

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

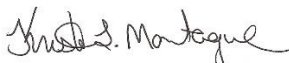
YOU MUST BE A TEAM PLAYER

- 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.”