

The Ohio State University
Department of Athletics
Coaching Staff Performance Review

Employee: Thad Matta

Job Title: Head Coach

Sport: Men's Basketball

Name of Evaluator: Eugene Smith

Date of Review: Sept. 4, 2013

Instructions:

Each full-time employee of the Department of Athletics will participate in a performance review at least once per year. Each section of the review must be completed. Managers must include comments to provide additional information and clarification in each section.

The performance review will be discussed with the employee and the employee has the opportunity to add their comments to the review. Managers have the opportunity to incorporate other techniques into the performance review including peer reviews or other sources of feedback.

All completed reviews must be turned in to Human Resources by: July 1, 2013

Core Values:

Integrity	We will act with integrity and personal accountability.
Education	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
People	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
Excellence	We will excel in performance, achievement and service.
Respect	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
Innovation	We will encourage innovation, develop a curious mindset and embrace change.
Community	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
Tradition	We will build upon our traditions which have been developed throughout our proud history.

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

Strength of this Person	<ul style="list-style-type: none">• Work is efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.
Meets Performance Standards	<ul style="list-style-type: none">• Work consistently meets the requirements of the performance objective or core competency.• Performance is of high quality; it is efficient, accurate, reliable, and timely.• Work is done in a manner that reflects the values of OSU and Department of Athletics.
Opportunity for Improvement	<ul style="list-style-type: none">• Performance may partially meet the requirements of the performance objective or core competency.• Performance warrants considerable improvement.• Specific recommendations should be discussed in order to facilitate improvement.

Section 1 – Team Summary for

Instructions: Please fill-in the information for each item below

- | | | | | |
|-------|-------------------------------------|-------------|---------------------|--|
| 1. | Graduation Success Rate (GSR) : | <u>46</u> | | |
| 2. | Federal Graduation Rate: | <u>36</u> | | |
| 3. | Team APR: | <u>972</u> | | |
| 4. | Team GPA: | <u>2.82</u> | | |
| 5. | Number of Scholar Athletes: | <u>3</u> | | |
| 6. | Other Academic Issues: | <u></u> | | |
| <hr/> | | | | |
| 7. | Overall Win/Loss Record: | <u>29-8</u> | National Ranking: | <u>7th AP</u>
<u>6th – USA</u>
<u>Today Coaches</u> |
| 8. | Overall Win/Loss Conference Record: | <u>13-5</u> | Conference Ranking: | <u>2nd</u> |
| 9. | Conference Championship: | Yes | No X | |

Competitive Success:

- | | | | |
|----|---|-------|----|
| 1. | Has the team elevated its competitive success from the previous year? | Yes X | No |
| 2. | Is the team competitive in the upper half of their conference? | Yes X | No |
| 3. | Is the team competitive in the NCAA (e.g. ranked in top 25 nationally)? | Yes X | No |

Special Athletic Achievements:

This past year was another remarkable performance competing in a 4th Sweet 16 in a row and advancing to the Elite 8. The team exceeded all public expectations.

Additional Comments:

Section 2

Employees should be rated on each statement in the performance areas listed below. In addition to the ratings, managers must provide comments to elaborate on ratings, provide examples, or address other areas in each category. Rate the employee's performance on each function as:

- **Strength of Coach**
- **Meets Performance Standards**
- **Opportunity for Improvement**

A. Academic Success of Program

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Communicates academic success as a priority to student-athletes	X		
Cooperates and works well with SASSO staff	X		
Creates environment that encourages student-athletes to graduate/complete degrees	X		
Keeps track of student-athletes' progress (e.g. APR, quarterly grades, study table)	X		

Overall Rating:

Summary & Highlights from Past Year

Each year the APR continues to improve. Each student athlete was in good academic standing. Getting an early departure student athlete to leave in good academic standing was an outstanding accomplishment. Winning the Big Ten Tournament was outstanding.

Areas of Focus for the Upcoming Year

Continue to improve APR and having each student athlete in good academic standing.

B. Competitive Success of Program

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Student-athletes earn conference, regional or national honors	X		
Commitment to continuous quality program improvement	X		
Displays knowledge and teaching ability of skills and techniques	X		
Stays informed of modern coaching trends, tactics and strategies	X		
Demonstrates preparation for opponents	X		
Implements appropriate conditioning program for all team members	X		
Recruits athletes capable of academic and athletic success at OSU	X		
Sets an example of positive professional behavior during competitions	X		

Overall Rating:

Summary & Highlights from Past Year

Areas of Focus for the Upcoming Year

C. Commitment to Compliance

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Demonstrates proper knowledge, understanding and adherence to NCAA, Big Ten and University rules and regulations		X	
Creates a strong compliance environment through leadership and education to student-athletes		X	
Cooperates with and is responsive to compliance staff; reports known violations		X	
Maintains timely, accurate, and complete reporting of required forms		X	

Is there a pattern of rules violations in any given area?
If yes, what area?

Yes No X

Overall Rating:

Summary & Highlights from Past Year

Never an issue. Thad and his staff constantly communicate with Compliance and understands how to create a culture of compliance

Areas of Focus for the Upcoming Year

Continue the focus.

D. Student-Athlete Welfare

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Complete involvement in student-athletes' lives/available to discuss their concerns (e.g. academics, social, family, etc.)	X		
Provides positive motivation and uses positive coaching techniques	X		
Holds student-athletes accountable to exhibit proper behavior and sports like conduct	X		
Disciplines student-athletes appropriately, effectively, and consistently	X		
Actions reflect a concern for student-athletes' health and safety at all times	X		
Helps student-athletes set personal goals and reach potential	X		
Effectively deals with parents and parental issues or concerns (parent management plan)	X		
Develops positive team spirit and morale	X		
Effectively plans for the personal and professional development of student-athletes	X		

Overall Rating:

Summary & Highlights from Past Year

Areas of Focus for the Upcoming Year

Thad and his staff do a great job developing the total student athlete. Helping them learn lessons beyond basketball is a priority.

Continue the focus and assist the seniors with their ultimate goal as they transition.

E. Leadership

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Presents a positive role model for student-athletes (e.g. appearance, language, and sportsmanship)	X		
Exhibits organizational skills and performs assigned tasks in a timely and efficient manner	X		
Maintains appropriate coach/student-athlete relationship and exhibits proper behavior toward student-athletes	X		
Generates creative solutions to work situations	X		
Effectively manages assistants and staff; provides ongoing coaching & feedback	X		
Appropriately mentors assistant coaches and provides opportunities for development	X		
Is involved with NCAA, conference and other professional organizations	X		
Fosters positive relationships and coordination with support areas (medical services, equipment, business office, athletic communications, etc.)	X		

Overall Rating:

Summary & Highlights

One of Thad's greatest attributes. This may have been one of his best jobs leading this team.

Areas of Focus for the Upcoming Year

Continue.

F. Communication

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Effectively communicates with coaching staff	X		
Effectively communicates with student-athletes (about team rules and expectations)	X		
Effectively communicates with athletic administrators (keeps Sport AD informed of pertinent issues)	X		
Effectively communicates with support staff	X		
Responds in a timely manner to student-athlete issues	X		
Responds in a timely manner to administrative requests	X		

Overall Rating:

Summary & Highlights

Areas of Focus for the Upcoming Year

Creates an environment where over communication is the norm.

Continue.

G. Budget Management

Strength of Coach	Meets Performance Standards	Opportunity for Improvement
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Program stays within established budget

X

Follows institutional purchasing procedures

X

Follows institutional travel procedures and submits expense reports timely and accurately

X

Overall Rating:

Summary & Highlights from Past Year

Areas of Focus for the Upcoming Year

H. Public Relations/Donor Relations

Strength of Coach	Meets Performance Standards	Opportunity for Improvement
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Fosters successful relationships with donors and boosters

X

Actively participates in development/donor activities and fundraising events

X

Develops positive relationships with alumni

X

Works to increase awareness and support of the sport and OSU (e.g. speaking engagements)

X

Represents Ohio State as a positive public figure

X

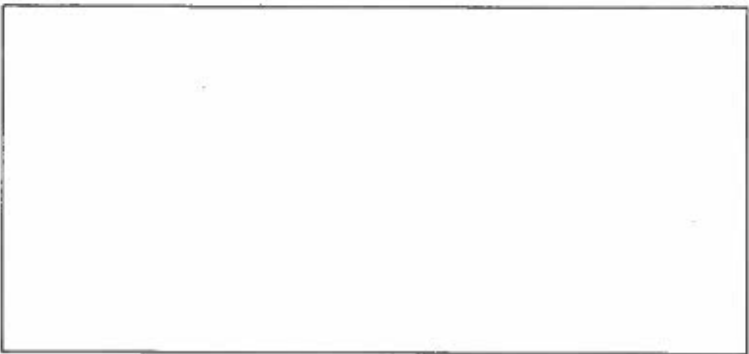
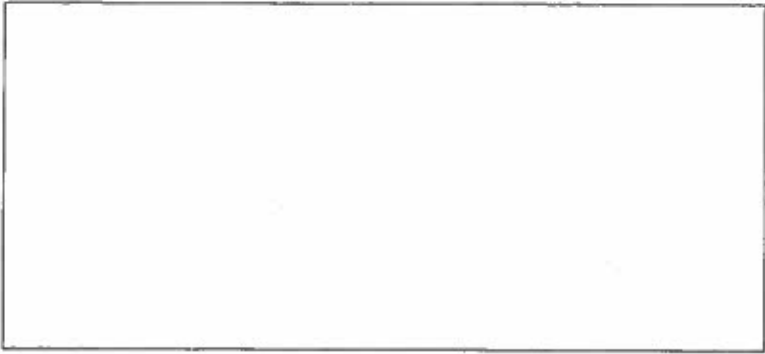
Participates in community service events with team

X

Overall Rating:

Summary & Highlights from Past Year

Areas of Focus for the Upcoming Year



AN OVERALL RATING MUST BE APPLIED TO ALL EMPLOYEES

OVERALL RATING:

Overall Comments

Summary

Thad continues to be one of the premier coaches in the country. His leadership is outstanding.

Strengths

Communication and student athlete development continues to be a major strength.

**Opportunities for
Improvement**

Needs to assist the department in promoting early non-conference games to strengthen interest and attendance.

Employee's Comments

Employee Signature:

Thad Matta

Date: 9/4/13

Sport Admin. Signature:

[Signature]

Date: 9-4-13

Athletic Director Signature:

[Signature]

Date: 9-4-13

HR Signature:

Date: _____

**Completed reviews must be turned in to Athletics Human Resources by
July 1, 2013**