



LAMAR UNIVERSITY

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM™



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Inviting Applications and Nominations for

Associate Athletic Director for Revenue Development



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EXECUTIVE SEARCH AND CONSULTING



Lamar University, a member of The Texas State University System, seeks an experienced fundraising professional to serve as the **Associate Athletic Director for Revenue Development**. This revenue development officer plays a key role in enabling the University to achieve the Athletics Department's fundraising goals and objectives.

► OUR MISSION

Lamar University strives to educate leaders, demonstrate excellence in student learning and career readiness, and pursue research with relevance.

► OUR VISION

To establish Lamar University as a first choice of tomorrow's leaders and career professionals in Texas.

ABOUT THE UNIVERSITY

Home to more than 17,000 students, Lamar University (LU) is among the fastest growing Texas colleges and universities. LU is a member of The Texas State University System, which is the first higher education system of Texas, and it maintains the lowest average tuition and fees of any university system in Texas. With more than 130-degree options and a community that cares, Lamar students find degree programs that best fit their interests and career preferences. The university has a low student-to-faculty ratio (19:1), a diverse campus, and strong academic programs.

Lamar University is nationally recognized for its quality curriculum for all degree program levels: Bachelor's, Master's, and Doctoral. The university is broken into five undergraduate colleges (Arts and Sciences, Business, Education and Human Development, Engineering, Fine Arts and Communications), one graduate college, and an honors college. The university stresses academic achievement by emphasizing hands-on learning at all levels, providing ample opportunities for undergraduate research and supporting an excellent Honors Program.

Lamar University is one of 29 public universities recognized as a Carnegie Doctoral Research University by the Carnegie Foundation for the Advancement of Teaching. Several LU colleges and programs hold additional specialized certifications and accreditations recognizing their quality and expertise. Beyond

the classroom, Lamar University students develop leadership skills and lifelong friendships in more than 200 campus clubs and organizations as well as its excellent athletic programs.

More than 2,500 students live on campus in five modern, apartment-style residence halls. All students have access to the gourmet dining hall and the spacious Sheila Umphrey Recreational Sports Center, a showpiece facility with a 43-foot climbing wall, all the latest workout equipment, and a range of intramural sports.

Lamar's athletic program has more than a dozen NCAA Division I sports: Men's baseball, basketball, cross country, football, golf, tennis, and track and field, and Women's basketball, cross country, golf, soccer, softball, tennis, track and field, and volleyball. The Cardinals compete in the Southland Conference and have a history of winning championships in sports including men's and women's basketball, volleyball, golf, and cross country.

Not only do 90% of full-time LU students receive financial aid, Lamar University awards over 2,000 scholarships annually, totaling over \$20 million in assistance to students.

More than 1,200 faculty and staff members work for the university on its vibrant and beautiful 292-acre campus in Beaumont, Texas, about 90 miles east of Houston and about 25 miles west of Louisiana.

Strategic Work Plan

For nearly 100 years, Lamar University has provided an accessible and exceptional education to students on a global scale with a clear pathway to a successful career. The commitment to students has never been stronger as LU continues its commitment to focusing on one student at a time.

LU continues to provide the intellectual capital for today's workforce and the leaders of tomorrow. Its strategic plan provides not only direction for the university but also as changes in higher education and the world occur, how it might partner in addressing solutions to the challenges confronting society as a whole.

Lamar University Foundation

The Foundation serves as the preferred channel for private gifts to all areas of Lamar University to support its educational mission. By connecting alumni and friends to the University through stewardship, the

Lamar University Foundation focuses on raising funds, distributing funds to Lamar University programs according to donor designations, and managing endowments. Lamar University Foundation is a Texas corporation established under Section 501(c)(3) of the Internal Revenue Code for educational or charitable purposes.

Although the University is a state-assisted institution, private philanthropy provides the funds necessary to attract and retain the finest students and faculty to Lamar and provides much of the financial aid that many of its students need in order to reach their educational goals. Through endowments, planned gifts, and special-purpose campaigns, the Foundation works closely with the University to generate private support from alumni and friends.

The Lamar University Foundation Board of Trustees is composed of up to 40 members committed to the success of Lamar University and the stewardship of the gifts managed through the Foundation.





THE OPPORTUNITY

Lamar University is seeking an Associate Athletic Director for Revenue Development reporting directly to the Vice President for University Advancement and the Vice President, Director of Athletics. The successful candidate will oversee all external units within the Athletics Department: Cardinal Athletic Fund, corporate sponsorships, marketing, media relations, and ticketing.

Minimum Qualifications

- Bachelor's Degree in a field relevant to the position and essential job functions from an accredited university.

Preferred Qualifications

- Master's degree and 5-7 years of progressively increasing responsibility and experience in donor development and fundraising in a college of professional sports or equivalent experience.

Duties and Responsibilities

- Develop, implement, and maintain a comprehensive strategic plan for athletics revenue development and ticket operations.
- Lead the athletics department in all external donor engagement efforts in connection with and supporting the athletics strategic plan and comprehensive revenue development plan, including major gifts and annual giving.
- Lead various units and initiatives within the Athletics and the Foundation, development, cultivating donors, hosting donors in suites at events, and various fundraising activities.

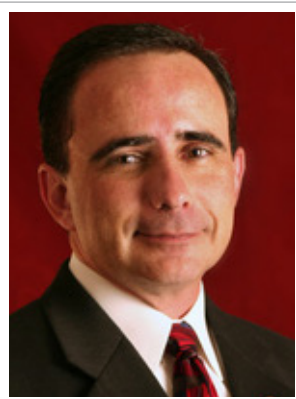
- Serve on the senior leadership staff of the Department of Athletics and provide input into the overall execution of the Athletics department. Ensure efforts are collaborative and the work is unified amongst the university and athletics staff.
- Support the mission and vision of The Cardinal Athletic Fund, as well as that of Lamar University, with integrity and in compliance with all NCAA, conference and university rules, policies, and procedures.
- Responsible for the performance, development, and professional growth of all direct reports.
- Assist in the administration of sports.
- Perform other duties as assigned by the VP for University Advancement and/or VP, Director of Athletics.

Skills and Abilities

- Demonstrated ability to communicate effectively with various audiences
- Proven track record of building and maintaining positive professional relationships with various corporate sponsorships and stakeholders
- Proven experience and success in finding innovative and creative opportunities to engage multiple constituencies
- Demonstrated ability to develop revenue generation strategies and plans, set goals, and monitor and follow through effectively
- Ability to work with individuals from diverse backgrounds and promote an inclusive and collaborative work environment



JUAN J. ZABALA



Vice President for University Advancement

Juan Zabala became Vice President for University Advancement on July 1, 2014, after serving as Associate Vice President of University Advancement since July 1, 2012. He began serving as interim in that position on September 1, 2011. Additionally, he became the C.E.O. of the Lamar University Foundation in June 2013. He directs the activities of the foundation, development, alumni affairs, and advancement services. Zabala joined Lamar University as director of alumni affairs in January 2003 when Lamar created the Office of Alumni Affairs to expand upon the work of the former LU Alumni Association. Through the Office of Alumni Affairs, the institution works to engage alumni in all aspects of the life of the university. Supervision of the Advancement Services department was added to Zabala's portfolio in November of 2007.

Prior to his appointment at Lamar University, Zabala served as assistant dean of the University of Texas School of Law.

Zabala has a Master's Degree in Business Administration from Lamar University as well as degrees from Sul Ross State University (Alpine, Texas) and BYU Idaho (Rexburg, Idaho). Zabala has more than 30 years of experience in administration, university development, and alumni relations.



BEAUMONT

Incorporated in 1838, Beaumont is a coastal city in Southeast Texas on the Neches River 90 miles east of Houston and 30 miles west of the Louisiana border. Home to more than 115,000 residents and the seat of Jefferson County, Texas, Beaumont is the energy gateway for the State of Texas and the United States.

A low cost of living and a year-round outdoor climate makes Beaumont an ideal place to live as well. Residents and visitors enjoy exploring the bayous, birding, and unique culinary landscape and see where the world was changed forever in one of America's original Boomtowns.

Beaumont is convenient for lake, river, and ocean recreation. Located only a few miles from the Gulf Coast, the city is little more than an hour from the Big Thicket National Preserve, large lakes, and piney woods.

Museums and historic sites include the McFaddin-Ward House Museum, Spindletop-Gladys City

Boomtown Museum, the Chambers House Museum, Art Museum of Southeast Texas, Fire Museum of Texas, Texas Energy Museum, Clifton Steamboat Museum, Saint Anthony Catholic Basilica, and, of course, the Babe Didrikson Zaharias Memorial Museum. Beaumont is also home to the Wildlife and Alligator Adventure Park and the exquisite Beaumont Botanical Gardens.

The largest employers in Beaumont are Lamar University, Beaumont Independent School District, ExxonMobil Corporation Beaumont Refinery, Christus St. Elizabeth Hospital, and Baptist Hospital of Southeast Texas.

Beaumont is served by the Beaumont Independent School District, though there are also several private schools in the city and metropolitan area.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



Applications

- 1) All application packets must include the following:
 - a) A letter of application that includes the candidate's (1) interest in and qualifications for the position, (2) leadership philosophy, and (3) vision for the Lamar University Foundation and Fundraising
 - b) Current résumé with at least four references with full contact information including e-mail (*References will not be contacted without consent from applicant.*)
- 2) Submit application materials online, preferably as PDFs. Additional information is requested with the submission of materials. **Application review will begin June 16, 2025.**

APPLY HERE

Nominations

Submit nominations with complete contact and e-mail information for the individual being nominated.

NOMINATE HERE

Consultant

Lamar University has retained **Myers McRae Executive Search and Consulting** to assist the Search Committee for the Associate Vice President of University Advancement in its identification and review of candidates. **Brianna Douglas, Ph.D.**, Vice President of Myers McRae Executive Search and Consulting, is the lead consultant for this search. **Request a conversation regarding this search at BriannaDouglas@myersmcr ae.com.**



It is the policy of Lamar University not to discriminate on the basis of non-relevant criteria including, but not limited to race, color, religion, sex, sexual orientation, gender identity and expression, national origin, age, disability, or veteran status in its educational programs, activities, admissions, or employment practices.