

# Curriculum Vitae

## Howard L. Gauthier

Associate Professor/Graduate Coordinator  
Idaho State University – Meridian  
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### EDUCATION:

#### **Southern Illinois University**

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

Department: Physical Education

Concentration: Sports Management

Research Interests: Leadership, Sports Management, Career Development in Sports, 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-Current Idaho State University  
Sports Science and Physical Education Department  
Associate Professor (2012 – Current)  
Assistant Professor (2008 – 2012)  
Graduate Faculty Status  
Courses Taught:  
PE 5599 Special Topics – Sports Marketing  
PE 5599 Special Topics – Sports Finance  
PE 605 Leadership in Administration  
PE 615 Philosophy of Athletics  
PE 631 Athletics and the Law  
PE 635 Management of Athletics  
PE 640 Research and Writing  
PE 648 Problems in PE  
PE 649 Issues in Administration  
PE 655 Internship

Supervision of Internships:

2014 – 8 Students  
2013 – 9 Students  
2012 – 13 Students  
2011 – 11 Students  
2010 – 24 Students  
2009 – 17 Students

Supervision of Problems Courses

2014 – 1 Student  
2013 – 8 Students  
2012 – 9 Students  
2011 – 7 Students  
2010 – 3 Students  
2009 – 3 Students

Formal Advising:

2014 – 19 Students  
2013 – 24 Students  
2012 – 23 Students  
2011 – 25 Students  
2010 – 18 Students  
2009 – 12 Students

- 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:****GRADUATE COORDINATOR**

Idaho State University – Meridian

(2008 – Current) Meridian, Idaho

- Coordinate Athletic Administration program in Meridian
- Recruit Students
- Liaison with Boise State University Cooperative program
- Represent ISU and SSPE Department in the Boise Valley

**DIRECTOR OF ATHLETICS, INTRAMURALS AND RECREATION**

California State University, Monterey Bay NCAA Division II

(2006 – 2008) 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
- Created a new set of logo's
- Established the Blue Crue (student group)
- 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

#### **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

**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

**PUBLICATIONS:****Books**

**Gauthier, H.** (2014). *Workbook: Getting hired in college sports*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2013). *Execute For Success*, Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2012). *Getting hired in college sports, 2<sup>nd</sup> Edition*, Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2011). *Workbook: Getting hired in college sports*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2009). *Getting hired in college sports*. Meridian, ID: Sports Leadership Publishing.

**e-Books**

**Gauthier, H.** (2012). *Developing your personal sales pitch*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2011). *How to answer interview questions*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2010). *How to get a job in college sports*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2010). *Assessments for your sports career*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2010). *Creating a resume that sells*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2010). *Creating cover letters that sell*. Meridian, ID: Sports Leadership Publishing.

**Gauthier, H.** (2010). *8 steps to interviewing success*. Meridian, ID: Sports Leadership Publishing.



**Refereed Journals**

- Gauthier, H.** (2015). A multi-dimensional model for positive leadership, *Strategic Leadership Review*, 5(1), 6-16.
- Gauthier, H.** (2013). Three stages of the job interview process within the recreation industry, *Applied Research in Recreation Annual*, 3.
- Gauthier, H.** (2013). A comparison of three methods for defending the 3-point shot in men's basketball, *Applied Research in Coaching and Athletics Annual*, 28, 158-166.
- Gauthier, H.** (2012), A model for career development in recreational sports, *Applied Research in Recreation Annual*, 2.
- Gauthier, H.** (2011). Discovering the type of recreation job that best fits your strengths and interests, *Applied Research in Recreation Annual*, 1.
- Gauthier, H.** (2010). A model for the job search process in college sports, *Applied Research in Coaching and Athletics Annual*, 25, 231-245.

**Unpublished Research**

- Gauthier, H.** (2014). *Positive leadership in sports*, Unpublished Whitepaper, Department of Sports Science and Physical Education, Idaho State University.

**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.

### **Blogs**

**Gauthier, H.** (2015, August 10). Assessments: Knowing Your Strengths and Abilities Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, August 2). Given a Choice, When Should You Interview? Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, July 14). The Power of Positivity. Retrieved from Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2015, July 13). Separate Yourself From The Other Interviewees With These Critical Follow-up Strategies. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, June 29). Interviewing: It's More Than Just Showing Up And Selling Yourself. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, June 22). Strategies For Your Current Job Search. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, June 15). Six Words or Phrases Not To Use in Your Resume or Cover Letter. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, June 8). To Get An Interview, You Must Meet The Minimum Qualifications. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, June 1). Answering Interview Questions Through Storytelling. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, May 26). Strategies For Breaking Into The Sports Industry. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, May 18). Six Steps For Branding Yourself In The Sports World. Retrieved from <http://sportscaresinstitute.wordpress.com>

- Gauthier, H.** (2015, May 11). Your Personal Sales Pitch: A Necessary Career Development Tool. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, May 4). Six Strategies For Breaking Into The Sports Industry. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, April 27). Preparing For Your Upcoming Interview. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, April 20). The Top 10 Interview Questions In College Sports. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, April 13). What's The Best Way To Get A Job In College Sports? Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, March 30). To Succeed In Your Career, You Need To Develop Your Skills. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, March 23). Branding Yourself In The Sports Industry. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, March 10). The Super Bowl Reminds Us To Use Our Strengths. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2015, March 9). How To Write A Quality Cover Letter. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, March 2). How To Recover From a Botched Interview Answer. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, February 23). Your Body Language Is Important During An Interview. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, February 9). Your job search: How hungry are you?. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, February 2). Your sales pitch is key to landing the job. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2015, January 25). Three steps to positioning yourself for a job in the sports industry. Retrieved from <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2015, January 11). Preparing the communication for your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2015, January 5). Resumes are reviewed in only six seconds. Retrieved from <http://sportscaresinstitute.wordpress.com>

In 2014 I had 62 blogs published, viewed by more than 21,300 people in 97 countries.

**Gauthier, H.** (2014, December 8). Five stages of the job search process. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, December 1). Your job search: Take advantage of the holiday season. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, November 17). Become an expert by specializing in your industry. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, November 13). Building a positive team. Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2014, November 10). To get hired, you must use the correct references. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, November 3). Proper research can help you ace your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, October 27). Is social media preventing you from landing that job. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, October 20). Networking: the best way to get a job in sports. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, October 13). Proper timing of your follow-up correspondence is crucial in the job search process. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, October 6). Strategy for writing a quality cover letter. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, September 29). Six strategies for managing the gaps in your resume. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, September 22). How to effectively approach your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, September 8). Five steps in preparing for your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, September 2). Your personal sales pitch – A critical tool for a successful job search. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, August 25). Four promotional tools needed for your job search. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, August 18). Targeting the job you want. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, August 11). Four steps in planning your sports career. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, August 4). Why you need to know your strengths and weaknesses. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, July 28). Preparing for five different types of interview questions. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, July 20). You must meet the minimum qualifications. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, July 17). Are you willing to run through a brick wall? Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2014, July 14). Creating a strong sales pitch. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, July 7). Seven common interview mistakes. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, June 30). Positioning yourself for your next job. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, June 24). Having an attitude of success. Retrieved from <https://execute4success.wordpress.com>

- Gauthier, H.** (2014, June 23). Understanding the job search process. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, June 16). The resume, your marketing tool. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, June 9). The importance of a cover letter. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, June 4). Engagement enhances your passion. Retrieved from <http://execute4success.wordpress.com>
- Gauthier, H.** (2014, June 2). Strategies for becoming a college coach. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, May 5). Is your work a job, a career or your calling?. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, May 27). Three steps for excelling in the sports industry. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, May 21). Whether you think you can or think you can't, you're right. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, May 19). Eight specific strategies for acing your interview. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, May 12). Your job search: Is the job a good "fit" for you?. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, May 8). While skills are important, so is your focus. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, May 5). Is your work a job, a career or your calling?. Retrieved from <http://sportscareersinstitute.wordpress.com>
- Gauthier, H.** (2014, April 24). A smile can boost success. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, April 20). Creating your brand image. Retrieved from <http://sportscareersinstitute.wordpress.com>

- Gauthier, H.** (2014, April 14). A five-part strategy for effective communication during your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, April 7). The real purpose of the job interview. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, April 4). Success is like an iceberg. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, March 31). The sports industry: A job, career or calling?. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, March 24). Run to your next job. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, March 13). Perfect practice leads to expert performance. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, March 10). Top 10 interview questions in athletics. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, March 3). Influencing the decision of the search committee. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, February 28). Playing to win. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, February 24). Preparing for your interview. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, February 20). The fallacy of accomplishing more through multitasking. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, February 17). The importance of creating your personal sales pitch. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, February 12). Positive leadership enhances execution. Retrieved from <https://execute4success.wordpress.com>
- Gauthier, H.** (2014, February 9). Six elements that form a quality cover letter. Retrieved from <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2014, February 3). Effectively executing the job search process. Retrieved

from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, January 27). Targeting your job search. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, January 23). The challenges of executing against the Seahawks' 12th man. Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2014, January 20). Social media can hurt you and your job both today and in the future. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, January 16). Strong customer loyalty begins with proper execution. Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2014, January 13). How to stand out in an interview. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, January 9). Executing – One play at a time. Retrieved from <https://execute4success.wordpress.com>

**Gauthier, H.** (2014, January 6). The interview begins the moment you leave home. Retrieved from <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2014, January 2). Setting a New Year's resolution that sticks. Retrieved from <https://execute4success.wordpress.com>

In 2013 I had 45 blogs published, viewed by 21,269 people.

**Gauthier, H.** (2013, December 18) Get Out of Your Comfort Zone at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, December 16) Advancing Your Career Through Goal Setting at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, December 12) The Little Things Matter at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, December 9) The Holiday Season is a Good Time For Your Job Search at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, December 5) The Importance of Strategy in Achieving Success at <http://sportscaresinstitute.wordpress.com>



**Gauthier, H.** (2013, December 2) The Job Search Continuum at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 21) Great Teams Persevere at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 18) Networking and Its Relationship To Getting a Job at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 13) Passion Enhances The Execution Process at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 11) The Importance of Having a Quality Resume at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 6) Bar Rescue Uses Execution Principles at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, November 4) Understanding Which Stage Of the Job Search Process You're In at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 30) Practice and Preparation Make for Effective Execution at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 28) Proper Preparation is Key in the Job Search Process at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 23) Preparation is Essential at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 16) Effective Execution Leads To Success at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 14) Using Proven Strategies For Your Job Interviews at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 11) Proper Strategy is Key After the Interview at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, October 7) Organizing Your Job Search Campaign at

<http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, September 30) Being Prepared For Interview Questions at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, September 23) Completing Your Interview Preparation Form at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, September 16) Developing Your Personal Sales Pitch at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, September 9) Effectively Promoting Yourself During the Job Search Process at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, August 26) Identifying Your Target Market in the Job Search Process at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, August 19) Planning Your Career at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, August 12) Assessments: Know Your Strengths and Abilities at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, August 4) The Coffee House Mentor: An Overview of the Job Search Process at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, July 8) Managing The Gaps In Your Resume at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, July 1) How To Stand Out In An Interview at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, June 17) Strategies For Branding Yourself Within Sports at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, June 10) Seven Common Job Interview Mistakes at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, June 2) Selling Your Strengths and Skills at <http://sportscaresinstitute.wordpress.com>

**Gauthier, H.** (2013, May 28) Seven Interview Preparation Strategies at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, May 20) A Strategically Written Cover Letter is Key To Securing an Interview at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, May 13) Five Common Resume Mistakes at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, April 15) Creating an Effective Presentation for Your Interview at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, April 8) Five Strategies for Effective Networking In College Sports at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, March 26) Finding Passion in Your Current Job at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, March 11) Pursuing a Career in College Sports: How Important is a Master's Degree? at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, February 18) As In Sports, Persistence Pays Off In Your Job Search at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, February 11) The Top 10 Interview Questions In College Sports at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, February 4) The 80-20 Rule for Career Development

**Gauthier, H.** (2013, January 21) Informational Interviews – A Key Tactic For Career Development at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, January 14) Gaining Clarity In Your Job Search at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2013, January 8) Follow-up: The Key To Getting The Job at <http://sportscareersinstitute.wordpress.com>

In 2012 I had 18 blogs published, viewed by over 5300 people in 35 countries.

**Gauthier, H.** (2012, December 31) Optimism and Your Job Search, published at <http://sportscareersinstitute.wordpress.com>

- Gauthier, H.** (2012, December 10) How To Get A Job In Sports Management: Six Strategies For Breaking Into The Industry, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, December 3) Closing The Knowing-Doing Gap In The Job Search Process, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, November 26) Questions Not To Ask In An Interview, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, November 12) Strategies For Breaking Into College Coaching, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, November 5) Sports Management: Responsibilities in Hiring, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, October 29) Ace Performance-Based Interview Questions by Telling Stories, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, October 22) Creating a Job Search Campaign, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, October 15) Preparing For Your Skype Interview, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, October 8) Who Are You?, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, September 24) Cleaning Up Your Social Media Act, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, September 17) The Resume, Your Marketing Tool, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, September 4) Preparing For Your Interview: Make Sure You Do Your Research, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, August 27) References Can Make or Break You, published at <http://sportscaresinstitute.wordpress.com>
- Gauthier, H.** (2012, August 20) The Importance of a Cover Letter, published at

<http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2012, August 13) Follow-up: The Key to Getting the Job, published at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2012, August 6) Five Types of Interview Questions, published at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2012, July 30) Creating a Strong Sales Pitch, published at <http://sportscareersinstitute.wordpress.com>

**Gauthier, H.** (2012, July 22) Where Should I Begin?, published at <http://sportscareersinstitute.wordpress.com>

### **Newsletters**

**Gauthier, H.** (2009 - Current) Writer and Editor of Sports Careers Institute Newsletters and Website

**Gauthier, H.** (2013 - Current) Writer and Editor of Execute For Success Newsletters and Website

### **PRESENTATIONS:**

#### **Presentations – Regional/National**

**Gauthier, H.** (2015, February 27). Panel Presenter. A Multi-Dimensional Model for Positive Leadership in Sports, 2015 IAHPERD Conference, Pocatello, ID

**Gauthier, H.** (2015, February 27). Panel Presenter. Sports Marketing Seminar, 2015 Sports Professional Night, Boise, ID

**Gauthier, H.** (2013, October). *Execute for Success* presented at WAPHERD, Yakima, WA

**Gauthier, H.** (2012, March). *The Execution Loop For Success* presented at the Vance Peterson Memorial Coaches Conference, Deadwood, SD

**Gauthier, H.** (2011, October). *The Execution Loop For Success* presented at the Idaho AAHPERD Conference, Pocatello, ID

**Gauthier, H.** (2011, October). *Getting Hired in College Sports* presented at the Idaho AAHPERD Conference, Pocatello, ID

**Gauthier, H.** (2010, November). Keynote: *Leadership and Our Responsibility as Educators* presented at the Vermont Association for Health, Physical Education, Recreation, and Dance Conference, Lake Morey, VT

**Gauthier, H.** (2010, November). *Methods for an Effective Job Search* in the Sports Industry presented at the Vermont Association for Health, Physical Education, Recreation, and Dance Conference, Lake Morey, VT

**Gauthier, H.** (2009, December). *Getting Hired in College Basketball*. CoachRB Teleseminar.

**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.** (November, 2014). *Preparing For Your Upcoming Job Search: the importance of your resume, cover letter and sales pitch*. PE 2223

**Gauthier, H.** (December, 2013). *Management concepts within sport organizations*. Idaho State University, PE 4475

**Gauthier, H.** (November, 2013). *The importance of your resume, cover letter and sales pitch*. Idaho State University, PE 2223

- Gauthier, H.** (2012, November). *Preparing For Your Upcoming Job Search: the importance of your resume, cover letter and sales pitch*. ISU-Meridian Career Fair.
- Gauthier, H.** (2012, November). *Interviewing Strategies and Techniques*. ISU-Meridian Career Fair.
- 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.

**PROFESSIONAL ACTIVITIES:**

- NACDA Athletic Director's Association Division II – Board of Directors 2007-08
- 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

**PROFESSIONAL SERVICE:**

- College of Education, Executive Committee (2012-Current)
- Dean's Faculty Advisor Committee (2010-Current)
- Dean's Strategic Planning Committee (2010-Current)
- Promotion and Tenure Committee for Karen Appleby (2014)
- Promotion and Tenure Committee for Matt Sanger (2012)
- Dissertation Committee for Damoni Wright (2013-2014)



GFR – Graduate Faculty Representative, Adam Reyes, Doctor of Audiology, 2015

GFR – Graduate Faculty Representative, Cammi Burton, Master of Science,  
Department of Communication Sciences & Disorders, 2015

GFR – Graduate Faculty Representative, Ashlee Seay, Master of Counseling, 2015

GFR – Graduate Faculty Representative, Cheyenne Jones, Master of Counseling, 2015

GFR – Graduate Faculty Representative, Todd Woodward, Master of Physicians Assistant  
Studies, 2015

GFR – Graduate Faculty Representative, Andy Chorn, Master of Physicians Assistant  
Studies, 2015

GFR – Graduate Faculty Representative, Ayako Camion, Master of Counseling, 2014

GFR – Graduate Faculty Representative, Nichole Schallenberger, Master of Counseling,  
2014

GFR – Graduate Faculty Representative, Karine Maynard, Master of Science, Speech-  
Language Pathology, 2014

GFR – Graduate Faculty Representative, Benjamin Dexter, Master of Physicians Assistant  
Studies, 2013

GFR – Graduate Faculty Representative, Kimberli Shaner, Master of Science,  
Department of Communication Sciences & Disorders, 2013

GFR – Graduate Faculty Representative, Leslie Doyle, Master of Science,  
Department of Communication Sciences & Disorders, 2013

GFR – Graduate Faculty Representative, Jerri Kesler, Master of Science,  
Department of Communication Sciences & Disorders, 2013

GFR – Graduate Faculty Representative, Jennifer Hobbs, Master of Science,  
Department of Communication Sciences & Disorders, 2013

GFR – Graduate Faculty Representative, Anna Martsenyuk, Master of Science,  
School of Nursing, 2013

GFR – Graduate Faculty Representative, Kristine A. Scanlon, Master of Science,  
Department of Communication Sciences & Disorders, 2012

GFR – Graduate Faculty Representative, Sarah Hollingsworth, Master of Science,  
Department of Communication Sciences & Disorders, 2012

GFR – Graduate Faculty Representative, Claire Boyd, Master of Science,

Department of Communication Sciences & Disorders, 2012

Graduate Committee, Department of Sports Science and Physical Education (2008-Current)

Idaho Association for Health, Physical Education, Recreation & Dance (2008-Current)

Editor – Newsletter for Sports Careers Institute, LLC (Weekly)

Webmaster – Website for Sports Careers Institute ([www.sportscareersinstitute.com](http://www.sportscareersinstitute.com))

NACDA Athletic Director's Association Division II – Board of Directors 2007-2008

Chair of Athletic Directors Committee, California Collegiate Athletic Association 2007

Chair of Men's Basketball Coaches Committee, Northern Sun Intercollegiate Conference – 2005-06

Chair of Executive Committee, Northern Sun Intercollegiate Conference – 2004-05

NCAA Division I Championships and Competition Committee – 2001-03

Chair of the Athletic Director's Committee, Big Sky Conference – 2002-03

Ethical Conduct and Violations Committee, Big Sky Conference – 1999-02

Eligibility Committee, Big Sky Conference – 1998-02

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:**

Idaho Youth Sports Commission, Board Member – 2013-Current

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

**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