



Director of Intercollegiate Athletics

Leadership Profile
Winter 2025



PARKER
Executive Search

About the University of California, Riverside

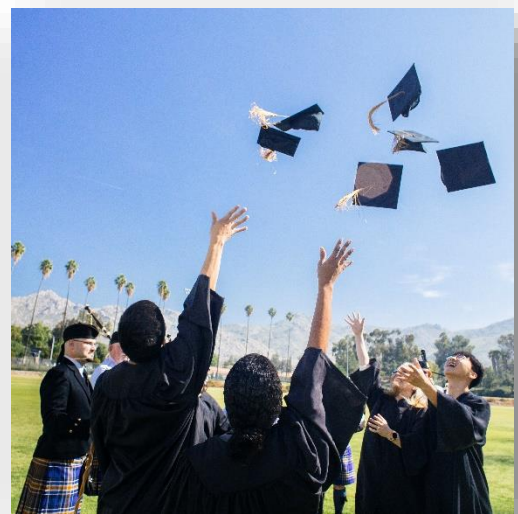


Established in 1954, the University of California, Riverside (UCR) is an R1 research institution and a proud member of the University of California system. The university traces its origins to the [Citrus Experiment Station](#), reflecting a long tradition of high-impact research and innovation that continues today across a wide range of disciplines. The campus spans nearly 1,200 acres in Inland Southern California, offering access to the region's diverse landscapes and convenient proximity to major California cities, including Los Angeles and San Diego, providing abundant professional, cultural, and recreational opportunities. Over the decades, UCR has grown from a small regional campus into a premier research and educational institution, serving the thriving Inland Southern California community while preparing students to succeed in a diverse and global society.

UCR is recognized as No. 1 in the U.S. for social mobility by U.S. News & World Report, in the top 1.3% of universities worldwide by the Center for World University Rankings, and No. 6 among public

universities for making a public impact by Princeton Review. Guided by its mission to transform lives through rigorous education, innovative research, and public engagement, UCR is unusually racially and economically diverse among public universities and is one of the most diverse campuses in the UC system. In fall 2024, UCR enrolled 22,599 undergraduates and 3,785 graduate students. Among students seeking undergraduate degrees, 37.2% were Chicano or Latino, 32.8% were Asian, 11.5% were White, 3.4% were Black, and 4.8% identified as multi-racial. 47.7% of students are Pell Grant recipients, more than nearly every other university in the country. 49.1% of UCR undergraduates identify as first-generation college students.

A five-star institution for quality, affordability, and student outcomes and a proud member of the Association of American Universities, UCR offers more than 150 undergraduate and graduate programs. Students can engage with more than 500 student organizations, participate in extensive research and cultural opportunities, and take part in campus traditions that showcase Highlander pride. Together, these opportunities foster leadership, personal growth, and community engagement, ensuring that every Highlander is prepared to thrive academically and contribute meaningfully to society, both locally and globally.



About UCR Athletics



Competing in the Big West Conference, UCR Athletics represents the University in NCAA Division I intercollegiate sports and offers 17 Varsity sports to over 300 student-athletes. Known as the Highlanders, the Highlanders' identity reflects the university's proximity to the Box Springs Mountains, with their mascot, Scotty Highlander, symbolizing determination and resilience.

UCR student-athletes are guided by the Department's core values of Commitment to Excellence, Integrity, Growth, and Teamwork and the department's mission to "Build Champions" by preparing student-athletes for opportunities in life through sport. UCR Athletics emphasizes both competitive excellence and academic achievement, supporting student-athletes with strong academic resources and development programs with core values tied to its academic and research mission.

UCR Athletics boasts a range of facilities that support its NCAA Division I programs and promote student-athlete development. Central to these is the [Student Recreation Center \(SRC\)](#), a 155,000-square-foot complex that includes the SRC Arena—home to men's and women's basketball and volleyball—along with state-of-the-art fitness spaces, an indoor track, climbing wall, aquatics center, and multipurpose courts. The Riverside Sports Complex or "[The Plex](#)" serves as the home field for the baseball team, with seating for 2,500 and dedicated training amenities. The [UCR Soccer Stadium](#) features an all-weather artificial turf surface and night-game lighting, while the track and field facility offers an eight-lane Rekortan M99 surface and updated throwing areas. Additional venues include the Amy S. Harrison Softball Field, intramural and club sports fields, and a dedicated sports medicine facility. Together, these facilities reflect UCR's commitment to athletic excellence, student wellness, and a vibrant campus community.



About the Director of Intercollegiate Athletics position

Reporting directly to the Chancellor, Dr. S. Jack Hu, with a dotted line relationship to the Vice Chancellor for Student Affairs, Dr. Brian Haynes, this structure supports the strategic leadership of the athletics department, ensuring alignment with the institution's broader mission, while also facilitating effective day-to-day administrative oversight, including budget, compliance, and operations.

Serving as a member of the Chancellor's cabinet, this critical role provides executive leadership and strategic vision with broad institutional influence that not only drives competitive success but also powerfully advances the university's mission and elevates its academic and research profile. The Director of Intercollegiate Athletics serves as a leader around the campus, helping to instill a passion for athletics across campus and within the broader community, building on momentum, visibility, and opportunity.

Duties and Responsibilities:

This role functions with autonomy, providing executive leadership over the multifaceted operations of the entire collegiate athletics program. The Director of Intercollegiate Athletics identifies objectives and manages human, financial, and physical resources. The operational and program results generated by this leader directly affect the overall organization-wide performance and reputation.

- **Executive Leadership and Oversight:** Providing overall responsibility for the direction and oversight of all intercollegiate athletics staff, facilities, and activities for Division I programs. This includes executive leadership over the multifaceted operations of the Division I athletics program through senior managers.
- **Strategic Vision and Goals:** Developing athletics policies and authorizing their implementation. The Director provides strategic leadership and direction by establishing short- and long-term goals to advance competitive success, student-athlete development, and institutional priorities.
- **Competitive Success and Integrity:** Being responsible for competitive success, financial sustainability, the overall student-athlete experience, student-athlete well-being, while ensuring equity, compliance, and integrity in all operations. This includes prioritizing academic success, well-being, and personal / professional development of student-athletes.
- **Resource Stewardship:** Managing human, financial, and physical resources with a high degree of autonomy. Key areas of leadership include fiscal management, fundraising, revenue generation, and facilities planning.
- **Policy and Compliance:** Leading the development, implementation, and oversight of all departmental policies and procedures, ensuring alignment with university priorities, NCAA regulations, UC system policies, and federal/state requirements. The Director must maintain knowledge of applicable rules and standards of the affiliated athletic conference and the NCAA, and avoid violations.
- **Representation and Partnerships:** Serving as the chief representative of the Athletics Department to internal constituencies, such as UCR's Athletics Governance Board, and external constituencies, including conference and NCAA committees. The role strengthens the university's reputation through campus collaborations and external partnerships.



Qualifications and Characteristics:

- A bachelor's degree in related areas and/or equivalent experience/training with a college-level program is required. An advanced degree in related areas and/or equivalent experience/training with a college-level program is preferred.
- 10 to 15 years of related experience is required, with 3 to 5 years of related experience as an athletic director, assistant athletic director, or equivalent senior-level role at the NCAA Division I level being preferred.
- Outstanding leadership abilities and communication skills to inspire, motivate, and manage a diverse team of coaches, staff, and administrators, while advancing the university's mission, goals and intercollegiate athletics priorities.
- Ability to multi-task effectively while demonstrating sound judgment and decision-making as an effective problem solver.
- Knowledge of applicable rules and standards of the affiliated athletic conference, the National Collegiate Athletic Association (NCAA) as well as other associations and agencies to which the campus adheres, and, at all times avoid any and all violations of these rules and standards.
- Strong ability to oversee complex budgets, revenue-generation strategies, and philanthropic initiatives, including donor cultivation, alumni engagement, and resource stewardship.
- Thorough knowledge of NCAA, conference, UC system, and federal and state regulations governing athletics, with a demonstrated ability to maintain full compliance and foster a culture of integrity, ethical conduct, and accountability.
- Deep understanding of best practices in fostering student-athlete academic success, personal and professional development, mental and physical well-being, and equitable access to opportunities.
- Advanced knowledge of Division I intercollegiate athletics operations, including competitive program management, compliance, recruiting, transfer portal strategy, NIL frameworks and initiatives, facilities planning, and student-athlete support services.
- Exceptional verbal and written communication skills, including the ability to present programs, initiatives, and teams to the media, alumni, donors, and the campus and external communities in a positive and professional manner.



Meet Chancellor S. Jack Hu



Dr. S. Jack Hu began his service as the tenth chancellor of UC Riverside in July 2025. A mechanical engineer by training and a nationally recognized leader in advanced manufacturing, Dr. Hu brings nearly four decades of experience in education, research, academic leadership, and innovation to his role.

Prior to UCR, he served as senior vice president and provost at the University of Georgia, where he led the institution's academic mission across 19 schools and colleges encompassing disciplines in the arts, humanities, social and behavioral sciences, physical, biological and agricultural sciences, engineering, health, and medicine. He oversaw the areas of instruction, research, public service and outreach, and information technology

with the respective vice presidents of these areas. Dr. Hu partnered with deans and a provost task force on academic excellence to define and implement faculty hiring initiatives in precision agriculture, Parkinson's research, data science and artificial intelligence, and electric mobility, and created the UGA Humanities Council—efforts that resulted in the creation of new research initiatives and centers to foster long-term, interdisciplinary collaboration. He also worked to strengthen enrollment planning across undergraduate, graduate, and online programs.

Previously, Dr. Hu served as vice president for research at the University of Michigan, overseeing a \$1.5 billion research enterprise. He helped launch major interdisciplinary initiatives in data science and mobility technology, including Mcity, a public-private partnership for connected and automated vehicles. He also led the formation of several international partnerships for research and education.

A leader in manufacturing science, Dr. Hu has advanced the fields of assembly systems, materials joining, and quality control. His research has been supported by more than \$46 million in funding from the U.S. Department of Energy, the National Science Foundation, and major industry partners such as General Motors. He holds 10 U.S. patents and has published nearly 200 peer-reviewed journal articles, as well as conference papers, book chapters, and technical reports. His work has improved manufacturing processes and productivity in several industrial sectors.

Dr. Hu was elected to the National Academy of Engineering in 2015 for his groundbreaking contributions to manufacturing systems. He also served on President Obama's Advanced Manufacturing Partnership, advising the federal government on how to strengthen American industry.

He is an elected Fellow of several leading organizations, including the American Society of Mechanical Engineers (ASME), the Society of Manufacturing Engineers (SME), the National Academy of Inventors, and the International Academy for Production Engineering. He has received numerous honors for his contributions



to research and engineering. In 2021, SME named him one of the 20 most influential academics in smart manufacturing.

A first-generation student, Dr. Hu earned his bachelor's degrees in engineering from Tianjin University in China before completing his Master's and Ph.D. degrees in mechanical engineering at the University of Michigan.

He is a strong advocate for the role of public research universities in advancing knowledge, driving innovation, transforming lives, and serving the public good.

Meet Dr. Brian Haynes

Vice Chancellor for Student Affairs



Dr. Brian Haynes currently serves as Vice Chancellor for Student Affairs at University of California, Riverside (UCR), a role he has held since August 15, 2018. In this capacity, he oversees a large division of staff and administrators delivering more than 30 student-engagement and success programs designed to support diverse student populations both inside and outside the classroom.

Dr. Haynes brings to the role more than three decades of experience in public higher education, having held senior leadership positions at institutions including California State University, San Bernardino (CSUSB), Clayton State University, Florida International University, East Carolina University, Gettysburg College, and Ohio University.

His academic credentials include a Ph.D. in Higher Education (College Student Personnel) from Ohio University, and a Master's degree from

the same institution. He also holds a Bachelor's degree in History from Ohio State University.

Dr. Haynes is recognized nationally for his leadership in student affairs. In 2017 he received the NASPA Pillar of the Profession Award, which honors distinguished contributions as a teacher, scholar, and leader in higher education student affairs.

At UCR he has prioritized enhancing student engagement, promoting equity and access, strengthening co-curricular experiences, and supporting the holistic development of the university's diverse student body.



Nomination and Application Process

The University of California, Riverside invites nominations and applications or expressions of interest to be submitted to the search firm assisting the University. Applications should include a cover letter, current resume or curriculum vitae, and a list of professional references. For full consideration, application materials should be submitted to Parker Executive Search's [website](#) by January 2nd, 2026. Confidential review of materials will begin immediately and continue until the appointment is made.

For additional information, please contact:

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The full salary range for the Director of Intercollegiate Athletics position is \$182,100 – \$373,900. However, the annual salary the university reasonably expects to pay for this position is between \$290,000 to \$356,000. Compensation will be commensurate with a final candidate's qualifications and experience.

