

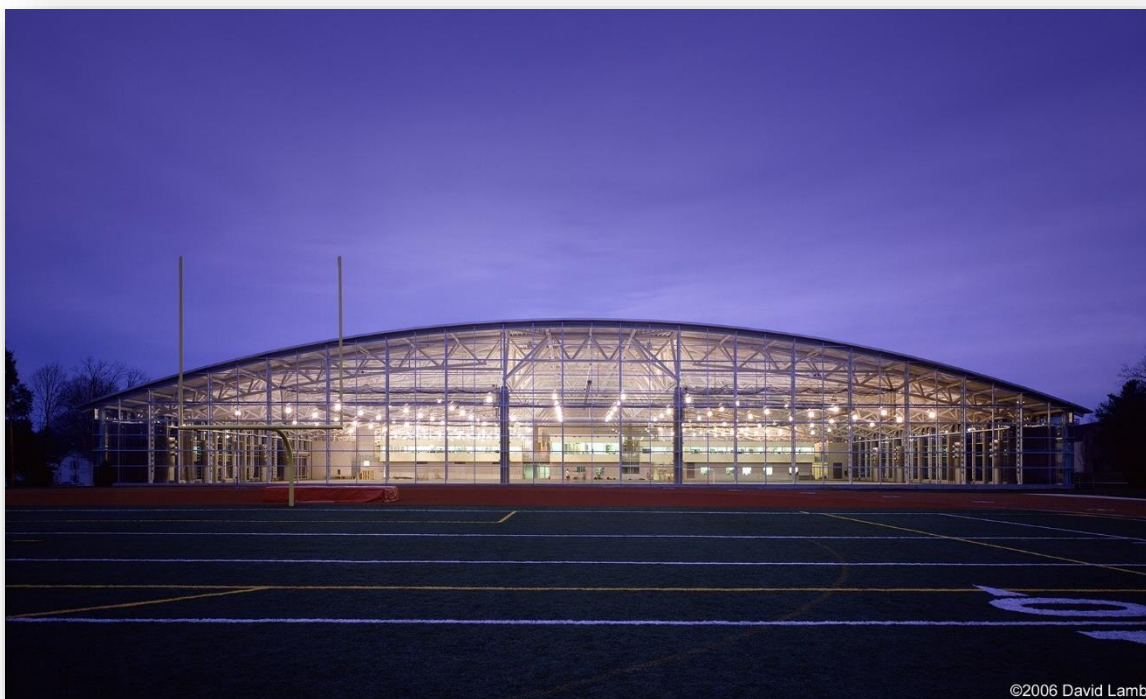


# KENYON

## Director of Athletics, Fitness and Recreation

Leadership Profile

Fall 2025



**PARKER**  
*Executive Search*

## Kenyon College: Where Tradition meets the Future



**Dr. Celestino Limas**

*Vice President for Student Affairs*

*"It is a phenomenal time to be at Kenyon College as our community is poised to build on 201 years of excellence and our next Director of Athletics, Fitness & Recreation will be a key architect and partner of our next chapter. With a world-class faculty, students from every corner of the globe, and a commitment to the student experience that is unwavering, student-athletes and their coaches are true leaders and role models across campus and it is a joy and privilege to walk alongside them each and every day.*

*Intercollegiate athletics at Kenyon does so much to introduce the institution to people all over the world and connect the local community to our campus and we have immense pride in the way all 23 of our varsity programs represent us. Through NCAA championships, academic achievements, and holding organic and elected positions of leadership in our student body, our student-athletes inspire our coaches, faculty and staff to be our best for them. The next Director of Athletics, Fitness & Recreation will be a key senior member of the campus who has the luxurious position of being the champion for these members of our community and I encourage you to consider all that you could accomplish if you were to join us."*

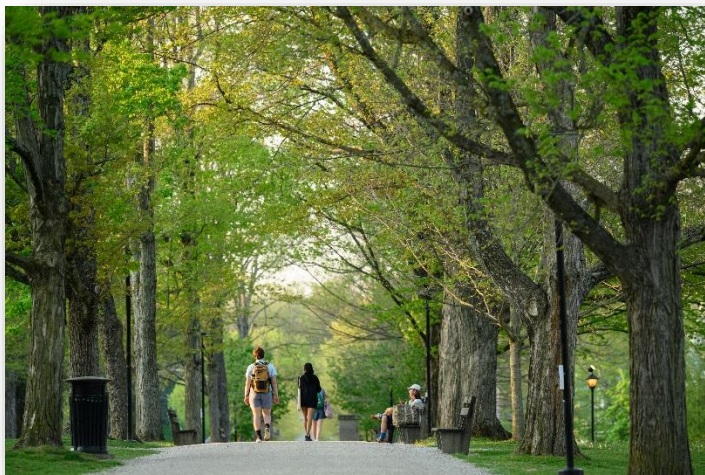
Kenyon College stands at an exciting point in its storied history, and as the College looks ahead to its next chapter, the Department of Athletics, Fitness and Recreation is poised to play an even greater role in shaping the student experience, strengthening community connections, and raising the profile of the institution. This is a rare moment to blend tradition with innovation, to inspire a passionate community, and to help shape the future of one of the nation's most respected liberal arts institutions. With a tradition of academic rigor, a vibrant campus culture, and a reputation for producing leaders in every field, Kenyon offers an environment where athletics can truly flourish.

The next Director of Athletics, Fitness and Recreation will join a campus that values the transformative power of sport and recreation—where coaches are educators, student-athletes are leaders, and the lessons learned in competition extend far beyond the playing field. Athletics at Kenyon is a visible and unifying force, introducing the College to audiences across the globe and building connections that span the campus and the surrounding community.

This is a role for a strategic, relationship-driven leader who will inspire excellence, foster collaboration, and serve as a visible advocate for athletics within and beyond the campus gates. The new Director will have the opportunity to articulate a bold vision for the future, champion student-athlete success in all its forms, and enhance the integration of athletics into the broader mission of the College.



## About Kenyon College and Athletics



Nestled in the picturesque village of Gambier, just 45 minutes northeast of Columbus, Kenyon College is a nationally recognized liberal arts institution celebrated for its academic rigor, close-knit community, and breathtaking natural setting. Founded in 1824 by Episcopal Bishop Philander Chase, Kenyon is Ohio's oldest private college, where tradition meets innovation and students are encouraged to lead lives of purpose and consequence.

The College's 1,000-acre campus features iconic Gothic Revival architecture, winding trails, and sweeping views of the Kokosing River Valley—a residential environment that

inspires reflection, intellectual curiosity, and a deep sense of belonging. Kenyon enrolls approximately 1,800 on-campus and off-campus study undergraduate students from 47 states and 48 countries, with 33% identifying as domestic students of color or international students. Boasting a 10:1 student-to-faculty ratio and an average class size of 15, Kenyon offers more than 50 majors, minors, and concentrations across the arts, humanities, natural sciences, and social sciences. The College is also a national leader in undergraduate science education—eighth in the country in the percentage of graduates who earn STEM doctorates, outperforming every Ivy League institution.

Kenyon's commitment to meeting 100% of demonstrated financial need, combined with generous merit-based scholarships, reflect its dedication to access and equity. The College consistently ranks among the nation's top producers of Fulbright Scholars and has produced 92 NCAA Postgraduate Scholarship winners, second-most among all Division III institutions. As Kenyon begins its [Third Century](#), the College affirms its commitment to developing scholar-athletes who embody excellence, leadership, and integrity. Athletics at Kenyon are not just extracurricular—they are a dynamic extension of the academic mission, providing critical lessons in citizenship, perseverance, and teamwork.

As a charter member of the North Coast Athletic Conference (NCAC), Kenyon competes as the Owls in NCAA Division III athletics. With more than 60 national championships, the College is recognized as one of the most successful D-III athletic programs in history.

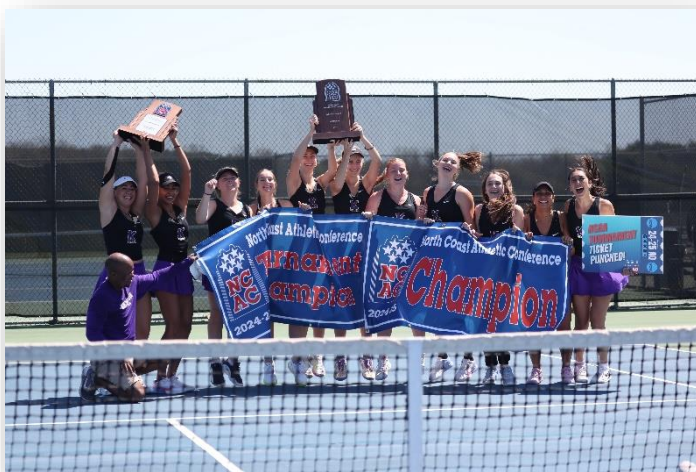




## About the Director of Athletics, Fitness and Recreation position

Kenyon College is seeking a dynamic, mission-driven leader to serve as the next Director of Athletics, Fitness, and Recreation. This individual will serve as a core member of the senior leadership team, reporting to the Vice President for Student Affairs and working in close partnership with the President. The Director plays a strategic role in aligning Athletics with the College's broader academic, enrollment, and community engagement goals, and is responsible for shaping and executing a bold vision for a comprehensive program that supports competitive success, campus engagement, physical well-being, and lifelong personal growth.

The role goes well beyond overseeing varsity athletics—encompassing student well-being, institutional advancement, school spirit, and the integration of fitness and recreation into the full Kenyon experience. As a member of the College's Leadership Team, the Director attends faculty meetings and plays an active role in institutional planning, reflecting Kenyon's deep integration of academics and athletics. The Director also works collaboratively across the College—particularly with Enrollment, Advancement, and Operations—to align athletic and recreational programs with broader institutional goals and values.



This is a visible and influential campus leadership role, responsible for championing the holistic student-athlete experience across 23 varsity sports and more than 500 student-athletes, while fostering a culture that values physical education and broad-based participation through club sports. The Director is also responsible for shepherding state-of-the-art facilities that serve all aspects of athletic competition and physical education. These spaces are not only critical to programmatic success but also serve as valuable hubs for campus and community engagement.

In addition to serving as a key leader within the Student Affairs division, the Director communicates directly with the President to facilitate Kenyon's involvement in NCAA and North Coast Athletic Conference (NCAC) governance, ensuring that the College remains a respected and influential voice in Division III athletics.



## *Duties and Responsibilities:*

The Director of Athletics, Fitness and Recreation is a senior leader at Kenyon College and a visible champion of the student experience, school spirit, and institutional excellence. Reporting to the Vice President for Student Affairs—and working in close partnership with the President—the Director is responsible for shaping and executing a bold vision for a comprehensive program that supports competitive success, campus engagement, physical well-being, and lifelong personal growth.



## *Strategic Leadership and Institutional Alignment*

- Serve as a core member of the College's senior leadership team, contributing to campus-wide strategy and decision-making.
- Partner directly with the President on NCAA and NCAC governance, representing Kenyon's voice nationally.
- Establish and communicate a clear vision for athletics aligned with Kenyon's mission, values, and long-term institutional priorities.
- Develop a multi-year strategic plan for the department, inclusive of metrics, milestones, and broad community engagement.
- Define and promote a winning culture—competitively, collaboratively, and holistically—across all varsity programs.
- Participate in College-wide committees and strategic discussions, contributing to broader institutional priorities.
- Ensure alignment of Athletics, Fitness and Recreation with Kenyon's mission, values, and strategic plan.

## *Intercollegiate Athletics Leadership*

- Oversee a distinguished NCAA Division III athletics program that includes 23 varsity sports and more than 500 student-athletes.
- Champion the personal, academic, and athletic development of student-athletes, emphasizing well-being, character, integrity, and academic achievement.
- Foster an environment of excellence and support that celebrates student-athlete leadership and accomplishments.
- Ensure compliance with NCAA and NCAC regulations, serving as Kenyon's liaison and advising senior leadership on related policy and governance.
- Provide oversight and guidance for coaching and support staff, student-athlete development programs, and sports performance services.
- Lead the department in assessing and improving the student-athlete and coach experience, investing in continuous growth and feedback.
- Establish mentorship, professional development, and performance evaluation systems for coaching and administrative staff.



## *Admissions and Enrollment Strategy*

- Play a proactive role in shaping and supporting admissions strategy, including student-athlete recruitment and messaging.
- Provide partnership and guidance to coaches in developing sport-specific recruiting plans aligned with Kenyon's enrollment goals.
- Collaborate with the Vice President for Enrollment and Dean of Admissions to attract high-achieving student-athletes who embrace academic rigor and team values.
- Support creative and data-informed outreach strategies to ensure mission alignment in recruitment.

## *Campus and Community Engagement*

- Be a visible and active leader on campus and in the village of Gambier—engaging students, faculty, staff, alumni, and community members.
- Serve as a bridge between Athletics and the faculty, cultivating understanding and shared ownership in student-athlete success.
- Build strong relationships across divisions including Enrollment, Advancement, Operations, Student Affairs, and Academic Affairs.
- Promote campus-wide participation and spirit at athletic events, including Homecoming and Kenyon Spirit initiatives.
- Attend faculty meetings and maintain a collaborative relationship with Academic Affairs and Faculty Athletic Representatives (FARs).
- Foster inclusive community pride around Athletics and close gaps between student-athletes and the broader student body.
- Collaborate with campus partners to support a culture of wellness, physical activity, and engagement through club sports and physical education.
- Champion the role of fitness and wellness in student development by encouraging inclusive programming and broad participation.
- Support the visibility and use of the Lowry Center as a welcoming, dynamic hub for wellness and town-gown engagement.





## *Advancement, Fundraising, and Resource Stewardship*

- Collaborate closely with Advancement to develop and execute a strategic fundraising plan, including sport-specific giving models.
- Cultivate strong alumni engagement through storytelling, donor events, and relationship management.
- Champion a culture of mentorship and philanthropy among former student-athletes and families.
- Manage departmental budgets with integrity, efficiency, and creativity, ensuring responsible stewardship of financial and human resources.
- Shepherd continued investment in and oversight of athletics facilities—including the Lowry Center—as vibrant community hubs.



## *Staff Leadership, Retention, and Culture*

- Hire, supervise, and support a dedicated team of coaches, sports performance professionals, and administrative staff.
- Foster a culture of accountability, collaboration, inclusion, and professional growth across the department.
- Develop strategies to support coaching retention, including competitive compensation, mentorship, and clarity of expectations.
- Conduct annual performance evaluations and create opportunities for staff development aligned with College values.

## *Marketing, Branding, and Public Presence*

- Elevate the visibility and reputation of Kenyon Athletics through strategic marketing, storytelling, and media engagement.
- Celebrate the College's proud athletics tradition while building excitement and momentum for the future.
- Position Athletics as a key institutional brand driver and “front porch” to external audiences, supporting enrollment, fundraising, and institutional pride.



## Meet President Julie Kornfeld



Julie Kornfeld was appointed Kenyon's 20th president in June 2023 after a national search for a bold and courageous leader equal to the College's ambitious third century. Prior to assuming the Kenyon presidency, Kornfeld served as vice provost for academic programs at Columbia University and as vice dean for education at Columbia's Mailman School of Public Health, where she also was an associate professor of epidemiology.

A champion of interdisciplinary collaboration, curricular innovation and cross-cutting institutional partnerships, Kornfeld has a proven history of forging new paths for research, study and real-world impact. She is particularly attuned to the ways in which a liberal arts education equips students to address the complex issues that shape society.

During her tenure at the Mailman School of Public Health, she established an undergraduate concentration in public health for Columbia College and Barnard College students and launched unique dual-degree partnerships with Vassar College, Dickinson

College and Columbia College, enabling students to earn a bachelor's degree from a liberal arts college and complete an accelerated masters program at Mailman.

Kornfeld previously served as assistant dean of public health at the University of Miami Miller School of Medicine, where she developed innovative interdisciplinary public health programs and launched the nation's largest integrated four-year dual degree in medicine and public health. Prior to her service as assistant dean, she was the program director for the National Cancer Institute's Cancer Information Service at the Sylvester Comprehensive Cancer Center at the University.

A skilled epidemiologist and devoted educator, Kornfeld has taught numerous courses in public health and medicine and advised students across disciplines looking to improve the health of their communities and our global society. Her experience in pedagogy and program development is matched by her passion for teaching and mentoring of students, earning her the University of Miami's Outstanding MPH Faculty Member award for teaching and mentoring students.

Kornfeld has a demonstrated commitment to ensuring that those working to address the challenges of the world represent the diversity of the world. She helped to establish Mailman's first Office of Diversity, Culture and Inclusion and led efforts to examine the equity of the school's organizational structures.

Both as a researcher and an administrator, Kornfeld has a keen understanding of complex systems and the people who influence them. She has great strength in interpreting not just data but the structural, cultural and interpersonal dynamics shaping them. Kornfeld was the principal liaison for Columbia's reaccreditation and its representative to COFHE, a research consortium of highly selective colleges and universities focused on access.





Success both in and out of the classroom is the foundation for Kornfeld's commitment to the health and wellness of students, faculty and staff. She has overseen federally funded research programs and grants as well as presented and authored numerous publications in the areas of health communication, health disparities and public health education.

Kornfeld grew up in Cherry Hill, New Jersey. After earning a bachelor's degree in journalism from Boston University, she worked in television and the nonprofit sector before receiving her master's in public health and doctorate in epidemiology from the University of Miami Miller School of Medicine.

## Meet Dr. Celestino Limas

### *Vice President for Student Affairs*

Celestino Limas joined Kenyon after serving as vice president for student life, diversity and inclusion at Elizabethtown College in Pennsylvania. He has spent much of his career at small liberal arts colleges — Lewis and Clark, Lafayette, among others — where living and learning are inseparable. In addition to holding leadership roles in student affairs, Limas was responsible for leading college-wide diversity, equity and inclusion efforts at three institutions.



Limas holds a doctorate in educational leadership, a master's in special education and a bachelor's in psychology. He has taught American Sign Language and other courses at several institutions, and draws on his experience in and out of the classroom to forge relationships between academic and student affairs.

## Nomination and Application Process

Kenyon College invites nominations and applications or expressions of interest to be submitted to the search firm assisting the University. Applications must include a cover letter, resume or curriculum vitae, and list of references. For full consideration, application materials should be submitted to Parker Executive Search's [website](#) by **September 25, 2025**. Confidential review of materials will begin immediately and continue until the appointment is made.

For additional information, please contact:

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