

# Curriculum Vita

## **Howard L. Gauthier**

Director of Athletics, Intramurals and Recreation  
California State University Monterey Bay  
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### **EDUCATION:**

#### **Southern Illinois University**

**Ph.D. in Education**, 1988

Department: Physical Education

Concentration: Sports Management

Research Interests: Leadership, Sports Management, Sports Law, Sports Marketing, Fund  
Raising, Basketball Coaching Techniques

Dissertation: Sources of Income in Division IAA Athletic Departments

#### **St. Thomas University**

**Masters of Science in Sports Administration**, 1984

Department: Sports Administration

Concentration: Marketing and Finances of Athletic Departments

#### **Washington State University**

**Bachelor of Arts in Business Administration**, 1981

### **COLLEGE TEACHING EXPERIENCE:**

- 2008 California State University Monterey Bay  
Kinesiology Department  
Guest Lecture:  
Pro Seminar – *Careers in Sports*
- 2004-06 Southwest Minnesota State University  
Wellness and Human Performance  
Guest Lecture:  
Recreation and Sports Management  
Sports Marketing, Promotion, Consumer Behavior  
Legal Aspects in Recreation and Sports
- 1998-2002 Idaho State University  
Sports Science and Physical Education Department  
Guest Lecture:  
Management of Athletics  
Athletics and the Law  
Leadership and Administration

- 1993-96 Wartburg College  
Instructor  
Physical Education Department  
Courses Taught:  
Principles of Sport and Fitness Management  
Health and Wellness Promotion  
Coaching Theory of Basketball  
Techniques of Teaching Sport Skills  
Exercise and Weight Management  
Introduction to Physical Education  
Tennis  
Bowling  
Racquetball
- 1990-93 Eastern Oregon State College  
Assistant Professor  
Physical Education Department  
Courses Taught:  
Sports Management  
Wellness  
Methods of Teaching Field Sports  
Basketball Coaching and Officiating  
Weight Training  
Basketball  
Tennis
- 1988-90 Whitworth College  
Health, Fitness, Physical Education  
Instructor  
Courses Taught:  
Fitness Programs and Facility Management (Graduate Program)  
Sports Management (Graduate Program)  
Conference and Readings (Graduate Program)  
Administration of Physical Education and Athletics  
Tests and Measurements  
Fitness  
Basketball
- 1987-88 Roanoke College  
Health and Human Performance  
Instructor  
Courses Taught:  
Racquetball  
Volleyball

1985-87 Southern Illinois University  
Physical Education Department  
Graduate Assistant  
Courses Taught:  
Theory of Basketball  
Basketball  
Racquetball  
Bowling

#### **ADMINISTRATIVE EXPERIENCE:**

##### **DIRECTOR OF ATHLETICS, INTRAMURALS AND RECREATION**

California State University, Monterey Bay NCAA Division II

(2006 – Current) Seaside, California

- Moved the university to active membership within NCAA Division II (a year early)
- Created a strategic plan for the athletics department
- New athletics department website
- Established new school colors
- Established the Blue Cruce (student group)
- Created a new set of logo's
- Created a three-year budget plan
- Upgraded in-house accounting and financial reporting system
- Streamlined EADA and Cal-NOW reports
- New baseball and softball complex has been built (one of the best in the conference).
- Fieldhouse has been renovated – New training room, offices, classroom.
- Otter Sports Center – new scoreboards, floor/bleachers/baskets project in process, new weight equipment
- Joined CHAMPS Life Skills program
- Created a policies and procedures manual
- Completed the NCAA ISSG (self-study)
- Completed the NCAA's Annual Report
- Men's Soccer – Top four in the conference and participated in the CCAA playoffs
- Men's Basketball – Hosted a near sell-out crowd in the CCAA playoffs
- Men's Golf – Participated in NCAA regional tournament
- Women's Golf – 2007 Rocky Mountain Athletic Conference Champions
- Softball – Participated in conference and NCAA Regional tournaments
- GPA – Overall Athletics GPA is a 3.024, 62 student-athletes have a 3.3 GPA or Higher
- Five CCAA Players of the Week
- 12 players earned All-Conference Team
- Three players earned Regional Team

**DIRECTOR OF ATHLETICS**

Southwest Minnesota State University, NCAA Division II  
(2004 – 2006) Marshall, Minnesota

Achievements:

- Football tied most wins for a first year head coach
- Women's Golf has won six straight conference championships
- Volleyball participated in the NCAA tournament two straight years
- Softball participated in the NCAA tournament
- Restructured the booster club - increased membership from 92 members to 565 (514% increase)
- Created a Hall of Fame/sports museum
- Added chairback seats to the basketball arena
- Strengthened the departments infrastructure by developing a policy and procedure manual, restructuring the compliance office, creating the proper institutional oversight committees, developing a comprehensive marketing plan, and coordinating the corporate sponsorship program.

**DIRECTOR OF ATHLETICS**

Idaho State University, NCAA Division IAA – Big Sky Conference  
(1998 – 2003) Pocatello, Idaho

Sports Programs:

- The 2002-03 sports season was the most successful in the history of ISU athletics
  - Football team won the Big Sky Conference (first time since 1981, only third time since the Big Sky conference formed in 1963)
  - Men's Basketball tied best conference season in 28 years
  - Women's Soccer won back-to-back conference championships
- Women's Basketball had best season in history of program (2001)
- Women's Soccer team had best season in history of the program
- Assistant Track Coach won Olympic Gold Medal
- Head Track Coach named USA Track Coach of the Year

Fund Raising/Marketing:

- Donations and sponsorships increased by 63% in five years from \$661,202 in 1998 to \$1,081,044 in 2003
- Donations and sponsorships raised over five years were \$4,242,078
- Earned revenues increased by 65% in five years from \$1,181,342 in 1998 to \$1,950,087 in 2003.
- Expanded the radio network from football and men's basketball to also include women's basketball, women's soccer, and women's volleyball
- Built new or renovated facilities for 13 of our 15 sports

- Constructed over \$3 million in capital projects (football turf \$1 million; \$750,000 fieldhouse for soccer and track; resurfaced outdoor track; refurbished soccer field, stands, and press box; built offices for trainer and marketing director; built a state-of-the-art cross country course; resurfaced tennis courts; and renovated the basketball/volleyball facility.
- Established a comprehensive marketing plan that increased women's basketball attendance by 178%, football attendance by 40%.
- Created Cellular One BengalFest (tailgate party) prior to football games

Academics:

- Graduation rates – 4<sup>th</sup> in the nation for rates above the institutional rate
- Fifty percent of student-athletes have a 3.0 or higher GPA
- Had three Academic All-American Student-athletes
- Created an academic support and study center

Internal:

- Balanced the budget every year
- Successfully completed NCAA Certification
- Developed a policy and procedures manual
- Developed a comprehensive strategic plan for the athletic department
- Developed a compliance manual

Big Sky Conference:

- Chair of the Legislative Committee
- Chair of the Athletic Director's Committee
- Ethical Conduct and Violations Committee Member

NCAA:

- Championships and Competitions Cabinet Member

**DIRECTOR OF ATHLETIC DEVELOPMENT**

Idaho State University, NCAA Division I – Big Sky Conference  
(1997 – 1998) Pocatello, Idaho

- Increased booster club membership by 30%
- Increased revenue from the booster club by 30%
- Created and implemented a proposal for Priority Seating

**DIRECTOR OF ATHLETICS**

Briar Cliff College, NAIA  
(1996 – 1997) Sioux City, Iowa

- Balanced Athletic budget
- Completed and implemented a study on gender equity
- Significantly increased revenue from fund raising
- Eight of nine sports had winning seasons (three with best season in school history)
- Co-host of NAIA Baseball World Series
- Applied and received bid for 1998 and 1999 NAIA Women's Basketball Tournament

## **COACHING EXPERIENCE:**

### **HEAD MEN'S BASKETBALL COACH/INSTRUCTOR**

Wartburg College, NCAA Division III Iowa Conference

(1993 – 1996) Waverly, Iowa

- 39-35 Record
- Three All-Conference players and one GTE Academic all-District Player
- Taught Physical Education major courses

### **HEAD MEN'S BASKETBALL COACH/ASSISTANT PROFESSOR**

Eastern Oregon State College, NAIA – District 2

(1990 – 1993) LaGrande, Oregon

- Most successful season in 23 years
- NAIA District playoffs
- Twice having the department's top GPA Award
- Taught Wellness and Physical Education courses

### **ASSISTANT MEN'S BASKETBALL COACH/INSTRUCTOR**

Whitworth College, NAIA – Northwest Conference

(1988 – 1990) Spokane, Washington

- NAIA District Playoffs
- Recruiting Coordinator
- Taught graduate courses in sports administration, and research methods in physical education

### **ASSISTANT MEN'S BASKETBALL COACH/INSTRUCTOR**

Roanoke College, NCAA Division III – Old Dominion Athletic Conference

(1987 – 1988) Salem, Virginia

- ODAC Conference Playoffs
- Coached under nation's winningest coach
- Taught Physical Education activity courses

### **GRADUATE ASSISTANT MEN'S BASKETBALL COACH**

Southern Illinois University, NCAA Division I

Missouri Valley Conference

(1985 – 1987) Carbondale, Illinois

- Missouri Valley Conference Playoffs
- Taught Physical Education activity courses

### **ATHLETIC MARKETING ASSISTANT**

Washington State University, NCAA Division IA

Pacific Ten Conference

(1984 – 1985) Pullman, Washington

### **ATHLETIC TICKETING ASSISTANT**

University of Miami, NCAA Division IA

(1983 – 1984) Miami, Florida

**PUBLICATIONS:**

Books

**Gauthier, H.** (2008). *Getting Hired in College Sports* (working title). Sports Leadership Publishing. **Publication status: Final Edits**

Invited Publications

**Gauthier, H.** (2007) Using The Model Athletic Department as a Blueprint, *Athletic Administration*, December.

**Gauthier, H.** (2002) Work Proposal Has Potential For Abuse, *NCAA News*, June 24.

**Gauthier, H.** (2002) How to Successfully Implement Priority Seating, *Athletic Administration*, February.

**Gauthier, H.** (2001) Stipends For Athletes, Downfall For Athletics, *Street & Smith's Sports Business Journal*, December 17-23.

**PRESENTATIONS:**

Presentations – Regional/National

**Gauthier, H.** (2008, January). *NCAA Provisionary Status*. The NCAA National Convention

**Gauthier, H.** (2008, January). *NCAA Division II Membership*. The NCAA National Convention.

**Gauthier, H.** (2007, December). *Getting Hired in College Basketball*. CoachRB Teleseminar.

**Gauthier, H.** (2007, September). *Getting Hired in College Basketball*. CoachRB Teleseminar.

**Gauthier, H.** (2007, March). Keynote Speaker. Washington State University, Delta Upsilon Alumni Association. Seattle, WA.

**Gauthier, H.** (2006, January). *Career Advice*. The NCAA National Convention.

**Gauthier, H.** (1993). *Defense Wins*. Iowa Basketball Coaches Association.

Presentations – College/University

**Gauthier, H.** (2008, April). Presenting the Senior Scholar Athlete Award, Honors Convocation. CSUMB.

**Gauthier, H.** (2008, March). Baseball/Softball Complex Ribbon Cutting. CSUMB.

**Gauthier, H.** (2007-08). Athletic Advisory Board. Monthly Presentations. CSUMB.

**Gauthier, H.** (2007, October). *CSUMB Athletics*. Faculty Senate Assembly. CSUMB.

**Gauthier, H.** (2007, April). *CSUMB Athletic Finances*. Student Fee Committee. CSUMB.

**Gauthier, H.** (2007, April). Presenting the Senior Scholar Athlete Award, Honors Convocation. CSUMB.

**Gauthier, H.** (2008, March). Baseball/Softball Complex Ground Breaking. CSUMB.

**Gauthier, H.** (2004-06). Athletic Advisory Board. Monthly Presentations. SMSU.

**Gauthier, H.** (1998-03). Athletic Advisory Board. Monthly Presentations. ISU.

**Gauthier, H.** (2001). *ISU Athletic Finances*. Student Fee Committee. ISU.

**Gauthier, H.** (2001). *ISU Athletics*. Boise Booster Club, ISU.

#### Presentations – Service

**Gauthier, H.** (2007-08). Marina Sports Commission. Monthly presentations.

**Gauthier, H.** (2007). *CSUMB Athletics*. Marina, Rotary.

**Gauthier, H.** (2007). *CSUMB Athletics*. Carmel Valley, Rotary.

**Gauthier, H.** (2006). *SMSU Football Stadium Project*. Marshall, Noon Rotary.

**Gauthier, H.** (2005) *SMSU Athletics*. Marshall, Noon Rotary.

**Gauthier, H.** (2005). *SMSU Football Stadium Project*. Marshall, Morning Rotary.

**Gauthier, H.** (2004). *SMSU Athletics*. Marshall, Morning Rotary.

**Gauthier, H.** (2002). Opening Ceremony. Idaho State Special Olympics Pocatello.

**Gauthier, H.** (2002). *ISU Athletics*. Pocatello, Noon Rotary.

**Gauthier, H.** (2001). *ISU Athletics*. Pocatello, Noon Rotary.

**Gauthier, H.** (2001). Opening Ceremony. Idaho State Special Olympics Pocatello.

**Gauthier, H.** (2001). *ISU Athletics*. Pocatello, Noon Kiwanis.

**Gauthier, H.** (1999). *ISU Athletics*. Pocatello, Noon Rotary.

**Gauthier, H.** (1999). *ISU Athletics*. Pocatello, Noon Kiwanis.

**Gauthier, H.** (1998). *ISU Athletics*. Pocatello, Noon Kiwanis.

**Gauthier, H.** (1995). *Wartburg Basketball*. Waverly, Noon Rotary.

**Gauthier, H.** (1992). *EOSC Basketball*. LaGrande, Noon Rotary.

**Gauthier, H.** (1990). *Whitworth Basketball*. Spokane Valley, Noon Kiwanis.

**AWARDS & HONORS:**

Southwest Minnesota State University, Appreciation Award, 2006

Big Sky Conference, Appreciation Award, 2003

NABC, Merit Award, 2000

Who's Who in America, 1984

**PROFESSIONAL ACTIVITIES:**

NACDA Athletic Director's Association Division II – Board of Directors 2007-Current

National Association of Collegiate Director of Athletics – 11-year member

National Association of Athletic Development Directors – Six-year member

National Association of Basketball Coaches – 21-year member

National Association of Basketball Coaches – East All-star Committee 1991-93

Chair of NAIA District 2 Men's Basketball Coaches Committee – 1992-93

**COMMUNITY RELATIONS:**

American Red Cross, Board Member – 2006

Rotary Club of Marshall MN – 2004-2006

Chamber of Commerce, Marshall MN 2004-2006

Rotary Club of Pocatello ID – 1999–2003

Chamber of Commerce, Pocatello ID – 1997-2003

Kiwanis Club, Pocatello ID – 1997-2002

FALL 2008