

Kyle Conder

EMPLOYMENT

Southern Methodist University (SMU)

Dallas, Texas

- Executive Senior Associate Athletics Director (2019 to Present)
- Senior Associate Athletics Director (2011 to 2019)

University of Southern California (USC)

Los Angeles, California

- Director of Athletics Compliance (2010 to 2011)

Tulane University

New Orleans, Louisiana

- Assistant Provost for Athletics Compliance (2008 to 2010)
- Assistant Director of Compliance (2007 to 2008)

University of Nevada, Las Vegas

Las Vegas, Nevada

- Learning Specialist (2006)
- Compliance Assistant (2005 to 2006)

University of Nevada, Reno

Reno, Nevada

- Media Services Assistant (2001 to 2004)
- Scout Team/Male Practice Player (2000 to 2004)

OTHER RELEVANT EMPLOYMENT

University of Nevada, Las Vegas

Office of the General Counsel

- Summer Law Clerk (2006)

U.S. District Court, District of Nevada

Hon. Larry R. Hicks

- Judicial Extern (2005)

EDUCATION

University of Nevada, Las Vegas, William S. Boyd School of Law

Las Vegas, Nevada

- Juris Doctor (2008)

University of Nevada, Reno

Reno, Nevada

- Bachelor of Arts – History – Magna Cum Laude (2004)

SKILLS AND EXPERIENCE

Athletics Administration and Department Leadership

- Serve on Athletics Department Executive Staff
- Chair of Sport Administrator group
- Sport Administrator for Volleyball, Men’s Swimming & Diving, Women’s Swimming & Diving, and Rowing
- Manage department policies and procedures
- Supervisory oversight for 37 of 112 athletics full-time staff (most in department)
- Helped develop and implement SMU Athletics Strategic Plan, “The SMU Advantage”

University Relations

- Formal reporting line to President, Athletics Director, and Board of Trustees
- Regular and ongoing communication with University President regarding athletics department matters
- Provide annual report and presentation to Board of Trustees and University Leaders
- Liaison to Office of Legal Affairs

Business Affairs

- Direct oversight for planning and management of \$27.35 million of department’s \$68.8 million overall operating budget
- Collaborate with Purchasing to facilitate vendor contracts

Development and Fundraising

- Manage \$275k in Sport-Specific Excellence Funds
- Achieved 100% participation giving from both athletics department coaches, staff, and administrators, as well as 100% participation from student-athletes
- Helped spearhead Champions Initiative with Mustang Club Board members to enhance fundraising for Olympic sports, which led to locker room upgrades, purchase of new equipment, and new nutrition resources
- Direct Day of Giving fundraising that resulted in highest number of sport-specific gifts

Facilities and Capital Projects

- Senior Athletics Administrator for Moody Coliseum (Men’s Basketball, Women’s Basketball, Volleyball, and Rowing) and Crum Basketball Center athletics facilities
- Oversee programming, usage agreements, and events for Robson & Lindley Aquatics Center and Barr-McMillion Natatorium
- Participate in budget, design, and planning for \$11 million Hickman Outdoor Pool

Academic Performance

- 15 of 17 teams earned cumulative grade point average (GPA) above 3.00 including 14 teams with a cumulative GPA of 3.30 or better
- 15 of 16 teams achieved NCAA Athletic Progress Rate (APR) score of 975 or better with 12 teams scoring 985 or better and four teams scoring 1000 (perfect)
- 89% Graduation Success Rate (GSR)

Student-Athlete Development and Life Skills

- Oversee delivery of life skills and financial literacy programming on financial aid, debt management, time management, budgeting, and academic resources under NIL legislation
- Support holistic development of student-athletes through MustangYOU programming dedicated to personal development, career development, leadership development, and community service
- Assist with Life After Ball (LAB) to facilitate mentorship and internship opportunities for student-athletes to maximize employment opportunities upon graduation

Athletics Compliance

- Serve as institution's Senior Compliance Administrator
- Direct oversight and management of all athletics compliance systems
- Manage \$20.4 million in athletically-related financial aid for all sports
- Educate Student-Athletes, Coaches, Staff, Donors, Trustees, and University community about NCAA rules
- Investigate and report violations of NCAA legislation
- Prepare and submit waivers to NCAA and Conference staff
- Interpret NCAA rules and regulations
- Created and organized *Lone Star State Compliance Summit*

Name, Image, Likeness (NIL)

- Design and organize institution's NIL program: BOLD (Big Opportunities Live in Dallas)
- Partner with *INFLCR* to provide platform for student-athletes to maximize NIL opportunities
- Manage partnership with The Brandr Group for group licensing rights
- Collaborate with university faculty and staff in School of Law, School of Business, and School of Arts to facilitate NIL resources
- Oversee conference-leading program that ranked first in total number of NIL transactions, total NIL transaction value, and average NIL transaction value

Diversity, Equity, and Inclusion (DEI)

- Collaborate with student-athlete leadership to fulfill elements of the Black Unity Forum (BUF) Action Plan that relate to Athletics
- Meet regularly with Black Student-Athlete Committee (BSAC) to identify ways to ensure an inclusive culture and create positive change
- Helped lead search that resulted in first Black female head coach in university history
- Managed search processes that resulted in hiring diverse candidates for Head Coach, Sports Medicine, Human Performance, and other leadership positions
- Actively participate in Cultural Intelligence, Title IX Compliance, and Gender Equity programming

Student-Athlete Health and Well-Being

- Oversight for Sports Medicine, Strength & Conditioning, and Nutrition
- Integrate continuing education and best practices into Sports Medicine and Strength & Conditioning
- Helped lead search for athletics department's first full-time Mental Health Counselor
- Cultivate new resources for student-athlete mental health support
- Helped lead nationally recognized COVID-19 resocialization and return-to-activity protocols

COMMITTEE SERVICE

National Committee Service

- Minority Coaches Advancement Association (MCAA) (2020 to Present)
- NAAC Development and Advancement Committee (2018 to Present)
- NAAC A.C.E. Mentoring Program – Mentor (2018)
- NCAA Division I Women’s Rowing Championship Committee – Chair (2016 to 2020)
- NAAC Mentoring Program – Mentor (2015)
- NCAA Division I Men’s Basketball Tournament, First and Second Rounds – Operations (2010)
- NCAA Division I Women’s Basketball Tournament, New Orleans Regional – Operations (2008)
- NCAA Division I Men’s Basketball Tournament, First and Second Rounds – Operations (2007)

Conference Committee Service

- American Athletic Conference Swimming & Diving Championship Committee (2017 & 2020 to Present)
- American Athletic Conference Women’s Rowing Championship Committee (2015 to Present)
- American Athletic Conference Cross Country Championship Committee (2013 to 2014)
- Conference USA Student-Athlete Advisory Committee – Service Member (2008)

University Committee Service

- SMU Women’s Soccer Head Coach Search Committee (2022)
- SMU Executive Director of Student Financial Services & Director of Financial Aid (2022)
- SMU Volleyball Head Coach Search Committee – Chair (2022)
- SMU Women’s Basketball Head Coach Search Committee (2021)
- SMU Athletics Task Force for Health and Safety (2020 to Present)
- SMU Head Men’s Swimming Coach Search Committee – Chair (2019)
- SMU Women’s Rowing Head Coach Search Committee – Chair (2017)
- SMU Head Diving Coach Search Committee – Chair (2017)
- SMU Women’s Basketball Head Coach Search Committee (2015)
- SMU University Conduct Board – Chair (2014 to 2019)
- SMU Athletics Senior Staff (2011 to Present)
- SMU Board of Trustees – Athletics Committee (2011 to Present)
- SMU Board of Trustees – Legal and Government Affairs Committee (2011 to Present)
- SMU Athletics Council (2011 to Present)
- Tulane University Men’s Tennis Head Coach Search Committee (2008)
- Tulane University Athletics Senior Staff (2008 to 2010)
- Tulane University Athletics Shared Governance Committee (2007 to 2010)

Professional Development and Continuing Education

- NCAA Pathway Program (2022-23)
- Collegiate Athletics Leadership Symposium (CALs) (2017, 2019, 2021)
- NACDA Turnkey Search Senior Administrators Mentoring Institute (2019)
- LEAD1 Institute (2018)
- Sports Management Institute – Graduate (2013)
- 1A Athletic Directors’ Association – Annual Institute (2012)
- NCAA Regional Rules Seminar (2007 to Present)
- NCAA Gender Equity and Issues Forum (2007)
- NAAC – National Association for Athletic Compliance (2005 to 2010, 2012 to Present)
- NACDA – National Association of Collegiate Directors of Athletics (2005 to 2010, 2012 to Present)

Presentations

- CEFMA – *Lights, Camera, Action: Capital Projects & NIL* (2021)
- NAAC – *Crisis Management Panel* (2021)
- NAAC Convention – General Session, *Handling a Major Infractions Case* (2019)
- Dallas Bar Association – Trending Legal Issues in Intercollegiate Athletics (2018)
- Continuing Legal Education (CLE) – Legal and Ethical Issues in College Athletics (2017)
- NAAC Convention – Breakout Session, *Lessons Learned: New Enforcement Structure* (2016)
- NAAC Convention – Roundtable Session, *Monitoring High Profile Student-Athletes* (2015)
- NAAC Convention – General Session, *Rebuilding Your Campus Post-Major Infraction* (2014)
- EPL 6356 – Legal Issues in Higher Education, *Athletics Compliance* (2012 to 2018)

Personal and Community

- 40 Years of Age – Excellent Health
- Hometown: Las Vegas, Nevada
- Married to Susan Vollmerhausen, SMU Athletics Senior Woman Administrator/Associate A.D. for Student Services
 - Bachelor of Arts – History from the University of Nevada, Las Vegas
 - Master of Science – Academic Advising from Kansas State University
- Children – Ellis (son, eight years old) and Ada (daughter, seven years old)
- Spanish World School – Spanish Immersion School, Parents Club (2014 to Present)

My Core Values

- Accountability: Accept responsibility for my actions
- Humility: Operate with a humble heart
- Innovation: Seek a better way
- Integrity: Do the right thing
- Passion: Love what I do
- Respect: Treat others the way they want to be treated
- Service: Here for others
- Teamwork: Collaborate for a common goal

My Top 5 CliftonStrengths

CliftonStrengths is a talent assessment tool designed to identify an individual's talent DNA. Based on 34 CliftonStrengths themes, below are my top 5 strengths according to the StrengthsFinder evaluation.

1. *Restorative*. Adept at dealing with problems. Good at figuring out what is wrong and resolving it.
2. *Competition*. Measure your progress against the performance of others. Strive to win first place and revel in contests.
3. *Context*. Enjoy thinking about the past. Understand the present by researching its history.
4. *Achiever*. Work hard and possess a great deal of stamina. Take immense satisfaction in being busy and productive.
5. *Intellection*. Characterized by intellectual activity. Introspective and appreciate intellectual discussions.