



**University of New Mexico  
Vice President and Director of Athletics**

### **About the University of New Mexico**

Founded in 1889 as New Mexico's flagship institution, The University of New Mexico (UNM) now occupies nearly 800 acres near old Route 66 in the heart of [Albuquerque](#), a metropolitan area of more than 900,000 people. From the magnificent mesas to the west, past the banks of the historic Rio Grande to the Sandia Mountains to the east, Albuquerque is a blend of culture and cuisine, styles and stories, people, pursuits and panoramas. As a [Minority Serving Institution](#), the University represents a cross-section of cultures and backgrounds. The UNM campus is a dynamic environment with a variety of opportunities for students to include over 500 student groups and organizations ranging from academic societies to cultural clubs and recreational sports, numerous events, performances, and exhibitions, including those at the University Art Museum and the UNM Theatre. Guided by values of inclusivity, excellence, and service, UNM is dedicated to nurturing a supportive learning environment that prepares students for leadership and success in a rapidly changing world.

UNM has evolved from its modest beginnings into a very high research activity (R1) institution with a broad academic focus, where cutting-edge research and creative endeavors flourish. Over the years, it has expanded its research capabilities, built state-of-the-art facilities, and developed a reputation for innovation and community engagement. UNM research injects millions of dollars into New Mexico's economy and is the largest academic employer in the state, including employees of [University Hospitals](#). As an academic institution, UNM is ranked nationally as a "[Top Public School](#)", "[Best Global University](#)", and "[Best National University](#)".

Recognized for its contributions to research and scholarship, UNM is also known for its research centers and institutes, which focus on topics ranging from space science to environmental studies, reflecting its broad academic reach and commitment to innovation. The University offers a diverse range of academic programs across various disciplines to include degrees in fields such as Engineering, Business, Medicine, Arts, Sciences, Education, Law, and Social Sciences. The UNM School of Medicine, School of Law, and College of Nursing are renowned for their rigorous programs and contributions to their respective fields. The University has branch campuses in [Gallup](#), [Los Alamos](#), [Taos](#) and [Valencia County](#), as well as the extension UNM Health Sciences Rio Rancho Campus. UNM offers bachelor and graduate degree completion programs throughout the state via Extended Learning and has education centers located at the four branch campus locations as well as in Santa Fe, Farmington, and at Kirtland Air Force Base. In Fall of 2025, [more than 28,000 students attended](#) the main, branch and HSC campuses and education centers. UNM is also home to a National Cancer Institute designated Comprehensive Cancer Center, the state's only Level 1 Trauma Center, and a hospital system that serves over one million patients a year.

### **About the Position and UNM Athletics**

Reporting to UNM's President and serving as a member of the University's Executive Leadership Team, the Vice President and Director of Athletics plans, administers, and directs all NCAA Division I intercollegiate athletic programs for men and women. The Vice President and Director of Athletics ensures that all programs and initiatives are integrated and effective in advancing the University's mission, goals, and objectives, while maintaining full compliance with NCAA and Mountain West Conference (MWC) rules, regulations, and policies.

Home to the Lobos and a consistent contender in the Mountain West Conference, UNM sponsors 18 NCAA Division I sports, with its rich history marked by competitive success and a passionate fan base drawing supporters from all over. UNM has established itself as one of the nation's leading Group of Six athletics programs. UNM concluded the 2025–26 academic year as the top G6 institution in the final Learfield Directors' Cup standings and continues that momentum, currently ranking tied for 20<sup>th</sup> nationally in the fall standings and once again leading all G6 programs. This national

success is highlighted by top finishes in men's and women's cross country and reflects the department's broad-based competitive excellence. UNM Athletics maintains a standard of excellence academically, competitively, and socially, supported by a passionate fan base and a deep commitment to the holistic development of its student-athletes. Focused on elevating its national reputation, UNM strives to be competitive in all pursuits, deliver a best-in-class student-athlete experience, and make a meaningful impact in the community. The Lobos' success across a wide range of sports contributes to a vibrant campus culture and fosters strong school spirit throughout Albuquerque and beyond. The University Arena—known nationally as “The Pit”—is among college basketball's most iconic venues and was ranked fifth by the Travel Channel among the best college basketball arenas in 2018.

## **Duties and Responsibilities**

- Maintain and model an unwavering commitment to ethics and integrity, leading the Athletics Department in a way that embodies the University's mission and values.
- Articulate philosophy and vision for the future of UNM athletics while providing student-athletes with a sense of pride and leadership.
- Be a subject matter expert who possesses a strong grasp of national issues and can demonstrate experience with best practices and innovative strategies that are critical to building a contemporary best-in-class, Division I athletics program to ensure that all student-athletes have a positive experience at The University of New Mexico.
- Possess high political acumen with the ability to see around the corners of the intercollegiate athletics landscape in order to quickly and effectively position the department of athletics for future success to include, but not limited to: new legislation, the monetization of sports, conference realignment, regulatory industries, state and federal mandates, media strategy, digital media streaming and T.V. revenue, and the UNM Athletics fanbase – locally, nationally, and internationally.
- Work collaboratively with colleagues and units across campus to provide strategic leadership to elevate the UNM Athletics Department in alignment with the University's mission and vision to achieve goals for competitiveness, student academic achievement, and the student-athlete experience, in addition to partnering with institutional stakeholders to promote programs and generate fan support for student-athletes through planning and developing strategies for generating revenues and resources for the University's athletics department while promoting public support for athletes.
- Provide the necessary support for coaches, administrators, and student-athletes to enable all students to make progress towards high academic goals and ultimately earn a degree.
- Direct activities of a complex intercollegiate athletics organization including all extramural men's and women's sports programs.
- Lead and supervise full- and part-time athletics staff, including coaches, in areas of hiring, mentoring, evaluating, disciplining, or separation decisions.
- Establish and implement short- and long-range organizational goals, objectives, strategic plans, policies, and operating procedures; monitor and evaluate programmatic and operational effectiveness, and effect changes required for improvement.
- Ensure budgetary and fiscal accountability of the Department of Athletics to adhere to a balanced budget through enhancing revenue generation and monitoring spending.
- Design, establish, and maintain an organizational structure and staffing to effectively accomplish the organization's goals and objectives.
- Emphasize the recruitment of a diverse student-athlete population; also promote diversity from a departmental and coaching staff perspective. This includes diversity in all realms – not limited to ethnic and gender diversity.
- Oversee and direct facilities usage of all athletic buildings and equipment.
- Represent the university to various institutional divisions as well as externally to the media, prospective student-athletes and their parents, prospective funding agencies and private donors, national athletic regulatory and governance bodies, university alumni, and the general public.
- Build relationships across campus and interact with faculty to promote the importance of athletics within the overall University enterprise.
- Establish policies and procedures to ensure compliance with National Collegiate Athletic Association, Title IX, Mountain West Conference (and any other current/future relevant league/conference affiliations) and The University of New Mexico rules and regulations and is held accountable for department-wide compliance.

- Provide equality of opportunity in men's and women's athletics.
- Participate in the review, development, and establishment of general University policies and procedures as a member of the President's Executive Cabinet.
- Perform miscellaneous job-related duties as assigned.

## Qualifications

- A bachelor's degree is required; advanced degree is preferred.
- The successful candidate will have a demonstrated record of administrative leadership and accomplishment in university or college sports programs at the Division 1 level, including visionary strategic and operational leadership, creative and conceptual thinking and effective resources management; or equivalent management experience.
- National reputation as a strategic leader with a commitment to a competitive intercollegiate athletics program in the context of an academically rigorous collegiate environment.
- Strong interpersonal and communication skills with demonstrated ability to work effectively with a wide range of constituencies in a diverse community.
- Proven success in fundraising, cultivation, solicitation and stewardship of donors, to include the ability to identify and secure alternative funding/revenue sources.
- Ability to develop and deliver presentations.
- Expertise in budget preparation and fiscal management.
- Skill in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures.
- Skill in organizing resources and establishing priorities.
- Knowledge of facilities and asset management methods and procedures.
- History in supervising and training employees, including organizing, prioritizing, and scheduling work assignments,
- Demonstrated knowledge and effective implementation of management principles and practices.
- Demonstrated knowledge and effective implementation of public relations principles and practices, including crisis communications.
- Demonstrated ability to foster a cooperative work environment.
- Employee development and performance management skills.
- Demonstrated knowledge and effective implementation of financial/business analysis techniques.
- Keen understanding of rules and regulations governing intercollegiate athletics.

## Application Process

The University of New Mexico invites nominations and applications or expressions of interest to be submitted to the search firm assisting the University. Applications must include a cover letter, resume or curriculum vitae, and a list of references. For full consideration, application materials should be submitted to Parker Executive Search's [website](#) by **February 2, 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 University of New Mexico (University) is committed to creating and maintaining a community that is free from all forms of discrimination, including harassment, differential treatment, failure to accommodate, retaliation because of participation in civil rights protected activity, and disparate impact.*