify **job requirements**
- Prepare **job announcements**
- Select **recruiting methods**
- Monitor **applications**
- Establish a **final applicant pool**

- **Immediate supervisor** responsible for hiring the right person

Recruitment

Analyze the open position

- Position remains the same
- Position redesigned
- Prioritization of needed positions
- Contract out the job function

to eliminate fringe benefits

retirement 401K, health care, vacation,
sick leave **(which can be +30% salary)**

Recruitment

Hire from within the organization

- Reward strong performers with a **promotion**
- Knowledge is power, known person
- **Timing** – search process lengthy
- **Money** – staff time, adv., travel, productivity
- **Continuity** of services, mission, consistency.

Recruitment

Inside hiring limitations

- Limits **diversity** of age, gender, race, new ideas, outside experience
- Must have strong **internal training programs**
- Limits opportunity to “**change the culture**” of the organization.
- **Peter Principle** – promote one-level above competence.

Recruitment

Best approach

- **Flexibility** in both internal and external hires
- Senior Managers (AD's, Head Coaches) tend to be **outside hires** to tap new ideas / strategic planning
- Watch the **"Pendulum effect"**

Recruiting Methods

- **E-recruitment** – web-based tools to post job, accept applications.
- Advantages in timing, expense, organization, consistency
- Good/Bad – increased number of “unqualified” applicants, staff time costs in selection, but a diverse pool
- Importance of job description and required/preferred qualifications

Recruiting Methods

Networking - Professional Associations



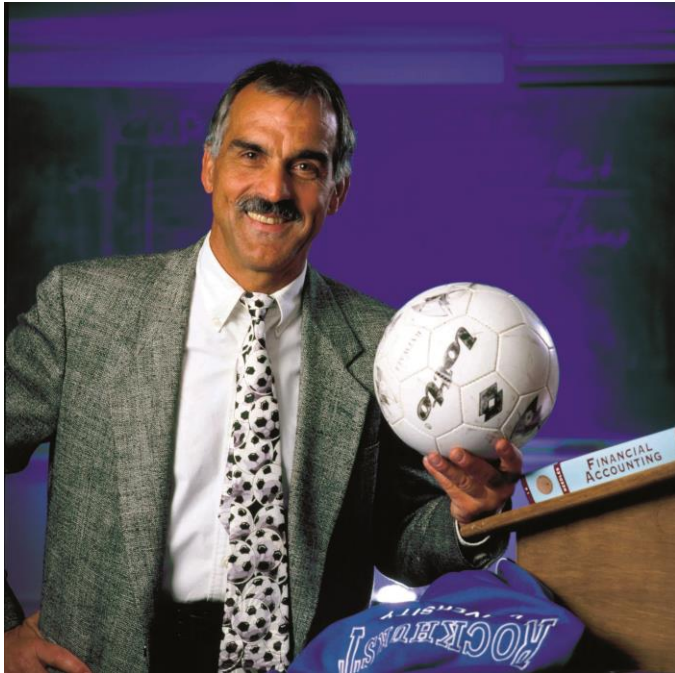
Job Search

- Screen
- Interview
- Evaluate on established criteria
- Matrix of qualifications
 - “knowledge of NCAA rules”

Goals for AD

- Graduate Student Athletes
- Retain & Hire Good People
- Follow NCAA Rules
- Fiscally Sound Operation
- Win Championships
- Mission Fit with Institution

Coaching Legends



Coach Tocco
40+ Years



Coach Wilcox
35+ Years

College Athletics

Coaching Qualities

- Quality Human Being
- Treat all people with Dignity & Respect
- Act with Honesty & Integrity
- Serious commitment to Academics
- Foster a positive atmosphere in the their sports program



Coaching Qualities

- Represent the University and Department in a positive manner
- Well Organized
- Tireless worker
- Strong, but fair, in disciplinary matters
- Great Recruiter



Coaching Qualities

- Passionate about Sport
- Mission/Department Fit
- Be a “Great” Coach
- Dedicated to making the

University better



New Hires



Coach Life
Hired in 5 days



Coach Perry
Head Tennis Coach
Men & Women

College Athletics

Background

- **Falsification of Information**
 - 1/3 to 1/2 of resumes contain false information.
 - Damages not only candidate, but organization
- **Reference Checks**
 - Trainer, SID, Opponents, Players, former supervisor
- **Internet Search**
 - Facebook, LinkedIn, Google

Questions for the Candidate

- Why do you want to be our Coach?
- Process/Program – What's your Plan
- Discipline – on & off field
- Recruiting – Profile of PSA, Where
- Academics – Profile, graduation
- Rock U – Mission fit, needs from RU

Interviews – Rating the Candidate

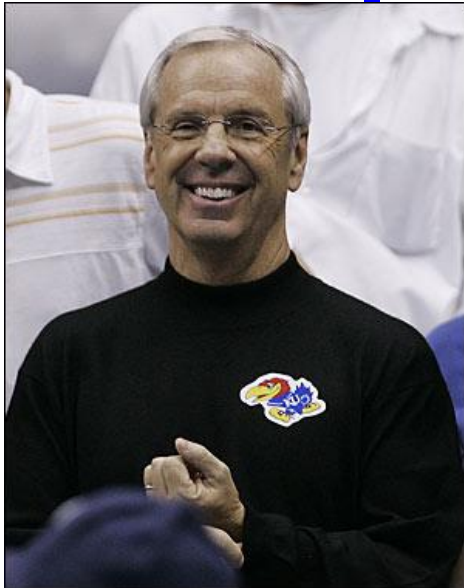
- Introductory Comments
- Process for Success
- Recruiting
- Staff
- Discipline
- Knowledge of RU Program/Situation
- Academics
- Coaches Question



Interviews

First Question

- Tell us a little about yourself.
- Organized / Comprehensive



Last Question

- Do you have any questions for us?

Be Prepared



CHAMPIONSHIPS

