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KENT STATE UNIVERSITY INTERCOLLEGIATE ATHLETICS HEAD COACH PERFORMANCE ASSESSMENT 2009

The purpose of this instrument is to provide both supervisory and self assessment of head coaches in several critical areas of expected performance on an annual basis. Of primary importance is the continued development of head coaches and ultimately the program for which helpe is responsible.

NAME: Mike Morrow

SPORT: Head Women's Golf Coach - Golf Course Manager

DATE: 6/86/09

EMPLOYEE SIGNATURE: May Morrow

SUPERVISOR'S SIGNATURE: Qthy Only

Rate ea	ach statement using the following scale:			200		
I. <u>AI</u>	DMINISTRATIVE RESPONSIBILITIES: Head coaches are responsible for several areas of administrative/organizational activities related to his/her sport.	5 Excellent	4 Very Good	3 Good	2 Fair	1 Poor
A.	. Compliance: responds positively to institutional philosophy and administrative guidelines	~				
B.	. NCAA/MAC/KSU Regulations: familiar/accountable with rules/regulations governing his/her sport	_				
C.	. Team Travel: prepare appropriately for all aspects of off-campus team participation					
D.	. Athletic Reports: completes and submits all sport-related communications accurately and on time	~				
E.	. Budget: prepares appropriate requests and complies with departmental and University guidelines					
	goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have	nave been suc	cessful, e.g., fe	eedback o	f quantit	ative
and qual	goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you had been been been been been been been bee	5	4	3	2	1
and qual	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups.	1	4			
and qual	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. Athletic Administrators: communicates effectively with responsible departmental administration	5	4	3	2	1
II. HE	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. A thletic Administrators: communicates effectively with responsible departmental administration A thletic Staff: responds/communicates effectively with the Athletic Department support staff	5	4	3	2	1
II. HE A B	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. A thletic Administrators: communicates effectively with responsible departmental administration A thletic Staff: responds/communicates effectively with the Athletic Department support staff Training/Medical Personnel: relies on the expertise of these individuals for participation decisions	5	4	3 Good	2	1
II. HE A B C	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. A thletic Administrators: communicates effectively with responsible departmental administration A thletic Staff: responds/communicates effectively with the Athletic Department support staff Training/Medical Personnel: relies on the expertise of these individuals for participation decisions Assistant/G.A. Coaches: provides clear assignment of functions and responsibilities to create success	5	4	3	2 Fair	1
II. HE A B C D	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. A thletic Administrators: communicates effectively with responsible departmental administration A thletic Staff: responds/communicates effectively with the Athletic Department support staff Training/Medical Personnel: relies on the expertise of these individuals for participation decisions	5	4	3 Good	2 Fair	1
II. HE A B C D E F.	EAD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups. A thletic Administrators: communicates effectively with responsible departmental administration A thletic Staff: responds/communicates effectively with the Athletic Department support staff Training/Medical Personnel: relies on the expertise of these individuals for participation decisions Assistant/G.A. Coaches: provides clear assignment of functions and responsibilities to create success Estudent-Athletes: uses positive means to motivate/emphasize affirmative aspects of competitiveness	5	4	3 Good	2 Fair	1

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Give (2)	examples during the past year where you have excelled in this area including the date, time and why you are #1 for this example, i.e.	determined	feedback, qua	ntity/gual	litv m
		,	,		
Give (2) g and quali	goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you hative measures.	have been suc	ccessful, e.g., f	eedback o	of qua
III. CO	ACHING PERFORMANCE: Head coaches must successfully perform in several areas inherent to the specific nature of the sport.	5 Excellent	4 Very Good	3 Good	Fa
A.	Knowledge of the Sport: keeps current on trends, techniques and strategies related to the sport coached	V+			
B.	Leadership: demonstrates effective leadership behavior with assistants and student-athletes	/			
C.	Competition Preparation: assumes responsibility for preparing staff and team physically, mentally and emotionally to compete				
D.	Competition Behavior: maintains self-control and provides examples of sportsmanlike conduct with players, officials and opponents				
E.	Competition Follow-up: accepts responsibility for competition outcomes and maintains stable focus in victory or defeat	_			
F.	Off-Season Program: establishes an appropriate off-season program for continued athlete development	/			
G.	Professional Involvement : attends workshops, speaks, writes and/or serves on committees related to the sport coached				
Give (2)	examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i	i.e., never mis	sed a deadline	e or came	in on
	goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you quality measures.	have been suc	ccessful, e.g.,	have dete	ermin

IV. <u>ATHLETIC RECRUITMENT</u> : The successful recruitment of student-athletes is a necessity for a successful athletic program	5 Excellent	4 Very Good	3 Good	2 Fair	1 Poor
A. NCAA/MAC/KSU Regulations: abides by rules/regulations established for the recruitment of Division I athletes	/				
B. High School Coaching Contacts : maintains contact with high school coaches for the identification of prospective recruits	/				
C. Diversity: makes every effort possible to identify and recruit prospective minority student-athletes	_				
D. Recruitment Organization: establishes systematic process for maintaining accurate recruitment records	/				
E. Recruitment Integrity: establishes systematic process to ensure dealing honestly with prospective recruits and their parents.	/				
F. Recruit Identification: establishes specific expectations for prospective recruits, including academic potential for success, athletic skill necessary for Division I competition and community behavior	1+				
G. University Procedures: follows for admitting student-athletes Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, measures.	i.e., have deter	mined feedba	ck, quanti	ty/qualit	y
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Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, measures. Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you and qualitative measures. V. STUDENT ACADEMIC RESPONSIBILITIES: Head coaches are accountable for student-athlete performance A. Admission: follows University/NCAA procedures for admitting student-athletes B. Academic Progress: follows carefully the academic progress of athletes with regard to the	have been suc	ccessful, e.g., f	eedback o	f quantit	rative
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Give (2) examples during the past year where you have excelled in this area including the date, time and why you are #1 for this example, i.e.	, determined	feedback, quar	ntity/quali	ty measu	res.
Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you hand qualitative measures.	nave been suc	cessful, e.g., fe	edback o	f quantita	ative
VI. <u>COMPETITIVE PERFORMANCE STANDARDS</u> : The head coach is responsible for the overall performance of the team with respect to several competitive standards.	5 Excellent	4 Very Good	3 Good	2 Fair	1 Poor
A. Athletic Recognition: encourage student-athletes to pursue excellence/gain recognition for performance	_				
B. Coaching Awards: exhibits qualities that bring recognition for coaching performance and/or behavior	_				
C. MAC Win/Loss Record: Maintains a .500 winning percentage over a three-year period in the MAC	/				
VII. ADMINISTRATIVE SUPPORT: Administrative support is important for an effective sport program. Rate each of the following	5	4	3	2	1
administrative support areas for your program.	Excellent	Very Good	Good	Fair	Poor
A. Facilities/Operations: event scheduling, practice times, equipment, game management.	Vt				
B. Sports Medicine: trainer availability/quality of treatment/communication with sports medicine staff	W/+				
C. Academic Support: study table, counseling and tutoring			6		
D. Compliance: certifying eligibility, training knowledge and financial aid (Down Muslatus)	V				
E. Sports Information: staff support, media guides, press releases, etc. Dia improvement	-				****
F. Fund Raising: (Blue & Gold) and Alumni Affairs with contact by Hath					
G. Marketing, Promotions, Advertising:	Hater				
H. Business/Finance: processing expense statements, check requests, P.O.'s, UPS/FedEx, copiers, supplies					
	1/				
(heig improvement	L! Be	ansoun	Tu	uf	F a

	5 Excellent	4 Very Good	3 Good	2 Fair	1 Poor
I. Human Resources: hiring process, info on G.A.'s, student workers, vehicle mileage logs, etc.		V			
J. What one piece of advice would you have for the athletic director as it relates to your sport?					
COMMENTS:					
A. Facilities/Operations					
B. Sports Medicine John Faul Stick - Consumale Divfessional - M Lef arthur head laaches - good commune also	liche a	lisago	ead		
					۷,
D. Compliance Support One Med More personal Contact of player Some mistakes but apay overall				10 -	Quy.
E. Sports Information Thike is willing to meet of Agents. Eithers to improve coverage	edit	os o	-		
F. Fund Raising - little confact of that					
G. Marketing/Promotions/Advertising					

_•	
H. Business "Colisa is bean counter uf personality." (i) VIII. TOTAL PROGRAM:	
Please note three to five of your "great successes" or "achievements" on the job during the past year.	
Please note three to five things you hope to accomplish this coming year.	
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RECEIVED

KENT STATE UNIVERSITY

HEAD COACH PERFORMANCE ASSESSMENT 2007

The purpose of this instrument is to provide both supervisory and self assessment of head coaches in several critical areas of expected performance on an annual basis. Of primary importance is the continued development of head coaches and ultimately the program for which he/she is responsible.

NAME: Michael K. Morrow

SPORT: Head Women's Golf Coach - Golf Course Manager

DATE: 7/16/07

EMPLOYEE SIGNATURE:

SUPERVISOR'S SIGNATURE: Cathy Comell

Note: attached Solaries -

DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

Rate each statement using the following scale:

I. <u>A</u>	DMINISTRATIVE RESPONSIBILITIES: Head coaches are responsible for several areas of administrative/organizational activities related to his/her sport.	l Excellent	2 Very Good	3 Good	4 Fair	5 Poor
A	. Compliance: responds positively to institutional philosophy and administrative guidelines	V				
B	. NCAA/MAC/KSU Regulations: familiar/accountable with rules/regulations governing his/her sport	/				
C	. Team Travel: prepare appropriately for all aspects of off-campus team participation	/				
D	. Athletic Reports: completes and submits all sport-related communications accurately and on time	V				
Е	Budget: prepares appropriate requests and complies with departmental and University guidelines					

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., never missed a deadline or came in on budget.

II. HE.	AD COACH RELATIONSHIPS: Head coaches must maintain positive and ongoing relationships with constituent groups.	1	2	3	4	5
A.	Athletic Administrators: communicates effectively with responsible departmental administration					
В.	Athletic Staff: responds/communicates effectively with the Athletic Department support staff					
C.	Training/Medical Personnel: relies on the expertise of these individuals for participation decisions	V				
D.	Assistant/G.A. Coaches: provides clear assignment of functions and responsibilities to create success		/			
Е.	Student-Athletes: uses positive means to motivate/emphasize affirmative aspects of competitiveness					
F.	University Community: interacts effectively and is respected by students/staff/faculty/administrators	/				
G.	Alumni/Non-Campus Community: establishes and maintains effective relationships with Kent alumni and non-University-associated members of the community	1				
H.	Media: develops clear lines of communication with members of the various media representatives					
I.	Opponent Coaches/Players: establishes positive rapport with opposing team, coaches and players	1				

Give (2) examples during the past year where you have excelled in this	area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality
measures.	of the state of th

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

II. <u>CO</u>	ACHING PERFORMANCE: Head coaches must successfully perform in several areas inherent to the specific nature of the sport.	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
A.	Knowledge of the Sport: keeps current on trends, techniques and strategies related to the sport coached	V				
В.	Leadership: demonstrates effective leadership behavior with assistants and student-athletes					
C.	Competition Preparation: assumes responsibility for preparing staff and team physically, mentally and emotionally to compete					
D.	Competition Behavior: maintains self-control and provides examples of sportsmanlike conduct with players, officials and opponents					
Е.	Competition Follow-up: accepts responsibility for competition outcomes and maintains stable focus in victory or defeat					
F.	Off-Season Program: establishes an appropriate off-season program for continued athlete development					
G.	Professional Involvement: attends workshops, speaks, writes and/or serves on committees related to the sport coached	1				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., never missed a deadline or came in on budget.

IV. A	THLETIC RECRUITMENT: The successful recruitment of student-athletes is a necessity for a successful athletic program	1	2	3	4	5
		Excellent	Very Good	Good	Fair	Poor
Α.	NCAA/MAC/KSU Regulations: abides by rules/regulations established for the recruitment of Division I athletes					
В.	High School Coaching Contacts: maintains contact with high school coaches for the identification of prospective recruits	/				
C.	Diversity: makes every effort possible to identify and recruit prospective minority student-athletes					
D.	Recruitment Organization: establishes systematic process for maintaining accurate recruitment records	/				
E.	Recruitment Integrity: establishes systematic process to ensure dealing honestly with prospective recruits and their parents.	/				
F.	Recruit Identification: establishes specific expectations for prospective recruits, including academic potential for success, athletic skill necessary for Division I competition and community behavior	/				
G.	University Procedures: follows for admitting student-athletes					
Give (2) of measures.	examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e.,	have determ	ined feedback	quantity/	quality	J

Mille is an out 5 funding coach in long lay; it is an honor to work with him. His team 's record speaks for itself.

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

V. <u>ST</u>	UDENT ACADEMIC RESPONSIBILITIES: Head coaches are accountable for student-athlete performance	1	2	3	4	5
A.	Admission: follows University/NCAA procedures for admitting student-athletes					
В.	Academic Progress: follows carefully the academic progress of athletes with regard to the NCAA/MAC/KSU standards					
C.	Academic Quality: promotes academic excellence as reflected by grades achieved by student-athletes		-			
D.	Athletic Eligibility: monitors student-athlete registration of hours to meet eligibility requirements					
E.	Graduation Rates: maintains consistent effort to graduate student-athletes in a reasonable time period	1				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

l Excellent	2 Very Good	3 Good	4 Fair	5 Poor
			22	
17				
-	Excellent	Excellent Very Good	Excellent Very Good Good	l 2 3 4 Excellent Very Good Good Fair

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

VII. <u>ADMINISTRATIVE SUPPORT</u> : Administrative support is important for an effective sport program. Rate each of the following administrative support areas for your program.	1	2	3	4	5
A. Facilities/Operations: event scheduling, practice times, equipment, game management.	MA				
B. Sports Medicine: trainer availability/quality of treatment/communication with sports medicine staff	mark				
C. Academic Support: study table, counseling and tutoring (Could use analyse Course	loi)				
D. Compliance: certifying eligibility, training knowledge and financial aid	V				
E. Sports Information: staff support, media guides, press releases, etc.					
F. Fund Raising: (Blue & Gold) and Alumni Affairs					
G. Marketing, Promotions, Advertising:					
H. Business/Finance: processing expense statements, check requests, P.O.'s, UPS/FedEx, copiers, supplies	1/				
	1 Eventlent	2	3	4	5
I. Human Resources: hiring process, info on G.A.'s, student workers, vehicle mileage logs, etc.	Excellent	Very Good	Good	Fair	Poor

т [†] J.	What one piece of advice would you have for	the athletic	director as it relate	es to your sport?			
	MENTS:						
A.	Facilities/Operations						
			9E	*			
B.	Sports Medicine		1				
					*		
		3 5					
C.	Academic Support						
		(f) (f)					
D.	Compliance	20					
				×			
E.	Sports Information						
F.	Fund Raising						
G.	Marketing/Promotions/Advertising						
	3						
Н.	Business						
	2						

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Please note three	e to five things	you hope to accomplish	n this coming year.				
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Please note three to five of your "great successes" or "achievements" on the job during the past year.

VIII. TOTAL PROGRAM:

HEAD COACH PERFORMANCE ASSESSMENT

The purpose of this instrument is to provide both supervisory and self assessment of head coaches in several critical areas of expected performance on an annual basis. Of primary importance is the continued development of head coaches and ultimately the program for which he/she is responsible.

Michael K Morrow NAME: Head Women's Golf Coach - Golf Course Manager SPORT:

Carly Or Owner

DEPARTMENT OF INTERCOLLEGIATE

Rate each statement using the following scale:

		_		-				
I.	<u>ADI</u>	MINISTRATIVE RESPONSIBILITIES:	Head coaches are responsible for several areas of administrative/organizational activities related to his/her sport.	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
	A.	Compliance: responds positively to inst	itutional philosophy and administrative guidelines					
	В.	NCAA/MAC/KSU Regulations: famil	ar/accountable with rules/regulations governing his/her sport	/				
	C.	Team Travel: prepare appropriately for	all aspects of off-campus team participation	-				
	D.	Athletic Reports: completes and subm	its all sport-related communications accurately and on time	_		ļ		
	E.	Budget: prepares appropriate requests	and complies with departmental and University guidelines	/				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., never missed a deadline or came in on budget.

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

II. HE	AD COACH RELATIONSHIPS: Head conches must maintain positive and ongoing relationships with constituent groups.	1	2	3	4	5
A.	Athletic Administrators: communicates effectively with responsible departmental administration					
В.	Athletic Staff: responds/communicates offectively with the Athletic Department support staff	1+				
C.	Training/Medical Personnel: relies on the expertise of these individuals for participation decisions	/				
D.	Assistant/G.A. Coaches: provides clear assignment of functions and responsibilities to create success		/			
E.	Student-Athletes: uses positive means to motivate/emphasize affirmative aspects of competitiveness		/			
F.	University Community: interacts effectively and is respected by students/staff/faculty/administrators	/				
G.	Alumni/Non-Campus Community: establishes and maintains effective relationships with Kent alumni and non-University-associated members of the community	/				
Н.	it was been of the verious media representatives	/				
I.	Opponent Coaches/Players: establishes positive rapport with opposing team, coaches and players	V				

With is widely respected among his peers.

Give (2) examples during the past year where you have excelled in this men including the date, time and why you men if I but fills example, i.e., have determined feedback, quantity/quality measures

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C.	Competition Preparation: assumes responsibility for preparing staff and team physically, mentally and emotionally to compete	/				
D.	Competition Behavior: maintains self-control and provides examples of sportsmanlike conduct with players, officials and opponents	/				
E.	Competition Follow-up: accepts responsibility for competition outcomes and maintains stable focus in victory or defeat					
F.	Off-Season Program: establishes an appropriate off-season program for continued athlete development		V			
G.	Professional Involvement: attends workshops, speaks, writes and/or serves on committees related to the sport coached		/			

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IV.	ATHLETIC RECRUITMENT: The successful recruitment of student-athletes is a necessity for a successful athletic program	1 Excellent	2	3	4	5
. A	NCAA/MAC/KSU Regulations: abides by rules/regulations established for the recruitment of Division I athletes	LACCHEIR	Very Good	Good	Fair	Poor
В	prospective recruits					
С	Diversity: makes every effort possible to identify and recruit prospective minority student-athletes					
D						
E	Recruitment Integrity: establishes systematic process to ensure dealing honorally with prospective recruits and their paralls.	/				
F.	Recruit Identifications establishes appoilte expoemations for prospective regulits, (authority nearly) potential for success, athletic skill necessary for Division I competition and community is larger		ordfir habely cut a re bullioning sur			
G	University Procedurem follows for admilling pludent-athleten		afen sáithe a ri isis ababa			
Give (2	examples during the past year where you have excelled in this area including the date, time and why you are a #1 ha this present to					

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V. <u>S7</u>	UDENT ACADEMIC RESPONSIBILITIES: Head coaches are accountable for student-athlete performance	1			Γ.
A.	Admission: follows University/NCAA procedures for admitting student-athletes	1	 3	4	5
В.	Academic Progress: follows carefully the academic progress of athletes with regard to the NCAA/MAC/KSU standards				
C.	Academic Quality: promotes academic excellence as reflected by grades achieved by student-athletes		-		
D.	Athletic Eligibility: monitors student-athlete registration of hours to meet eligibility requirements		-		
E.	Graduation Rates: maintains consistent effort to graduate student-athletes in a reasonable time period				

hibe is very supportive aghis 5/A'S accessive efforts.

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

VI. <u>COMPETITIVE PERFORMANCE STANDARDS</u> : The head coach is responsible for the overall performance of the team with respect to several competitive standards.	l Excellent	2 Very Good	3 Good	4 Fair	5 Poor
A. Athletic Recognition: encourage student-athletes to pursue excellence/gain recognition for performance					
B. Coaching Awards: exhibits qualities that bring recognition for coaching performance and/or behavior	/				
C. MAC Win/Loss Record: Maintains a .500 winning percentage over a three-year period in the MAC	A)				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

VII. ADMINISTRATIVE SUPPORT: Administrative support is important for an effective sport program. Hate each of the following administrative support areas for your program.	i	2	3	4 5	5
A. Facilities/Operations event scheduling, practice three, equipment, game (mongenent).	,/				\dashv
B. Sports Medicine: trainer availability/quality of treatment/communication with speak medicine spair	(F)	De saregeste og dis tilfetilgetid. omne			-
C. Academic Support: study table, compating and inturing	7	Ser			
D. Compliance: certifying eligibility, training knowledge and financial and E. Sports Information: staff support, media guides, press releases, etc. States bless fall to		do torono e paparitica			
E. Sports Information: stuff support, media guides, press releases, etc.	red to	11 100	Story	, Lee	A. C.
	sessit d	and desired the second named in column 2 is not a second	The second second		Due
G. Marketing, Promotions, Advertising:	man a	a mu	any	Mu	Congre
H. Business/Finance: processing expense statements, check requests, P.O.'s, UPS/FedEx, copiers, supplies	1/4				-14
	Outher	reb Wil			

,,		- Par				
•	De to	Excellent	2 Very Good	3 Good	4 Fair	5 Poor
I.	Human Resources: hiring process, info on G.A.'s, student workers, vehicle mileage logs, rie	V				
J.	What one piece of advice would you have for the athletic director as it relates in your sport?					

COMMENTS:

- A. Facilities/Operations
- B. Sports Medicine
- C. Academic Support
- D. Compliance
- E. Sports Information
- F. Fund Raising
- G. Marketing/Promotions/Advertising

Suggistion to have burguet for men's t burner's goed teams at beg of fall

VIII. TOTAL PROGRAM:

Please note three to five of your "great successes" or "achievements" on the job during the past year.

1) improvement in team - right to The end
2) linished hery Strong
3) Ria has really improved for is easy to coach, wants to
lean

1) impore our 2006 - but that is hard to do 2) Nessa finals Please note three to five things you hape to seconsplish this coming your.

C:\MyFiles\Forms\eval coach 05,02,05.frms.wpd

KENT STATE UNIVERSITY DEDECEMANCE ASSESSMENT

HEAD COACH PERFORMANCE ASSESSMENT

The purpose of this instrument is to provide both supervisory and self assessment of head coaches in several critical areas of expected performance on an annual basis. Of primary importance is the continued development of head coaches and ultimately the program for which he/she is responsible.

NAME: Mike Yourow

SPORT: W. Kouf

DATE: 6/27/05

DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

Rate each statement using the following scale:

I.	<u>ADI</u>	MINISTRATIVE RESPONSIBILITIES: Head coaches are responsible for several areas of a activities related to his/her sport.	lministrative/organizational	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
	A.	Compliance: responds positively to institutional philosophy and administrative	e guidelines					
	B.	NCAA/MAC/KSU Regulations: familiar/accountable with rules/regulations	governing his/her sport					
	C.	Team Travel: prepare appropriately for all aspects of off-campus team partici	pation					
	D.	Athletic Reports: completes and submits all sport-related communications ac	curately and on time	/				
	E.	Budget: prepares appropriate requests and complies with departmental and U	niversity guidelines					

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.o., never missed a deadline or came in on budget.

П. Н	EAD COACH RELATIONSHIPS: 11ead coaches must maintain positive and ongoing relationships with constituent groups.	1	2	3	4	5
Α.	Athletic Administrators: communicates effectively with responsible departmental administration		/			
В.	Athletic Staff: responds/communicates effectively with the Athletic Department support staff		/			
C.	Training/Medical Personnel: relies on the expertise of these individuals for participation decisions		/			
D	Assistant/G.A. Coaches: provides clear assignment of functions and responsibilities to create success		/			
E	Student-Athletes: uses positive means to motivate/emphasize affirmative aspects of competitiveness	/				
F.	University Community: interacts effectively and is respected by students/staff/faculty/administrators	/				
G	. Alumni/Non-Campus Community: establishes and maintains effective relationships with Kent alumni and non-University-associated members of the community	/				
Н	. Media: develops clear lines of communication with members of the various media representatives					
I.	Opponent Coaches/Players: establishes positive rapport with opposing team, coaches and players	/				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantit	y/quality
measures.	

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

Ш. <u>СО</u>	ACHING PERFORMANCE: Head coaches must successfully perform in several areas inherent to the specific nature of the sport.	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
Α.	Knowledge of the Sport: keeps current on trends, techniques and strategies related to the sport coached	/				
В.	Leadership: demonstrates effective leadership behavior with assistants and student-athletes					
C.	Competition Preparation: assumes responsibility for preparing staff and team physically, mentally and emotionally to compete	/				
D.	Competition Behavior: maintains self-control and provides examples of sportsmanlike conduct with players, officials and opponents	/				
E.	Competition Follow-up: accepts responsibility for competition outcomes and maintains stable focus in victory or defeat	/				
F.	Off-Season Program: establishes an appropriate off-season program for continued athlete development		/			
G.	Professional Involvement: attends workshops, speaks, writes and/or serves on committees related to the sport coached		/			

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., never missed a deadline or came in on budget.

. <u>А</u>	THLETIC RECRUITMENT: The successful recruitment of student-athletes is a necessity for a successful athletic program	1 Excellent	2 Very Good	3	4	5
A.	NCAA/MAC/KSU Regulations: abides by rules/regulations established for the recruitment of Division I athletes	- DACCHEM	very dood	Good	Fair	Poor
B.	High School Coaching Contacts: maintains contact with high school coaches for the identification of prospective recruits					_
C.	Diversity: makes every effort possible to identify and recruit prospective minority student athletes	<u></u>				<u> </u>
D.	Recruitment Organization: establishes systematic process for maintaining accurate recruitment records					_
E.	Recruitment Integrity: establishes systematic process to ensure dealing honestly with prospective recruits and their parents.					_
F.	Recruit Identification: establishes specific expectations for prospective recruits, including academic potential for success, athletic skill necessary for Division I competition and community behavior	/				
G.	University Procedures: follows for admitting student-athletes	-/-				
ive (2) e easures.	examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.	e., have dete	ermined feedb	ack, quan	tity/qual	lity

V. SI	UDENT ACADEMIC RESPONSIBILITIES: Head coaches are accountable for student-athlete performance	1	2	,		Τ_
Α.	Admission: follows University/NCAA procedures for admitting student-athletes	+		3	4	5
В.	Academic Progress: follows carefully the academic progress of athletes with regard to the NCAA/MAC/KSU standards					
C.	Academic Quality: promotes academic excellence as reflected by grades achieved by student-athletes	-		-		<u> </u>
D.	Athletic Eligibility: monitors student-athlete registration of hours to meet eligibility requirements			<u> </u>		<u> </u>
E.	Graduation Rates: maintains consistent effort to graduate student-athletes in a reasonable time period	(F)				

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

Give (2) goals for planned improvement in this area being specific to the outcome you wish to achieve and how you would determine if you have been successful, e.g., feedback of quantitative and qualitative measures.

VI. <u>COMPETITIVE PERFORMANCE STANDARDS</u> : The head coach is responsible for the overall performance of the team with respect to several competitive standards.	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
A. Athletic Recognition: encourage student-athletes to pursue excellence/gain recognition for performance	/				
B. Coaching Awards: exhibits qualities that bring recognition for coaching performance and/or behavior	/				
C. MAC Win/Loss Record: Maintains a .500 winning percentage over a three-year period in the MAC	/	 			

Give (2) examples during the past year where you have excelled in this area including the date, time and why you are a #1 for this example, i.e., have determined feedback, quantity/quality measures.

VII. <u>ADMINISTRATIVE SUPPORT</u> : Administrative support is important for an effective sport program. Rate each of the following administrative support areas for your program.	1	2	3	4	. 5
A. Facilities/Operations: event scheduling, practice times, equipment, game management.					<u> </u>
B. Sports Medicine: trainer availability/quality of treatment/communication with sports medicine staff					
C. Academic Support: study table, counseling and tutoring					
D. Compliance: certifying eligibility, training knowledge and financial aid	-				
E. Sports Information: staff support, media guides, press releases, etc.					-
F. Fund Raising: (Blue & Gold) and Alumni Affairs					
G. Marketing, Promotions, Advertising:			1		†
H. Business/Finance: processing expense statements, check requests, P.O.'s, UPS/FedEx, copiers, supplies					-

•		1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor
I.	Human Resources: hiring process, info on G.A.'s, student workers, vehicle mileage logs, etc.					
J.	What one piece of advice would you have for the athletic director as it relates to your sport?					
COMI	MENTS:					1
A.	F 11/1 - 10 - 11					
	Facilities/Operations					
	Facilities/Operations					
	Facilities/Operations					
В.						

C. Academic Support

E. Sports Information

F. Fund Raising

G. Marketing/Promotions/Advertising

D. Compliance



VIII. TOTAL PROGRAM:

Please note three to five of your "great successes" or "achievements" on the job during the past year.

Please note three to five things you hope to accomplish this coming year.