Basic Requirements & Expectations for all MSUB Athletic Staff

YOU MUST BE A PERSON OF INTEGRITY
Ethical conduct at all times: There’s never a wrong time to do the right thing
Honest in everything you say and do
Loyal to the department and University
Arrogance and/or patterns of foul language will not be tolerated
Humble and grateful for all that you have
Support DII Strategic Initiatives - Positive Game Environment & Community Engagement

YOU MUST BE A GOOD COMMUNICATOR
Communicate on a regular basis
Correspondence - Respond in a timely manner to all contacts
Provide feedback to athletes and assistants
Frequently remind student-athletes the expected high standards of conduct
Manage and mentor staff
Coaching: Be clear, concise, consistent, and complete in your directions and expectations/rules

YOU MUST BE KNOWLEDGEABLE & ORGANIZED
Knowledge/Compliance with NCAA, Conference and University rules and regulations
Report any violations you become aware of when it occurs
Stay current regarding training, strategies and equipment
Develop Game plans and facilitate productive practices
Recruiting “QUALITY” student-athletes
Organization & conduct winning programs
Scheduling contests which increase NCAA appearance chances

YOU MUST BE A PROFESSIONAL LEADER & MENTOR
Professional in all aspects of position
Foster good sportsmanship
Respect self and all others
Continually strive to improve self and program
Motivate and leadership of team
Positive Role Model
Support department, and other teams
Be active in NCAA and/or Conference Committee service
YOU MUST BE FISCALLY RESPONSIBLE
- Money management - Meal money
- Budget management
- Scheduling
- Purchasing
- Issuance and control of university sports equipment
- Team trip planning
- Athletic development
- Recruiting

YOU MUST BE CONCERNED WITH STUDENT-ATHLETE WELFARE
- Academic progress of student-athletes
- Retention and Graduation rates
- Support SAAC and their community service initiatives
- Support any life-skills initiatives and attend various functions with student-athletes
- Ensure safety of all student-athletes and staff
- Take time to get to know your student-athletes
- Help student-athletes mature and develop into productive and caring adults

YOU MUST BE A TEAM PLAYER
- Work cooperatively with all other staff and faculty
- Attend coaches meetings
- Attend education sessions
- Share facilities
- Attend required conference meetings and/or take part in conference calls
- Active in voting and nominating student-athletes for awards
- Current and active member of your professional organization group
- Lead by example and support other teams and student-athletes
- Lead by example and give back what you can, no amount is too small
- Community Service at least once per semester
- Attend and support non-athletic campus events once per semester or as much as possible

My core beliefs: Work hard, do the right thing, find work-life balance.

My vision as AD: The MSUB approach provides growth opportunities through academic achievement, learning in high level athletics competition and development of positive attitudes in service to community.

Krista Montague

Director of Intercollegiate Athletics
MSU Billings

“Teams that work as individuals don’t win. Teams that work together as individuals win some. Teams that work together as family become champions.”

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