

**TEXAS SOUTHERN UNIVERSITY  
BOARD OF REGENTS AGENDA**

**COMMITTEE:** Personnel & Litigation

**ITEM:** Request Approval to Appoint Candidate as Head Basketball Coach and to Negotiate and Execute a Five-Year Employment Contract.

**DATE PREVIOUSLY SUBMITTED:** N/A

**SUMMARY:**

Approval is requested to appoint a candidate as Head Basketball Coach and to negotiate and execute a five-year employment contract with the candidate.

The executive search was conducted by DHR Global Executive Search & Leadership Consulting, with Glenn Sugiyama serving as the lead search consultant, in collaboration with the Office of Human Resources. DHR conducted the search and evaluation process in accordance with the established procedures.

**APPLICABLE FEDERAL OR STATE STATUTE(S) AND/OR REGULATION(S):** N/A

**FISCAL IMPACT:** Not-to-Exceed (NTE) | \$350,000.00  
1000-12240-7010-60 | Non-State-Appropriated Funds

Annual Base Salary \$350,000.00

**CONTRACT TERM:**

Five Years

**SUPPORTING DOCUMENTATION:**

Job Description

Vitae and Signed Offer Letter (Under Separate Cover)

**RELATED BOARD BYLAW, POLICY AND/OR MAPP:** Texas Southern University Board Policy 61.10

**ACTION REQUESTED:** The Administration recommends approval of this item.

**ASCEND 2030 UNIVERSITY STRATEGIC INITIATIVES ALIGNMENT:**

1.2 Drive student success and outcomes

**Legal Certification:** Based on available information to date, this agenda item and its implementation will not be in violation of any applicable federal, state, or local law or regulation.



GENERAL COUNSEL

08/13/2026

DATE

**Fiscal Certification:** This fiscal note, shown above, details the true and actual positive or negative fiscal effect that implementation of this agenda item will have and the detailed reasons for such effect.



J'Maine Chubb (Aug 13, 2026 17:21:55 CDT)

CHIEF FINANCIAL OFFICER

08/13/2026

DATE



James Crawford (Aug 13, 2026 17:26:49 CDT)

PRESIDENT

08/13/2026

DATE

# HEAD COACH MEN'S BASKETBALL

## Texas Southern University Job Description

## | Human Resources

Job Title: Head Coach Men's Basketball  
FLSA: Exempt  
Pay Grade: 99  
Revised Date: April 2026

### **JOB SUMMARY:**

Under general supervision, is responsible for the overall administration and leadership of the Men's Basketball program at Texas Southern University. This includes the supervision of practices, development of competitive strategies, recruitment and selection of team members and traveling squad, and establishing standards for participation and performance.

The Head Coach is expected to demonstrate proven success at the NCAA Division I level, including championship-level performance and strong Academic Progress Rate (APR) outcomes, while maintaining full compliance with all governing rules and regulations.

### **DISTINGUISHING CHARACTERISTICS:**

N/A

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

#### Program Leadership & Strategic Direction

- Ensure the Men's Basketball program aligns with the mission and values of Texas Southern University.
- Provide visionary leadership that drives championship-level performance, including competing for conference titles and postseason play.
- Foster a culture of excellence, accountability, sportsmanship, and integrity.

#### Student-Athlete Development & Academic Success

- Promote academic achievement and maintain/improve Academic Progress Rate (APR) and overall student-athlete success.
- Develop programs that support student-athletes' academic, personal, and social growth.
- Monitor and guide student-athlete conduct to reflect positively on the University.

#### Compliance & Governance

- Maintain comprehensive knowledge of NCAA and Southwestern Athletic Conference (SWAC) rules and bylaws.
- Ensure adherence to NCAA, SWAC, institutional policies, and Title IX requirements.
- Interpret and enforce applicable rules and regulations within the program.
- Report violations and maintains program integrity.
- Complete required compliance document and training.

#### Coaching, Training & Performance

- Design and implement effective practice plans, game strategies, and player development initiatives.
- Oversee comprehensive strength, conditioning, and performance programs.
- Supervise all team activities, including practices, competitions, and travel.

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### Recruiting & Roster Management

- Recruit high-caliber student-athletes in compliance with NCAA and SWAC guidelines.
- Build relations with high school and junior college coaches.
- Emphasize retention, development, and roster balance.
- Utilize modern recruiting tools and strategies, including transfer portal management.

### Name, Image, and Likeness (NIL) & Modern Athletics Management

- Provide leadership in navigating Name, Image, and Likeness (NIL) opportunities.
- Support student-athletes in maximizing NIL opportunities in alignment with institutional policies.
- Integrate emerging trends and best practices in collegiate athletics.

### Operations & Administration

- Collaborate with Athletics administration on team travel logistics, including transportation, lodging, and meals.
- Prepare and submit required reports, including end-of-season summaries, in a timely manner.
- Ensure efficient day-to-day program operations.

### Staff Leadership & Evaluation

- Hire, supervise, mentor, and evaluate coaching and support staff.
- Conduct annual evaluations of staff and student-athletes.
- Promote professional development and a positive work environment.

### Fundraising & External Relations

- Lead and participate in fundraising initiatives in collaboration with Athletics leadership.
- Build relationships with alumni, donors, and community stakeholders.
- Represent the University and program at public and institutional events.

### Other Duties

- Perform other job-related duties as assigned.

### **SCOPE OF THE RESPONSIBILITIES**

The Head Coach, Men's Basketball, is responsible for the overall management and success of the program, including competitive performance, academic achievement, compliance, recruiting, and staff supervision. This role operates with significant independence while adhering to University, NCAA, and SWAC policies and procedures. The position has a high level of visibility and accountability, impacting student-athlete success, institutional reputation, and community engagement.

### **MINIMUM REQUIREMENTS:**

#### **Education and Experience:**

- Bachelor's degree (B.A. or B.S.) and seven (7) to ten (10) years of experience.
- Demonstrated success as a head coach or assistant coach at the NCAA Division I level is required, with a strong preference for head coaching experience.
- Proven track record of winning championships or competing at a high level within a Division I conference.

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- Documented success in maintaining and improving APR and academic outcomes for student-athletes.
- Experience in recruiting, roster management, and player development at the Division I level.
- Knowledge and experience navigating NIL and transfer portal dynamics.

Ability to maintain the security or integrity of critical infrastructure, which may include communications systems, computer networks and systems, cybersecurity systems, electrical grid, hazardous waste treatment or water treatment system.

### **Preferred:**

- Head coaching experience at the NCAA Division I level
- Master's degree in a related field (e.g., Sports Management, Athletic Administration, Marketing, Business, or related discipline)
- Demonstrated success in fundraising, alumni engagement, and external relations
- Established recruiting networks in key national markets

### **Knowledge, Skills, and Abilities:**

#### **Knowledge of:**

- Must abide by and comply in all respects with the constitution, bylaws, rules, regulations, advisory opinions, and interpretations of the NCAA and the rules and regulations of the SWAC.
- In the event the employee becomes aware, or has reasonable cause to believe, that a violation of NCAA or Conference rules or University policies may have occurred, they must promptly report such violations to the Athletic Director.
- Policies, procedures, and practices of intercollegiate athletics administration.
- Microsoft Office or similar applications.

#### **Skill in:**

- Strong leadership and program management
- Recruiting, talent evaluation, and roster construction
- Interpersonal and communication skills (verbal and written)
- Strategic planning and decision-making

#### **Ability to:**

- Operate within the framework of NCAA and SWAC philosophy and compliance standards
- Lead a diverse student-athlete population and staff
- Balance competitive success with academic excellence
- Adapt to the evolving landscape of college athletics (NIL, transfer portal, recruiting trends)
- Represent the University with integrity, professionalism, and accountability

### **WORK ENVIRONMENT AND PHYSICAL DEMAND:**

Working conditions involve some exposure to moderate risk of accident and require following basic safety precautions. Physical demands include moderate physical activity such as prolonged standing and/or walking, handling moderate weight objects, and use of athletic equipment.

#### **Work may require:**

- Routine travel
- Bending, kneeling, crouching, or lifting light to moderate objects

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- Use of video display terminals
- Extended and non-traditional work hours

This job description is intended to be generic in nature and describe the essential functions of the job. It is not necessarily an exhaustive list of all duties and responsibilities. The essential duties, functions and responsibilities may vary based on the specific tasks assigned to the position.