

SEARCH PROSPECTUS:

Athletic Director



Cal State Fullerton®

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Founded in 1957, California State University, Fullerton serves approximately 45,000 students as of fall 2025, the majority of whom live in Orange County. The campus is located in the city of Fullerton, which serves approximately 140,000 residents and is located 30 miles southeast of central Los Angeles.

Cal State Fullerton is a leading campus of the CSU system, serving as an intellectual and cultural center for Southern California and a driver of workforce and economic development. We are an emerging national model for broadening access to higher education for the diverse student population in the region and beyond, and for supporting student success through innovative educational opportunities.

Cal State Fullerton embraces a diverse community, with over 40 nations represented in its student body. Cal State Fullerton is designated as a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution. Excelencia in Education, a nonprofit and national authority on Latinx student success, recertified Cal State Fullerton in 2024 with the Seal of Excelencia through 2027



Watch this video to learn more about the CSU system.



THE UNIVERSITY

About Cal State Fullerton

With an operating budget of approximately \$613 million for the 2025-26 fiscal year, the university offers more than 100 degrees, including doctorates in education and nursing practice. Cal State Fullerton has eight colleges, including the largest accredited business school on the West Coast. The university employees respectively over 2,400 full-time and part-time faculty members, as well as nearly 2,000 staff members.

Cal State Fullerton is a major driver of economic activity statewide, powering \$2.4 billion in economic activity. The quality of faculty at Cal State Fullerton, 81% of whom hold a doctoral degree, is reflected in numerous state, national and international awards.

A Titan education is defined by high-impact, immersive learning experiences amid rich perspectives and backgrounds. Cal State Fullerton graduates are academically confident, culturally competent, well prepared and uniquely positioned to excel in their local communities, in the global marketplace and in the journey of lifelong learning.

U.S. News and World Report ranked Cal State Fullerton among the top 10 performers in the nation for social mobility (2025). Money magazine rated Cal State Fullerton 5 stars in its list of Best Colleges in America (2025). Cal State Fullerton was No. 3 in the nation for total bachelor's degrees granted to Hispanic/ Latino students, according to Hispanic Outlook on Education Magazine (2025).

In fall 2025, Cal State Fullerton enrolled record-high number of students of over 45,000. Approximately 74% of these students receive financial aid, and about 32% of them are the first in their families to attend a university.

Mission

Cal State Fullerton transforms lives through innovative and quality education, research, and creative activities. We inspire all members of the Titan community to engage in their lifelong pursuit of critical inquiry and societal advancement; to become catalysts for empowerment and inclusivity; and to advance the intellectual, cultural and economic growth of Orange County and beyond.

Vision

Cal State Fullerton will serve as a model public university that cultivates leaders who drive innovation, sustained change, and collective well-being in local and global communities.

Strategic Plan

Cal State Fullerton's 2024-29 Fullerton Forward strategic plan provides an ambitious roadmap for evolving the institution's focus on student access, academic success, support and well-being. It also addresses critical areas of recruitment and retention of students, faculty, and staff, as well as goals related to the physical and financial capacity of the institution and associated campus operations. .

Orange County

Orange County's 3 million residents enjoy a nearly perfect climate in which parks and beaches provide abundant opportunities for outdoor activities. Orange County is the home of exciting professional sports, a wide range of tourist attractions, including Disneyland, and quality venues for visual and performing arts. Orange County boasts a thriving business economy and a well-educated workforce. The County of Orange is a regional service provider with core businesses, including public safety, public health, environmental protection, regional planning, public assistance, social services and aviation.



FACILITIES

The Cal State Fullerton campus includes approximately 110 permanent buildings, featuring student housing for about 2,200 residents and a recently renovated Titan Dining Hall. Recent developments include two buildings in the Visual Arts Complex, which added gallery and classroom spaces along with renovations to an existing structure, a 600-bed suite-style student housing facility, a parking structure, and an Olympic-sized pool.

Projects currently under construction include:

- Student Housing, Phase 5: 510-bed apartment-style complex
- Engineering and Computer Science Innovation Hub: 42,000-square foot state-of-art building
- Landmark Hall – Center for Leadership: 20,000-square-foot, donor-funded building

The main campus core includes Mihaylo Hall, McCarthy Hall, Dan Black Hall, Humanities-Social Sciences Building, Gordon Hall and Langsdorf Hall, surrounded by key academic buildings: Titan Gym, Kinesiology and Health Science Building, Education-Classroom Building, Engineering and Computer Science Complex, and the Visual and Performing Arts Complex.

Supporting academic buildings are the Titan Student Union, Titan Shops, Charles L. and Rachel E. Ruby Gerontology Center (home to the Center for Successful Aging), Student Health and Counseling Center, Titan Hall, and other utility buildings. The 10-story College Park building on Nutwood Avenue hosts the College of Communications and the College of Education, providing additional classroom and office space.

Athletic Facilities include Titan House, Goodwin Field, Anderson Family Field, Titan Gym, Titan Stadium, Titan Aquatics Center, Titan Track Complex and Titan Courts.

The campus also features four parking structures, with a total capacity of 7,323 spaces and total approximately 12,425 vehicles. In addition, Cal State Fullerton's Associated Students Inc. offers an accredited child development center on campus.

The 26-acre Arboretum and Botanical Garden at Cal State Fullerton, is the largest botanical garden in Orange County. The arboretum houses over 4,000 plant species from around the world, and provides students with opportunities for research, internships, service-learning, graduate exhibits and capstone projects.



SUSTAINABILITY INITIATIVES

Cal State Fullerton is committed to sustainability and has received a Platinum Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council for its Student Housing Complex, Phase 3. Recent sustainability initiatives include installing a solar-energy network on the rooftops of parking structures, the Kinesiology and Health Science Building, and the Claves Performing Arts Center, totaling approximately 4,777 kilowatts, with an additional 106 kilowatts planned. The clean-energy project is projected to generate 1.16 megawatt-hours of electricity annually, reducing greenhouse gas emissions by over 700 metric tons each year and saving an estimated \$9 million in utility costs over the next 25 years.



Cal State Fullerton is proud to:

- Empower graduates to become leaders in innovative climate solutions, as reflected in the multidisciplinary poster presentations addressing sustainability and climate action across the curriculum at the annual Energy and Sustainability Summit.
- Be a Second Nature Carbon Commitment signatory and integrate sustainability across academics and operations.
- Be a charter member of the Association for the Advancement of Sustainability in Higher Education (AASHE) with a STARS Gold rating.
- Be recognized as a top performer in water management in the 2024 Sustainable Campus Index, achieving a 27% reduction in water use from infrastructure and landscaping initiatives.
- Offer 100 electric vehicle (EV) charging spaces through the Southern California Edison Charge Ready Program, helping reduce greenhouse gas emissions by up to 8,300 pounds per day for a cleaner tomorrow.



STUDENT ACTIVITIES

An active student co-curriculum is delivered through Student Affairs and college programs, including opportunities for community service, recreation, arts and culture, professional development, and continuous learning to address the whole student experience. Cal State Fullerton is home to more than 300 student clubs and organizations that make a positive impact on campus and in the community.

Cal State Fullerton's Associated Students Inc. hosts a variety of educational, leadership, wellness and entertainment programs throughout the year. ASI's signature Beyond the Conversation speaker series has brought notable guests like actress Issa Rae, director Jon Chu and Olympian Michael Phelps to campus. ASI also operates a Food Pantry, which provides fresh produce and a wide variety of foods to support students in need, and a Children's Center, which offers affordable care for student-parents. Cal State Fullerton sponsors 18 NCAA Division I

sports teams and is home to 12 NCAA national championships in seven different sports. Men's intercollegiate athletics programs include baseball, basketball, cross country, golf, soccer, track and field, and water polo. Women's intercollegiate athletics programs include basketball, cross country, golf, track and field, soccer, softball, tennis, volleyball, and water polo. The Titan Sports Complex was established in 1992, featuring Titan Stadium (10,000 seats), Goodwin Field (3,500 seats), and Anderson Field for softball, a track and full-sized soccer field. In 2022, the campus opened a new aquatics center featuring an Olympic-sized pool.

The choice of the elephant as the university's mascot, dubbed Tuffy the Titan, dates to 1962 when the campus hosted "the first intercollegiate elephant race in human history." The student-organized event attracted 10,000 spectators, 15 pachyderm entrants and worldwide news coverage.

PRIVATE SUPPORT

The Cal State Fullerton Philanthropic Foundation oversees the management of charitable gifts to the university. The CSFPF Board of Governors focuses on building and strengthening relationships with communities served to encourage advocacy, investment and support of the university, its mission, goals and programs that advance student success. Cultivating significant opportunities for the future of Cal State Fullerton requires a large network

of community support groups. These affiliates include the President's Associates, CSUF Alumni Association, Art Alliance, Colleagues of the College of Natural Sciences and Mathematics, Emeriti, Friends of the Fullerton Arboretum, MAMM Alliance for the performing Arts, Music Associates, Osher Lifelong Learning Institute, Patrons of the Library, Reading Educators Guild, Titan Advocates, and z Council.



ABOUT THE AD POSITION

JOB SUMMARY

The Athletic Director (AD) provides executive leadership to Titans Athletics coaches and staff who are committed to student-athlete success.

Reporting directly to the President, the AD has overall responsibility for the administration and oversight of all CSUF NCAA Division I sports programs. The AD ensures competitive excellence, academic achievement, fiscal stewardship, regulatory compliance, and the holistic well-being of student-athletes, while also leading public relations, development, fundraising, and external relations for Athletics. As a senior institutional leader, the AD aligns Athletics with CSUF's mission, values, and commitment to equity, inclusion, and ethical leadership.

40% Executive and Strategic Leadership

- Provide overall leadership, direction, and vision for the NCAA Division I athletics program.
- Develop and execute a strategic plan that aligns Athletics with CSUF's institutional priorities, student success goals and strategic plan.
- Serve as a trusted advisor to the President and senior leadership on athletics-related matters.
- Represent CSUF in conference, NCAA, and national governance activities.
- Recruit, develop, evaluate, and retain high-performing coaches, administrators, and staff.
- Promote professional development, accountability, and a positive workplace culture.
- Ensure effective organizational structure, succession planning, and performance management within Athletics.
- Ensure compliance with the university, conference, NCAA rules and regulations, applicable state and federal laws, and best practices.



20% Student-Athlete Success and Well-Being

- Champion the academic achievement, personal development, mental health, and physical well-being of student-athletes.
- Foster strong collaboration with Human Resources and Inclusive Excellence, Academic Affairs, Student Affairs, Enrollment Management, and campus support units.
- Promote a culture of integrity, accountability, sportsmanship, and respect.
- Compliance, Governance
 - Ensure full compliance with NCAA, conference, CSU, federal, and state regulations, including Title IX.
 - Oversee compliance, eligibility, recruiting, financial aid, and student-athlete support operations.
 - Promote ethical conduct and a culture of compliance across all athletics programs.

20% Financial Management and Resource Development

- Identify innovative opportunities to increase overall resources, with a core focus on revenue generation, fundraising, donor/alumni engagement, and capital projects.
- Provide oversight of the Athletics budget, ensuring fiscal responsibility and effective allocation of resources.
- Lead revenue generation efforts, including fundraising, donor relations, sponsorships, licensing, and external partnerships.
- Collaborate with University Advancement to strengthen philanthropic support for Athletics.
- Oversee facilities planning, capital projects, and game-day operations.

15% External Relations

- Serve as the chief ambassador and spokesperson for Titans Athletics.
- Cultivate and manage high-value relationships with alumni, donors, university stakeholders, public policy makers, media, and corporate partners
- Enhance the visibility, reputation, and brand of CSUF through Athletics locally, regionally, and nationally.

5% Other Duties as Assigned

QUALIFICATIONS

ESSENTIAL QUALIFICATIONS

- Bachelor's from an accredited institution of higher education required. Five years of successful management, supervision and leadership in athletics.
- Demonstrated knowledge of NCAA rules and regulations.
- Experience in a higher education institution of similar size and athletic program.
- Proven leadership for promoting and marketing athletic programs within a university, and proven success in fundraising and implementation of revenue-generating activities.
- Ability to clearly articulate vision and philosophy of the role of intercollegiate athletics in university life.
- Demonstrated commitment to a program of academic and athletic excellence.
- Experience in fiscal planning and budget management.
- Excellent interpersonal, written and oral communication skills, including the ability to communicate effectively with alumni, faculty, staff, administrators, donors, students and the community.
- Demonstrated strategic planning and implementation experience.
- Successful experience in donor development and fundraising.
- Demonstrated experience and expertise in public relations.



APPLICATION PROCESS

If you are interested in confidentially learning more about this opportunity, please reach out to Phenicia McCullough, Vice President for Human Resources and Inclusive Excellence, at (657) 278-8213 or, if more convenient, schedule an introductory call by emailing hr@fullerton.edu. Applications can be submitted in confidence at <https://www.fullerton.edu/leadership>. Those applications received by 9:00 pm (PST) on June 11, 2026 will be assured full consideration. A complete application will include a cover letter addressing the qualifications above, curriculum vitae, a Leadership Statement, and the names, e-mail addresses, and phone numbers of five references. References will not be contacted without explicit permission from the candidate.

California State University, Fullerton is deeply committed to fostering an inclusive environment within which students, staff, administrators and faculty thrive. Individuals interested in advancing the university's strategic goals are strongly encouraged to apply. Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose.

