



**University of Toledo**  
**Vice President for Intercollegiate Athletics and Director of Athletics**

**About the University of Toledo**

The University of Toledo is a comprehensive metropolitan public R1 research university and academic health center proudly located in northwest Ohio. The university is focused on the professional success of our students, unswerving in pursuing research that advances human knowledge, unrelenting in seeking and delivering cures for our patients, and unafraid to declare our achievements. We seek to serve our region in everything we do. Founded in 1872, the University serves more than 14,000 students across a wide range of undergraduate, graduate, and professional programs and plays a critical role in the economic and cultural vitality of northwest Ohio.

With nationally recognized programs in engineering, business, medicine, pharmacy, law, and the sciences, the University of Toledo is known for its commitment to student success, innovation, and community engagement. The University's urban campus, health science campus, and arts campus collectively form a dynamic academic and research environment that serves the state of Ohio and beyond.

The University is entering an exciting new chapter under the leadership of President James Holloway, who assumed the presidency in July 2025 following a distinguished career in research, teaching, and academic leadership. A nuclear engineer with experience as faculty and vice provost at the University of Michigan and then provost at the University of New Mexico, President Holloway has built a national reputation for advancing research growth, championing student-centered innovation, and advancing regional partnerships.

President Holloway's collaborative leadership and vision for institutional momentum position the University of Toledo for continued growth in academic excellence, research impact, and national visibility.

**About Toledo Athletics**

Toledo Athletics is a proud member of the Mid-American Conference and sponsors 16 NCAA Division I varsity sports, supporting more than 400 student-athletes who compete with distinction both academically and athletically. The department is deeply committed to developing student-athletes into leaders beyond their competitive careers, supported by a strong academic infrastructure that enables success in the classroom as well as in competition. This commitment is reflected in recent achievements, including a 93% Graduation Success Rate among student-athletes and a school-record 3.481 department GPA in the fall semester.

The Toledo Rockets have built a strong tradition of competitive success, particularly in football, men's and women's basketball, women's volleyball, and Olympic sports, while maintaining a deep commitment to academic achievement and the holistic development of student-athletes. Athletics plays a central role in fostering pride and connection across the Toledo community and northwest Ohio region, serving as a front porch to the University. The program benefits from passionate support throughout northwest Ohio and a loyal alumni and donor base that fuels continued growth. This momentum is further evidenced by strong fan engagement, as Toledo Women's Basketball leads the Mid-American Conference in attendance and ranks 31st nationally in Division I, averaging 3,999 fans per game, including multiple crowds exceeding 4,000 at Savage Arena this season.

The University is seeking a visionary, engaging, and highly visible leader to guide Toledo Athletics during a transformative time in intercollegiate athletics. This opportunity offers a rare combination: a program with strong competitive momentum, a committed institutional leadership team, and a position that has proven to be a launching point for national leadership roles in collegiate athletics.

## **About the Position**

Reporting directly to the President and serving as a member of the President's senior leadership team, the Vice President for Intercollegiate Athletics and Director of Athletics provides strategic vision, executive leadership, and operational oversight for the University's NCAA Division I athletics program. This individual will serve as a trusted advisor to the President and maintain consistent, transparent communication regarding the needs, opportunities, and challenges facing the athletics enterprise.

The Vice President for Intercollegiate Athletics and Director of Athletics leads a complex and dynamic enterprise responsible for the administration and advancement of all intercollegiate athletics programs, including student-athlete welfare and success, coaching and staff leadership, competitive excellence, revenue generation, compliance, facilities, and community engagement.

As a key member of the University's senior leadership team, the Vice President for Intercollegiate Athletics and Director of Athletics will play an important role in advancing the University's mission, values, and strategic priorities while positioning Toledo Athletics for sustained competitive success, continuous improvement, and national visibility. The successful candidate will work collaboratively across campus and externally to strengthen the impact of athletics in support of the University's commitment to academic excellence and student success, while ensuring that strategic priorities are executed and brought to completion. This position provides a rare opportunity to build on already strong community and business partnerships and to elevate Rocket Athletics unique position within the sports environment of Toledo and northwest Ohio.

## **Duties and Responsibilities:**

### **Strategic Leadership & Vision**

- Develop and communicate a clear and compelling strategic vision for Toledo Athletics that advances the competitive standing of the Rockets within the Mid-American Conference and nationally, while building upon the department's strong foundation and driving continuous improvement.
- Provide forward-thinking leadership to position the department for success amid the rapidly evolving landscape of intercollegiate athletics, including NIL, revenue sharing, conference alignment, media rights, and student-athlete support initiatives, while educating campus stakeholders on these dynamics.
- Establish and implement both short- and long-term strategic priorities aligned with the University's broader goals, ensuring execution and accountability.
- Evaluate and strengthen departmental structures, processes, and culture to ensure operational effectiveness and sustained competitive success.

### **Student-Athlete Experience & Success**

- Champion a student-athlete centered culture that prioritizes academic achievement, leadership development, well-being, and competitive excellence.
- Ensure student-athletes have access to the resources and support necessary to succeed academically and graduate prepared for meaningful careers.
- Foster an environment that promotes integrity, sportsmanship, and holistic development.

### **External Relations, Revenue Generation & Brand Elevation**

- Serve as the chief ambassador for Toledo Athletics, representing the University with alumni, donors, corporate partners, and the broader community.
- Lead comprehensive fundraising efforts in partnership with the University of Toledo Foundation, including major gifts, capital projects, and annual giving.
- Cultivate authentic relationships to expand philanthropic investment and long-term engagement.
- Collaborate with marketing and communications to elevate the visibility and national brand of Toledo Athletics.
- Develop innovative strategies to grow revenue through sponsorships, ticket sales, media partnerships, and business initiatives.
- Foster an engaged UToledo student culture through athletics competition and game day experiences.

## **Leadership, Talent Management & Culture**

- Provide leadership and oversight for all athletics personnel, building and empowering a high-performing leadership team.
- Recruit, hire, mentor, and evaluate coaches and staff while fostering accountability and removing barriers to execution.
- Promote professional development and leadership growth among athletics staff.
- Ensure a positive, inclusive, and high-performing workplace culture grounded in transparency and shared purpose.

## **Operations, Finance & Facilities**

- Provide strategic oversight of the athletics budget, ensuring sound financial management and responsible stewardship.
- Identify opportunities to strengthen financial sustainability through innovative business and operational strategies.
- Oversee long-term planning for athletics facilities and infrastructure.
- Ensure effective management of operations, including scheduling, facilities utilization, and event management.

## **Governance, Compliance & Campus Integration**

- Ensure full compliance with NCAA, Mid-American Conference, University policies, and all applicable laws.
- Promote a culture of ethical conduct, transparency, and accountability.
- Work closely with institutional leadership, the Faculty Athletics Representative, and governance bodies to maintain alignment and integrity.
- Build strong partnerships across campus to ensure athletics is fully integrated into the life of the University.

## **Community & Alumni Engagement**

- Serve as a visible and engaged leader within the Toledo community and region.
- Strengthen relationships with alumni, fans, and supporters to deepen engagement with Toledo Athletics.

## **Qualifications:**

- Bachelor's degree required; advanced degree preferred.
- Significant senior leadership experience in NCAA Division I athletics administration or a related field.
- Demonstrated success leading complex organizations that include multiple sport programs, large staffs, and significant operating budgets.
- Proven experience in strategic planning, organizational leadership, and operational management.
- Strong record of success in fundraising, donor engagement, and revenue generation.
- Demonstrated ability to lead and oversee revenue-generating sports programs at the Division I level.
- Experience managing complex financial operations and developing sustainable business models within athletics.
- Visionary leader capable of positioning Toledo Athletics for sustained success within a rapidly evolving national athletics landscape.
- Demonstrated ability to anticipate emerging issues in intercollegiate athletics and develop proactive strategies to address them.
- Strong political acumen and the ability to navigate complex institutional environments.
- Exceptional interpersonal and communication skills with the ability to build meaningful relationships with diverse constituencies including students, faculty, alumni, donors, and community leaders.
- Ability to effectively represent the University and athletics program in highly visible public settings.
- Demonstrated success working collaboratively across campus units and institutional leadership teams.
- Comprehensive knowledge of NCAA rules and governance structures.
- Unwavering commitment to ethical leadership, institutional integrity, and the academic success of student-athletes.
- A collaborative and transparent leadership style.
- High energy, vision, and entrepreneurial spirit.
- Commitment to fostering a culture of excellence, inclusion, and accountability.
- Passion for the mission of higher education and the role of athletics in the student experience.

## **Application Process**

The University of Toledo invites letters of nomination, applications or expressions of interest to be submitted to the search firm assisting the University. Confidential review of materials will begin immediately and continue until the appointment is made. For full consideration, application materials should be submitted at Parker Executive Search's website by March 30, 2026. For additional information, please contact:

**Daniel Parker, Vice President and Managing Director**

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