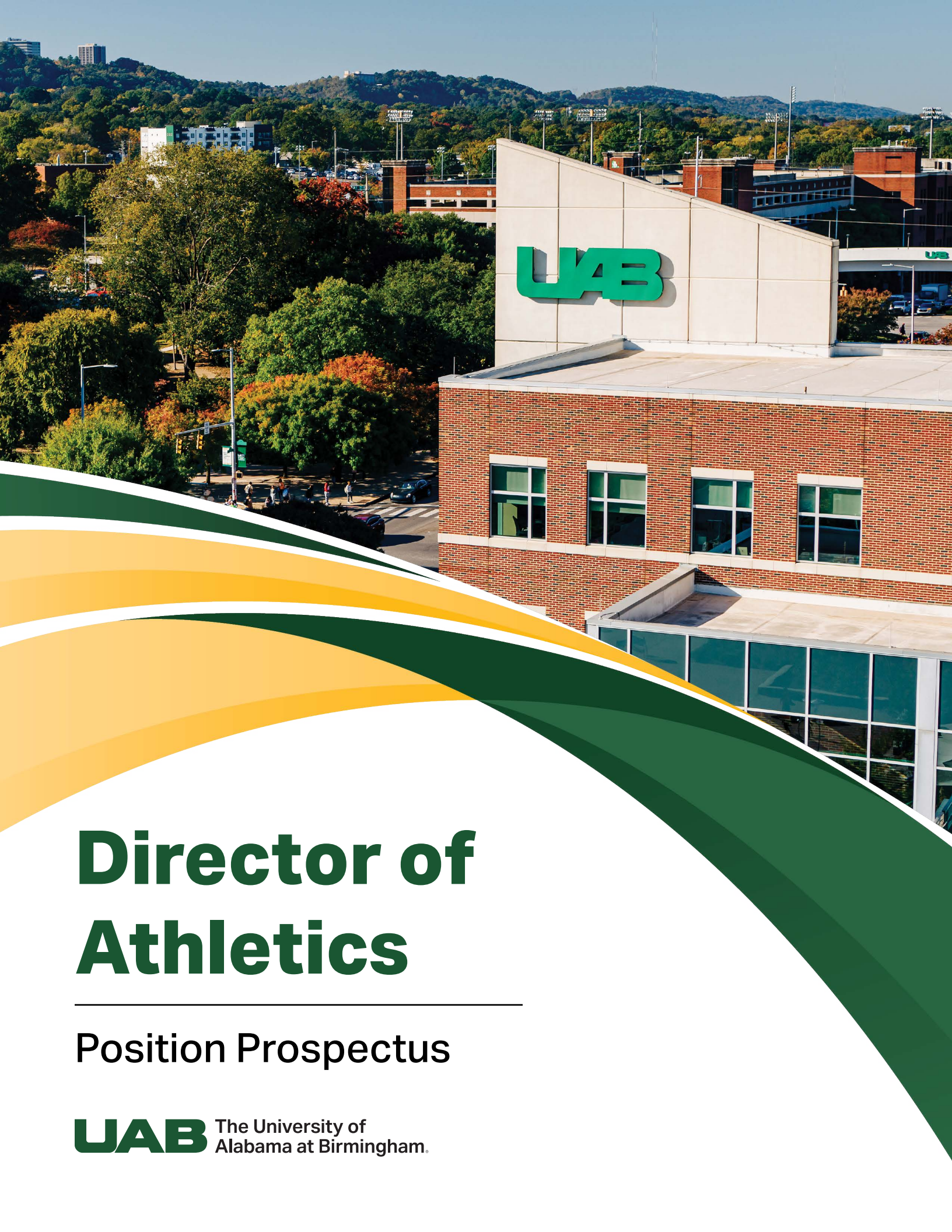




Director of Athletics

Position Prospectus

UAB The University of
Alabama at Birmingham.

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The Opportunity

The University of Alabama at Birmingham (UAB) seeks a visionary and innovative Director of Athletics to lead UAB Athletics during a transformative period in intercollegiate sports. As the leader of an 18-sport NCAA Division I athletics program competing primarily in the American Conference, the Director of Athletics will be responsible for advancing competitive excellence, supporting the academic achievement and holistic development of student-athletes, strengthening financial sustainability, and engaging the university, Birmingham community, alumni and supporters around a compelling vision for the future of Blazer Athletics.

The next Director of Athletics will inherit a department with significant institutional momentum, including substantial investments in athletics facilities, strong academic performance and a growing university and community. At the same time, the rapidly changing collegiate athletics landscape creates an opportunity for an entrepreneurial leader capable of developing new revenue streams, strengthening philanthropy and corporate partnerships, maximizing media and brand opportunities, and strategically managing student-athlete revenue sharing and other emerging competitive investments.



The University

Since becoming an autonomous campus of the University of Alabama System in 1969, the University of Alabama at Birmingham (UAB) has grown into a world-renowned research university and academic medical center, occupying more than 100 city blocks in Alabama's largest metropolitan area. With its culture of intense collaboration and longtime partnership with its community and state, UAB continues to impact lives locally and globally in all four pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.

The total operating budget for UAB and UAB Hospital in FY27 is \$6.5B, and the state appropriations budget for FY27 exceeds \$442M. The university has an Aa2 rating from Moody's and an AA+ rating from S&P. Research expenditures for UAB in FY25 exceeded \$915M.

Vision, Mission & Values

UAB continues building an even bolder future through its strategic plan, [Forging Ahead](#) (2024-2028), which outlines the university's vision, mission, values, institutional goals and objectives, and metrics for gauging progress towards those goals.

VISION

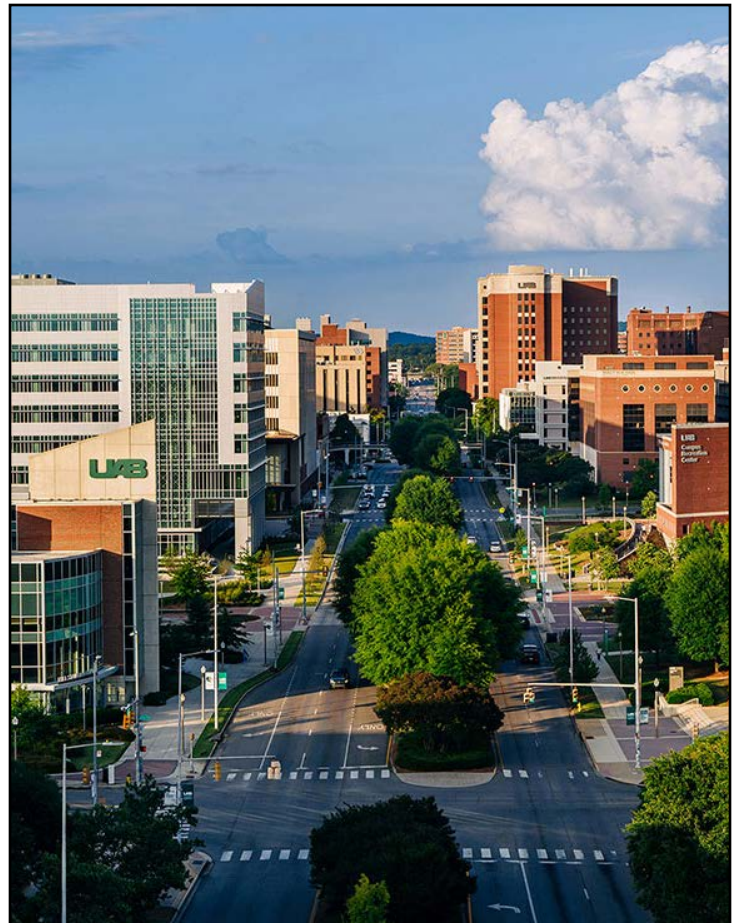
UAB is a world-class research university and academic health system committed to understanding and improving the human experience.

MISSION

UAB enriches society and improves health and well-being through transformational educational experiences, groundbreaking research, innovation and entrepreneurship, community engagement, and world-class patient care while serving our UAB, local and global communities.

VALUES: We CARE

- **Collaborate:** Work as a team for the greater good.
- **Act with integrity:** Be accountable and always do the right thing.
- **Respect all:** Champion diversity and opportunities for all, with civility.
- **Excel:** Innovate and strive for excellence in everything we do.



Academics and Enrollment

The university comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry, and Public Health; Honors College; and the College of Arts and Sciences). In fall 2025, UAB welcomed a record freshman class of 2,526, with an overall enrollment of 20,868. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support. Fall 2026 saw a second straight year of record freshman enrollment (2,600).

Academic programs at all levels are nationally and globally recognized for exceptional research, scholarship, and experiential learning opportunities. In U.S. News & World Report rankings, UAB was again among the nation's "Best Colleges" in 2026, ranking 26th nationally — and first among public universities in the Southeast — for faculty research performance, with the School of Nursing's BSN degree ranking sixth nationally (among the top one percent of all universities). In "Best Graduate Schools," UAB has 21 graduate programs in the top 25 (11 in the top 10), including a Master's in Health Administration that has been No. 1 nationally since 2019. UAB also ranks among the top eight percent of "Best Global Universities," based on defined metrics such as faculty publications and citations in peer-reviewed journals.

In recent years, UAB has launched a host of novel, interdisciplinary programs, including BS degrees in Cancer Biology (first in the U.S.), Immunology (first in the Southeast), and Bioinformatics (first in Alabama); a MS in AI in Medicine (first in the Southeast); and PhDs in Biotechnology and Neuro-engineering (both are first in the U.S.). Forbes ranks UAB's Master's in Computer Science No. 3 nationally and Master's in Cyber Security No. 10.

UAB undergraduate and graduate students continue to earn highly competitive national and international honors. Over the past seven years, for instance, 17 UAB students have been awarded the Goldwater Scholarship, one of the oldest and most prestigious scholarships in the natural sciences, engineering and mathematics.



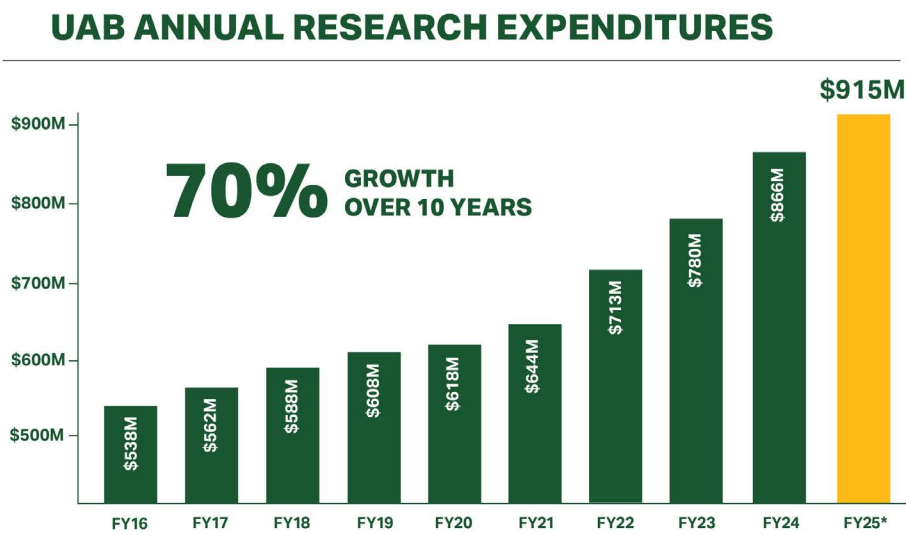
Research and Innovation

UAB’s robust, interdisciplinary research enterprise remains highly competitive among its peers and has an impact on health and quality of life that reaches across Alabama, the U.S., and the globe.

Annual research expenditures exceeded \$915 million in FY25, a 70 percent increase over 10 years. UAB ranks 14th (top 4 percent) among public universities in funding from the National Institutes of Health (NIH), and all six UAB health-related schools are top 30 among publics in NIH funding. An array of other funding sources — including the National Science Foundation (NSF), the U.S. Department of Defense, and NASA as well as private industry and philanthropy — fuel the university’s life-changing research.

UAB conducts hundreds of clinical trials across many medical specialties at any given time, promoting innovation, improving patient care, and offering hope to patients whose conditions have no treatment or haven’t responded to standard treatments. UAB clinical trial expenditures have more than tripled over the past decade, reaching \$139M in FY25.

UAB continues growing its research infrastructure with key renovations and state-of-the-art new facilities. These include, the Altec/Styslinger Genomic Medicine & Data Sciences Building (below left, opened fall 2025); Gorrie Hall (below center, opened summer 2025), new home of the School of Engineering and final phase of a new Science & Engineering Complex; and the new Shelby Biosciences Research Building, officially opened October 20, 2026 (bottom right).



Commercialization and Economic Impact

The UAB Harbert Institute for Innovation and Entrepreneurship (HIIIE) is accelerating commercialization and training tomorrow's entrepreneurs. In FY25, HIIIE generated \$7.45 million in revenues, 153 Intellectual Property Disclosures, 22 U.S. patents, and five startup companies.

UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Birmingham Business Alliance (BBA), the corporate community, and other partners to foster a robust technology-based economy for the region and state.

As the single largest employer in Alabama, UAB has a profound economic impact, annually exceeding \$8.3 billion in Birmingham and \$12.1 billion statewide.

\$12.1 BILLION+

ECONOMIC IMPACT

ANNUALLY ON ALABAMA

STATE'S LARGEST SINGLE EMPLOYER
(35,000+ EMPLOYEES)

SUPPORTING 1 OF EVERY 20 JOBS STATEWIDE

\$371M GENERATED IN STATE/LOCAL TAXES

ROI ON EVERY \$1 FROM STATE: \$39.95

CITY OF BIRMINGHAM



\$8.3 billion
generated in
economic impact



73,595 jobs
supported and
sustained



\$256.2 million
generated in state
and local taxes

World-Class Patient Care

The UAB Health System (UABHS) sees roughly two million patient visits annually in a system of 15 owned, affiliate and network entities across the state (a total of 3,100 beds). The flagship UAB Hospital is the 5th largest in the nation (1,400 beds), consistently ranked in U.S. News & World Report as the top hospital in Alabama and recently named among “The World’s Best Hospitals” by Newsweek.

UAB Hospital is home to the state’s only Level I Adult Trauma Center, which is roughly the length of a football field and is currently undergoing a \$73 million expansion that will double its space. The O’Neal Comprehensive Cancer Center was among the original eight centers designated by the National Cancer Institute (NCI) in 1971 and remains the only such center in Alabama and among 15 in the Southeast. UAB also houses the State’s only Level IV Regional Newborn Intensive Care Unit and the only 24-hour freestanding Level I Ocular Trauma Center in the U.S.

In November 2024, UABHS acquired Ascension St. Vincent’s Health System — now UAB St. Vincent’s — adding five hospitals and 19 ambulatory facilities to UABHS and further enhancing patient access to an even larger network of care.

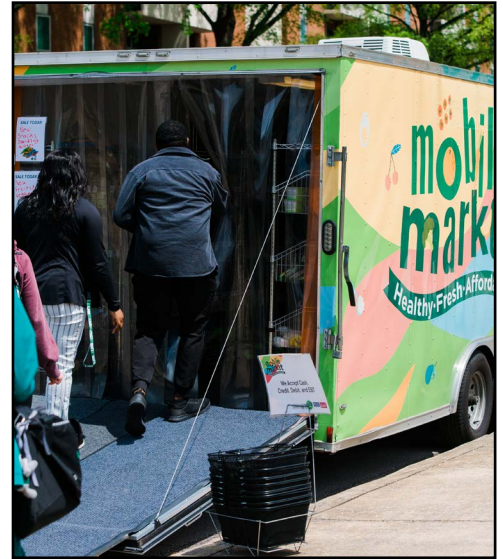


Community Engagement

UAB'S longtime partnership with its community and state continues to impact education, health, arts and culture, and economic development.

LIVE HEALTHSMART ALABAMA

Live HealthSmart Alabama (LHSA), UAB's Grand Challenge launched in 2020, aims to raise Alabama from the bottom 10 percent nationally in key health metrics (e.g., incidence of diabetes, cardiovascular disease, obesity) by the year 2030. Begun in initial demonstration communities around Birmingham, LHSA has now extended its successful community-based model statewide to Selma, Demopolis, Dothan, and other communities. To date, LHSA has provided 8,776 comprehensive health screenings, Community Coaches have connected 1,923 residents with primary care, and the LHSA Mobile Market has delivered healthy foods to 24,317 residents in 67 communities.



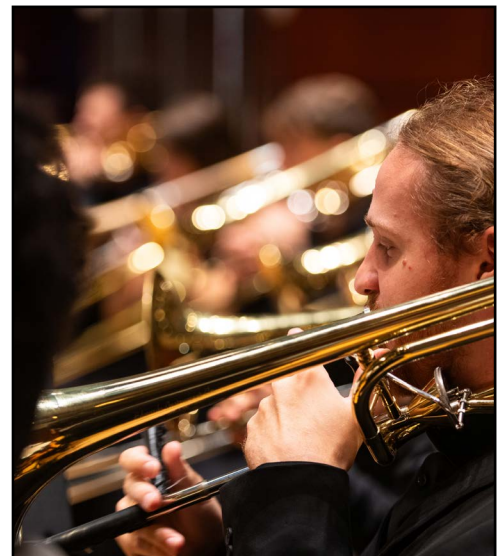
BIRMINGHAM PROMISE

Birmingham Promise, a partnership with the City of Birmingham, is widening access to higher education and economic opportunity. UAB provides full tuition to qualifying Birmingham City Schools graduates, intensive mentoring and resources, and internship opportunities with local businesses. More than 350 "Promise Scholars" have enrolled at UAB since the program's inception in 2020.



UAB CENTER FOR THE ARTS

UAB Arts continues to promote the arts and arts education throughout campus and the community through UAB Center for the Arts, which comprises the Alys Stephens Center for the Performing Arts; the Abrams-Engel Institute for the Visual Arts (AEIVA); ArtPlay community outreach and education; and Arts in Medicine (AIM), whose artists perform and exhibit works for patients and families in UAB Hospital and other patient care facilities.



INNOVATION & ECONOMIC PROSPERITY UNIVERSITY

UAB is among less than 100 universities designated by the Association of Public & Land-grant Universities (APLU) an Innovation & Economic Prosperity University for institution-wide commitment and strategy to achieve regional economic engagement, growth and economic opportunity.

The Department

UAB Athletics sponsors 18 NCAA Division I sport programs and competes primarily as a member of the American Conference. The department is committed to competitive excellence, academic achievement and providing a transformational student-athlete experience while representing UAB and the Birmingham community on a national stage.

Over the past decade, UAB has made significant investments in athletics facilities, student-athlete support and competitive resources. Those investments, combined with the growth of the university and Birmingham, provide a strong foundation for the next Director of Athletics to build upon while navigating a rapidly evolving collegiate athletics landscape.



Academic excellence remains a hallmark of the department's success. The 2025-26 academic year concluded with a cumulative student-athlete GPA of 3.46, while every program posted at least a 3.0 team GPA during both semesters.

As the collegiate athletics landscape continues to evolve, the department has implemented direct student-athlete revenue sharing and new strategies for generating and allocating competitive resources. The Competitive Excellence Fund, established through Blazer Boosters, provides additional support for recruiting, retention and student-athlete investment. The next Director of Athletics will play a central role in developing a sustainable model for revenue sharing, roster investment, NIL-related strategy, fundraising and new revenue generation.

An over \$48 million FY27 financial framework supports the department's ambitions for competitive success, student-athlete development and long-term sustainability. Approximately \$35.3 million is projected to be allocated for departmental expenditures in FY27. The department continues to balance institutional investment with an increased focus on generated revenue, philanthropy, corporate partnerships and sustainable resource allocation.

UAB Athletics continues to expand its external support through philanthropy, corporate partnerships, premium seating, multimedia rights and other revenue-generating initiatives. The next Director of Athletics will have an opportunity to further grow these areas while strengthening relationships with alumni, donors, corporate partners and the greater Birmingham community.

Facilities

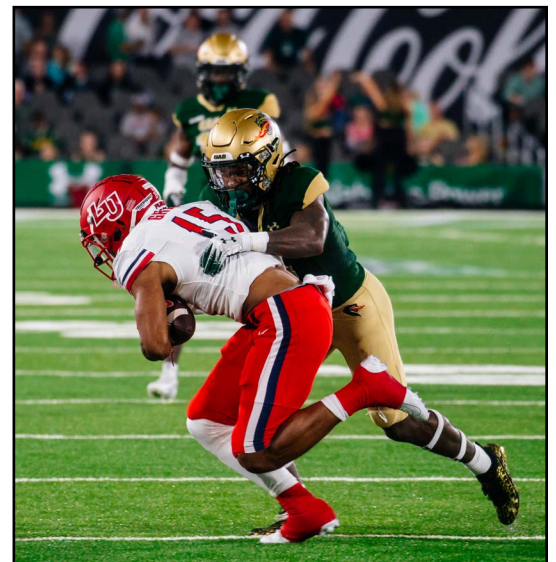
UAB has made significant investments in athletics infrastructure over the past decade, including Protective Stadium, the Football Operations Center and Legacy Pavilion, the Basketball Practice Facility, PNC Field, the Track & Field Complex and the UAB Beach Volleyball Courts. These projects reflect a sustained institutional commitment to providing UAB student-athletes with high-level training and competition environments.

Protective Stadium serves as a centerpiece of UAB Athletics and exemplifies the department's strong partnership with the City of Birmingham and other community stakeholders.

UAB's continued investment in athletics facilities is highlighted by a \$15.4 million renovation of Bartow Arena scheduled for completion in fall 2026. The project includes an expanded entrance lobby, new premium hospitality spaces, additional courtside seating, enhanced student seating, replacement of lower-bowl seating and comprehensive concourse improvements. The renovation is designed to enhance the student-athlete and fan experience while creating new premium seating and revenue opportunities, including the new C Spire Club.

UAB Athletics at a Glance

- 18 NCAA Division I sport programs
- Member of the American Conference
- More than 380 student-athletes
- 3.46 cumulative department GPA (2025-26)
- 234 American Conference All-Academic Team selections
- 294 student-athletes with Spring 2026 GPAs above 3.0
- Significant recent facility investments including Protective Stadium, Legacy Pavilion, Bartow Arena, PNC Field and the Basketball Practice Facility
- Direct student-athlete revenue sharing program launched July 1, 2025
- Competitive Excellence Fund supporting recruiting, retention and student-athlete investment
- Consistent conference championship and postseason success across multiple sports



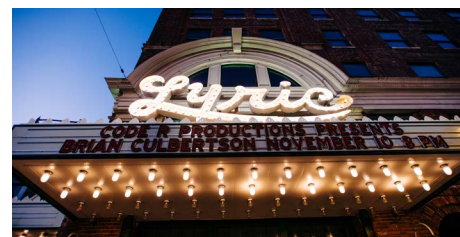
The Community

Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an “All-American City” by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America and Conde Nast Traveler’s pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park, an award-winning urban park, and its adjacent Regions Field, home to the minor league Birmingham Barons. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham was selected to serve as the host city of the 2022 World Games. [UAB played a major role](#) in coordinating the spectacular event, providing athletic venues and hosting 3,600 athletes from more than 100 countries.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. There are a host of attractions only a short walk from UAB’s campus. The Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park, and the Civil Rights Institute, is a major destination for visitors from around the world. Birmingham’s cultural scene is thriving, with museums, galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame, the recently restored historic Lyric and Alabama theaters, and UAB’s Alys Stephens Performing Arts Center, home of the Alabama Symphony Orchestra. Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States. [Explore Birmingham online](#).



The Role

The Director of Athletics will report directly to President Dr. Ray L. Watts, providing strategic leadership and vision for all UAB athletic programs in a rapidly evolving intercollegiate athletics environment. The Director of Athletics will be responsible for establishing and executing a compelling vision for UAB Athletics, aligning departmental priorities with institutional objectives, and developing innovative strategies to strengthen competitive excellence, revenue generation, and long-term financial sustainability. The Director of Athletics will cultivate strong, collaborative relationships with University and University of Alabama System leadership, ensuring alignment with institutional and System priorities through transparent communication, accountability, and proactive engagement.

The successful candidate will foster a culture of trust, transparency, collaboration, and accountability while creating an environment that supports the academic, athletic, and personal development and well-being of student-athletes. This leader will engage meaningfully with the UAB student body, faculty, staff, alumni, donors, corporate partners, and the broader Birmingham community to strengthen relationships, expand support, and elevate the visibility and impact of UAB Athletics.

Responsibilities will include establishing departmental policies and strategic priorities; leading and developing staff, including approximately eleven or more direct reports; evaluating organizational structure and operational effectiveness; and strategically managing financial resources with signatory and/or budget authority. The Director of Athletics will ensure compliance with Title IX and applicable university, conference, University of Alabama System, and NCAA rules and regulations while promoting sound governance, ethical leadership, and institutional accountability. Additionally, this individual will oversee departmental fundraising and revenue-generation initiatives, represent UAB Athletics on internal and external committees, and serve as the department's primary public representative and advocate.



Key Duties & Responsibilities

STRATEGIC DIRECTION & ORGANIZATIONAL ALIGNMENT

- Develop, articulate, and execute a comprehensive, long-term vision for UAB Athletics that aligns competitive aspirations, departmental priorities, institutional objectives, and available resources.
- Establish strategic priorities, measurable goals, and accountability measures to advance the department's mission and position UAB Athletics for sustained success.
- Provide strategic leadership in navigating the evolving intercollegiate athletics landscape, including conference dynamics, NIL, revenue sharing, and governance reform.

REVENUE GENERATION & BUSINESS DEVELOPMENT

- Develop and implement innovative revenue-generation strategies, including philanthropy, corporate partnerships, sponsorships, ticket sales, and other commercial opportunities, to diversify revenue streams and strengthen financial sustainability.
- Establish and oversee departmental fundraising goals and strategies, actively cultivating relationships with donors, prospective donors, corporate partners, and other supporters.
- Provide strategic oversight of departmental financial planning, budget management, and resource allocation to support competitive priorities and long-term sustainability.

ORGANIZATIONAL LEADERSHIP, CULTURE & TALENT MANAGEMENT

- Evaluate and strengthen the department's organizational structure, operational effectiveness, and talent development strategies to support institutional and departmental priorities.
- Recruit, hire, develop, and retain talented coaches, administrators, and staff while establishing clear expectations for performance, professional development, and accountability.
- Foster a collaborative, high-performing organizational culture rooted in trust, transparency, professionalism, integrity, respect, and UAB's shared values.
- Promote effective communication, collaboration, and productive working relationships across all levels of the athletics department.

COMPETITIVE EXCELLENCE & RESOURCE STEWARDSHIP

- Establish and maintain a culture of competitive and academic excellence across all UAB-sponsored athletic programs.
- Evaluate competitive performance, establish clear expectations for coaches and programs, and strategically allocate resources to support sustainable success.
- Provide leadership and oversight to ensure that athletics programs are positioned to compete successfully while maintaining responsible financial stewardship and operational effectiveness.

EXTERNAL ENGAGEMENT, BRAND DEVELOPMENT & COMMUNITY RELATIONS

- Serve as a visible and compelling ambassador for UAB Athletics, strengthening relationships with alumni, donors, corporate partners, fans, and the broader Birmingham community.
- Advance UAB Athletics' visibility and brand recognition through strategic marketing, public relations, community engagement, and initiatives designed to expand fan support and attendance.
- Actively engage with students, faculty, staff, alumni, community organizations, and other stakeholders to cultivate enthusiasm, strengthen institutional pride, and increase support for athletics programs.
- Promote a constituent-focused approach to fan relations and engagement, creating a welcoming and positive experience for students, faculty, staff, alumni, donors, and community supporters.

INSTITUTIONAL COLLABORATION AND STUDENT-ATHLETE EXPERIENCE

- Establish and maintain productive partnerships with university leadership, faculty, administrators, student government, institutional partners, and other constituencies to advance shared priorities.
- Align athletics initiatives with UAB's broader institutional mission while identifying opportunities for collaboration across academics, student affairs, advancement, and other university functions.
- Foster an environment that prioritizes student-athlete academic achievement, personal development, health, well-being, and overall experience.
- Represent UAB Athletics effectively in university, conference, and other external matters, strengthening relationships and advocating for the department's interests.
- Maintain regular engagement with University of Alabama System leadership and Board stakeholders, creating opportunities for meaningful dialogue regarding departmental priorities, progress, challenges, and long-term strategic goals.

INTEGRITY, GOVERNANCE, RISK MANAGEMENT, AND ACCOUNTABILITY

- Ensure compliance with applicable university, conference, University of Alabama System, NCAA, and Title IX rules, regulations, and policies while promoting a culture of ethical leadership and institutional accountability.
- Provide strategic leadership and guidance in navigating intercollegiate athletics governance reform and evolving regulatory requirements.
- Foster a proactive approach to risk management, sound decision-making, and transparency, working collaboratively with institutional partners to protect the interests of UAB, its athletics programs, and student-athletes.
- Model and uphold UAB's shared values, demonstrating integrity, professionalism, and accountability in all aspects of departmental leadership.
- Demonstrate an understanding of institutional and University of Alabama System governance structures, exercising sound judgment, diplomacy, and effective communication while navigating complex organizational priorities and decision-making processes.

Minimum Requirements

- Bachelor's degree in a related field; advanced degree preferred.
- Ten (10) years of related experience.
- Significant experience in strategic and financial planning, as well as in organizational development and personnel management.
- Experience in recruiting and hiring of exceptional coaches and athletic administrators.
- Effective written and verbal and presentation skills, and the ability to communicate complex issues in a succinct and cogent manner to a variety of audiences.
- Ability to build relationships and maintain leadership presence in all situations.
- Ability to be a highly engaged and motivated leader.
- Ability to be self-motivated with a high degree of personal initiative.
- Ability to achieve strategic initiatives and attain organizational goals.
- Analytical and problem solving skills.
- Strong prioritization skills for competing requests and meeting diverse customer requirements

Procedure for Candidacy

The University of Alabama at Birmingham (UAB) 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, at parkersearch.com, by November 13, 2026. Confidential review of materials will begin immediately and continue until the appointment is made.

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PARKER
Executive Search

At Parker Executive Search, we are committed to transforming your organization's future by identifying and attracting exceptional leaders. Our unparalleled experience, tenacity, and personalized approach empower us to seamlessly recruit, advise, and facilitate a smooth hiring process.

UAB is an Equal Employment/Equal Educational Opportunity Institution dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability, religion, sexual orientation, gender identity, gender expression, and veteran's status. As required by Title IX, UAB prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to UAB's Assistant Vice President and Senior Title IX Coordinator. The Title IX notice of nondiscrimination is located at uab.edu/titleix.

UAB also encourages applications from individuals with disabilities and veterans. A pre-employment background check is performed on candidates selected for employment. In addition, physicians and other clinical faculty candidates who will be employed by the University of Alabama Health Services Foundation (UAHSF) or other UAB Medicine entities must successfully complete a pre-employment drug and nicotine screen to be hired.