

Lyman (Lee) E, Ellis III, EdD

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Administrative, Coaching, and Teaching Experience

Principia College, Elmhurst, IL (1996-present)

- ***Dean, Admissions and Recruiting*** (2022-2023)
- ***Professor, Program Chair, Sport Studies*** (2017-present)
- ***Athletics Director*** (Affiliation: NCAA III) (2008-2017)
- ***Associate Athletics Director*** (2007-2008)
- ***NCAA Compliance Coordinator*** (2006-2008)
- ***Department Chair, Sport Management Program*** (1999-2007)
- ***Associate Professor, Head Women's Soccer Coach*** (1996-2010)

Administrative Influence and Accomplishments:

Dean, Admissions and Recruiting:

- Direct report to President, member of the College Strategic Leadership Team and Cabinet (2020-2023)
- Managed ~\$1.2 million budget: 12 FTEs
- Led reorganization and revitalization of Admissions function
- Oversaw development of strategic enrollment plan, marketing, and brand awareness
- Grew 2023 paid deposits 17% over previous year

Athletics Director:

- Direct report to President, member of the College Cabinet (2008-2016); member Principia-wide Executive Committee
- Managed ~\$2 million budget; 200,000 sq. ft. under roof; 32 employees; 15 FTEs
- Developed new strategic plan, encompassing personnel, programs, and facilities, and defining what SUCCESS looks like in tangible ways
- Led development of student learning outcomes, two cycles of peer program review, and two cycles of the NCAA Institutional Self-Study
- Contributed to institutional assessment plan, college-wide student-learning outcomes, and HLC Academy Team project
- Added new personnel: rugby coach, event and facilities manager, Sports Information Director, strength and conditioning coach, part-time and seasonal coaches, expanded GA program

- Added softball, beach volleyball, e-Sports; discontinued football, women's basketball; upgraded rugby to varsity sport status: 2013 USA Rugby 7's DII National Champions
- Expanded and improved facilities; oversaw construction of softball field, new baseball field press box, stadium seating, bullpens, dugouts, warning track and fencing; championship X-C course (hosted 2016 NAIA; 2017 NCAA DIII National Championships); sand volleyball courts; upgrades to Hexberg Indoor Tennis Center; re-surfaced practice and game soccer fields with Bermuda grass; lighting of outdoor tennis courts; re-branding Hay Field House performance gymnasium
- Started Athletics Department .com website, Facebook page, and blog
- Initiated fitness club membership and facility rental program: the Gold and Blue Athletic Club; more than 900 members, generating \$100,000 in total revenue
- Created student-athlete awards program: Wall of Champions, Profiles in Character, Jackie Tindal Moser Academic Awards (4.0 Club)

State University College of Technology, Utica, NY (1979-1982)

Director of Athletics and Recreation (Affiliation: NAIA, NYSAIAW)

- Developed and directed intercollegiate athletics and recreation program from inception
- ***Graduate Assistant: Student Life, Career Planning & Placement; Admissions*** (1978-1979)

Coaching Practice and Success:

Principia School, St. Louis, MO: *Head Girls' Soccer Coach* (2020-2022)

- USC Team Academic Award; USC Ethics and Sportsmanship Award (2021, 2022)

Principia College: *Head Women's Soccer Coach*

- Record: 208-84-10 (.705-win percentage)
- NCAA Tournament: 2004 (Second Round), 2008, 2010
- NCAA Statistical Leader: Team Scoring Offense (2000), runner-up (2001), Individual Points Per Game (2007)
- SLIAC Player of the Year Award: 5 players, 8 times; Newcomer of the Year Award—6 players; All-Conference Team—42 different players, 92 times
- SLIAC All-Academic Team Selections: 47 players, 89 times (3.5+ CGPA)
- Principia Academic Honor Roll: 49 players, 108 times (3.5+ GPA)
- USC (NSCAA) All-Region Selections: 4 players, 5 times
- USC (NSCAA) Team Academic Award (3.2 GPA)—14 consecutive years, (1997- 2010)
- SLIAC Conference Tournament Champion: 1997, 2004, 2008, 2010
- SLIAC Coach of the Year: 1997, 1999, 2004, 2006, 2007, 2008, 2009, 2010
- SLIAC Team Sportsmanship Award: 2006, 2007, 2008, 2009, 2010
- USC (NSCAA) Ethics/Sportsmanship Award: 2006-2010
- USC (NSCAA) Premier Soccer Coaching Diploma /USSF "B" License
- Elected SLIAC Hall of Fame (2015); Principia College Gold and Blue Hall of Fame (2004 Women's Soccer Team)

Principia College: Assistant Baseball Coach (1997-1999; 2007); **Assistant Women's Basketball Coach** (1999-2000); **Assistant Women's Soccer Coach** (2021)

Utica College, Utica, NY: Head Men's Soccer Coach (Affiliation: NCAA III, 1993)

State University College of Technology, Utica, NY: Head Coach: Men's Soccer, Women's Basketball, Softball (Affiliation: NCAA III, various: 1979-1982)

Teaching, Advising, Student Life:

Classroom Faculty: Courses created and taught: Sport in Society, Philosophy of Sport, Leadership, Ethical Issues in Sport, Sport Promotion and Marketing, Business of Sport, Art and Science of Selling, Intro to Sport Studies, Coach as Character Educator. Also taught FYE Program: *Why Sport Matters* (SPRT 119 and GEN 101)

Advising: Sport Management majors (1999-2007); Sport Studies minors (2017-current)

Committee Service: Faculty Council (Vice President—2004-2008, President—Spring 2006; Faculty Evaluation Steering Committee; Student Disciplinary Community Board; Curriculum Committee; IRB; Character Education Task Force (current)

Student Life: Student Presidential Board Advisor (1997), Break House Resident Counselor—Gehner (1998-2002)

Selected Presentations and Publications:

Character and Leadership

- Moral Courage Workshops: Dilemmas and Decisions (D&D), Principia College Student Life Program, 2020-2022
- “Character Education at Principia: Developing a Functional Vocabulary”, Principia College Dean’s Workshop, Spring 2021
- Do Coaches who are Servant Leaders Promote Virtue in their Athletes? *Journal of Character Education* (Spring 2020) Volume 16, Issue1. pp. 1-10.
- “Servant Leadership: Exploring Ancient Virtues to Inform 21st Century School Leadership”, Symposium presentation: Association of Moral Educators Annual Conference 2017
- “The Relationship between Intercollegiate Coaches’ Servant Leadership and their Athletes’ Ethically-Related Sport Orientations and Behaviors”, Principia College, 2016
- "Leadership Is Everyone's Calling . . . and It's Calling You!" Regional Growth Association, Alton, IL, 2016
- "The Game Face of Sportsmanship", Character Plus National Conference, 2015
- "Positive School Culture: It Begins (or Ends) with Adults," Character Plus National Conference, 2015
- “What to Do” and How to Be: A Conversation about Leadership Effectiveness at Work, at Home, and Every Place in Between”, Regional Growth Association, Alton, IL, 2013

Sales, Marketing, and Management Experience

Mills Talbot Company, Cazenovia, NY (1995-1996)

Electrical Manufacturers' Representatives

- **Senior Sales Associate**
 - Initiated and successfully negotiated the merger of F.W. Laver and Son and Mills Talbot Company.

F. Walter Laver and Son, Inc., Utica and Fairport, NY (1982-1995)

Electrical Manufacturers' Representatives

- **Partner/Co-Owner** (1990-1994)
 - Responsible for all aspects of running a small business in the electrical construction supply industry– sales in excess of \$6 million.
- **Vice President Sales and Marketing** (1986-1990)

Education

Ed.D. University of Missouri, St. Louis, MO (2016)

- Focus: Character Education and Democratic School Governance
- Dissertation: *The Relationship between Coaches' Servant Leadership and their Athletes Ethically Related Sport Orientations and Behaviors*
- Recipient: UMSL Center for Character & Citizenship Adolph and Carol Frank Character Education Scholarship (2015)

M.B.A. Rensselaer Polytechnic Institute, Troy, NY (1980)

- Focus: Management

Ed.S., M.S. State University at Albany, NY (1979)

- Focus: Counseling Psychology and Student Development - Higher Education

B.A. State University College, Fredonia, NY (1977)

- Focus: History/Secondary Education

A.A. Mohawk Valley Community College, Utica, NY (1975)

- Focus: Liberal Arts

East Carolina University, Greenville, NC (1973—1974)

Executive Education/Credentials

Sports Management Institute Executive Program

University of Michigan, 2006; University of Texas, 2007

Research: *Fund-Raising as a Function of NCAA Division III Athletic Administration*

Certified Professional Manufacturer's Representative (CPMR)

Institute for Professional Advancement, Indiana University, 1993-1995

New York State Permanent Teacher Certification: Social Studies 7-12, 1979

Professional Affiliations

Member, National Association of College Admissions Counselors (NACAC) (2022-2023)
Member, Character Collaborative (2021-2023)
Member, National Association of Collegiate Directors of Athletics (NACDA) (2008-2022)
Member, United Soccer Coaches (formerly NSCAA) (1990-current)
Member, Character.org (2015-current)
Chair, SLIAC Administrative Council and Executive Committee (2013-14)
Member, International Center for Academic Integrity (2015-2016)
Chair, NCAA DIII Women's Soccer Committee (2012)
Member, United States Soccer Coaches Association (USSF) (1999-2006)
Member, NCAA Division III Women's Soccer Committee (2009-2012)
Member, SLIAC Long Range Planning Committee (2005)
Chair, SLIAC Women's Soccer Coaches Committee (2006-2010)
Member, NSCAA Regional Ranking Committee (2005-2006)
Member, NCAA Men's and Women's Soccer Rules Committee (2003-2006)
Member, NCAA Women's Soccer Central Region Advisory Committee (2002-2004)
Treasurer, Illuminating Engineering Society, Central New York Chapter (1986-1992)
Member, American Youth Soccer Organization (AYSO) 1985-1995

- Regional Commissioner 1989-1991
- **Volunteer of the Year Award**, Region 222, 1992

Member, National Electrical Manufacturers' Representative Association (1982-1996)
Member, NAIA Coaches Association 1979-1982

- Chair, District #31 Baseball Tournament 1980-1981

Founding Member, Student Personnel Association of New York State, Inc. (1979-1981)

