

MINUTES OF THE PERSONNEL COMMITTEE OF THE UNIVERSITY OF LOUISVILLE
ATHLETIC ASSOCIATION, INC.

August 9, 2011

In Open Session

Members of the Personnel Committee of the University of Louisville Athletic Association, Inc., met at 11:00 a.m. on August 9, 2011, in the President's Conference Room, Grawemeyer Hall, with members present and absent as follows:

Present: Mr. Bob Benson, Chair
Ms. Dhiane Bradley
Mr. Owsley B. Frazier
Mr. Keith Inman
Mr. Gordon Gahm
Prof. Brenda Hart
Judge Rebecca Jackson (arriving at 11:15 a.m.)
Prof. Chris Peters
Prof. Ken Schikler
Prof. Joe Steffen
Mr. Chris Sternberg
Dr. Shirley Willihnganz
Prof. Elaine Wise

Other Board Members

Present: Mr. Tom Jurich, ex officio
Prof. Carmine Esposito
Mr. Harry Jones

From the

University: Ms. Angela D. Koshewa
Mrs. Kathleen Smith
Mrs. Debbie Dougherty

I. Call to Order

Having determined a quorum present, Chair Benson called the meeting to order at 11:00 a.m.

Approval of Minutes

Prof. Steffen made a motion, which Prof. Hart seconded, to approve the minutes of January 7, 2011. The motion passed.

II. Executive Session

Prof. Steffen made a motion, which Mr. Inman seconded, to go into executive session at 11:05 a.m. to discuss personnel matters. The motion passed.

III. Open Meeting Reconvenes

Chair Benson reconvened the open session at 11:45 a.m. He reported the Committee evaluated the Athletic Director, heard evaluations of the Associate Athletic Directors, and discussed head basketball coach Rick Pitino's contract.

Annual Review of Athletic Director

Chair Benson reported both Personnel and Finance and Budget Committees praised Mr. Jurich and his team for their dedicated and sterling performance during the year. Below are highlights of Mr. Jurich's review:

Academic performance continues to increase under the leadership of the AD. He has assembled an extremely capable team headed by Marvin Mitchell that has put in place the support needed to exceed graduation rates of 65%. Additionally, the number of student-athletes with a GPA over 3.0 is the highest ever. The Athletic Director's Honor Roll leads in prestige and accomplishment.

Compliance issues are non-existent. The Athletic Director sets the example of a "clean program" and the coaches and staff meet these expectations. With a new director of compliance, the program has surfaced as exemplary for other institutions in the Big East conference and nationally.

Since President Ramsey announced his "one university" vision, Mr. Jurich has implemented the integration of Athletics within the University community. Senior leadership serves on university-wide committees, such as Tuition Review, Campus Beautification, as well as many others. The interaction among university representatives and athletic representatives has been very beneficial. The support of the Athletic Director has fully integrated the one-university vision throughout the department.

Mr. Jurich's biggest challenge was his biggest success. The KFC Yum! Center opened on time and served the men's and women's basketball seasons spectacularly. Both programs were tremendously successful. The AD was persistent in his drive to complete the arena and to open the facility as a tremendous asset for the Louisville community. This season had the third-highest men's average attendance nationally and second highest women's crowds. The Athletic Director and his staff made the Arena welcoming and intimate for more than 22,000 fans each game. It was a remarkable accomplishment. The women's basketball program achieved its goal of exceeding 6,000 season ticket-holders and was designated the Big East "Pack the House" award winner.

The Pep Bank, the food service in the Ville Grill, and the new Rowing Center were accomplishments that made the athletic program better and nationally competitive in a large variety of sports. Mr. Jurich's determination and drive made those a reality. The revenue from our fan purchases and the licensing program was more than \$1.2 Million. While some of these programs have just been put in place, the overall growth has been significant. It was a remarkable year for Mr. Jurich as the leader of UofL Athletics.

Prof. Wise, as Faculty Athletics representative, provided a written evaluation of Athletic Director Jurich. Prof. Wise shared highlights of her evaluation. Chair Benson asked that Prof. Wise's evaluation of Mr. Jurich be attached to the minutes.

Men's Basketball Coach Contract Extension

Prof. Steffen made a motion, which Prof. Hart seconded, to approve the

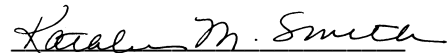
Athletic Director's recommendation to authorize the Chairman of the Board to execute a revised employment contract for Head Basketball Coach Rick Pitino consistent with the attached.

The motion passed.

IV. Adjournment

The meeting adjourned at 11:55 a.m.

Approved by:



Asst. Secretary

MINUTES OF THE MEETING OF THE PERSONNEL COMMITTEE OF THE
UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION, INC.

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Other Board Members

Present: Mr. Tom Jurich, *ex officio*
Prof. Carmine Esposito
Mr. Harry Jones

From the

University: Ms. Angela D. Koshewa
Mrs. Kathleen Smith
Mrs. Debbie Dougherty

I. Call to Order

Chair Benson called the executive session to order at 11:10 a.m.

II. Personnel Matters

Review of Associate Athletic Directors

Vice President Jurich reviewed the performance of the associate athletic directors.

Contract Extension, Men's Head Basketball Coach

Vice President Jurich discussed the terms and effective date of the contract extension.

Review of Athletic Director

Vice President Jurich reviewed his goals for 2011-12. Mr. Jurich retired from the meeting. The Committee discussed Mr. Jurich's performance for 2010-11. Prof. Wise distributed her written evaluation of Mr. Jurich and shared highlights.

III. Adjournment

The executive session adjourned at 11:45 a.m.

ANNUAL EVALUATION OF THE ATHLETIC DIRECTOR

TO: Personnel Committee, ULAA Board

FROM: Professor Elaine O. Wise, Faculty Athletics Representative

RE: Review of the Performance of the Athletic Director for 2009-2010

DATE: 9 August 2011

The Faculty Athletics Representative is appointed by the President and is charged to serve as a liaison between Athletics and Academics. In that capacity, I advise the Athletic Director on matters that pertain to the academic mission of the university and student-athlete well-being. I have reviewed the AD's goals

for the preceding academic year and have compared them with his many accomplishments. Tom Jurich has met or surpassed his goals, and has demonstrated extraordinary leadership.

As FAR, I can attest to his personal high ethical principles, his commitment to the academic success of every student-athlete as well as his concern for student-athlete welfare, and his dedication to the professionalism of the athletic department. He is committed to the achievement of gender equity, and to the integration of athletics into the University's mission.

Tom is an articulate, generous, and creative manager of people and resources, whose experience, character, and vision inspire everyone who works for him and with him. As AD, he finds extraordinary coaches, builds an energetic and devoted staff, provides the resources and encouragement they need, and gives them the opportunity to thrive. He has earned deep abiding respect from our donors and fans. Our student-athletes regularly praise his personal

interest in their success, noting that he is a role model for all athletic directors. They understand that his goal is to provide them with the best so that they can do their best.

To that end, he has continuously nurtured the improved academic success of our student athletes. The combined GPA of our student-athletes for 2010-2011 exceeded 3.0. Only one team, in the last release of APR data, fell below the APR cutoff of 925, a figure that was designed to produce a 60% graduation rate. Our Graduation Success Rate, on the last release, was 74%. For Football, (the only team that has underachieved), Tom responded by assessing the needs of Athletics Academic Advising for Football, and provided extra academic counselors and a learning specialist, as well as improving their study and tutoring facilities.

As FAR, I share with him any concerns which I have about student-athlete progress- toward-degree reports as well as concerns raised by our annual review of Academic Advising Services and by our End-of Year Questionnaires for all student-athletes (over 400 student-athletes complete the questionnaire at their last compliance meeting). Moreover, I send him my end of year assessment of the work of the Senior Associate AD for Advising so that he can include it in his annual reviews of his staff. Although we do not always agree, he always listens, treats my advice with respect, considers my perspective, investigates, and takes appropriate action.

Last year, CAP proposed (and Athletics implemented) a new process to review competition schedules for all of our teams in order to assess the academic impact of missed class time on team progress-toward-degree and on team APR (Academic Progress Rate). We also reviewed practice schedules to assess what impact they might have on student-athlete choice of major. The results are shared with the Senior Associate AD for Academic Services and the AD.

Meanwhile, I continue to work with Tom to implement the recommendations from Second Cycle NCAA review, as we prepare for a new review process in 2013.

In summary, it is my pleasure to work with our Athletic Director to promote a shared vision of academic excellence and dedication to gender equity, in the context of rules compliance and athletic prominence. He is a true leader in the service of "one" university and is, in my view, the most respected and gifted athletics director in our Conference, and in college athletics.

**RECOMMENDATION TO THE PERSONNEL COMMITTEE OF THE
UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION, INC.
CONCERNING EMPLOYMENT CONTRACT OF
COACH RICK PITINO**

March 31, 2010

RECOMMENDATION:

The Chair recommends the Committee:

- 1) extend Coach Pitino's contract to 2017 (when he turns age 65)
- 2) amend, in the current contract, the retention bonus earned as of March 31, 2010 to pay on April 1, 2010
- 3) authorize the Vice President for Athletics to negotiate the terms of Coach Pitino's revised employment contract and present the revised contract to the full board for approval

ACTION:

Passed: _____

Not Passed: _____

Other: _____

Assistant Secretary