

James F. Hamad

EMPLOYMENT HISTORY

AURORA UNIVERSITY, Aurora, Illinois

Vice President for Athletics, January 2021 to Present

Assistant Vice President for Student Life/Director of Athletics, May 2017 to December 2020

Director of Athletics, February 2013 to April 2017

PROVEN LEADERSHIP

- Lead a thriving athletics department with 24 NCAA athletic programs, four club sports, student life programming, 65 staff members, and over 750 student-athletes.
- Guided AU Athletics into the top 5% of all NCAA institutions for conference championships since 2016.
- Generate \$14mil in revenue annually through fundraising, grants, and pioneering business practices.
- Secured transformational gifts while cultivating new university trustees, which assisted in the enhancement of athletics facilities through projects totaling tens of millions of dollars.
 - Developing the Spartan Athletic Park and have led the construction of multiple facilities.
 - Revitalized the Varsity Club and expanded the donor base by over 60%.
- Created a first and most successful Name, Image, and Likeness (NIL) programs for any D3 institution.
- Garnered national attention by hiring Super Bowl champion Don Beebe as head football coach, who has led the program to its finest football era and the first NCAA playoff victories in school history.
- Attentive towards Title IX and altered facilities, reformed budgets, and created a gender equity plan.
- Created the AUnity program, which was adopted by the greater campus, to aid mental health, Diversity, Equity, and Inclusion initiatives, leadership education, and exploration of purpose.

STUDENT DEVELOPMENT ACHIEVEMENTS

- Spearheaded the creation of service learning programs, including forming partnerships with the local food bank, homeless shelter, and other area organizations.
 - Won the NADIII AA National Ongoing Project of Year Award, 2018.
 - Runner-up for the NADIII AA National One-Time Project of the Year Award, 2020 and 2019.
- During my tenure, AU Athletics has seen unprecedented student recognition at the highest levels.
 - 34 COSIDA Academic All-Americans and 46 national sport scholars.
 - Four NCAA Elite 90 awards, and six conference Student-Athlete of the Year awards.
 - The two members of the Allstate Good Works Team in school history.
 - The second NCAA National Student-Athlete of the Year Award in school history.

ATHLETIC SUCCESS

- Guided the most prosperous years in school history as assessed by the Learfield Sports Director's Cup.
 - Average 65th place (of 440) with the seven highest finishes after averaging 165th place in the five years prior to my arrival.
 - Unrivaled national success when weighing athletic facilities, staffing, and institutional profile.
- Led to 68 conference championships, 18 Commissioner Cups, and top department ranking every year.
- Under my leadership, unparalleled athletic accomplishments have occurred for the university.
 - Two individual national championships (first at AU)
 - 83 All-Americans
 - Nine NCAA Sweet 16 appearances
 - 18 of 24 programs have established a new level of post-season success
 - 115 NCAA team and individual tournament appearances
- Hired 14 head coaches for existing programs and 10 received coaching honors within four years.

ENHANCING THE STUDENT-ATHLETE EXPERIENCE

- Elevated training and recovery programming to better ensure health and performance, and over the past seven years, AU is in the top 3% of all NCAA institutions for lowest student-athlete injury rates.
- Created a first recovery room in DIII and crafted agreements to offer nutritionists and supplements.
- Negotiated agreements to provide training and competition facilities and work frequently with local government bodies to upgrade facilities and settle contracts.
- Raised the department's online presence by increasing activity on social media networks, revisions to the athletics website, and upgrades to live streaming broadcasts.
- Assisted the addition of five NCAA athletic programs and three club sports; eliminated two sports.
- Created admission liaison positions to assist coaches and overhauled the athlete recruitment practice.
- Formed career development programs and collaborated with job placement firms.
- Appointed as an NCAA Regional Football Committee member and conference liaison for basketball, football, and lacrosse and led reforms for the sports.

PEPPERDINE UNIVERSITY, Malibu, California

Associate Director of Athletics for Student Development, July 2012 to January 2013

Assistant Director of Athletics for Student Development, July 2009 to June 2012

Director, Academic Support Services for Student-Athletes, July 2008 to June 2009

- Prospered in a department with 17 conference championships and the 2012 DI-AAA Athletics Directors Association All-Sports Award during my tenure.
- Responsible for assisting the academic progress and career development of 260 student-athletes while guiding athletic academic advisors and university committees.
- Under my guidance, dozens of student-athletes received academic accolades at the conference, regional, and national levels, including the 2010 NCAA Woman of the Year.
- Directed the search to hire men's golf coach Michael Beard, who directed the program to the 2021 NCAA DI Men's Golf Team Championship.
- Revamped the academic support unit and had the highest Graduation Success Rate of all Southern California Division I institutions from 2010-2013.
- Directed the men's basketball Academic Progress Rate overhaul. Upon my departure, the figure was .960; when I began the APR average was .892 and the single-year figure was .809.
- Led the self-reporting of a major NCAA infraction due to improper athlete eligibility certification and then directed campus initiatives to overhaul processes to ensure proper compliance.

UNIVERSITY OF PITTSBURGH, Pittsburgh, Pennsylvania

Football Academic Coordinator, Academic Support Service for Student-Athletes, June 2005 to June 2008

- Responsible for the academic and student development of the 120-member University of Pittsburgh Football Team and supervised three academic counselors.
- Guided an increase of over 10% of the team's GPA and an Academic Progress Rate average of .949.
- Worked closely with the coaching staff to assist in the recruitment of prospective football student-athletes, producing some of the top recruiting classes in the country.
- Frequented fundraising events and regularly conversed with top donors during football functions.
- Received a 15% salary increase after 12 months after leading improvements with the academic culture of the football program and exceeding initial expectations for the position.

UNIVERSITY OF AKRON, Akron, Ohio**Graduate Assistant, Academic Services for Student-Athletes, [REDACTED]**

- Assisted in the development and operation of a hands-on study table program designed for academically under-prepared student-athletes.
- Established community service programs and assisted the NCAA LifeSkills program to develop student-athletes' employability skills.
- Coordinated the athletic department's involvement with the University Park Alliance, a program that works to rejuvenate the area around Akron's campus.

ADDITIONAL ACHIEVEMENTS AND HONORS

- Consultant for the Upswing Foundation, which creates academic and athletic training opportunities for underprivileged youth in the Denver area, 2022-Present.
- Serve as a Board Member of Isthmus Bowl LLC to create postseason tournaments, 2020-present.
- Senior Advisor for Williams Athletic Consulting, 2019-present.
- Selected to serve on the Executive Board of the Aurora Area Sports Alliance, 2016-present.
- Interviewed and spotlighted for *Insights* magazine, 2017.
- Nominated to speak at the Athletics Direct Report Institute at the NCAA National Conference, 2017.
- Served as a keynote speaker for the Illinois Accounting Teachers' Conference, 2016.
- Provided guidance to prospective college coaches as a consultant for *hoopcoaches.com*, 2014-2016.
- Member of the NFL-N4A Advisory Committee, which creates degree completion opportunities for college non-graduates who have pursued a professional football career, 2006-2013.
- Coordinated Pepperdine's involvement with the Esperance Program, which brought disabled adults to the campus weekly to engage in physical activities, 2008-2013.
- Recipient of Esperance Program's Administrator of the Year Award, 2012.
- Consulted for an article published in an NFL Player Development newsletter focusing on study strategies for professional athletes finishing their degrees, 2007.
- Awarded the University Park Alliance Student Involvement Award for the creation of after-school sports clinics in Akron-area elementary schools, 2005.
- Distinct honors by University of Akron Athletics for leading community service programming, 2005.
- Awarded the PGA First Tee Director of Programs Award for partnership created between University of Akron student-athletes and the First Tee youth programs, 2004.
- Special recognition for excellence in community organizing for an after-school art program created at Riverside Estates, a group housing community in Cleveland, 2000.
- Honored as an NCAA Division III Track & Field All-American, [REDACTED]

EDUCATION

University of Akron, Akron, Ohio

- Master of Arts in Higher Education Administration, [REDACTED]

Kent State University, Kent, Ohio

- Bachelor of Arts in Conflict Management, [REDACTED]

Baldwin-Wallace College, Berea, Ohio
[REDACTED]