

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

July 28, 2023

In Open Session

Members of the Personnel Committee of the University of Louisville Athletic Association, Inc., Board of Directors met on July 28, 2023, at 11:34 a.m., in the Jefferson Room, Grawemeyer Hall, Belknap Campus, with members present and absent as follows:

Present: Dr. Kim Schatzel, Chair
Prof. Jeremy Clark
Ms. Kari Donahue
Prof. Meg Hancock
Prof. Sharon Moore
Prof. Krista Wallace-Boaz

Absent: Dr. Gerry Bradley

Other Directors

Present: Prof. Claudia Angeli
Prof. Melissa Barnes
Dr. Larry Benz
Prof. Rob Detmering
Ms. Katie Hayden
Prof. Carolyn Klinge
Mr. Bob Kohn
Prof. Brandon McCormack
Ms. Angel Okorie
Ms. Gayle Saunders
Dr. Ron Wright
Ms. Sherrill Zimmerman

From the

University: Mr. Josh Heird
Ms. Angela Curry
Mr. Alan Kellogg
Mr. Rocco Gasparro
Mr. John Karman
Mr. Jake Beamer

I. Call to Order

Chair Schatzel called the roll. Having determined a quorum present, she called the

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

July 28, 2023

In Executive Session

Present: Dr. Kim Schatzel, Chair
Prof. Jeremy Clark
Ms. Kari Donahue
Prof. Meg Hancock
Prof. Sharon Moore
Prof. Krista Wallace-Boaz

Other Directors

Present: Prof. Claudia Angeli
Prof. Melissa Barnes
Dr. Larry Benz
Prof. Rob Detmering
Ms. Katie Hayden
Prof. Carolyn Klinge
Mr. Bob Kohn
Prof. Brandon McCormack
Ms. Angel Okorie
Ms. Gayle Saunders
Dr. Ron Wright
Ms. Sherrill Zimmerman

From the
University: Mr. Josh Heird
Ms. Angela Curry
Mr. Jake Beamer

I. Call to Order

Chair Schatzel called the executive session to order at 11:34 a.m.

II. Personnel Matter

AD Heird discussed a personnel matter with the committee.

III. Adjournment

Prof. Hancock made a motion, which Ms. Donahue seconded, to adjourn the executive session. The motion passed and the session adjourned at 11:45 a.m.

Approved by:



Assistant Secretary

RECOMMENDATION TO THE EXECUTIVE COMMITTEE OF THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING PERSONNEL MATTERS

Personnel Committee – July 28, 2023
Board of Directors – July 28, 2023

RECOMMENDATION:

The Athletic Director recommends that the ULAA Board of Directors approve the following personnel matter:

Nick Bowes; appointment as Deputy Athletic Director and Chief Financial Officer. This position will serve as the lead fiscal officer and oversee the finance and business activities of the Athletic Department which includes accounting, purchasing, finance, reporting and travel. Bowes will also serve as the sport administrator for football, and on the athletic director's executive team to provide guidance and leadership oversight to every major department decision.

Bowes will work closely with the athletic director and executive leadership team to develop and implement the overall budget strategy for the athletic department. He will serve as the financial liaison to both internal and external constituencies including Athletic and University staff, University of Louisville Athletic Board (ULAA), Board of Trustees and Committees, state legislative committees, NCAA and the ACC. He will oversee the annual budget process for the Athletic Department including developing revenue/expense projections, serving as point of contact for the University, and hosting the annual budget workshop for ULAA Board of Directors and constituents. Bowes will provide leadership oversight to equipment operations, capital projects, facilities and the UofL Golf Club.

Bowes will oversee the Anthony's Travel staff to ensure travel needs are being met and resolve any issues that may arise. In addition, he will complete Audited Financial Statements, compile monthly financial statements, coordinate open records requests, process game contracts, oversee internal audits, and perform contract review.

Education:

Master of Science: Business Administration (2016)
Bachelor of Science: Business Administration (2008)

University of Cincinnati
The Ohio State University

Other Relevant Experience:

April 2021 – July 2023:	Executive Sr. Associate Athletic Director, Chief Operating Officer University of Southern California, Los Angeles, CA
March 2017 – April 2021:	Senior Associate Athletic Director, Internal Affairs/Chief Financial Officer University of Cincinnati, Cincinnati, OH
April 2015-March 2017:	Associate Athletic Director, Business and External Affairs University of Cincinnati, Cincinnati, OH
Sep 2014-April 2015:	Assistant Athletic Director, Business Affairs University of Cincinnati, Cincinnati, OH

Notable Accomplishments while at the University of Southern California:

- Built and led unit of 30 employees and a 30 million annual budget.
- Developed and implemented a \$400 million capital investment strategy to transform USC Athletics over the next decade.
- Athletics liaison to the Coliseum, Capital Construction, Office of General Counsel, Auxiliary Services, Office of Expo Park Management, Real Estate and the LA28 Olympics.
- Assisted or led negotiations on numerous contracts to include coaching contracts for the head football, men’s basketball, baseball, and track coaches as well as a four-year extension with Nike and currently leading a long-term, 9 figure extension with our MMR partner.
- Serve as lead on Big Ten Network transition including the implementation of a \$10+ million central control room in Galen Center and Student U integration with the school of journalism.
- Completed over \$10 million in projects in less than two years.
- Developed 10-year deferred maintenance schedule for Athletics to allow proper financial planning and University alignment on the budget.

Notable Accomplishments while at the University of Cincinnati:

- Chief advisor on department’s \$75 million annual operating budget
- Developed a 5- and 10-year pro-forma for Athletics to aid in the strategic decision-making process for the President, VP of Administration and Finance, and the Athletic Director.
- Serve as sport administrator for the Men’s Basketball and Men’s Soccer programs.
- Primary administrator for three consecutive NCAA Tournaments.
- Oversee \$95 million renovation of Fifth Third Arena including financing, concessions plans and seating layouts / pricing.
- Assist in contract negotiation with the MLS franchise FC Cincinnati to play in Nippert Stadium.
- Oversee budget, layouts and design of \$4 million football locker and team room renovation.
- Negotiated \$9.75 million buyout of department’s Under Armour apparel agreement and subsequent \$4.5 million purchasing agreement with BSN.
- Assist in negotiation and development of over \$50 million in coaching contracts.
- Assist in design and implementation of ESPN+ Network integration as part of new AAC and ESPN media rights agreement.

Salary data:

Proposed salary: \$237,500
 Budget impact: None, position is on current budget.

COMMITTEE ACTION:

Passed X
 Did Not Pass _____
 Other _____

[Signature]
 Signature on file _____
 Assistant Secretary

BOARD ACTION:

Passed X
 Did Not Pass _____
 Other _____

[Signature]
 Signature on file _____
 Assistant Secretary