



# DIRECTOR OF ATHLETICS

LEADERSHIP PROFILE

*MARCH 2025*



**Collegiate  
Sports Associates**  
executive search & consulting



## EXECUTIVE SUMMARY

The University of Tampa (UTampa) invites nominations and applications for the role of Director of Athletics.

Founded in 1931, the University of Tampa has been committed to providing exceptional learning experiences in a global context. The University is ideally situated on a beautiful 110-acre, residential campus alongside the Hillsborough River, and is part of Tampa's dynamic downtown business and medical districts, which comprise a growing, vibrant, diverse metropolitan area. UTampa reflects this vibrancy with a distinguished faculty of approximately 900; a talented student body of almost 11,500 undergraduate, graduate and professional students drawn from all 50 states and most of the world's countries; 1,750 full-time, part-time and vendor-contracted employees; and top tier rankings in *U.S. News & World Report*, *Forbes*, and *The Princeton Review*.

The University is a highly attractive destination for students seeking a distinctive, top-quality education with a strong liberal arts foundation that includes easy access to internships, community service and outstanding recreational opportunities. UTampa's four-college model – the College of Arts and Letters; Sykes College of Business; College of Natural and Health Sciences; and College of Social Sciences, Mathematics and Education – has helped the University retain its small-school ambience and scholarly connections through a high growth, rapidly evolving and ever stronger institutional trajectory.

The Director of Athletics will join the University at a momentous time of excitement throughout campus and athletics, and will report to [President Teresa Abi-Nader Dahlberg](#), named to the role in December 2023.

The University of Tampa Spartans compete across 20 NCAA Division II varsity programs in the Sunshine State Conference. In 2023-24, the University of Tampa finished the Learfield Directors' Cup race ranked 5<sup>th</sup>, tied for the best finish in program history and top within the Sunshine State Conference, winning national championships in men's swimming, baseball, women's lacrosse, and beach volleyball and appearing in the NCAA semifinals in men's lacrosse and women's volleyball. The Spartans' honors include 26 National Championships and 132 Sunshine State Conference titles.

With great excitement for the program's rich history, recent success, and aspirations, the University welcomes a collaborative, dynamic, and strategic leader to usher in a new era for UTampa Athletics.

## POSITION SUMMARY

The Director of Athletics (AD) provides oversight of all athletics programs, including the hiring and supervision of coaching and administrative staff; strategic planning to respond to current and future program needs and ambitions; and oversight of the department's budget and revenue generation efforts. The AD is responsible for developing and executing fundraising strategies, cultivating donor and corporate partnerships, and maximizing external revenue streams to support the department's financial sustainability and competitive success. The AD guides the overall direction of the athletics department, operating in concert with the values and mission of the University, aligning its priorities with those of the University, and fostering a culture of excellence. The AD reports directly to the University president.



## LEADERSHIP PROFILE AND EXPECTATIONS

### PERSONAL CHARACTER/INTEGRITY

At the University of Tampa, personal character and integrity are foundational to leadership. The next Athletics Director must embody transparency, accountability, and ethical decision-making while fostering a culture of trust and respect. This individual will actively support UTampa's mission to Learn, Explore, and Impact by ensuring that the athletics department is a model for excellence. By removing barriers to achievement, this leader will empower student-athletes, coaches, and staff to reach their highest potential. The Athletics Director must uphold the dignity and contributions of all members of the University community, ensuring that athletics serves as a powerful platform for learning, exploration and meaningful impact. Compliance with NCAA and Sunshine State Conference regulations remains a priority while maintaining the highest ethical standards in intercollegiate athletics.

### STUDENT-CENTRIC

The University of Tampa is committed to fostering a student-centered environment that encourages leadership, learning and excellence. With a vision to prepare students for success in a dynamic global environment, UTampa integrates academic achievement, community engagement, and innovation. The next Athletics Director will play a key role in advancing this vision by promoting student success, elevating school spirit, and ensuring student-athletes receive the academic and personal support necessary for holistic development.

### COMMITMENT AND ALIGNMENT

The next Athletics Director must align their leadership with UTampa's mission of preparing students for lifelong success. This leader will ensure that the athletics department's strategic objectives are in harmony with broader University goals, creating a collaborative and engaged campus community. By fostering strong relationships across campus and within the Tampa community, the Athletics Director will integrate athletics as a vital component of the university experience, reinforcing a culture of engagement and excellence.

## **CAMPUS INTEGRATION**

A strong athletics program contributes to a thriving university community. The Athletics Director must actively collaborate with faculty, staff, student organizations, and campus leadership to integrate athletics into the broader student experience. This individual will develop initiatives that enhance school spirit, strengthen student engagement, and position athletics as a central pillar of student life. By ensuring student-athletes are fully immersed in academic, career, and leadership development opportunities, the Athletics Director will uphold UTampa's commitment to holistic student success.

## **CULTURE**

The next Athletics Director must foster a culture that aligns with UTampa's values of excellence, collaboration, respect and integrity. This leader will ensure student-athletes, coaches and staff feel valued and supported across all programs. By emphasizing academic achievement, competitive success, and personal growth, the Athletics Director will reinforce a positive, student-centered culture that drives excellence in the classroom and in competition.

## **ACADEMICS AND STUDENT-ATHLETE WELL-BEING**

The Athletics Director will prioritize academic success and holistic well-being for all student-athletes. By ensuring access to academic resources, career development and mental health support, this leader will champion a balanced approach that fosters both athletic and academic excellence. The Athletics Director will also encourage student-athletes to engage in service learning and leadership opportunities, ensuring they graduate prepared for success beyond sports.

## **COMPETITIVENESS AND STUDENT-ATHLETE SUCCESS**

The Athletics Director must cultivate a culture of excellence that prioritizes both competitive success and student development. This leader will set high expectations across all programs, ensuring that UTampa's athletics teams compete at the highest levels while maintaining academic and personal growth as top priorities. Through strong leadership, accountability, and strategic planning, this individual will position UTampa Athletics for sustained success within the Sunshine State Conference and beyond.

## **EXTERNAL REPRESENTATION**

The Athletics Director will serve as an ambassador for UTampa Athletics, effectively engaging with alumni, donors, corporate partners and community stakeholders. This leader must communicate a compelling vision for athletics, building strategic partnerships that enhance the university's brand and reputation. The Athletics Director will also play a key role in fundraising efforts, securing major gifts and sponsorships that advance the department's long-term goals.

**BUSINESS ACUMEN**

A strong financial strategy is essential to the success of UTampa Athletics. The Athletics Director must demonstrate exceptional business acumen, strategically managing resources while aligning financial operations with the University’s goals. This leader will oversee budgeting, revenue generation, and fundraising efforts, collaborating with the Office of Development and University Relations to cultivate donor engagement and philanthropic investments in athletics. Exploring innovative revenue streams—including facility rentals, partnerships, and special events—will be key to enhancing UTampa’s financial sustainability. The Athletics Director will lead a data-driven evaluation of UTampa’s athletics policies, competitive positioning, financial and scholarship commitments, and infrastructure needs to ensure alignment with national best practices and develop a strategic roadmap for sustained competitive excellence.

**SOFT SKILLS**

The next Athletics Director must possess exceptional interpersonal skills, fostering meaningful relationships and promoting a collaborative environment. Strong communication, emotional intelligence, and cultural awareness will be essential in engaging with student-athletes, coaches, staff, faculty, donors and the greater community. This leader will demonstrate adaptability, problem-solving ability, and conflict resolution skills to navigate the complexities of collegiate athletics while maintaining a student-first approach.



## NATIONAL PRESENCE

The next Athletics Director must elevate UTampa's national presence by leveraging competitive success, strategic media engagement, and industry relationships. By staying at the forefront of trends in collegiate athletics—including conference alignment, branding, and Name, Image, and Likeness (NIL) policies—this leader will ensure UTampa remains a respected and competitive force within the NCAA. By positioning UTampa Athletics as a premier NCAA program, the Athletics Director will reinforce the university's reputation as a leader in student-athlete success.

This is an exciting opportunity for a dynamic leader who is passionate about advancing the student-athlete experience, enhancing institutional engagement, and fostering a culture of excellence at the University of Tampa.



## PROFESSIONAL QUALIFICATIONS

### MINIMUM REQUIREMENTS:

- A bachelor's degree is required with a master's degree strongly preferred.
- Minimum of 10 years of athletic administrative experience and/or similar type of leadership role in relevant field.

### PREFERRED QUALIFICATIONS:

- Master's degree strongly preferred.
- Comprehensive knowledge of intercollegiate athletics.
- Focus on student success, with demonstrated commitment to supporting student-athlete health, safety, and holistic wellness, as well as their academic, athletic and personal success.
- Demonstrate vision and passion for UTampa's values and the primary objectives of higher education.
- Have significant senior-level management experience, including experience with budgets, facilities, operations, personnel, academics, compliance, strategic planning, and student-athlete development.
- Excellent organizational, management, planning, marketing and change management skills.
- Demonstrate the highest levels of integrity and ethical standards.
- Ability to meet and work well with the public and all stakeholders.
- Demonstrated ability to represent the institution with professionalism and knowledge.
- Proven capability to manage multiple responsibilities and meet deadlines.
- Ability to work independently as well as lead a team.
- Demonstrate an ability and strong commitment to fundraising and other means of revenue generation.
- Strong vision for the role of collegiate athletics at a top university.





## ABOUT THE UNIVERSITY OF TAMPA

### OVERVIEW

From the gleaming minarets of Plant Hall — Tampa’s signature [National Historic Landmark](#) — to over \$1 billion in new facilities and technology, the University of Tampa’s globally connected campus is at the heart of a vibrant urban oasis. A distinguished faculty and almost 11,500 students from all 50 states and most of the world’s countries are joined in a University ranked among the best by *U.S. News & World Report*, *Forbes*, and *The Princeton Review*.

UTampa is a comprehensive, independent University that delivers challenging and high-quality educational experiences to a diverse group of learners. Four colleges offer more than 200 programs of study through a core curriculum rooted in a liberal arts tradition. Beginning with an innovative first-year student experience, UTampa students explore global issues, examine career possibilities and refine communication and critical-thinking skills. Graduate programs in each college, as well as a continuing studies program for adult learners, exemplify the University’s commitment to the professions and to the community.

The University’s 110-acre residential campus in downtown Tampa provides a historical and cultural setting for learning both on and off campus. Valuing the community’s global heritage, UTampa attracts students, faculty, and staff from around the country and around the world.

Visit UTampa's beautiful, urban campus through a [virtual tour](#).



## HISTORY

Founded by community leaders in 1931, the University of Tampa sought to provide local students with access to higher education. Leading the new institution was Frederic H. Spaulding, the former principal of Tampa's Hillsborough High School and the man who had been the motivating force behind establishing the first local university for Tampa's high school graduates.

In 1933, the University's campus moved from Hillsborough High School to what is now known as Plant Hall. Plant Hall, the main academic and administrative building for the University, already had an extraordinary history. Formerly the Tampa Bay Hotel, the building represented and still remains a symbol of the city and its history.

Built between 1888 and 1891 by railroad and shipping magnate Henry B. Plant, the Tampa Bay Hotel was designed to surpass all other grand winter resorts. At a cost of \$86 million (in today's dollars), the 511-room giant rose to a flamboyant height of five stories, surrounded by ornate Victorian gingerbread trim and topped by Moorish minarets, domes, and cupolas.

Today, the University of Tampa is seeing its original mission realized as it has been transformed into a comprehensive, metropolitan University. What was once a campus of one iconic building now brims with 72 modern and renovated buildings and 12 residence halls on 110 acres in the heart of Tampa.



## ATHLETICS FACILITIES

Athletic facilities at the University of Tampa are among the best in the nation for a school of its size. The Martinez Athletics Center, a 3,432-seat arena plays host to varsity volleyball, men's and women's basketball, intramural and recreational activities and other events throughout the year. Pepin Stadium is considered one of the finest soccer venues in NCAA Div. II. The new, lighted University of Tampa baseball field is home to the nine-time national champion Spartan baseball team while the softball team plays on its own lighted field, which was renovated in 2013.

See more of the University of Tampa's Athletic Facilities [HERE](#).



## MISSION

*The University is committed to the development of each student to become a productive and responsible citizen. To this end, UTampa ensures that students balance “learning by thinking” with “learning by doing.” Students are taught by highly qualified, experienced faculty members who are committed to teaching, academic advising, and continued intellectual growth. Classes are conducted in personalized settings in which learning is enhanced through application. Students participate in learning partnerships with faculty and the community through independent studies, internships, research, and other practical experiences that complement classroom learning. The University’s academic services and co-curricular activities support individual discovery and development and provide leadership opportunities. Involvement and participation inside and outside the classroom are valued. Through complete engagement with the educational environment, Utampa students are prepared for careers, graduate and professional education, and lifelong learning.*

The University of Tampa’s full mission statement can be viewed [HERE](#).

The University of Tampa is an equal opportunity institution. UTampa does not discriminate on the basis of sex, disability, race, age, religion, color, national or ethnic origin, ancestry, marital status, veteran status, sexual orientation, gender identity, gender expression, genetic information, physical characteristics, or any other category protected by University policy or federal, state, or local law for employment and in our educational programs and activities.

## FACTS AND FIGURES

- Nearly 11,500 students enrolled for Fall 2024
- 25 years of record enrollment since 1995
- Students from 50 states and most of the world's countries
- About 1,200 international students
- A residentially-based campus with 12 residence halls
- About 2,600 degrees conferred annually
- Top Five Most Popular Undergraduate Majors:
  1. Finance
  2. Marketing
  3. Allied Health
  4. International Business
  5. Biology / Environmental Science

## COSTS AND FINANCIAL AID

- Average cost for full-time undergraduate students for the 2024-25 academic year: \$47,496
- 90% of students receive financial aid
- \$124 million in institutional aid
- About \$275 million in total aid (includes grants, loans and campus employment)

## FINANCIAL FACTS

- Projected annual revenue: \$429.5 million and \$1.08 billion in current assets (Sep 2024)
- 1,750 full-time, part-time and vendor-contracted employees
- 1,700 students employed on campus
- Fundraising: \$22.7 million (2023-2024)
- Annual economic impact: \$1.4 billion
- Over \$1 billion in [construction](#) completed since 1998

Learn more [HERE](#).

## LEADERSHIP

### Teresa Abi-Nader Dahlberg, Ph.D., President



Teresa Abi-Nader Dahlberg is the 11th president of the University of Tampa.

Dahlberg came to UTampa from Texas Christian University where she served as provost and vice chancellor for academic affairs.

In addition to being TCU's chief academic officer, Dahlberg was also a professor of both computer science and engineering. She has more than 30 years of experience in higher education as a faculty member and an administrator and is known especially as an advocate for student

success, and innovative academic programs. At TCU she oversaw the start-up of the Burnett School of Medicine, and she served as chief fundraiser for college donors.

Prior to joining TCU in 2019, Dahlberg served as dean of the College of Engineering and Computer Science at Syracuse University (NY), where she launched strategic and advancement plans focused on student experience, research and campus culture. She also created and led the college fundraising campaign which meaningfully contributed to Syracuse's \$1.5 billion Forever Orange capital campaign.

Before her position at Syracuse, Dahlberg served as chief academic officer and dean of the Albert Nerken School of Engineering at Cooper Union for the Advancement of Science and Art (NY) and associate dean of the College of Computing and Informatics at the University of North Carolina Charlotte. At Charlotte, Dahlberg co-founded and directed the STARS Computing Corps, a National Science Foundation alliance that engaged over 50 colleges and universities to strengthen the STEM pipeline through student-led regional engagement.

In her academic career, Dahlberg has been the principal investigator for over \$20 million in external funding for projects in the areas of computer education, broadening participation in computing and wireless networking research.

Dahlberg said she looks to build upon UTampa's already remarkable record of success by strengthening student, faculty and staff success, increasing UTampa's institutional reputation and bolstering its financial sustainability.

Dahlberg began her professional career with the IBM Corporation in North Carolina. She has a bachelor's degree from the University of Pittsburgh and earned both a master's degree and a Ph.D. from North Carolina State University, where she is a member of the Alumni Hall of Fame.

## TAMPA, FLORIDA

The connection between UTampa and the Tampa community is especially strong. With 2.7 million people, the Tampa Bay area is West Central Florida's center of government, commerce, communications, business, health care, scientific research, sports, culture and entertainment. It is also home to beautiful beaches and pleasant year-round temperatures.

Tampa has experienced rapid urban growth in recent years, with major new developments downtown, including the Water Street neighborhood, the Heights District, Armature Works, and the Tampa Riverwalk, a 2.6-mile waterfront walkway linking downtown neighborhoods. Historic Ybor City, connected to downtown by a street trolley, is well-known for its vibrant nightlife, dining and entertainment.

The David A. Straz, Jr. Center for Performing Arts, Tampa Museum of Art, the Glazer Children's Museum and the Amalie Arena are just a five minute walk from campus. Busch Gardens, ZooTampa and the Florida Aquarium are also popular Tampa attractions. Students are only a 30-minute drive away from the beaches and cultural attractions of St. Petersburg including the Salvador Dalí Museum, the Museum of Fine Arts, St. Petersburg, the James Museum of Western and Wildlife Art, the Chihuly Collection, the Florida Holocaust Museum and others.

With plenty of sunshine, Tampa residents enjoy sports activities year-round. Bayshore Boulevard offers a 4.5-mile continuous waterfront sidewalk for walking, running, and cycling. Fans root for Tampa Bay Buccaneers football, Lightning hockey, Rowdies soccer and Rays baseball teams. The area has long been home to many major league baseball teams' spring training facilities, with Tampa serving as host for the New York Yankees.



## CANDIDACY

The University of Tampa welcomes applications, nominations, and inquiries.

**Collegiate Sports Associates** (CSA) is supporting the University in this search. Candidates can apply for the position on CSA's website ([HERE](#)) and should provide a resume and a letter of interest. The position will remain open until filled; but, for best consideration, candidates should apply by April 18<sup>th</sup>, 2025.

Nominations for the position and questions concerning the job requirements or hiring process should be directed to:

**Stephanie Garcia Cichosz:** [steph@collegiatesportsassociates.com](mailto:steph@collegiatesportsassociates.com)

**Marcy Lanoue:** [mlanoue@collegiatesportsassociates.com](mailto:mlanoue@collegiatesportsassociates.com)

**Clay Pfeifler:** [cpfeifler@collegiatesportsassociates.com](mailto:cpfeifler@collegiatesportsassociates.com)

