

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

In Open Session

The Personnel Committee of the University of Louisville Athletic Association, Inc. met on October 8, 2010, at 10:15 a.m. in the Jefferson Room, Grawemeyer Hall, Belknap Campus, with members present and absent as follows:

Present: Mr. Bob Benson, Chair  
Mr. Keith Inman  
Prof. Brenda Hart  
Mr. David James  
Prof. Joe Steffen  
Dr. Shirley Willihnganz  
Prof. Elaine Wise

Absent: Prof. William Cheadle  
Mr. Owsley Frazier  
Mr. Gordon Gahm  
Judge Rebecca Jackson  
Prof. Mary Ann Stenger

Other Board Members

Present: Mr. Tom Jurich, *ex officio*

From the

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

I. Call to Order

Having determined a quorum present, Chair Benson called the meeting to order at 10:15 a.m.

Approval of Minutes

Mr. Inman made a motion, seconded by Prof. Wise, to approve the minutes of the previous meeting held March 31, 2010. The motion passed.

II. Executive Session

Mr. James made a motion, seconded by Prof. Hart, to adjourn open session and go into Executive Session at 10:20 a.m. to discuss personnel matters pursuant to KRS 61.810(1)(f). The motion passed.

III. Open Meeting Reconvenes

Chairman Benson reconvened the open session at 11:20 a.m. and reported that personnel matters were discussed in Executive Session. Chair Benson reported the Committee

conducted its annual evaluation of the Athletic Director and Associate Athletic Directors. Chair Benson read the following written report provided by Mr. Michael Seebert, Chair of the Finance & Budget Committee. Mr. Seebert could not attend the meeting, but asked that his report be included in the minutes.

Assessment Provided By Michael Seebert, Finance & Budget Committee Chair

As chair of the budget and finance committee, I offer the following comments and observations. During the period of review, Mr. Jurich has done an excellent job of leading his team with respect to fiscal management. An annual audit of his organization was conducted and no major findings were reported. His department is on sound financial footing in a time of a sluggish local and national economy. He has created an environment that encourages strong revenue generation along with prudent management of expenses. This past year has been particularly challenging with respect to budget planning and management. The athletic department has never had a year when it had to manage through completing a major addition to the football stadium, hiring a new football coaching staff, and moving to a new basketball arena after over 50 years at Freedom Hall. These changes have forced his team to become more adept at dealing with budget unknowns and uncertainties. Mr. Jurich has successfully managed his organization through this period of massive change while continuing to offer a competitive and entertaining product on the various fields of play. While his body of work at the university is extremely impressive, his work during this past year will position the athletic department to reach even greater heights in the future.

On behalf of the finance and budget committee, I would like to congratulate Mr. Jurich and his team for a job well done.

Chair Benson then requested Prof. Wise to read into the record her evaluation of the Mr. Jurich. Prof. Wise read the following written assessment:

In my role as Faculty Athletics Representative, my primary concerns are issues of compliance, academic integrity, and student-athlete well-being. However, I am also charged to serve as a liaison between Athletics and Academics. In that capacity, I have examined the Athletic Director's goals for the preceding academic year and have compared them with his accomplishments. In almost every category, Tom Jurich ranks as exceptional, having met or surpassed his goals, and having demonstrated extraordinary leadership, in spite of set-backs in football and unfortunate publicity.

As FAR, I can attest to his personal high ethical principles, his commitment to the academic mission of the University, his dedication to the professionalism of the athletic department, and his concern for the welfare of every student-athlete. Although he is the mastermind behind the building of many new facilities, he is even more committed to the achievement of gender equity, to the graduation of every student-athlete we recruit, and to the integration of athletics into the University's mission.

Tom Jurich is an articulate, generous and creative manager of people and resources, whose experience, inner drive, and expansive vision make others want to work 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 through his own personal stamina and passion, gives them the opportunity to prove that his trust in them is earned. His goal is to create unity of purpose among all who accept his challenge – through a shared vision of what a model institution in Division 1A (BCSD) college athletics should accomplish.

To that end, he has continuously nurtured the improved academic success of our student athletes. As of the last release of APR (Academic Progress Rate) data, all of our teams have exceeded the APR cutoff of 925, and our Graduation Success Rate, on the last release was 74%. Tom has responded to the needs of Athletics Academic Advising by adding counselors and a learning specialist, as well as improving facilities for study and quality tutoring. He knows all of the student-athletes, and they respect him.

One of my roles as FAR and the university liaison to the NCAA, is to advise the Athletics Director on matters that concern the academic integrity of our athletics program and on the well-being of our student-athletes. In light of the FAR/CAP charge, I share with him any concerns I or CAP may have, based on student-athlete progress toward degree reports as well as on our annual review of Academic Advising Services. 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 review of his staff. Tom's door is always open to me, and my phone calls are always answered. He listens and ruminates, and then he investigates and takes appropriate action.

This last year, CAP proposed 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. The results are shared with the Senior Associate AD for Academic Services and the AD. We also reviewed practice schedules to assess what impact they might have on student-athlete choice of major, as we were engaged in a three year review of the Athletics Academic Advising Services.

As part of the review process, CAP piloted a new Student-Athlete End of year Questionnaire in Spring 2009, which was slightly revised and then given to all student-athletes in Spring 2010. The results of the pilot are included in the Three Year Review Report, which I shared with Tom when it was completed – and will summarize for the full ULAA board at this next meeting. I look forward to sitting down with him and Julie in the next few weeks to discuss the report's recommendations and the subsequent feedback from the Spring 2010 End of Year Questionnaire completed by 405 student-athletes.

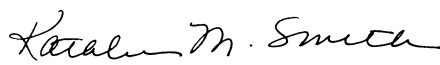
In summary, it is my pleasure to work with our Athletic Director to promote a shared vision of academic excellence and dedication to gender equity, in the context of rules compliance and athletic prominence. He is a true leader in the service of "one" university – and a boon to the city, the Commonwealth, the Big East Conference, and college athletics.

Chair Benson thanked Prof. Wise for her excellent summary.

#### IV. Adjournment

Prof. Hart made a motion, which Prof. Steffen seconded, to adjourn the meeting at 11:25 a.m. The motion passed.

Approved by:

  
Asst. Secretary

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BOARD OF DIRECTORS  
UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION, INC

October 8, 2010

In Executive Session

Present: Mr. Bob Benson, Chair  
Mr. Keith Inman  
Prof. Brenda Hart  
Mr. David James  
Prof. Joe Steffen  
Dr. Shirley Willihnganz  
Prof. Elaine Wise

Absent: Prof. William Cheadle  
Mr. Owsley Frazier  
Mr. Gordon Gahm  
Judge Rebecca Jackson  
Prof. Mary Ann Stenger

Other Board Members

Present: Mr. Tom Jurich, *ex officio*

From the

University: Ms. Angela Koshewa  
Ms. Kathleen Smith  
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I. Call to Order

Chair Benson called the executive session of the meeting to order.

II. Personnel Matters

Annual Evaluation of Associate Athletic Directors

Athletic Director Jurich discussed the evaluations of the associate athletic directors.

Annual Evaluation of Athletic Director

AD Jurich presented his self-evaluation. Mr. Jurich retired from the meeting. The Committee discussed the athletic director's evaluation.

III. Adjournment

The Chairman adjourned the meeting at 11:20 a.m.

Approved by:

Katalin M. Smith

Asst. Secretary