MEETING OF THE PERSONNEL COMMITTEE OF THE UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION BOARD OF DIRECTORS

9:00 a.m., November 12, 2021

Location: Jefferson Room, Grawemeyer Hall

In Open Session

I. Call to Order
   • Approval of Minutes, 5-26-2021

II. Executive Session
   • Motion to recess to Executive Session to discuss personnel matters pursuant to KRS 61.810(1)(f)

III. Reconvene Open Meeting
   • Report on Executive Session
   • Appropriate action, if any

IV. Adjournment

Personnel Committee
Neeli Bendapudi, Chair
Gerry Bradley
Jeremy Clark
Andrew Grubb
Meg Hancock
Karen Turner
Krista Wallace-Boaz
MINUTES OF THE PERSONNEL COMMITTEE OF THE
UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION, INC.
BOARD OF DIRECTORS

May 26, 2021

In Open Session

Members of the Personnel Committee of the University of Louisville Athletic Association, Inc., Board of Directors met in the Swain Student Activities Center Ballroom, Belknap Campus, at 9:03 a.m. on May 26, 2021, with members present and absent as follows:

Present: Dr. Neeli Bendapudi, Chair
        Dr. Gerry Bradley
        Mr. Andrew Grubb
        Prof. Dawn Heinecken
        Prof. Sharon Moore
        Prof. Krista Wallace-Boaz

Absent: Prof. Sheldon Bond

Other Directors
Present: Mr. Tom Andrews
        Mr. Ben Barberie
        Dr. Larry Benz
        Prof. Eric Berson
        Prof. Jeremy Clark
        Mr. Dan Durbin
        Ms. Jasmine Farrier
        Dr. Lori Gonzalez
        Mr. Dennis Heishman
        Mr. Steve Jones
        Mr. Tom Meeker
        Prof. Eugene Mueller
        Mr. Sam Rechter
        Ms. Shannon Rickett
        Mr. Jim Rogers
        Ms. Sherrill Zimmerman

From the University:
Present: Mr. Vince Tyra
        Ms. Angela Curry
        Mr. Josh Heird
        Ms. Amy Shoemaker
        Ms. Amy Calabrese
        Mr. Jeff Spoelker
        Mr. Kenny Klein
I. Call to Order
Chair Bendapudi called the roll. Having determined a quorum present, she called the meeting to order at 9:03 a.m.

Approval of Minutes, 5-29-2020
Mr. Grubb made a motion, which Prof. Moore seconded, to approve the minutes of the May 29, 2020 meeting. The motion passed.

II. Evaluation of Athletic Director
Chair Bendapudi asked AD Tyra to brief the committee of the review processes of the Associate Athletic Directors. Mr. Tyra explained that each of the Associate Athletic Directors submitted self-evaluations and met with the AD to review goals and areas of growth and improvement. The Assoc. AD’s discussed with the committee were:

- Josh Heird, Deputy Athletic Director
- Amy Calabrese, Senior Woman Administrator
- Amy Shoemaker, Counsel and Human Resources
- Marvin Mitchell, Academics and Diversity
- John Carnes, Senior Compliance
- Michael Dudas, Advancement and Ticket Operations
- Pat Ivey, Health Promotion
- Lottie Stockwell, Marketing
- Kenny Klein, Sports Information
- Jeff Spoelker, Finance
- Matt Banker, Compliance
- Michael Ortman, Facilities

AD Tyra then discussed his self-evaluation with committee members. Highlights included being number two in student athlete community service in the NCAA; an overall student athlete GPA of 3.256; a 91% graduation success rate; a #8 ranking in the Learfield Cup Standings; a single year Academic Performance Rate of 990+ and 988 overall for the department; nine charitable gifts of $1 million or more in fundraising; and the department’s financial performance – $4.3 million profit in FY20 with operating expenses positioned for $5+ million profit per year going forward, and a $5 million deficit projected for FY21 due to COVID-19 (as opposed to the original forecast of $35-50 million).

Mr. Tyra also discussed planned areas of improvement for himself and his AD team: expand lines of communication outside athletics; continue to monitor and adhere to
university Human Resources guidelines and policies; continued emphasis on professional
development of senior staff with respect to succession planning; resume community
activities as coronavirus restrictions allow; increase the usage of analytics in decision
making; and greater investment in technology and software.

He then fielded questions from committee and board members.

Prof. Wallace-Boaz, in her role as Faculty Athletics Representative (FAR), commended Mr. Tyra on his achievements since his appointment and stated his performance this year continues to be exemplary. He has demonstrated a high level of leadership as the entire campus began navigating the pandemic and has continued to do so throughout. The FAR also noted that Mr. Tyra is extremely engaging with student athletes and has provided many opportunities for open and honest discussions on important issues including mental health and social justice. He continues to create meaningful connections with constituencies on campus, is a strong voice in the ACC, always takes time to discuss issues and questions, and exceeds expectations when completing his duties and responsibilities including his strong commitment to compliance and integrity.

Dr. Benz concurred with Prof. Wallace-Boaz and Dr. Bendapudi.

The Chair thanked the AD, the FAR, and the committee for their comments and questions. She reminded the committee that the day’s procedure requires no action and the committee’s evaluation would be shared with the ULAA board of directors at its June 12 meeting and the Board of Trustees. She added that the Athletic Director’s performance bonus, to be given at the discretion of the President, is based on the:

- Four-year academic progress rates for all varsity sports teams,
- Average graduation rate,
- Average cumulative GPA for all scholarship student athletes,
- Performance of the sports teams, and
- Way in which the coaches and student athletes conduct themselves and represent the university both on and off the field.

III. Executive Session

Dr. Bradley made a motion, which Mr. Grubb seconded, to recess to executive session to discuss personnel matters pursuant to KRS 61.810(1)(f). The motion passed and the meeting recessed at 9:51 a.m.

IV. Open Meeting Reconvenes

The open meeting reconvened at 9:59 a.m. and Chair Bendapudi reported that the committee discussed personnel matters. They then took the following action:
Associate Athletic Director for Strategy and Innovation

Dr. Bradley made a motion, which Mr. Grubb seconded, to approve the

**Athletic Director’s recommendation the ULAA Board of Directors approve the following the appointment of Laura Clemente as Associate Athletic Director for Strategy & Innovation, effective July 1, 2021.**

The motion passed.

V. Adjournment

Having no other business to come before the committee, Mr. Grubb made a motion, which Dr. Bradley seconded, to adjourn the meeting at 10:00 a.m. The motion passed and the meeting adjourned.

Approved by:

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Assistant Secretary