Guest Columnist

Richard M. Bay, Director of Athletics

Bay: cutting sports painful but will aid other teams’ qua

I will begin by saying that I disagree the idea of cutting sports. I am proud to be the director of athletics and the most value-added college athletic program in the nation. Therefore, it came as a surprise when the Athletic Council that the time had come to examine the possibility of downsizing our program in order to maintain its high quality.

While there are demands for philosophical and competitive reasons to review the scope of any athletic program, the catalyst for such a study is almost always financially motivated.

The OSU Athletic Department currently offers 26 sports with an annual budget of approximately $14 million. To put that figure in perspective, the University of Michigan generates over $15 million annually, but sponsors only 21 sports. Wisconsin supports the second largest program in the Big Ten with 23 sports.

Until now, Ohio State has enjoyed the luxury of funding its entire program from revenues generated by football and men’s basketball alone, while the other 29 sports continue to show significant annual budget deficits. In the last 29 years, virtually all our revenue has been expended on individual sports programs within the department for facilities development or to build a reserve fund.

When I was appointed director in the summer of 1984, I inherited a budget that had already burst. In the 1983-84 fiscal year, the athletic department budget ran a deficit for the first time in its history. We trimmed our budget condition in 1984-85 by cutting expenses on a variety of fronts, but the concern over escalating football ticket sales, our annual deficit had increased, and more than one-third of our 31 sports had exceeded their individual budgets.

By establishing strict fiscal controls in 1985, we trimmed our budget condition in 1984-85 by nearly $7 million, or about 15%. This success was achieved by cutting expenses on a variety of fronts, but the concern over escalating football ticket sales, our annual deficit had increased, and more than one-third of our 31 sports had exceeded their individual budgets.

Nevertheless, we finished nearly $1.2 million in deficit during our 1985-86 fiscal year, and we were forced to cut back on many of our programs. However, we also had to cut back on our budget, and we were forced to cut back on our budget, and we were forced to cut back on our budget, and we were forced to cut back on our budget.

I do not believe we can continue to fund the cost of being a full member of the Big Ten and even fully competitive in our conference if we maintain our current football ticket sales. The deficit has increased in recent years, and we have had to make some difficult decisions.

However, it is important to note that the Ohio State athletic program is a different beast than many other programs. We are a private university, and we have a much higher endowment and financial base than most other universities.

Furthermore, the Ohio State athletic program is much larger than most other programs. We have a much larger fan base and a much higher profile, and we have a much higher revenue stream from our athletic program.

Nonetheless, we have made the difficult decision to cut some sports to ensure the long-term financial viability of the athletic program.

In conclusion, I believe that we have made the right decisions to ensure the long-term financial viability of the athletic program. We will continue to work hard to ensure that our athletic program remains competitive and financially sound.

Richard M. Bay, Director of Athletics
Hindman retires as athletic director

Ohio State Athletic Director Hugh Hindman recently announced that he will retire June 30, 1984.

"This was naturally a very emotional decision for me, but I am convinced that the time is right. This year will mark my 21-year anniversary with Ohio State's athletic programs, and the end of the current academic year is ideal for an orderly transition," Hindman said.

"I also want to say that it has been a great joy to be associated with Ohio State, and to be part of the many exciting changes and the extensive growth in the Department of Athletics," he added. "I can retire fully confident that the programs will continue to develop in positive directions in the future."

Hindman, 56, joined the athletic staff in 1963 as an assistant football coach. He was named assistant director of athletics in 1970, and became the University's fourth athletic director in May 1977.

In accepting Hindman's retirement, President Jennings said, "Hugh has led a great program through difficult and challenging times in intercollegiate athletics. We are very grateful for his dedication to the University and his commitment to excellence in Buckeye athletics. As soon as possible, I will meet with the Athletic Council about appointing a committee to conduct a national search for a new athletic director."

"The quality of our intercollegiate teams and the breadth of opportunities available to our students make Ohio State's athletics program one of the truly outstanding departments in the nation," Jennings added. "We are in very good health financially and competitively, and Hugh deserves a great share of the credit for our success."

Under Hindman's leadership, the athletic department has expanded to offer 30 sports, including 12 intercollegiate teams for women and two that are coeducational. Approximately 850 student-athletes compete in varsity sports at Ohio State.

"I have greatly enjoyed working with Hugh during the last few months," said Russell J. Spillman, vice provost for student affairs, who also has continuing responsibility for academic matters in athletics. "Hugh has been a very important part of our efforts to improve academic preparation and success rates among student athletes. That work will continue, and we are all very grateful to Hugh for his firm support. His presence in the department will be very much missed."

"Hugh has been a part of Ohio State athletics for two decades and we're certainly going to miss him," said Larry R. Thompson, special assistant to the president. Thompson has been on temporary assignment to assist with administrative matters in athletics.

"Ohio State's record in athletics compares extremely well on a national basis. We have one of the best programs in the nation, and Hugh has played a significant role in maintaining our traditional reputation for achieving excellence within the rules. I know we can count on his continued support."

Hindman, a Miami University alumnus and former football coach at North High School in Columbus, is active in Big Ten and NCAA activities, serving as a member of the NCAA Football Television Committee and the Football Rules Committee. In 1981-82, he chaired the Big Ten Athletic Directors.

Hindman was presented with the Columbus Touchdown Club's Award of Distinction at the organization's annual awards banquet on Feb. 10.
11 named to find athletic director

By Ann Mitchell
Lantern staff writer

The sequel to the Hugh Hindman saga is under way now that members of the search committee to find a replacement for the athletic director have been appointed.

President Edward H. Jennings is expected to announce the names today.

The 11 committee members will recommend successors for Hindman, who will retire June 30. Following the announcement of Hindman's retirement Feb. 13, rumors surfaced that the athletic director had been forced to retire.

One of the committee members, Sue L. Mayer, special assistant to the president, said the committee will look for the best possible athletic director.

The director should know the rules of intercollegiate athletics and the NCAA and have a strong commitment to men's and women's sports, affirmative action and education, Mayer said.

The new director should also have good business sense because sports is big business, Mayer said, adding the director will have to deal with televised games and bowl games.

"(Searching for a new director) is a horrendous task, but I'm looking forward to it," she said.

Madison Scott, vice president for personnel services and another member of the committee, said the committee is looking for a director with a clear understanding of the changing society and its impact on higher education and athletics.

"We should be looking for a director with the ability to communicate effectively with the public, students, staff, trustees, alumni, administrators and other constituents," Scott said.

An emphasis on academics is also important, Scott said.

Two other committee members, Hershel Hausman, professor of physics, and Charles McMurray, an Ohio State alumni representative to the Athletic Council, said they had not yet thought about qualifications for a new director.

McMurray said the committee will discuss it as a group.

Other members of the committee include professors Lena Bailey, home economics; William Protheroe, astronomy; Charles J. Slanicka, labor education; and Joanne S. Stevenson, nursing. Mark Blumenschein, a junior from Dayton and a member of the Athletic Council, will also serve on the committee.

Also appointed were Larry R. Thompson, special assistant to the president, and Russell J. Spillman, vice provost for student affairs.

The committee will meet Monday.
OSU asks 11 to find a new athletic chief

By Tom Sheehan

An 11-member committee, including five faculty members and a student, will meet Monday to begin the search for a new athletic director for Ohio State University.

Madison Scott, OSU vice president for personnel services and secretary to the OSU Board of Trustees, will be the group's chairman.

Scott said the committee, which will meet in President Edward H. Jennings' office, will discuss procedural matters.

Jennings has said he wants to find a successor for departing Athletic Director Hugh Hindman as soon as possible. Hindman, who became athletic director seven years ago, announced two weeks ago that he will retire June 30.

The search committee also includes Larry J. Thompson and Sue L. Mayer, special assistants to Jennings; Russell Spillman, vice provost for student affairs; and Mark Blumenschen, one of the student members of the OSU Athletic Council.

Also, Charles McMurray of Columbus, an alumni association representative on the athletic council; Lena Bailey, a professor of home economics; Herschel J. Hausman, a physics professor; William M. Protheroe, an astronomy professor; Charles J. Stanicka, a professor of labor education; and Joanne S. Stevenson, a professor of nursing.

Several people have been rumored to be in the running for Hindman's job, including former OSU football stars Rex Kern, now a California businessman, and Columbus City Attorney Greg Lashutka.

Thompson said the composition of the search committee is not unusual even though it lacks someone from the athletic department.

Thompson said once the search committee has a recommendation, it will report to Jennings.

Jennings then will make a recommendation to the board of trustees, which will make the final decision.
Imagine Ohio Stadium domed with glass. The Horseshoe Dome. Luxurious skyboxes hang from the face of C-deck, their plush interiors rented for the season by only the most philanthropic of Buckeye boosters.

It was a vision someone had not too long ago of what the future held for Ohio State athletics — in particular, for OSU football. And how ridiculous was it, really, to fantasize about the Buckeyes being at home in a dome?

Minnesota is. Tulane is. Syracuse is — and in its own dome at that.

BUT THIS vision floated into the public forum at an ‘inopportune moment, at the same time a state government fiscal crisis was threatening the university’s annual subsidy, and OSU President Edward H. Jennings wasted little time in squeezing the air out of it.

So, a domed football stadium is not on the Ohio State horizon. And that is probably best, since there are other corners of the $126 million OSU athletic program that need attention much more than the stadium needs a roof.

Specifically, Athletic Director Hugh Hindman’s priority list is topped by construction of an “intermediate-size” arena that could house such moderate-interest events as women’s basketball, gymnastics and wrestling. Hindman also would like to see a new softball facility, an improved baseball park and new athletic offices, preferably in their own building.

But whether Hindman’s visions ever become tangible accomplishments is another matter. With the recent announcement of his retirement, effective June 30, it becomes clear that by mid-summer, OSU athletics will be led by a new man with new ideas, a director who possibly will take Ohio State in a different direction.

THE NEW MAN will assume management of one of the most prosperous and expensive collegiate athletic programs in the country, one that is largely unencumbered by serious financial woes but one which in the past year was dogged by some unsavory publicity — athletes being investigated for rape, Art Schlichter’s gambling revelations, player ineligibilities and the disappearance of an estimated $100,000 from the university golf course.

“There’s no question that those events have not been positive for the institution. But it was sort of, if it rains, it pours,” said Larry R. Thompson, special assistant to Jennings and, since last summer, one of two administrators overseeing the athletic department.

“The thing I told Hugh is . . . we should be totally above reproach. We want to make certain that we in the athletic administration and all of our coaches are setting the right kind of example.”

Assuming Ohio State’s new athletic director succeeds in whipping his department into shape — whether that entails a departmental house-
cleaning is but a guess at the moment — what will be his challenges for the '80s?

BESIDES TRYING to provide money for new facilities — a university-wide capital improvements program could aid in that — he will have to find ways of at least breaking even financially with a 30-sport program that is among the largest in the nation.

Whether Hindman's successor can keep the program at its current level, however, "there's no guarantee," said Hindman. "It's going to be very difficult with inflation. Institutions are dropping sports right and left across the country."

The answer to the problem, Hindman and Thompson agree, is television.

"I don't want to raise ticket prices," said Hindman. "We didn't raise them this year, and I have no intention of raising them for next year. We have to start looking at auxiliary incomes as a supplement to income."

"For the future of all college athletics, television is the vehicle."

Recently, the NCAA gave member schools and conferences permission to negotiate with television networks for their Saturday night football packages. It is a prospect that major conferences such as the Big Ten will find positively mouthwatering. What it could mean, said Thompson, is "hundreds of thousands of dollars more" in annual income for OSU athletics.

THAT WOULD greatly ease the chore of making ends meet in an athletic budget that for the last seven years has had no reserve fund for such ventures as facilities improvement.

Aside from ledger-balancing, Thompson said there are a number of other problem areas that athletics must confront in the future. More athletes must do better in the classroom. They must get better counseling. Coaches must be held more accountable for their athletes' classroom performance. Coaches and athletes must be better informed on NCAA rules and more aware of the dangers of drug abuse.

Thompson said he foresees the day when college athletes are tested for drugs. The OSU athletic department recently contracted with a consulting firm to educate coaches and staff on how to deal with athletes' drug and alcohol problems.

"A lot of the things that have been done here have been extremely positive," said Thompson. "We're a leader in a number of categories."

We are probably the most honest institution in NCAA matters. We have one of the best academic counseling support systems in the United States. We have some of the best personnel in terms of coaching and in terms of people who work in athletics. We have one of the best women's programs in the United States; we far exceed some other universities as far as what we do in terms of equity.

"We've had our problems," said Thompson. "Those, we intend to correct. Fortunately, those problems have been, on the grand scale, minor in comparison to what other schools have had."
Nearly 80 have applied for Ohio State AD job

By Herb Stutz
Dispatch Sport Editor

3-27-84

When the 11-member Ohio State University athletic director search committee sits down to its second meeting Wednesday afternoon, the file of prospective candidates will be bulging.

"I fully expect when the deadline for filing applications comes Wednesday night, we'll be looking at a file of close to 80 names," Dr. Madison H. Scott, OSU's vice president of personnel services, said Monday.

ASKED WHETHER he's heard the rumors that the naming of a successor to Hugh Hindman is imminent, Scott could hardly stifle his feelings.

"I realize the public interest, but I also want to impress upon everyone that such talk represents needless speculation, talk that could be harmful to the process."

That process, Scott said, calls for the committee to start a paper review of those individuals who have come to the attention of the committee through applications, nominations and suggestions.

Applications, biographies and resumes will be studied, and the list will be pared rather quickly to 35 to 40 names, Scott said.

"In the file we have a number of very well-known, eminently qualified people, and I'm not surprised," he said. "Ohio State University is a superior institution and the athletic directorship here is one of the best jobs in the country."

"At the same time, we won't know until contact is made whether some on the list would be interested. Many of them have exceptionally good jobs and are in happy situations."

ONCE THE committee reduces the original list to a workable number, Scott said, personal interviews will begin in two to two-and-half weeks.

"We feel we're on target with the originally announced timetable of being able to pass on our findings and recommendations to (OSU President Edward H. Jennings) by May 15," Scott said.

Several names have been bandied about as logical candidates since Hindman announced his early retirement, effective June 30, on Feb. 13. Among them are Bob Hitch, athletic director at Southern Methodist University; former OSU football All-American Rex Kern; Iowa football Coach Hayden Fry, and University of Cincinnati AD Mike McGee.

"Not only would I never discuss names or personalities in talking with people about the search, I also never use the pronoun 'he' or 'she,' " Scott said.
Two new names pop up in OSU search for AD

By Herb Stutz
5-6-84

Duke Athletic Director Tom Butters and Fellowship of Christian Athletes President John Erickson are among eight candidates being considered by the Ohio State University athletic director search committee, The Dispatch learned Saturday.

Four others on the pared list are Maryland AD Dick Dull, Southern Methodist AD Bob Hitch, OSU Senior Associate AD Jim Jones and Washington State AD Dick Young, all of whom were singled out in last Sunday’s Dispatch when it was reported the search committee was down to 13 names.

Neither Butters nor Erickson would comment on their candidacy beyond acknowledging they had met with part of the search committee, Butters apparently in Atlanta and Erickson in Chicago.

BUTTERS’ ADDITION to the field should surprise no one. The 46-year-old has proven himself an excellent fund-raiser and innovator in the seven years he has headed the Duke athletic program.

Equally important are his Ohio ties. Born in Delaware, Ohio, Butters was raised there, married a Delaware girl, the former Lynn Evans, and graduated from Ohio Wesleyan. He had an injury-shortened major league baseball career with the Pittsburgh Pirates — owned, of course, by the Galbreaths of Columbus. Pirates President Dan Galbreath is an OSU trustee.

As much as Butters seems a natural candidate, Erickson’s name is like a bolt from the blue. True, he was Wisconsin’s basketball coach for nine seasons — 1959-60 through 1967-68, when his teams posted a won-loss record of 100-114 — but he’s been away from the intercollegiate scene since the spring of 1968.

Between the time he left Wisconsin and was appointed to his FCA post in ’71, Erickson was associated with the National Basketball Association’s Milwaukee Bucks, first as general manager and then as an assistant to the president. He took leave from the Bucks to make an unsuccessful run for the U.S. Senate in 1970.

SMU’S HITCH, contacted Friday night, dismissed rumors that he had removed himself from consideration. “I have not withdrawn,” said the 46-year-old Mississippi native who was the AD at Wyoming when current OSU President Edward H. Jennings was the head man there.

“My impression is that they (the search committee) still must decide on who they want to talk to a second time,” said Hitch. “I myself have not decided if I want to pursue it if they contact me and want to sit down for a second talk. I have an open mind, but the last thing I want to do is interfere with their process.”

That process, according to Search Committee Chairman Madison Scott, will have the committee sitting down with the final candidates sometime within the coming week and then narrowing the field to “four or five.”

Those names will be passed on to Jennings for review. If the president is happy with the committee’s findings and can work out a contract with his choice, that person’s name will be submitted to the university’s board of trustees for approval June 7.
Maryland’s AD out of picture at OSU

Thirty-eight-year-old Dick Dull, reportedly one of the favorites in the Ohio State University athletic director search field, has removed himself as a finalist, The Dispatch learned today.

Dull, completing his third year as AD at the University of Maryland, met for several hours last Thursday with OSU President Edward H. Jennings in Columbus. Dull notified Jennings of his decision to remain at Maryland on Friday, the same day Jennings got word from Southern Methodist University AD Bob Hitch that he, too, was withdrawing from consideration.

“I don’t consider my work at Maryland to be complete,” Dull told a Baltimore News-American writer when asked for a reason for his withdrawal.

Today was the day the 11-person search committee had targeted to send on to Jennings its list of four or five names from which the president was to choose the successor to the retiring Hugh Hindman.

Jennings is expected, if he is satisfied with the committee’s findings and can work out an agreement with his choice, to send on the name for Board of Trustees action June 7.

The finalist list reportedly now includes Tom Butters, athletic director at Duke; Jim Jones, OSU Senior Associate AD; Charles Harris, AD at Pennsylvania, and Dick Young, Washington State AD.
Board names athletic director

By Debra Loader
Lantern staff writer

A two-month search for a new athletic director ended Wednesday when the Board of Trustees voted unanimously to appoint Richard M. Bay to the position.

Bay is director of intercollegiate athletics at the University of Oregon, where he is responsible for the administration of 16 sports.

After the appointment, Bay, 41, said, “This is the proudest moment of my life.”

President Edward H. Jennings said, “He is the right person for the times. We are enormously pleased that we were able to obtain him.”

Bay said, “I consider this a giant step upward. OSU has the resources to make dreams come true.” He said he thinks OSU has one of the best athletic departments in the country along with Stanford, Michigan and Penn State.

One of his priorities is dealing with the concern for academic progress in addition to athletic performance, Bay said. He also said he was in favor of eliminating freshmen from varsity sports, but it would cause problems that would need to be worked out.

Bay described himself as idealistic.

“I’m interested in how coaches relate to their players and how they represent the university. I am also a stickler for rules,” he said.

“My dad was a high school coach, which kept me on the athletic field, and my mom was an English teacher who taught me to appreciate the arts,” Bay said.

A 1963 graduate of the University of Michigan, Bay majored in speech and English while playing football for three years and lettering in wrestling three years. He won two Big Ten wrestling championships and was named All-America in 1964.

After his college graduation, Bay enlisted in the Marine Corps.

In 1966 he joined Michigan’s wrestling staff. Bay was named NCAA College Wrestling Coach of the Year in 1974 after his team finished second at the NCAA tournament.

From 1970 to 1974 Bay was director of academic counseling for the athletic department.

Bay was also president of the United States Wrestling Federation and was its representative to the United States Olympic Committee.

A former professional broadcaster, Bay has spoken on behalf of various organizations including the Olympic committee. He has traveled across the United States and to foreign countries such as the Soviet Union, Japan and Egypt.

Jennings said the search committee, which consisted of the Athletic Council and four members of Jennings’ staff, conducted a national search for individuals recognized as the leaders in athletic administration.

Jennings said the committee gave him seven names to review May 10. He then interviewed each candidate.

Bay will replace Hugh Hindman, whose retirement was announced in February. Bay will earn $74,500 a year.

Bay said he plans to begin his job in late June.
OSU's move puts reins in strong hands

By Bob Baptist
Dispatch Sports Reporter

If weak leadership was at the core of public embarrassments suffered by the Ohio State University athletic department last year, OSU has to be confident it has strengthened its hand.

Rick Bay, the 41-year-old University of Oregon athletic director introduced Wednesday as Ohio State's new AD, gave emphatic assurance that there will be no mistaking who runs his regime, which officially begins July 1.

"I will be the athletic director," and there will be no question who runs the athletic department at this university," Bay said. "I've talked to President (Edward H.) Jennings about the internal organization within the university, and he has assured me that I will run the athletic department."

Bay said, and Jennings confirmed, that they will discuss the current framework that has two administrators overseeing the athletic department, and Jennings conceded it could be modified.

Bay, who serves three years at Oregon, inherited a program in 1981 that was headed for NCAA probation for academic transcript violations and also was more than $200,000 in debt. He balanced the budget in one year, brought it off probation this past December and along the way helped rekindle interest in the football and basketball programs through extensive marketing and promotion.

"I'm extremely interested in integrity... a stickler for the rules," he said. "The won-loss record is important, but it's not the only measure. I'm interested in how coaches relate to their athletes as students, whether they demand responsibility in the classroom. I'm interested in how they represent the university publicly, and what they say publicly. I'm interested in loyalty."

Bay is a University of Michigan graduate and former Wolverine quarterback and wrestler, wrestling coach and athletic administrator. He replaces Hugh Hindman, who retires June 30 after seven years as athletic director, including a tumultuous final 18 months.

In 1983, the OSU athletic department's image was tarnished by athletes being investigated for rape, Art Schlichter's gambling revelations, Mike Tomczak's temporary ineligibility for modeling clothing, Earle Bruce's illegal pick-the-winners portion of his TV show and the academic ineligibility of two basketball players.

Hindman announced his retirement last February.

WHATEVER OSU'S problems were, however, "I'm certainly not going to come in here with the attitude that I'm going to clean house and start all over again and bring in a million different people," Bay said. "It's foolhardy to make that statement or do anything approaching that until you have an opportunity to evaluate."

"I'm a stickler for detail. I'm a hard worker. At the same time, while I can make tough decisions, I'm fair."

Bay's salary at OSU will be $74,500; at Oregon it was $54,000. At OSU, he will administer a 30-sport program with a budget of approximately $14 million next year; at Oregon, there were 16 sports and $6 million to work with.

"One of the attractive things about Ohio State is that here you have the resources to make your dreams come true," Bay said.

"Certainly, when you look across the country and look at places that have great athletic programs and the resources that you need, you're talking about Ohio State, you're talking about Stanford, Michigan, UCLA, Penn State. There are just a handful; there aren't that many. There really aren't."

"That's why I'm so privileged and thrilled to be here."
Bay shoots straight and from the hip

Dick Fenlon

AS IT IS

Rick Bay will tell you that, as athletic directors go — at least as traditional athletic directors go — he’s different. He’ll also tell you that’s one of the reasons Ed Jennings brought him to Ohio State.

“I think he appreciated the fact that I brought a little different perspective to this job than perhaps others who have been in it,” Bay said Wednesday. “Not just here in Ohio but anywhere — in that I have diverse interests. That’s important, because I think he expects me to relate to a variety of constituencies and not just old letter-winners.”

Considering the implications, Bay quickly added a qualifier. “Not that there’s anything wrong with old letter-winners,” he said.

NOT IN THE least. In fact, Richard M. Bay has a few letters himself. He was an All-American wrestler and played football at Michigan — yeah, you’ve got that right, M-I-C-H-I-G-A-N — and will begin, officially, to straighten up the Ohio State athletic department on July 1.

Am I being presumptuous? I don’t think so. It is safe to assume that the department needs some tidying up — at least in the mind of the man who counts. Ed Jennings — because you do not show an AD to the exit if you are happy and pleased with what he’s doing.

Obviously, in succeeding Hugh Hindman, Bay will have the blessing of the president to do what needs to be done.


“IT WOULD be my responsibility, and I would make the final decision on any personnel situation,” said Bay. “I would confer with the president and the vice president, but in my mind there’s no question but that it’s got to be my decision.

“I’ve heard the stuff about basketball. And I’m a pretty candid person. If I had an opinion on it, I’d say something, because I’m not a “no comment” guy. But I just don’t have any feel for it. I haven’t had a chance to analyze it.”

Bay is 41, and has been athletic director at Oregon for nearly three years. “It’s going to be tougher here,” he said. “A lot of it has to do with expectations. Hell, if we won half of our football games at Eugene, people were delighted. They recognized the disadvantages we faced. Where we were geographically; how tough it was to go down in California and recruit and get kids, particularly black kids, to come up to a state where there was no black population; no money to operate.

“AND IN basketball, if you were exciting, and won a few more games than you lost, and just made the NIT, people were satisfied.

“But here, I think it’s going to be tougher to keep everything in perspective, because people have an extremely high level of expectations. And that makes it a little more difficult to be as idealistic as you’d like to be, given the emphasis on winning.”

Win, but within the rules. Win, but educate. That’s the message that Ed Jennings apparently has sent to his new man. It’s a demanding chore.

“Fans and supporters of the university will say that they want an institution that academically is one they can be proud of,” Bay said. “But I don’t know if they want that more than they want to win. That’s why I think the best bet for us is to try to get it done nationally, so that we’re not at a disadvantage, with the people we’re competing against.”

PRESIDENT EDWARD H. Jennings wants to win. So does his new AD. But, Bay said, coaches in both major and minor sports will be judged on more than W’s and L’s.

“We’re concerned with the coach’s concern with the academic progress of student athletes,” he said. “With whether the coaches fulfill their responsibilities to the public in a responsible way. With how they conduct themselves outside their coaching duties. With what their personal relationships are in the department.”

And, in scheduling, concerned with playing schools in the same educational league.

“I think it’s important that we play teams with like philosophies,” said Bay. “If there are going to be different standards, why should we play people who will take in anybody? The Pac-10 and the Big Ten think alike. And, in football,
Notre Dame would be a good one. Ohio State hasn't played Notre Dame for a long time, and the Michigan-Notre Dame series has worked out well."

AT OREGON, Bay came down hard on the side of honesty.

"I was at a place where we had to restore integrity, because we were on probation just before I went in," said Bay. "My coaches knew that, by God, we were going to go by the rules. Even if there were inadvertent violations, we turned ourselves in.

"By the same token, I told my coaches that I was going to be just as vigilant with the transgressions of others. I've never turned in another school without telling the other athletic director. But I've done it."
New athletic director to stress academics

By Lou Whitmire
Lantern staff writer

Richard M. Bay, OSU's new athletic director, plans to emphasize high academic standards over athletic success in the university's varsity sports programs.

Bay said his philosophy on coaches and on alumni support is to go by the rules.

"Winning is secondary," he said.

"No school wants an athletic director without this kind of credibility," he said.

"I will not tolerate any coach who does not go by the NCAA rules. I have always been very clear about that."

Bay said these policies were discussed during his interviews with President Edward H. Jennings.

Bay is athletic director at the University of Oregon, where there are 16 varsity sports compared to OSU's 30. Ohio State has a $13 million budget for athletics, compared to Oregon's $6 million.

Before Bay went to Oregon in June 1981, its athletic program was in trouble. The football team was on NCAA probation for grade and recruiting violations.

"All those infractions occurred before I came here. I began investigating the infractions right away," he said. "I had to restore integrity throughout the campus."

Bay said some coaches may say everybody cheats, but this is not true.

He said he realizes it is difficult to maintain academic standards while keeping a superior athletic tradition.

"Education is always going to be a problem for schools with a major athletic program. Higher standards mean fewer students to recruit," he said.

"A giant step would be national legislation. It ought to be a requirement."

He said schools with lower academic standards have an unfair advantage in athletics.

Bay said the NCAA has already moved in the right direction by requiring all athletes to make progress toward a degree.

"Before, this was not so," he said. Often athletes were encouraged to take easier courses to maintain an acceptable grade point average, he said.

When Bay went to Oregon, the athletic department's budget was in the red. He said he balanced the books by cutting expenses during his first year, then using sports promotions to increase revenues.

Filling Oregon's stands was a problem, he said. Oregon's stadium seats 42,000; yet only 25,000 to 30,000 tickets were sold for most home football games, he said.

"Our problem is we don't win as much as Ohio State."

Bay said he tried to make people aware of tailgate parties and the usual pre-game activities.

He said he offered two tickets for the price of one just to get the people into the stands. Once fans were there, money could be made in other ways, such as through parking and concessions, he said.

When asked about the proposed domed stadium in Columbus, he said, "I'm old-fashioned; I prefer football outside."

When asked about his plans for future athletic programs, Bay said, "It's too early for me to set any priorities or goals. I need time to analyze what's going on.

"I want to come in and contribute to the tradition and do all the things that will make the people who love OSU sports proud."
Plan to shake-up OSU athletics prompted Hitch to stay at SMU

By Bob Baptist

Bob Hitch, the athletic director at Southern Methodist University in Dallas, turned down the same job at Ohio State University because of an impending major shake-up of the athletic department that Hitch was reluctant to undertake, the Dallas Times Herald reported in today’s editions.

Hitch, in an interview with Times Herald sportswriter Jack Sheppard, said, “The major problem with OSU is that they would not make a commitment to me for more than one year. How can you go into a place where they want you to fire everybody and reorganize the entire department? . . . How do you fire the guy who has run the golf course for 30 years without getting everyone out there mad at you? How do you fire the academic counselor without getting all those people mad? My gosh, you end up at the point you have so many enemies it’s going to take a long time to smooth things over.”

Hitch also was quoted as saying he “never could tell for sure if they wanted both (football coach Earle Bruce and men's basketball coach Eldon Miller) fired. But I know one of them for sure. I'm not saying which one, but when he lost to Xavier, that was it.”

MILLER’S BASKETBALL team lost to Xavier 60-57 in overtime on March 15 in the first round of the National Invitation Tournament.

Ohio State President Edward H. Jennings, who last week hired University of Oregon AD Rick Bay to succeed retiring OSU Athletic Director Hugh Hindman, was not available Saturday to respond to the report. Jennings’ son, William, said his father had the flu and would not be able to comment on the matter “for three or four days.”

Jennings hired Hitch as athletic director at the University of Wyoming in 1980, while Jennings was president there. Jennings came to OSU in 1981.

Hitch, contacted by The Dispatch at his Dallas home, confirmed that portions of the quotes were accurate. However, in the case of “the guy who has run the golf course” and the academic counselor, he said he was speaking hypothetically.

“If you go into a situation and you have to do these kinds of things, then it does put you in the hot seat,” Hitch said. “And without any kind of commitment from the university, that they’re going to take care of you, then it makes it awful tough on you.”

“I’m a little bit concerned in the manner in which Jack has quoted things to you, because I never told Jack that I turned down the Ohio State job . . . He asked me if I was offered the Ohio State job, and I would not respond to his question.”

HOWEVER, THE Times Herald reported that Hitch insisted he was offered the job. “We were far enough along to be discussing salary,” Hitch was quoted as telling Sheppard. “So I would assume they were offering the job.”

Hitch told the Times Herald that he knew he would be offered the job after an “accidental” meeting with Jennings on “April 15 or 16” in the Raleigh, N.C., airport. Hitch said Jennings was in Raleigh, N.C., for “some kind of review” of North Carolina State University.

“We talked for 30-40 minutes and he filled me in on what he was doing, on playing the game. I knew back then he was going to offer me the job,” Hitch was quoted as saying. “He asked me just to play the game and do whatever they want you to do. He said they (the athletic director search committee) will bring me your name and when they do, I’ll give you a call and we’ll talk about it.”

Hitch told Sheppard that Jennings telephoned him May 11 with the official offer. Later that day, Hitch phoned Jennings back and declined the offer.

Hitch told The Dispatch of his withdrawal that evening.

Hitch confirmed Saturday that he had met Jennings in the airport and that “we did talk” about Hitch’s candidacy. “He asked me if I was going to stay in the thing and look at it, and I said yes, I was, and that’s basically all that went on.”

HITCH SAID they did not discuss “playing the game.”

“Ed Jennings has never said anything to me about ‘playing the game,’” Hitch told The Dispatch. “That’s absolutely ridiculous. He’s a college president and he knows what he’s doing.

“They’re trying to build it up . . . that this was a big deal between Ed and I, and it was not. It was not that kind of deal at all. I ran into him at the airport, and I talked with him on the phone one time. And that’s it.”

“I got into worrying about the job for me and my family,” Hitch said. “We looked very carefully at the Ohio State job . . . and when it came to a point of something having to happen . . . I felt I was better off here than I would have been there. For no other reason did I back out of the situation.”
SMU athletic director says he refused job

United Press International

DALLAS — Southern Methodist University Athletic Director Bob Hitch says he turned down an offer to head Ohio State's athletic department because OSU officials wanted him to be a hatchet man.

Hitch, who has been at SMU for three years, said OSU officials indicated they may have pressured him to fire both football coach Earle Bruce and basketball coach Eldon Miller.

"I never could tell for sure if they wanted both fired," Hitch said, "but I know (they wanted the termination of) one of them for sure. I'm not saying which one."

Hitch turned down the job, which went instead to Richard Bay, the athletic director at the University of Oregon. Bay was named to the job Wednesday.

Hitch said he walked away from OSU's offer because it was clear he would be embroiled in controversy.

"There would have been a lot of turmoil at Ohio State," he said. "They wanted to shake things up up there. I know a lot of people think Ohio State is the pinnacle of college athletics and that anybody would like the chance to be there, but a lot of my friends told me not to go.

They said, 'It's going to be tough up there.'"

Hitch also complained that OSU would guarantee him only a one-year contract.

"How can you go into a place where they want you to fire everybody and reorganize the entire department and bring it up to the level of modern-day intercollegiate athletics?"

However, the Dallas Times Herald reported Sunday that some of Hitch's enemies at SMU said Hitch was never really offered the job. They said if he had been, he would have grabbed it and taken the opportunity to flee SMU and the pressure of an NCAA investigation into its athletic department.

But Hitch insists he was offered the job. He said salary negotiations were under way when he told them May 11 he was not interested in the job.

"The NCAA thing is not the end of the world," he said. "I'm not going to let it destroy me or this program. I was determined not to let the NCAA investigation drive me away from SMU and not to let it keep me here either."

Jennings' response...

EDITOR'S NOTE: The following is the text, received Sunday night, of President Edward H. Jennings' response to allegations surrounding the selection of OSU's new athletic director.

Because of media stories speculating on the selection of Ohio State's athletic director, I am compelled to comment on the search process which we followed.

The process began on Feb. 24, 1984, when I appointed the search committee and charged its members to conduct a national search which would result in the recommendation to me of several individuals considered best qualified to become OSU's athletic director.

On April 8, I met Bob Hitch, the athletic director of Southern Methodist University and a former colleague at the University of Wyoming, at the Raleigh-Durham airport. I was an accreditation visit to North Carolina State University. Hitch was on a golf vacation.

The meeting was not prearranged. I told Hitch that the search process was working well and that, if anything further developed regarding his candidacy, we would contact him. I was not aware at the time that the committee was planning to meet with Hitch.

Hitch was one of 22 individuals selected to be interviewed. He was interviewed on April 25 in Phoenix along with several other candidates.

The list of the final candidates from the search committee did not include Hitch. I called him on May 11 and suggested he might want to withdraw, which he did. At no time did I make a job offer to Hitch.

I also discussed the final candidates with members of the Board of Trustees individually and indicated that (Richard M.) Bay was my final choice. The board met with Bay on the evening of May 15 and, the following morning at a special session of the board, Bay's appointment was approved unanimously.

Rick Bay was then and continues to be my final choice as the athletic director of OSU.

Stories in the media that indicate we plan a major overhaul of the Ohio State athletic program are speculative. Rick Bay will evaluate the program. We have not given him any specific directions.

We have told him that his effectiveness will be judged on: adherence to the NCAA and Big Ten rules; academic progress of athletes; intercollegiate competitiveness; continued progress in women's athletics; financial stability of the athletic program; and the ability of the director, the coaches and the athletes to represent Ohio State properly on and off the field of play.
Jennings ignores ethics in athletic director search

The search for OSU's new athletic director hasn't been an easy one for President Edward H. Jennings. The Dallas Times Herald reported Sunday that Bob Hitch, athletic director at Southern Methodist University in Dallas, turned down the offer because of an impending shakeup in the athletic department.

Jennings is reported to have superceded the 11-member search committee and approached Hitch to offer him the job.

Hitch said the conversations with Jennings went as far as discussing salary. Jennings, after his choice was made, planned to play "the game" and push Hitch through the selection committee.

When Hitch refused the offer, Jennings is reported to have told Hitch to say he didn't want the job. Hitch was supposed to announce he was withdrawing his name from the list of potential athletic directors. Hitch was not supposed to tell anyone that he was already offered the position by Jennings.

We question Jennings' search for an athletic director with integrity, when his actions seem to have questionable integrity. Jennings is rapidly revealing his quest to have total control at OSU, in the classroom and on the playing field.

What gives Jennings the right to flout university policy? Can't he work within established channels?

Jennings has stressed his desire to find an athletic director willing to play by the rules. It's a shame Jennings couldn't do it without bending a few rules himself.
Has Jennings gone too far with athletic department?

By Mitchel Cox
Lantern sports editor

"I learned to lie and cheat at Ohio State." — Art Schlichter

President Edward H. Jennings has been both embarrassed and angered by the bad news coming out of Ohio State's athletic department these past three years:

Schlichter's 'Playboy' confessions, the Stebb Hall incident, Mike Tomczak's ill-advised decision to pose for a clothing ad in 'Columbus Monthly' and finally, the academic ineligibility this past winter of several key players on both the hockey and basketball teams.

Jennings' reaction to these embarrassments has been swift and decisive.

Athletic Director Hugh Hindman announced his surprise "retirement" Feb. 7. Hindman joined the department in 1983 as an assistant football coach under Woody Hayes. He worked his way up through the hierarchy, and when J. Edward Weaver gave up the director's job in 1977 Hindman was the only replacement considered.

Rumors that he had to give up the post because of ill health restrained most of the local media, though few believed Hindman had voluntarily retired. A man who has worked his way to the top in his profession usually savors his last year on the job and has a hand in naming the successor.

It appears Hindman was denied both.

According to a story published Sunday in the 'Dallas Times Herald', no one, besides Jennings, had a hand in naming the new athletic director.

Bob Hitch, athletic director at Southern Methodist University and an old friend of Jennings, told a 'Times Herald' reporter that Jennings offered him the job long before the university's official search committee had made their recommendations.

Hitch said he had discussed the position with Jennings in mid-April, and Jennings told him to "play the game" with the search committee and not to worry because Jennings intended to pick him regardless of the committee's recommendations. Hitch said Jennings called him May 11, again to offer the job, but Hitch said he turned it down because he didn't want to come up here and be Jennings' hatchet man.

According to Hitch, Jennings may fire football coach Earle Bruce and will definitely ax basketball coach Eldon Miller, among others.

"There would have been a lot of turmoil at Ohio State. They wanted to shake things up. A lot of my friends told me not to go. It's gonna be tough up there," Hitch said.

Hitch said he wanted the job, but not under those circumstances.

"I'm a little concerned about Ed and some of the things he wants to do. You find out little things, like they took 5,000 prime football tickets (from the athletic department) and gave them to the university for fund-raising. You just don't do that," Hitch said.

Hitch said that when he turned down the offer Jennings asked him not to tell anyone about their conversation; instead, he was to say he withdrew his name from consideration.

Jennings named University of Oregon Athletic Director Rick Bay to the post Friday. Bay is known as a straight arrow who cleaned up the Oregon athletic program, which was on NCAA probation when he took over in 1981.

The announcement, apparently, was a surprise to all concerned. As recently as Thursday the athletic department was still assuring reporters no one would be appointed until June. Bay's name has never come up during speculation about who the new director would be.

Hindman has remained conspicuously silent since his retirement.

Senior Athletic Director Jim Jones, who for all intents and purposes has been acting athletic director spring quarter, has also remained close-mouthed on the situation.

Every athletic director in the 70-year history of the position had worked his way up through the ranks at Ohio State. Jones considered himself a qualified candidate for the position and applied, even though it was obvious to most observers that Jennings intended to bring someone in from outside the department.

So what is going on?

Seemingly, Jennings has decided to do something about Ohio State's football factory image.

Look for Bay to be at least as tough as he talks, maybe tougher. Heads will roll and Eldon Miller's may well be one of the first.1

Minor sports, such as synchronized swimming or fencing, shouldn't be too affected by the change at the top. But the Big Two, football and basketball, may never be the same at Ohio State. With Bay emphasizing academics over athletic success, a gradual decline in athletic stature seems inevitable.

Despite intense negative publicity in recent years, the university's major sports programs have consistently received a clean bill of health from the NCAA infractions committee.

One has to ask if the athletic department needs a purge.
Hitch confounds Jennings, Miller

By Mark Pappas
Lantern staff writer

President Edward H. Jennings and Coach Eldon Miller refused Monday to speculate on the motives behind Southern Methodist University Athletic Director Bob Hitch's negative comments about Jennings.

"You would have to talk to someone else to find out why he would say something like that," Jennings said.

"I don't think it would be appropriate to ever give my personal feelings on our relationship," he said.

Miller said, "I could care less what he says. I have no idea where he comes up with his information. If I were Hitch, I would worry about the NCAA investigation of his program instead of Ohio State.

"He would never work for me," Miller said.

The NCAA is investigating SMU for alleged rule violations in its athletic programs.

In a story published Sunday in the Dallas Times-Herald, Hitch said Jennings had offered him the OSU job May 11, but he turned it down because Jennings wanted him to "shake up" the athletic department. The shake up was to include firing Miller, he said.

Hitch also said Jennings asked him to "play along with the search committee" but not to worry because Jennings would appoint him to the job regardless of the committee's recommendations.

Madison Scott, chairman of the search committee, wrote a letter to the Lantern Monday stating that Jennings had not circumvented the committee by talking to Hitch before the committee's recommendations reached Jennings.

"While both President Jennings and Mr. Hitch have indicated that they talked to each other, the point is that it was the search committee that had the ultimate responsibility for generating a list of names from which the president had agreed to make his selection.

"Irrespective, then, of any interim events, it was from the list presented to the president that the name of the person recommended for the athletic director job was taken — and that is what counts," Scott wrote.

Jennings announced Wednesday that University of Oregon Athletic Director Rick Bay had accepted the OSU position. Bay has been unavailable for comment.

Jim Jones, senior associate athletic director, refused to comment.
Journalist surprised by interview reaction

Jack Sheppard, an OSU graduate and reporter for the Dallas Times-Herald, didn't expect controversy when he interviewed Southern Methodist University Athletic Director Bob Hitch. Sheppard interviewed Hitch after Hitch said he turned down the athletic director position at Ohio State.

"This wasn't a hard news story. I wanted to find out why he decided to stay," Sheppard said.

Sheppard said he tape-recorded the interview with Hitch.

"I've gone over the tape several times, and everything I reported is accurate," Sheppard said.

He said problems at OSU came up during the interview.

"But they weren't the main emphasis of the interview," he said.

He said the focus of his story was SMU and Hitch's plans now that he has decided to stay.

SMU is being investigated by the NCAA for alleged violations in its major sports programs, and Sheppard said he wanted to know what effect the investigation had on Hitch's decision to stay at the university.

Sheppard said he doesn't think Hitch meant to cause trouble.

"It was just part of our discussion of what had happened."

Hitch could not be reached for comment.
Bay says he carries no firing mandate

By Bob Baptist

Rick Bay, scheduled to take over as Ohio State University athletic director July 1, says his expectations of his job are not the same as those of Bob Hitch, the Southern Methodist University AD who also was a candidate for the OSU position.

Reacting to a report that Hitch withdrew from the race because of an impending shake-up of OSU athletic personnel that the new AD will have to undertake, Bay said Sunday, "I didn't come in with any mandate at all relative to coaching changes."

ALSO SUNDAY, OSU President Edward H. Jennings released a statement saying that "stories in the media that indicate we plan a major overhaul of the Ohio State athletic program are speculative. Rick Bay will evaluate the program. We have not given him any specific directions."

The Dallas Times Herald and The Dispatch reported Sunday that Hitch turned down the OSU job because the university could not offer him a contract more than one year in length but still expected Hitch, in Hitch's words, to "shake things up... fire everybody and reorganize the entire department."

Hitch, also told the Dallas paper in a taped-recorded interview, that he "never could tell for sure if they wanted both (football coach Earle Bruce and men's basketball coach Eldon Miller) fired. But I know one of them for sure. I'm not saying which one, but when he lost to Xavier, that was it."

MILLER’S basketball team lost to Xavier 60-57 in overtime March 15 in the first round of the National Invitation Tournament.

Hitch confirmed that the quotes were accurate when contacted by The Dispatch on Saturday.

Bay told The Dispatch, "I didn't come in with a mandate on coaches... In terms of personnel changes, we didn't discuss anything."

Bay, who will replace the retiring Hugh Hindman, said that when he met with his new staff last Wednesday after the press conference announcing his appointment, he made it a point to "tell them I didn't come in with any mandate or preconceptions." He said he wanted to "relieve any anxieties on their part that usually arise from such situations."

"As I said at the press conference," Bay said Sunday, "it'll be a situation where I have time to look things over, make my own evaluation and go from there."

Jennings, in a telephone interview with The Dispatch after the release of his statement Sunday, said he had no idea why Hitch said what he did. Hitch was Jennings' athletic director in 1980 and '81, when Jennings was president of the University of Wyoming.

GIVING THE new athletic director instructions to shake up the department, Jennings told The Dispatch, "would be totally presumptuous on my part. If I wanted somebody to simply carry out my directives, we could get a clerk for that. I need somebody who knows athletics."

Jennings also said Hitch was not among the final list of seven candidates given Jennings by the search committee on May 10. Because of the extent to which Hitch's name had been in the news in connection with the job, Jennings said he telephoned Hitch on May 11, informed him he was not among the finalists and asked Hitch to withdraw his name from consideration. Hitch withdrew later that day.

"Rick Bay was and continues to be my final choice as the athletic director of Ohio State University," Jennings said in the statement.

Bay, a graduate of the University of Michigan, said Sunday he considered himself a "dark horse" for the job, "but not so much because of Bob (Hitch)," he said. "I knew he and Ed had worked together at Wyoming, but I thought I was a dark horse because I didn't have an Ohio background. I knew the tradition in the athletic department had been to go with people with Ohio backgrounds, so from that standpoint, I thought I was a dark horse."
New Buckeye AD hopes to enhance school's image

"I haven't thought too much about the stadium enlargement... but there is something to be said about keeping the stadium the size that it is and (have) people still clamoring to get in...."

By Tim May
Dispatch Sports Reporter

Incoming Ohio State Athletic Director Rick Bay sat still for dozens of questions Wednesday in an impromptu press conference at the Ohio State Golf Courses.

The following are a few of the inquiries -- synthesized -- put to the man who succeeds Hugh Hindman on July 1:

Q: You've had a few weeks now to evaluate your new job. What will be your primary purpose as athletic director?

Bay: The athletic director, I think, sets the tone for the department in general and in many ways establishes what the department stands for. What its philosophy is relative to coaches' behavior to student athletes off the playing field -- how the athletic department relates to the university overall. The athletic department in general and the football and basketball in particular, is the most visible arm of the university. That may be not as it should be, but one thing about athletics is that it's always out of perspective... when things go well... when things don't go well. That's the nature of our society.

So I think the athletic director, by trying to keep things in perspective, by being loyal to his coaches, but at the same time making it known to the public that we stand for certain things, can enhance the entire department, and the basketball program and football program specifically.

I hope that I can enhance the university's and public's confidence in what we're trying to do. And get across the message... that if you go to Ohio State to play football and basketball, you're going to get more than that. You're going to get a university concerned about your education. You're going to get an athletic department concerned about your welfare, in balancing everything that you aspire to athletically as well as your progress academically.

Q: What is so appealing about being the athletic director at Ohio State?

Bay: One of the reasons the Ohio State job was so attractive to me is that it does carry the clout to be a national leader. That's not true at Oregon... We have the potential to be leaders here at Ohio State, and we ought to take advantage of it, for the betterment of intercollegiate athletics. I think you will find me a very strong spokesman for the integrity of intercollegiate athletics relative to compliance with our rules...

I'm very idealistic. Sometimes that gets me into trouble. Nonetheless, I'd like to think that intercollegiate athletics can be everything that we want it to be with a certain degree of honor, and be from a program of which we can be proud. I think deep down, everybody wants the program, particularly the major sports of football and basketball, where we can point with pride to the graduation rates of our athletes. But somehow that tends to become secondary in the emotion of the competitive arena. And one of the great challenges here at Ohio State, with the great tradition that is here, the great intensity and pressure to win, is to somehow keep it all in perspective, or do the best you can to keep it in perspective.

I think that's important and I think you will find me a strong national spokesman in doing everything we can to elevate academic standards for the entire nation without, at the same time, diluting the quality of our competition.

Q: Does Ohio State have a ways to go in that regard?

Bay: I don't think there is necessarily a long ways to go at Ohio State, but I think there's a ways to go nationally. But I think we're making progress. The two rules passed at the NCAA convention two years ago are giant steps in the direction.
Q: One of those rules would require incoming athletes, starting in 1986, to achieve at least a 700 composite score on the Scholastic Aptitude Test (SAT), taken during their senior year in high school. The other, which goes into effect this year, requires normal academic progress toward a degree. But the former rule is the one that drew the most criticism because many see the SAT test as biased against minority students, particularly blacks. What is your stance?

Bay: I listened to all of the arguments, and I understand what’s being said. Certainly there is a school of thought that says the SAT is essentially a white, middle-class test... and I don’t think there is any question about it. At the same time, however, I would say that I think the SAT tests what it is supposed to test, and that is one’s ability to compete favorably in, basically, a white, middle-class university. I’m not saying that’s right. And I’m not saying that’s fair. But I think that, nonetheless, it’s true.

If you look at the other side of the coin, it’s almost a no-win situation. And it doesn’t necessarily have to be a black athlete, it can be a white athlete from a not-very-good urban high school, let’s say. He comes in, doesn’t have 700 on the SAT and he doesn’t make it, then you’ve exploited him. You haven’t demanded anything of him. You’ve recruited him and the guy really had no chance to succeed. On the one hand, without the standards, you are accused of being guilty of exploitation. On the other hand, with the standards, you’re saying it’s a little more difficult for some students.

Q: Turning to the physical plant at Ohio State, what are the priorities in the athletic department as far as capital improvements are concerned?

Bay: It is my impression, and I haven’t even toured the facilities yet, that we need to do something to improve our football practice facility, our locker rooms, our office space. Certainly it would be great on any campus that you would have a facility where you could compete in volleyball, and women’s basketball, in a sort of medium-sized arena so that you have the feeling of a home-field or -court advantage, even for those sports that do not draw big crowds.

Q: About the big crowds, though, what are your feelings on enlarging Ohio Stadium from its present 89,000 capacity?

Bay: I haven’t thought too much about the stadium enlargement... but there is something to be said about keeping the stadium the size that it is and (have) people still clamoring to get in... .

Q: Does that mean you are also for keeping the ticket policy on pretty much a season-ticket standard?

Bay: I have to say — maybe I’m totally wrong — but at Ohio State, I have to question whether people, if they didn’t have to buy a season ticket to see the Michigan game, or the game against Pitt, or Oklahoma... if they could just see those games on a sort of game-by-game basis, then I wonder how many season tickets we could sell. And secondly, what kind of crowd we’d have for Northwestern and some other teams in the conference that don’t do very well? One of the reasons you get 89,000 people for Northwestern is because people invested in a season ticket to see Michigan. And once they make that investment, they are darn sure going to use it and come to every game.

Q: You have meetings planned today with your head coaches, including football’s Earle Bruce and basketball’s Eldon Miller. What will be the nature of those meetings?

Bay: I really want to get a feeling of what they think of their own programs, and how I can be helpful to them. And what they can expect from me, and my own philosophy as far as an athletic director goes... . I expect it to be fairly informal.

Q: What will be your sports funding priorities?

Bay: I’d like for us to have a strong, comprehensive program... . We have to have some priorities. We have to put money into the sports that make money for us. But I would like to think that we are going to be at least regionally competitive in everything that we do. By regionally, I mean Big Ten country. And nationally competitive in as many sports as possible.

Q: Of course that means “competitive” with Michigan, your alma mater. Speaking of that, have you had any response from any of Ohio State’s rabid “I-hate-Michigan” alumni over your appointment?

Bay: I have had only one belligerent letter about that, or somewhat belligerent. The guy... started off by saying I probably knew that my appointment in Columbus was being greeted with about as much enthusiasm as would be the case in Ann Arbor if (former OSU star quarterback) Rex Kern was named athletic director at Michigan.

Well, I answered him... and first said that I hoped everyone would get behind the Ohio State athletic department and give me a chance to prove myself. And, No. 2, as far as Rex Kern was concerned... I’ve never met him, but everything I’ve ever heard about him is absolutely top-flight, that he’s a guy of vision, and integrity, and he’s enthusiastic. And I said frankly, as a former Michigan man, if Michigan hired a guy of those qualities to head up their athletic department, I would have no misgivings whatsoever.

Q: Do you think that shut him up?

Bay: Probably not.
Personnel changes not in offing
says OSU's new AD

By Tim May
Dispatch Sports Reporter

Rick Bay says he will have a few axes to grind, once he takes over as Ohio State athletic director on July 1, but he claims he will not be bringing a sharpened ax with him.

So for those who thought Eldon Miller's head basketball coaching job was on the block, Bay said Wednesday: "I have no plans at all for any imminent changes in the coaching staff, or anyone else in the department."

Currently phasing out as athletic director at the University of Oregon, Bay is in town until Friday, familiarizing himself a little more with the university, and with the athletic department that will move from Hugh Hindman's control to his in three weeks.

What had originally been scheduled as a mingling party with members of the local press at the Ohio State Golf Courses Wednesday afternoon turned into a press conference — an hour-long question-and-answer session at that.

And, of course, the ongoing rumor that Miller's contract will not be renewed this summer was a prime topic.

"As soon as my press conference was over (back in May when he was named to the post) I made a point to meet with the staff and tell them I am not coming to Ohio State with any preconceptions," Bay said, "in an effort to alleviate some of the anxiety that naturally comes whenever anybody knows that a new boss is aboard.

"And then to have that come out of Dallas after I had already said that bothered me, because I knew it had to have some people concerned."

What came out of Dallas, in short, was an interview with SMU Athletic Director Bob Hitch, who had been rumored to be the top candidate for the job. Hitch told a Dallas Times Herald reporter that, among other things, had he accepted the OSU job, one of his priorities would be to fire Miller. That came as a result of a conversation he claimed to have had with OSU President Edward Jennings.

Jennings immediately denied the conversation, and even claimed Hitch wasn't among the top seven candidates for the job. Regardless, the rumor received a healthy stir.

"Since I am under no mandate to change anything immediately, it would be foolhardy for me to make any drastic changes without getting a feel for the situation," said Bay.

"People constantly ask me about my priorities. But I just don't know enough about the situation to have established any. And I think it's pretty difficult to establish priorities until you have had a chance to meet everyone and evaluate the situations."

One thing is for sure, though. OSU Football Coach Earle Bruce will catch no flak from the incoming director, at least over the Buckeyes' achievements on the field last year.

"The days of the dynasties are over in intercollegiate athletics," Bay said. "... For anybody to go 9-3, to go to a bowl game and win the bowl game (the Fiesta Bowl), that certainly ought not be considered a failure."
Jones retiring as OSU athletic director

■ After nearly 30 years in the athletic department, he's leaving in the midst of an NCAA investigation.

By Tim May and George Strode
Dispatch Sports Reporters

Ohio State athletic director Jim Jones said yesterday he will retire effective June 30, taking advantage of an OSU system-wide early retirement buyout offer.

Ohio State president Gordon Gee said he didn't try to change Jones' mind, although the OSU athletic department is in the final stages of an NCAA investigation, brought on by admitted rules violations in the recruitment of a basketball player last year.

One source said Robert Duncan, the university's legal counsel, has met with NCAA attorneys and that Jones' departure was one of the moves Ohio State had to make to mitigate possible penalties and as a show of good faith that the problems will be addressed.

"I didn't go in there to have him talk me out of it," Jones said of his meeting with Gee early yesterday. "I went in there to tell him what I was going to do."

Gee said he, in conjunction with David Williams II, vice president for student affairs, will name a committee to conduct what he hopes will be a "a very short search" for Jones' successor. Sources said yesterday that former OSU quarterback Rex Kern, now a businessman in California but reportedly already planning to move back to central Ohio, likely will be atop a short list of candidates.

A university source said the timing of the buyout offer to all eligible OSU employees and the desire of Gee and the Board of Trustees for a new, "pro-active athletic administration" was "a pleasant coincidence."

As many as four more athletic department officials may follow Jones and opt for early retirement.

They are Phyllis Bailey, 67, associate director in charge of women's athletics; Bill Myles, 57, associate director in charge of men's athletics; and Dick Finn, 60, and Dick Sloan, 57, special assistants to the athletic director.

Finn, former OSU baseball coach, is in charge of NCAA rules compliance and Sloan, former swimming coach, handles facilities scheduling and summer camps.

Bailey has been with the department for 39 years, Myles 18, Finn 20 and Sloan 29.

Jones, 57, who has spent nearly 30 years at Ohio State in jobs ranging from teaching ice skating to coaching football to athletic administration to, finally, the director's job in November 1987, said the decision to leave was all his.

"There is nothing deeper to this that I know of other than I'm accepting the buyout and I'm going to retire," he said.

Under the plan, adopted by the trustees two weeks ago, the last five years of his employment will be bought out in the State

Please see JONES Page 2B
Teachers Insurance Retirement Plan.

He will receive about 80 percent of his current annual salary of $108,000. There was a similar offer on the table three years ago for qualified personnel, but Jones opted not to take it.

"It's the kind of thing, when you got to be 55 you're supposed to be prudent about where you're going in your future," Jones said. "This time the buyout is only here (available) for a year, so I'm taking it."

He will leave behind one of the nation's largest athletic departments in terms of scope (32 varsity sports) and budget ($27 million). It's one of a few financially self-sufficient college athletic departments.

"The job is a challenge; it's not easy," Jones said. "If it hadn't beenfun, too, I've told you before, I wouldn't be here.

There are enough headaches here where if it's not fun you need to check it."

The headaches mounted recently:

- There's the NCAA investigation of 17 alleged men's basketball recruiting violations, announced last May, stemming from the recruitment of Darvin Flint. The NCAA ruled Flint ineligible at Ohio State and he is a starter as a freshman at the University of Cincinnati.
- During the course of the investigation, sources said, the NCAA found "serious problems" of rules interpretation and accountability within the athletic department, as well as a lack of responsiveness to NCAA inquiries.
- There is a pending lawsuit filed by a former player against women's basketball coach Nancy Darsch.

And there are Gee's high expectations of the department, both academically and athletically.

"He's very aggressive, a very

hands-on guy who wants to raise a lot of money (for athletics)," a source said of Gee. "That philosophy is not being followed in the department now."

The final sentence from the NCAA investigation is expected within a month, and Gee said he would like to have the new athletic director in place by then.

At the same time, Gee had high praise for Jones, calling him a team player.

"Jim has been a longtime loyal member of the university family," Gee said. "He has given a great deal of his life to Ohio State.

"He has worked hard and developed strong relationships within and outside the university. Those relationships will be sorely missed. I have enjoyed my personal relationship with him."

Gee said, based on Ohio State's standing in major college athletics, that he expects to be flooded by Monday with applications to become the school's seventh athletic director.

"I suspect though, in the end, the people we want to hire are not the people who are going to aggressively pursue the job," Gee said. "I think the person we want to hire is probably an individual who does not necessarily want to have this job, yet in the end will be persuaded to take the position because it's in the best interest of him or her and the university."

Jones' staff 'in shock' about decision

- Bill Myles said his boss had given him no idea he was planning to leave before he announced it.

By Tim May
Dispatch Sports Reporter

Ohio State athletic director Jim Jones called a meeting of his senior staff at 10:30 yesterday morning, the tip-off, Bill Myles said, that something was up.

"I didn't know what he was going to say," said Myles, an associate athletic director. "But I knew it wasn't going to be good."

Jones told the group he had opted to take the university-wide offer of early retirement, that at 57, after 59 years of working for Ohio State, he was calling it quits, effective June 30.

"The people were in shock," Myles said. "Nobody said anything."

The word that Jones was being forced into accepting the buyout to make way for a new era in the athletic department had been rumored for several weeks. But Myles said Jones never gave an indication that he was on the way out before yesterday morning, an hour after his meeting with OSU president Gordon Gee.

"I'm sorry for the sake of the department that Jim has decided to leave at this point," associate athletic director Phyllis Bailey said. "But I don't think I am totally surprised that he chose to take advantage of this opportunity."

With the university paying five more years into his State Teachers Insurance Retirement Plan, Jones will reap a yearly pension of roughly 80 percent of his present salary of $108,000.

"I think it might be good for him to be able to get out while he's still a young man, and he can enjoy some other things," said Bailey, 67, who is entertaining a similar offer. Hers would be nearly as lucrative, but she said she has not reached a decision.

Assistant athletic director Paul Kreke said he will remember Jones for many things, one of which is "he's given me a lot of opportunities.... He's been a mentor to me."

"But I understand why he's leaving. At least, I think I do."

Myles said, lucrative early retirement or not, he knows Jones did not simply leap away. It was a job Jones — a career Ohio State man — inherited more than six years ago, replacing Rick Bay, who had quit abruptly in protest of the firing of football coach Earle Bruce.

"Jim knew all of the right people, he understood our traditions," Myles said. "Having been a math teacher, he was fantastic with figures. Having been a coach, he understood athletics."

More than that, "He bled scarlet and gray," Myles said. "I'm sure this was tough for him."
New AD not likely to be from old guard

The trend in the Big Ten has been to hire administrators with business or legal backgrounds.

By Tim May
Dispatch Sports Reporter

Among the old guard of athletic directors in the Big Ten, Ohio State's Jim Jones — with his announcement Friday he is taking early retirement — was the last to fall.

"This is the last of it," Ohio State president Gordon Gee said. "I think this is a passing of an era.

"I think Jim served this university well, but there is no doubt about it, when Jim retires (on June 30), among athletic directors he was a very senior guy and that we're now moving into a new generation. And I suspect given the challenges of the '90s and beyond, which are enormous, in terms of athletics, that that's probably going to present an opportunity for us."

Gee stepped lightly and politely with those words, but his inference was clear. He wants to see the Ohio State athletic department embrace the modern world in terms of marketing, fund-raising, promotions and the like while also sticking to the day-to-day maintenance of a first-class sports program.

"I have very high expectations," Gee said. "I expect over the next five years to see us aggressively pursuing a number of the goals I have stated in terms of athletic and academic excellence. We're good, we're very good, but we can always be better."

"And I think this gives us a pause to be able to establish those goals clearly and bring someone in who will make sure those are developed and met."

It's a pause every school in the Big Ten seems to have taken in the last five years. Jones is a 29-year OSU employee who had ascended to the AD post in 1987.

But at Wisconsin almost five years ago, for example, the university turned to Pat Richter, a star on the school's last previous Rose Bowl team in 1992 who had no experience in athletic administration but had been a vice president for personnel at Oscar-Mayer. The inroads he's made with the Wisconsin athletic programs, both on and off the field, are

Please see AD page 2E
obvious.

Since then, the other schools in the league have followed suit, not necessarily naming former star athletes, but naming ADs with experience elsewhere, whether it be at other schools, in the business or legal world, or in other departments at the university.

"Whether it is good or not, that certainly seems to be the new generation, and I suspect that is the playing field we are going to compete in also," Gee said.

Big Ten assistant commissioner Mark Rudner said the trend has been obvious.

"I think there is more of a sense these days that these are multi-million dollar athletic budgets," Rudner said. "Say 20, 30 years ago, the athletic director usually was a former coach and that was fine for the most part then. Now there is much more of a business side and a legal angle to being an athletic director these days, and I think our ADs have that."

OSU assistant athletic director Paul Krebs might make some lists as a candidate for the head job, but he fully expects the new director to come from outside the athletic department. That's where Gee's eyes appear to be searching.

"My impressions are that college athletics, in order to be successful nowadays, need to be run like a corporation," Krebs said. "When I say that, clearly, first and foremost has to be the thought of the student-athlete.

"Having said that, the financial pressure and size of the organizations now require that they be run with particular emphasis on business and management decisions. So you are looking to people who have trained and have experience in dealing with large staffs, and managing people, with a financial background."

The AD of the '90s also must deal with challenges of seemingly more independent student-athletes, gender equity, and the sometimes oppressive demands and expectations of alumni and major backers of the university.

Indeed, if Gee had placed a classified ad in the help wanted section this morning, it would have gone something like this:

"Someone who understands the nature of the university, someone who understands the role of athletics within the university, understands that you have a university president who has very high expectations in terms of students coming here, graduating. I have very high expectations in terms of winning, but winning in the right way. I want national championships here in a number of our sports.

"And also (I want someone) who understands the nature of Ohio State. This is a unique environment, nearly unique in the country. I think we would not be well-served by someone who does not understand the type of environment in which they would operate.

"I ran two huge athletic departments (when he was president at Colorado and West Virginia) before I came here, and the intensity of athletics in this community and this state compared to where I came from was almost overwhelming to me. And I had a lot of rubber on my tires in that regard.

"I think you need to understand this is a challenging position, no doubt about it."
SEARCH COMMITTEE NAMED FOR ATHLETIC DIRECTOR;
DEAN NANCY ZIMPHER TO CHAIR

COLUMBUS -- College of Education Dean Nancy Zimpher has
been named to chair the search committee for the seventh
director of athletics at The Ohio State University. Also
announced today (2/23) by David Williams II, Vice President for
Student Affairs, were nine committee members:

Amira N. Ailabouni, student member, The Ohio State
University Board of Trustees;
Deborah M. Antonelli, Marketing and Promotions Director,
Department of Athletics;
Herbert B. Asher, Professor of Political Science and
Special Assistant to the President;
Elizabeth G. Cook, Assistant Director of Sports
Information;
Robert M. Duncan, Vice President for Legal Affairs and
Secretary to the Board of Trustees;
Richard H. Hoyt, Alumni Member of the University
Athletic Council;
Charles McMurray, Special Assistant to the President
of the Alumni Association;
Katherine Meyer, Professor of Sociology and Chair of
the Athletic Council;
James W. Stone II, Head Coach, Women's Volleyball.

Williams, to whom the Department of Athletics reports,
said that at least one student also will be named from a
list of five submitted by the university's Student Athletics
Advisory Committee. John W. Elam, Executive Assistant to
the President, will serve as the search committee's ex-officio
staff member.

Zimpher, Williams noted, also is a former member of the
university's Athletic Council and currently chairs the
university's academics sub-committee for certification to
the National Collegiate Athletic Association.

The committee was named following Director of Athletics
James L. "Jim" Jones' announcement last Friday that he will
retire at the end of June after 29 years with the university.

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For further information, contact: Malcolm S. Baroway,
Executive Director of University Communications, 292-6895.
OSU’s next athletic director

HOSKET or KERN?

Two all-time greats fit Gee’s description of his ideal A.D.

Bill Hosket: Led OSU to a Big Ten title and the Final Four in 1968.
Rex Kern: Led the Buckeyes to the national championship in 1969.

By Margaret Newkirk and Jeff Long

Who's going to be the next athletic director at Ohio State University? Right now, it's a two-horse race for the spot. Jim Jones gave up last Friday.

Compaigns are under way to push two of Ohio State's all-time favorite sons as the university's seventh athletic director.

One, clearly the leader in terms of the publicity bandwagon, is former Ohio State quarterback Rex Kern, who led the university to its last national football championship in 1968. Kern is currently a businessman in California.

The other is former basketball great Bill Hosket, star and captain of the 1968 basketball team, which finished third in the NCAA. Hosket was on the '68 Olympic team, played for the New York Knicks and was Ohio State's first Academic All-American in basketball. He's now a Columbus businessman, with two decades of TV commentary under his belt. He's also a fiercely loyal and active supporter of the university's athletic program.

Both fit the mysteriously specific job description put out by Ohio State University President E. Gordon Gee in an interview on Wednesday: they're jocks, they know and are loyal to the "Ohio State tradition," they're businessmen outside the athletic department, and they're not hotheaded.

The ideal candidate, Gee last week, "does not necessarily want to have the job, but will be persuaded it's in the best interest of the university."

Both have supporters in the community who are working to get them the job. Former OSU football great Jim Stillwagon has written in support of his old teammate. And Kern reportedly has a business relationship with moover-and-shaker Jack Havens, a former Ohio State Board of Trustees board member and a major OSU fundraiser. Kern refused to reveal the name of his business partner in a Dispatch story earlier this week. But Stillwagon and Havens were the only two candidates for the job.

Havens could not be reached for comment.

Among Hosket's backers is a man named Wolfe.

The events that led up to an AD vacancy became public recently, though they'd been simmering in the rumor mill for weeks.

The official announcement came on Friday, two hours after Jones had informed his staff. Five hours after the story broke on WTVM Radio and almost 24 hours after one athletic department administrator heard it in his local grocery store.

"There comes a time in your life to move on and I want to take advantage of the early retirement program that the University is currently offering," Jones said in what appeared to be a last-minute sports information department release Friday.

There was more to it. The course of responding to the inevitable media inquiries, Gee confirmed for the first time last week that an NCAA investigation into Ohio State's athletic department had "widened." And the job description he floated for Jones's successor is so broad that anyone would be hard-pressed to find a job radically different from Jones's.

Gee did not confirm reports that four other athletic administration posts would roll. Speculation now is that the contracts of Dick Finn, Bill Myres, Phyllis Bailer and Dick Sloan, all longtime administrators in the department, will not be renewed.

The NCAA: The investigation itself began in the spring, when the OSU basketball program got nailed for a series of violations that recruiting superstar Damian Flint. The previous October, former Ohio State assistant coach Paul Brazowu gave Flints's high school coach $3,000 to pay him and his son $300 for lunch. It was a lunch at Damans, which is off campus—also an NCAA no-no. Brazowu also had thrown in $25 worth of nylon gym bags. OSUs initial spin was it was hardly earth-shattering and Ohio State didn't "self-report," which goes a long way with the NCAA.

Then it turned out that Ohio State didn't exactly do that. The university told itself only after somebody else told the university and the NCAA had called up to inquire. Flint ended up at the University of Cincinnati.

There were other embarrassments, like Izuzu gate, which became public in the fall. It involved two OSU basketball players who tried to buy $20,000 Izuzu sedans from a local car dealer, by asking sponsors from the Worthington Summer League to co-sign.

Whether because of Izuzu gate or something else, the NCAA probe dragged on and on. Almost a year later, it still isn't over. The investigation has narrowed, beyond Flint and beyond basketball.

Chuck Smrt, director of enforcement for the NCAA, wouldn't talk about the Ohio State case specifically, but he was willing to talk in general terms.

It's not uncommon for investigations to widen beyond the original violations, he said. Once a school comes under scrutiny for one sport, it's common for investigations...
Jones knew in December his job was on the line

Kern also told the Dispatch he'd been in town over the weekend house hunting.

According to OSU Vice President for Student Affairs David Williams, the appointment isn't wired for Kern. Williams announced Tuesday that he'd named College of Education Dean Nancy Nizzi to head a nine-member search committee.

"I read in the Plain Dealer today that Archie Griffin would get the job and I heard last night that Greg LaRosa would resign to take the job," Williams said. "From where I sit, I can assure you that I have not made any agreements with anybody."

Which brings us to Haskel, who fits the Gee criteria every bit as well as Kern—and in some cases better. Today, he's better known around town than Kern, who has been away from Columbus for more than 20 years.

And Haskel's allegiance to and knowledge of Ohio State athletics is more established than Kern's, if only because he's been here and done more.

Haskel's Wolf. His name is David, and he's an accountant and an active supporter of OSU athletics.

"Bill Haskel is the best person I know for the job," said Wolfe. "He's a successful businessman, and he's been right here in Columbus for 20 years. He's very familiar with the university and its athletic programs. And he's got a lot of class.

"I asked whether he'd applied for the AD's job. Tuesday, Haskel, general manager of The Millerk Paper Co., told me, 'I'll take a look at the job, work with a great group of people.'"

"If anyone at the university had contacted him about the job, Haskel said, 'No. No one has spoken to me.'"
OSU appoints committee for new AD search

A search committee has been formed to replace Jim Jones as athletic director at Ohio State. The committee is being chaired by College of Education Dean Nancy Zimpher, an Ohio State news release said.

The committee’s members are: Amira N. Ailabouni, the student member on the OSU Board of Trustees; Deborah M. Antonelli, the marketing and promotions director for the Department of Athletics; Herbert B. Asher, professor of Political Science and special assistant to the president; Elizabeth G. Cook, assistant director of sports information; Robert M. Duncan, vice president for legal affairs and secretary to the Board of Trustees; Richard H. Hoyt, alumni member of the University Athletic Council; Charles McMurray, special assistant to the president of the Alumni Association; Katherine Meyer, professor of Sociology and chair of the Athletic Council; and James W. Stone II, head coach, women’s volleyball, said David Williams II, vice president for Student Affairs.

Since this committee was determined in late February, another student has been appointed. Bob Hoying, who was the starting quarterback for the OSU football team, joined Ailabouni as the second student on the committee.

The committee has been instructed by OSU President E. Gordon Gee to try and select the new athletic director within the next four to six weeks, Williams said.

Gee wants to have a new athletic director by the time the NCAA investigation comes to a close.

"The president would like to have the new athletic director named by the end of April so that decision, and the NCAA investigation will be behind us," Williams said.

— Dennis Glowacki
Kern bows out of running for AD job
Ex-OSU quarterback cites health, business concerns

By George Strode
Dispatch Sports Editor

Rex Kern will return to Columbus, but not as Ohio State's next athletic director.

Kern, considered the front-runner for the job since Jim Jones announced his early retirement on Feb. 18, said he wants his name withdrawn from consideration, for health and business reasons.

Kern, the quarterback of Ohio State's 1968 national champions, has been looking for a house in central Ohio so he can relocate and be near his business partner in a financial services firm.

“We've been kinda looking at areas as long as five years,” Kern said from his home in Ventura, Calif. “Most of our customers are in Ohio and surrounding states.”

Kern, 44, had not applied for the athletic directorship but had been nominated several times.

He had discussed the opportunity with president Gordon Gee and Nancy Zimpher, head of the university's screening committee, but no interview had been set up.

Kern expressed concern about his health — he's had back surgery and a hip replacement since his football career ended. “I'm not quite fully recovered from surgery,” he said.

With Kern's withdrawal, the search for a new athletic director apparently has become a wide-open procedure. Gee had wanted a new athletic director in place before the NCAA recruiting violations case is disposed of.

The NCAA Committee on Infractions is scheduled to meet Friday, and Ohio State is on the agenda.

"But even if the NCAA decides what it is going to do, it may not announce its decision for as long as four weeks," said Steve McDonald, a university attorney.
Ohio State still looking for a Jones replacement

Search is being narrowed down

By Amy Schafer
Lantern staff writer

The Ohio State search committee is still conducting interviews and reference checks of potential candidates to replace Athletic Director Jim Jones, said Vice President of Student Affairs David Williams II. Williams said OSU President E. Gordon Gee wants to hire a new athletic director by mid-to-late April. However, Williams said it is more realistic to expect the replacement to be named by the end of April or the beginning of May.

There were 130 applicants for the position, and the committee is searching through those applications to present two to four candidates to the Athletic Department, Williams said.

The search committee, headed by Nancy Zimpher, dean of the College of Education, and made up of nine other members, meets weekly to trim down the list of applicants.

The committee is looking for certain qualities in an athletic director, such as someone who is on the cutting edge of collegiate sports in all aspects, Williams said. This includes obtaining a high graduation rate for athletes, achieving a 40 to 60 percent gender equity ratio of women to men, successfully marketing athletic programs, and winning.

“We are looking for someone who can take us to the future and understands the history and tradition of the past,” Williams said.

Zimpher said the search committee could not comment on the status of the search and all information was being distributed through the Office of Student Affairs.

A press release from University Communications said the members named to the search committee are Amira Ailabouni, student member of the Board of Trustees; Deborah Antonelli, marketing and promotions director of the Athletic Department; Herbert Asher, political science professor and special assistant to the president; Elizabeth Cook, assistant director of sports information; Robert Duncan, vice president for Legal Affairs and Board of Trustees secretary; Richard Hoyt, alumni member of the University Athletic Council; Charles McMurray, special assistant to the president of the Alumni Association; Katherine Meyer, associate professor of sociology and chair of the Athletic Council; and James Stone II, head coach of women's volleyball.
Nominee for OSU AD says he’s not interested

Jeff Kaplan, a former athletic counselor for Ohio State, said yesterday that he had been nominated for the school’s athletic director job but is not interested in succeeding Jim Jones.

Jones, 57, announced Feb. 18 that he was opting for early retirement as OSU athletic director, effective June 30.

“I did not apply,” Kaplan said. “I said I was not interested. I will not pursue it. It wasn’t something that would be a good fit for me at this time.”

Kaplan, 43, said he is more interested in the challenges and scope of his position as senior vice president and special assistant to the chief executive officer of U.S. Health Corp.

Kaplan served as an OSU athletic counselor in 1973-75 after a stint in ’73 as a graduate assistant on Woody Hayes’ coaching staff.

Meanwhile, Oregon State athletic director Dutch Baughman, who said he has talked to the OSU screening committee, is one of 10 finalists for the athletic director’s job at Oklahoma State.

Baughman has been nominated but did not apply at the Big Eight school.

— George Strode
Hosket will talk with OSU about AD job

Bill Hosket, a Columbus businessman and Most Valuable Player on the 1968 Ohio State basketball team, said the university has contacted him about becoming its next athletic director.

Hosket manages a paper company's Columbus division. He also provides color commentary on Ohio State and Big Ten basketball telecasts.

"I have not yet decided how or if to proceed. They just want to talk and they put my name on the list," Hosket said. "For financial and other reasons, I don't know whether to consider myself a candidate, but out of respect to the university, I will talk to them."
AD search isn’t zooming along

Screening committee might now look at “corporate types”

By George Strode
Dispatch Sports Editor

Rex Kern’s withdrawal from consideration for the Ohio State athletic director’s job has led to a wide-open race.

The screening committee could submit its list of four or five finalists this week to President Gordon Gee and David Williams II, vice president of student affairs and supervisor of the athletic department.

“But I wouldn’t bet on it,” one university administrator cautioned.

Kern, 44, a California businessman and quarterback of Ohio State’s 1968 national football champions, appeared to be the No. 1 choice. However, he asked not to be considered, for business and health reasons.

“The job description was written for Kern,” another candidate said.

Upon his withdrawal, Kern offered advice to the new athletic director: “He better have his mountain-climbing shoes on.”

Obviously, Kern was referring to problems facing the department — pending NCAA sanctions for men’s basketball violations, gender equity, a proposed new arena and baseball stadium, lack of marketing, internal problems in the men’s and women’s basketball programs and the hiring of at least two senior athletic administrators.

The screening committee has interviewed 13 or 14 candidates, Williams said. A few more will be interviewed this week.

However, an OSU administrator said, “Gordon might have the committee do a second go-round, looking at corporate types. The committee has been screening mostly people that have what you would call classic athletic director backgrounds.”

Among the possibilities:

- Andy Geiger, 52, Maryland athletic director since 1990 and former athletic director at Brown, Pennsylvania and Stanford. He serves on two key NCAA committees — reviewing financial conditions in college athletics, and special events, including a subcommittee on postseason football.

- Dutch Baughman, 45, Oregon State athletic director since 1990, a graduate of West High School and Ohio State, where he was a graduate assistant in football and an academic counselor. He has been athletic director at Furman and Virginia Tech and an assistant commissioner of the Southwest Conference.

- Archie Griffin, 39, assistant Ohio State athletic director and the only two-time Heisman Trophy winner. Griffin has been successful in fund-raising for the athletic department since being appointed to his current position in 1987.

- Jim Copeland, 49, Virginia athletic director since 1984. Copeland also served as Utah athletic director.

- Bill Hosket, 47, general manager of the Columbus Division of Miller-Acraft Paper Co. A basketball All-American with Ohio State’s 1968 NCAA third-place team, Hosket has been close to the Big Ten and the university through his analysis on Raycom basketball telecasts.

- Jeff Kaplan, 43, senior vice president and special assistant to the chief executive officer of U.S. Health Corp. Kaplan, who has a law degree from Ohio State, also served as a graduate assistant and academic counselor for Woody Hayes in the 1970s.

Griffin, Geiger and Baughman also are the finalists for the Oklahoma State athletic director’s job, say they are interested in the job.

Gee wants to keep Griffin on the staff, but his role has not been determined.

“We want to do what is best for Archie. We don’t want him to come in (as athletic director) and fall,” said an OSU administrator. “It may be in Archie’s best interest to make him associate athletic director.”

Hosket and Kaplan, although loyal to the university, prefer to remain in their high-paying business positions. Neither considers himself a candidate although both have talked to committee members.

Copeland would not reveal his interest in succeeding Jim Jones, who will take early retirement on June 30.
OSU athletic department names new director today

Terps' Geiger expected to succeed Jones

By Charles Calvin Jefferson
Lantern sports writer

Ohio State is expected to announce today that its soon-to-be-vacant athletic director position will be filled by University of Maryland Athletic Director Andy Geiger.

Geiger will take the place of outgoing athletic director Jim Jones, who announced in February that he would be stepping down June 30.

A press conference will be held today in the Alumni Lounge of the Fawcett Center for Tomorrow at 4 p.m. to introduce Ohio State's new director of athletics, according to the OSU Sports Information Department.

Geiger was unable to be contacted Thursday at his office at Maryland because he was out-of-town.

Geiger, a 1961 graduate of Syracuse, became director of a problem-ridden Maryland athletic program on Sept. 7, 1990, at a time when the university was reeling from NCAA-imposed penalties and sanctions.

But Geiger rebuilt the Maryland program, elevating the image of its athletics while providing structure and planning for the future, according to a University of Maryland biography sheet.

He was instrumental in establishing across-the-board equilibrium in Maryland's 23-sport program in the face of financial challenges, the biography sheet said.

Geiger also established new and improved management procedures at Maryland to handle the complexities of its large Division I athletic program.

Ohio State will be Geiger's fifth athletic directorship. Before going to Maryland, he had served as athletic director at Stanford, Pennsylvania and Brown, taking his first director's job there in 1972.

The termination of Jones' tenure as Ohio State's athletic director was one of the moves the university had to make to abate any penalties that may come from an NCAA investigation of recruiting violations, the Lantern reported in February.

Jones said at the time that he was leaving Ohio State to take advantage of the university's one-time 5-year early retirement buy-out plan.

In naming Geiger, OSU President E. Gordon Gee will make good on his promise to fill the athletic director position before the investigations conclude.

A search committee was formed in March to look for a replacement for Jones, and has apparently found its man.
Maryland official to lead OSU sports

President Gordon Gee cited improvements in the Terapins' program as a factor in the choice.

By George Strode
Dispatch Sports Editor

Ferdinand A. "Andy" Geiger, who led the University of Maryland from NCAA probation to national contention in several sports, will become the next athletic director at Ohio State University.

OSU will introduce Geiger today at a 4 p.m. news conference.

He will work under a one-year contract, as all previous OSU athletic directors have. His salary is yet to be settled.

Geiger will be released from the fourth year of a five-year contract at Maryland that pays him $125,000 a year, plus a yearly annuity of $15,000.

OSU President Gordon Gee received permission from William Kirwan, president at Maryland, to contact Geiger about the job.

Geiger, 55, will succeed the retiring Jim Jones to become the Buckeyes' seventh athletic director. Jones, 57, announced Feb. 18 that he would take early retirement, effective June 30.

Geiger was chosen by Gee and David Williams II, vice president of student affairs, from a list of three finalists submitted by a screening committee.

He has been approved by the Athletic Council. While final approval by the Board of Trustees is required, none of the trustees has voiced any objection.

In the course of the search, OSU officials asked Jim Delany, commissioner of the Big Ten, and Cedric Dempsey, executive director of the NCAA, to list the nation's top five athletic directors. Geiger and Tom Butters, the athletic director at Duke, were on each man's list.

Butters, a native of Delaware, Ohio, who withdrew early from consideration, calls Geiger the best in the country.

Among possible factors that persuaded OSU to hire Geiger,

- His ability to manage a large Division I athletic program. He oversaw 23 men's and women's sports at Maryland and will deal with 32 at OSU.
- His establishment of financial stability for Maryland's athletic program in the face of various challenges.
- Maryland's national competitiveness in several sports. The women's lacrosse team won the 1992 NCAA title, the women's field hockey team has reached the national semifinals, the women's basketball team has been ranked No. 1 nationally and the men's basketball team has become a challenger in the Atlantic Coast Conference and the NCAA tournament under former OSU coach Gary Williams.
- His supervision of upgrading of athletic facilities — a new athletic training center and renovation of locker rooms for several sports.

Please see GEIGER Page 2A
His NCAA involvement. Geiger has served on nine NCAA committees, including ones that review financial conditions for intercollegiate athletics and make basketball tournament selections, and the special events committee, including a subcommittee looking at postseason football. He was among the front-runners to replace NCAA Executive Director Dick Schultz when he retired.

His active role on the U.S. Olympic Committee. He served four years each on the committee on budgets and auditing, and one on athletes' development.

Geiger’s most successful stint was at Stanford University, which won 27 NCAA titles during his 11-year tenure there.

Geiger said he was impressed with Geiger’s ability to clean up Maryland’s athletic program, which had been rocked by the death of basketball player Len Bias of a cocaine overdose and recruiting violations that led to probation for the men’s basketball team.

He faces some similar problems at OSU: pending NCAA penalties for men’s basketball recruiting violations, internal problems in the athletic department, strategy for building a proposed arena and a baseball stadium, and hiring senior athletic department supervisors.

Phyllis Bailey, 67, an associate athletic director in charge of women’s athletics, and Dick Finn, 60, special assistant to Jones in charge of compliance with NCAA rules, also will retire.

The status of two more senior athletic administrators, Bill Myles, 57, and Dick Sloan, 57, remains uncertain.

Archie Griffin, 39, an assistant athletic director involved in fund-raising, likely will be promoted to associate athletic director.

His role is expected to expand, as are his responsibilities.

Griffin actively sought the top job, but Gee wanted the new man to be from outside the athletic department. “I want a fresh set of eyes,” he said at one point during the search process.

Geiger obviously meets that criterion. He has no OSU background, making him only the third athletic director not promoted from within the department.

The others with no OSU ties were Lynne W. St. John and Rick Bay. St. John came from the College of Wooster to be OSU’s first athletic director in 1912. Bay, a former University of Michigan wrestler, was athletic director at the University of Oregon before coming to OSU.

Bay was hired in 1984 to succeed Hugh Hindman, who also retired early.
Past OSU athletic directors

- **JIM JONES** (1987-94) — Cuyahoga Falls, Ohio, native graduated from Kent State (B.S.) and Ball State (master's). He served at Ohio State since 1969 as physical education instructor, academic counselor, assistant athletic director and associate athletic director before replacing Rick Bay in November 1987.

  Jones has been active in the Big Ten and NCAA, serving as chairman of league athletic directors, on Big Ten television and promotions committees, and on the NCAA special events and postseason bowls committees.

  Key hires have been football coach John Cooper in 1987 and men's basketball coach Randy Ayers in 1989.

- **RICK BAY** (1984-87) — Came to Ohio State from University of Oregon, where he had been athletic director for three years. Stepped up fundraising efforts to keep abreast of spiraling budgets, with an emphasis on marketing and new merchandising concepts.

  Launched a $45 million drive to build new athletic facilities and expand and renovate old ones. A native of Waukegan, Ill., and graduate of University of Michigan, Bay was the outstanding wrestler in the Big Ten in 1965. Started athletic career as assistant wrestling coach at Michigan. At Oregon, he balanced a troubled athletic department budget and rejuvenated an athletic program that had been on NCAA probation.

- **HUGH HINDMAN** (1977-84) — Rose through the OSU ranks, starting as assistant football coach under Woody Hayes. He served seven years as a coach and seven more as associate athletic director.

  Native of Columbus and graduate of North High School and Miami University, Hindman oversaw the completion of Mike Peppe Aquatic Center and Paul G. Benedum Recreation Center. Served on key committees in the Big Ten and NCAA. Started coaching career in 1958 as a line coach for Bill Hess at Ohio University.

- **ED WEAVER** (1970-77) — Native of Maryland and graduate of Lima Central High School and Ohio State B.A., started career as a jewelry salesman and finance company employee. Weaver served from 1950 until '53 as OSU ticket director. After working as an administrative assistant for a university vice president, he returned to the athletic department in 1957 as associate athletic director.

  Added 10th and 11th football games to increase revenues and helped arrange NFL exhibitions in Ohio Stadium in 1972 and '73. Also oversaw the building of new varsity tennis complex and installation of artificial turf in Ohio Stadium and the practice field, the addition of lights to the stadium facade and the fiberglass covering of 53,805 Ohio Stadium seats.

- **DICK LARKINS** (1947-70) — During his tenure, St. John Arena, French Field House, a new baseball field, the North Facility for football practice, the OSU Ice Rink, a ski slope on the golf course and a new golf pro shop were built.

  Larkins was instrumental in creating an extensive intramural program for 19 sports that attracted almost 18,000 students in 1970. The native of East Liverpool, Ohio, and graduate of Ohio State (B.A.) won six letters, three each in football and basketball, in college.

  He started his OSU career as freshman football coach in 1931. He served as University of Rochester football coach in 1936 before returning to OSU a year later. He stayed in the physical education department until becoming athletic director.

- **LYNN ST. JOHN** (1912-47) — Recognized as single greatest force in building the base for today's athletic programs and facilities. Had the foresight to have Ohio Stadium built in 1922 but was criticized because it was so large. Also planned and made possible the three-pool Ohio Natatorium, planned and financed the 36-hole OSU golf course and was a major factor in the building of the Men's Gymnasium.

  Even while he was athletic director, St. John still coached. He led the OSU baseball team to a 16-year record of 191-99. He also served as head basketball coach for eight seasons (81-69) and was a football line coach when the need arose.

  The native of Monroe, Ohio, graduated from Monroe High School. He coached and played basketball as an undergraduate at the College of Wooster. After graduation, he coached at Fostoria High School, his alma mater, and Ohio Wesleyan before joining the OSU staff in 1912.
Committee named to search for Athletics Director

Broad representation of faculty, staff, students selected

COLUMBUS – President Karen A. Holbrook today announced the appointment of 15 members of the University community to the committee that will conduct the search to replace Athletics Director Andy Geiger, whose retirement is effective June 30.

"With broad representation from faculty, staff and students, as well as our Board of Trustees, the committee’s makeup reflects our recognition that athletics is an integral part of the University," said Holbrook.

She said she plans to charge the committee with conducting a search that is thorough yet expeditious. A first meeting has not yet been set.

"The mission of this committee is to advise the President with respect to the qualities and qualifications of an Athletics Director who will best serve this University, and to identify finalists for the position," said Joe Alutto, dean of the Fisher College of Business and chair of the committee. He said the fact that members have different levels of experience with athletics will be helpful in ensuring that different perspectives are considered.

"The successful candidate will have an extremely wide and deep range of skills and experience, and our committee is reflective of that," Alutto said.

The members of the search committee are:

- Tami Longaberger, chair of the Board of Trustees
- John Bruno, athletic faculty representative and professor of neuroscience and psychology
- Beverly Moss, academic liaison with athletics and professor of English
- Christian Zacher, a member of the Athletic Council, professor of English and director of the Institute for Collaborative Research and Public Humanities

- more -
Athletics Director Search Committee -- 2

- Deb Mason, Athletic Council member and vice president of Undergraduate Student Government
- Brian Joseph, faculty member at-large and Distinguished University Professor, departments of linguistics and Slavic and East European languages and literatures
- Joe Breschi, men’s lacrosse head coach
- Lori Walker, women’s soccer head coach
- Susan Henderson, associate director of athletics
- Archie Griffin, president/CEO of the Ohio State Alumni Association
- Janine Oman, an athletic trainer and a clinical instructor in the College of Medicine and Public Health
- Brandon Mitchell, a student-athlete on the football team
- Jackie Schardt, a student-athlete on the women’s volleyball team
- Richard Hollingsworth, associate vice president for student affairs

Ex-officio members of the committee are David Frantz, secretary to the Board of Trustees and professor of English; Chris Culley, University general counsel; and Curt Steiner, senior vice president for external relations.

Also, the search firm of Baker-Parker of Atlanta has been hired to assist with the search. Baker-Parker has been involved with a number of high-profile searches for the NCAA as well as for athletic directors for the University of Washington and Indiana University.

Holbrook has asked Geiger to spend the next several months prior to his retirement working in three key areas:

- Helping to move the Student Athlete Support Services Organization further under the aegis of the Office of the Provost;
- Creating a different reporting relationship for the athletics Compliance Office to align it more closely with the University’s Office of Legal Affairs;
- And creating and executing a more comprehensive Booster Education program which will begin with the first 2005 Football Season mailings in early February.

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