

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

May 29, 2020

In Open Session

Members of the Personnel Committee of the University of Louisville Athletic Association, Inc., Board of Directors met virtually at 9:01 a.m. on May 29, 2020, with members present and absent as follows:

Present: Prof. Elaine Wise, Chair Pro Tem  
Dr. Neeli Bendapudi  
Dr. Gerry Bradley  
Mr. Andrew Grubb  
Prof. Dawn Heinecken  
Prof. Sharon Moore

Absent: Prof. Sheldon Bond

Other Directors

Present: Dr. Larry Benz  
Prof. Eric Berson  
Dr. Beth Boehm  
Dr. Ralph Fitzpatrick  
Mr. Steve Jones  
Mr. Tom Meeker  
Mr. Jasper Noble  
Mr. Sam Rechter  
Ms. Shannon Rickett  
Mr. Brad Shafer  
Dr. Ron Wright

From the  
University: Mr. Vince Tyra  
Ms. Amy Shoemaker  
Mr. Jeff Spoelker  
Mr. Kenny Klein  
Mr. Jake Beamer

I. Call to Order

Chair Pro Tem Wise explained that Dr. Bendapudi requested that she chair the meeting because Dr. Bendapudi is traveling and may lose audio/visual connectivity. There were no objections.

Chair Pro Tem Wise then called the roll. Having determined a quorum present, she called the meeting to order at 9:01 a.m.

### Approval of Minutes, 10-18-2019

Dr. Bradley made a motion, which Prof. Heinecken seconded, to approve the minutes of the October 18, 2019 meeting. The motion passed.

## II. Evaluation of Athletic Director

Chair Pro Tem Wise asked AD Tyra to review with the committee the evaluations of the Associate Athletic Directors and his self-assessment. Before Mr. Tyra began, Dr. Wise reminded the committee that several organizational changes had been made in support of institutional control of Athletics:

- The Athletics Compliance Office now reports to Vice President for Risk, Audit and Compliance, Sandy Russell;
- The Athletics Counsel Office now reports to General Counsel, Tom Hoy; and
- AD Tyra Vince now reports directly to the president, and his contract was amended by the Board of Trustees in April of 2019 so that his performance appraisal comes directly from the president – stressing the importance of the ULAA personnel committee’s input to the president regarding the Athletic Director’s evaluation.

Mr. Tyra noted that he has 11 direct reports that are either Senior Associate or Associate Athletic Directors, and 2 Associate Athletic Directors that are not direct reports, for a total of 13 senior staff members.

This year, the 13 Associate AD’s were evaluated through a 360° review process that included self-evaluations and reviews from Mr. Tyra, the Associate AD’s’ direct reports, and their peers. The Athletic Director was pleased to report that the senior athletics team is working extremely well together, has made great strides toward the goals he set out for them, and is exceling during the COVID-19 pandemic. He will discuss with each team member areas for improvement and growth.

The AD then discussed with committee members his self-evaluation. Highlights included being number one in student athlete community service; an overall student athlete GPA of 3.507; a 91% graduation success rate; a #8 ranking in the Learfield Cup Standings; record-setting fundraising while managing donor intent; near-completion of a master plan for facilities improvements; zero Level 1 or Level 2 NCAA violations in 2019-2020; and stabilizing the financial health of the department and ending the year with a profit of approximately \$4 million.

Chair Pro Tem Wise thanked Mr. Tyra for his evaluations and he then departed the meeting.

President Bendapudi, via teleconference, commented that the AD has been an incredible asset to her and an integral member of her leadership team.

Chair Pro Tem Wise, in her role as Faculty Athletics Representative (FAR), commended Mr. Tyra on his achievements since his appointment and stated his performance this year has been exemplary. He has created meaningful connections with many constituencies and exceeded expectations when completing his duties and responsibilities (**attached**). Prof. Wise also noted the AD's commitment to compliance and integrity. She then opened the floor for comments from committee members and directors.

Dr. Benz concurred with Prof. Wise and Dr. Bendapudi.

Dr. Fitzpatrick also commended AD Tyra for his performance this year, specifically acknowledging the academic achievements of UofL's student athletes and their community service and engagement efforts.

Dr. Bradley added that Mr. Tyra's proficient leadership is demonstrated through his hiring of remarkable employees and coaches.

Mr. Rechter reminded committee members of the Excellence in Ethical Leadership Project at the UofL College of Business to teach virtues-based leadership skills to individuals, leaders, universities, and organizations. The project was made possible by the generosity of AD Tyra, who personally invested \$100,000, and garnered assistance from the Athletics Department and Adidas to commit additional support over the next ten years.

Following these comments, Mr. Tyra rejoined the meeting.

Chair Pro Tem Wise noted that today's procedure requires no action and the committee's evaluation would be shared with the ULAA board of directors at its June 12 meeting. 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.

Mr. Jones congratulated Mr. Tyra for his excellent leadership during the COVID-19 pandemic.

Mr. Tyra stated that, due to the financial effects the pandemic has caused the university and Athletics Department, he is choosing to forgo the annual performance bonus for this fiscal year and next fiscal year.

III. Adjournment

Having no other business to come before the committee, Mr. Grubb made a motion, which Prof. Moore seconded, to adjourn the meeting at 9:46 a.m. The motion passed and the meeting adjourned.

Approved by:

  
\_\_\_\_ Signature on file \_\_\_\_\_  
Assistant Secretary