

2023-2024 • Mark Pantoni • Performance Plan

Status: Complete

GOALS & OBJECTIVES

Performance Goal #1

My goal is to help create the best roster in college football from top to bottom.

Comments / Coaching Notes

(none)

Performance Goal #2

My second goal is to help navigate NIL and try to determine and execute the correct market value for as many players as possible. Any time we do not have to overpay is extremely valuable. It helps in the long term with the culture of the locker room.

Comments / Coaching Notes

(none)

PROFESSIONAL DEVELOPMENT

Professional Development Goal #1

I will continue to help lead and organize our Personnel and Recruiting Symposium in August. It has continued to grow significantly each year and serves as a great benefit to our industry.

Comments / Coaching Notes

(none)

Professional Development Goal #2

I am planning to be in Washington DC in July and hope to use that opportunity to visit and learn from the Commanders front office - Adam Peters (GM) and Martin Mayhew (VP).

Comments / Coaching Notes

(none)

YEAR-END SELF REVIEW

This past year was a difficult challenge especially with NIL. Managing a roster of 85 players demands can be tiresome but we worked together as a team to get through it. We continue to learn best practices in streamlining the process to help us improve.

I felt we brought in a strong recruiting class where players had the opportunity to showcase their ability in the spring. We need to continue to bring in the right fit of players into the program to have stability and a strong culture.

I had to hire another DPP for the 3rd straight year (good problem) onto the staff. I am really proud overall of our recruiting/personnel staff. Everyone works really hard, understands their role, and gets along great.

Finally, I worked extremely hard to get photoshoots on unofficial visits removed. I am proud to have learned the landscape and politics involved in creating legislation and having to lobby with all the members of the Football Oversight Committee. I believe it has helped, even in a small way, the nature of college football recruiting.

YEAR END PERFORMANCE RATING

Performance Exceeds Expectations

- Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.
- Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.

YEAR END MANAGER REVIEW

Throughout the 2023-24 year, Mark may have had to wear the most hats of anyone in the program. From staffing changes to roster considerations to NIL landscape alterations, it has not been a straight path in the recruiting world. Mark continues to assemble one of the premiere recruiting classes in the nation which is at the forefront of the job responsibilities. In addition to the recruiting classes is the constant evaluation of the transfer portal which Mark and his staff have done a tremendous job of doing at all times.

Mark was instrumental in proposing and seeing the passing of national guidelines eliminating unofficial photoshoots. The stress of these photoshoots on staff across the country was immense, and I'm incredibly grateful of Mark's work for not only our staff, but future visits moving forward.

Mark will be the first to tell anyone that the future of recruiting/personnel is continuously changing, however, I have full faith that with Mark at the helm, we will be amongst the nations best.

We're incredibly fortunate and better by having Mark and his family apart of Ohio State Football!

FINAL EMPLOYEE COMMENTS

SIGNATURES

Manager: Quinn Tempel

Signature:

Quinn Tempel

6/12/24 5:16pm

Employee: Mark Pantoni

Signature:

Mark Pantoni

6/17/24 4:17pm