

NEXT LEVEL

REGISTER FOR THE MOST TALKED ABOUT PROFESSIONAL DEVELOPMENT FOR COLLEGE COACHES.

MAY 22-24

HOST HOTEL
HILTON CHARLOTTE UNIVERSITY PLACE
CHARLOTTE, NC

DISCOVER WHAT YOU NEED TO DO TO LAND YOUR DREAM JOB

- GAIN ACCESS AND EXPOSURE TO ATHLETIC ADMINISTRATORS AND SEARCH FIRMS
- LEARN WHAT'S EXPECTED WHEN YOU BECOME THE HEAD COACH

A STEP UP MISSION:
EDUCATE, CONNECT, EQUIP, AND INSPIRE



Basketball Skills Development Clinic and Basketball After Dark Presenters



Joy Smith
Clemson



Steve Smith
Florida State



Bob Starkey
LSU



Kevin Sutton
Kansas State



C.Y. Young
MODERATOR

Athletic Administrators and these Search Firms will be present

- Athletics Staffing and Consultants
- Carr Sports
- College Sports Solutions
- DHR Global
- Parker Executive Search
- Renaissance Search
- SRI Executive

Next Level Head Coach Presenters



Matt Doherty
Former Head
UNC & Notre Dame



Jonas Hayes
Georgia State



Rob Jones
Norfolk State



Rob Lanier
SMU



Bridgette Mitchell
Fordham



Alex Simmons
Memphis

Featured Speakers



Tim Elmore
Growing Leaders



Collin Henderson
Master Your Mindset

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May 22, 2023

Greetings to our A STEP UP Symposium Participants, Assistant Coaches Hall of Fame Class of 2023, and guests. Welcome to Charlotte, the 'Queen City.'

We are ecstatic to be back in person again for our three (3) symposiums ~ A STEP UP, Next Level, and the Head Coaches Executive Leadership Academy. It's going to be a monumental week highlighted by the induction ceremony of six who are among the best in the game, our Assistant Coaches Hall of Fame Class of 2023. Thank you for joining us to honor our Hall of Famers and for the personal commitment to invest in yourself and the future of your sport.

A STEP UP is an intimate, engaging, and collaborative learning environment that encourages interaction, dialogue, and feedback. Be open to exploring new insights, coaching strategies, and philosophical approaches to building a Championship program. We challenge you to step out of your comfort zone and network through various points of connection to develop relationships that will offer diverse perspectives about what it means to win.

The presenters will offer their professional and personal experiences and invite you to share your own. The symposium experience welcomes shared thinking. So, choose to be present. Be willing to take some risks, ask questions, seek feedback, and test your assumptions about how you do things. Be intentional about talking with one another and listening with your head and heart.

We hope that our time together will result in your personal and professional renewal and equip you with the tools to pursue your dreams and goals. Our sincere gratitude to each of you for attending and taking A STEP UP with us.

Congratulations again to our A STEP UP Hall of Fame Class of 2023.

Let's make this week an unforgettable experience!

In Service,

Johnny and Felicia Allen

Johnny and Felicia
Allen A STEP UP, INC.
Symposium Directors



OFFICE *of* MAYOR VI LYLES

600 East Fourth Street
Charlotte, NC 28202
Charlottenc.gov



May 17, 2023

Greetings!

As Mayor of Charlotte, I would like to welcome to Charlotte all the attendees of A STEP UP Professional Development Symposiums on May 22-25, 2023 and A STEP UP Assistant Coaches Hall of Fame Class of 2023 on May 23, 2023 for your induction ceremony.

I hope that those here from outside the Charlotte area will enjoy their stay and experience all that the largest city in the state of North Carolina has to offer, from the wonderful eateries to the Levine Center of the Arts, with its variety of museums, just to name a few. I invite each of you to venture out and explore the wonder, the beauty and the people who made this a great city. We are especially proud of the Levine Center for the Arts which includes the Harvey B. Gantt Center for African-American Art and Culture, the Bechtler Museum of Modern Art, Discovery Place and the NASCAR Hall of Fame.

Best wishes for an enjoyable and successful event.

Yours truly,

Vi Alexander Lyles
Mayor



**Assistant Coaches Professional Development Symposium
Participants Information Sheet
May 22 – 24, 2023**

A STEP UP is a two- and half-day professional development Symposium to Educate, Connect, Equip, and Inspire current and future generations of Coaches. For more visit: www.astepuplive.com

Event Info

ON COURT SKILLS DEVELOPMENT CLINIC LOCATION

Johnson C. Smith University (Brayboy Gymnasium)
N Summit Ave, Charlotte, NC 28216

Hilton Charlotte University Place Hotel

8629 J M Keynes Dr, Charlotte, NC 28262
Phone: 704-547-7444

SYMPOSIUM ATTIRE

On Court Skills Clinic: Casual. Whatever you traveled in is appropriate. Gym clothes. Standard Practice Attire.

Symposium Professional Development Attire: Business Casual (*school identified polo or collared shirt/blouse, slacks, dress, skirt, no jeans, no shorts, no gym clothes.*)

A Step Up Charlotte Symposium Event Contacts

Felicia Hall Allen (Event Director)	(704) 968 – 1987	fh@feliciahallallen.com
Johnny Allen (Event Director)	(704) 488 – 9000	Johnnya803@gmail.com
Becky Adams (Travel Coordinator)	(920) 723 – 6235	adams.becky@gmail.com
Lauren Flaum (Registration Coordinator)	(419) 290-8609	lsflaum@gmail.com

**Parking Information
Hilton University Place & Johnson C. Smith**

**A Step Up Symposium
Attire**

Participants

Participants are responsible for their own parking charges.

HOTEL GUESTS: FREE Parking while spaces are available.

Johnson C. Smith: FREE Parking

Participants

Business Attire and/or Collared Shirts, Slacks, Blouse w/ Pants, Skirts, or Dress

NO SHORTS. NO JEANS. NO GYM CLOTHES.

HOST HOTEL: HILTON CHARLOTTE UNIVERSITY PLACE

ADDRESS

8629 J M KEYNES DR.
CHARLOTTE, NC 28262

PHONE NUMBER

844-209-2487

AMENITIES

Enjoy recreational amenities such as a 24-hour fitness center and a seasonal outdoor pool. Additional features at this hotel include complimentary wireless Internet access, concierge services, and gift shops/newsstands. Guests can get around on the complimentary shuttle, which operates within 5 miles.

BUSINESS AMENITIES

Featured amenities include a 24-hour business center, express check-in, and express check-out. Planning an event in Charlotte? This hotel has facilities measuring 20000 square feet (1800 square meters), including conference space.

Dining at Hotel

Enjoy a meal at the restaurant or snacks in the hotel's coffee shop/cafe. Wrap up your day with a drink at the bar/lounge. Cooked-to-order breakfasts are available daily from 6:00 AM to 10:30 AM for a fee.

PARKING

Free self parking is available onsite.

A STEP UP SYMPOSIUMS CHARLOTTE - MAY 2023

A STEP UP
MAY 22- 24



For assistants coaches at 'all' levels who are continuous learners.

NEXT LEVEL
MAY 22- 24



For Aspiring Head Coaches with 5 years or more 'college' coaching experience.

HALL OF FAME
MAY 23



Honoring the Best 'Assistant' Coaches in the Business.

**HEAD COACHES
EXECUTIVE LEADERSHIP**
MAY 24 - 25



College Heads 'all' sports welcome to attend.

Front Desk Restaurant & Other Recommendations...

University Area:

Boardwalk Billy's - *American*
Ciro's - *Italian*
Zapata's – *Mexican*
Don Pedro - *Mexican*
Love, Sushi - *Japanese*
Firewater - *Upscale American*
Famous Toastery - *Brunch*
Bar Louie - *Bar/American*
Ninety's Ice-cream & Sandwiches - *Sweets/Dessert*
Cava - *Mediterranean (similar to Chipotle)*
Blaze - *Pizza*
Seafood Connection - *Seafood Spot*
Crackin' Crawfish - *Seafood*
Frankie's of Charlotte – *Game Bar (Huntersville)*
Anntony's – *Caribbean*

Plaza Midwood/NoDa:

Whiskey Warehouse - *Bar*
Snug Harbor - *Bar*
Peculiar Rabbit – *Bar*
Irie Vibes – *Caribbean*
Haberdish – *Southern/Brunch*
Sabor – *Latin/Tacos*
Amelie's – *French/Bakery*

Matthews/Mint-Hill:

Pho Huong Que - *Family Owned Vietnamese*
Metro Diner - *Brunch/Dinner*
King of Spicy - *Indian*

King Crab - *Seafood Boil*
American Deli - *Wings/Seafood*
Viet-Thai Noodle House

Uptown:

Suite - *Bar/Club (Epicenter)*
Midnight Diner - *Brunch/Lunch*
Pinky's
Sea Level NC - *Seafood*
Mert's Heart & Soul - *Southern*
Ink & Ivy
Cajun Queen – *Cajun/*
Flemings Steakhouse (*Epicenter*)
Vappianos - *Italian*
Mama Ricotta's – *Italian*
Wet Willies – *Bar (Frozen Drinks)*
Alexander Michael's – *Bar & Grill*
VBGB – *Beerhall/Bar*

South Charlotte:

Zinicola - *Upscale Italian*
Topelo Honey - *Brunch*
Another Broken Egg - *Brunch*
Midwood Smokehouse - *Barbeque*
CowFish - *Burgers & Sushi (SouthPark)*
Dogwood Southern Table & Bar (*SouthPark*)
RuRu's Taco's – *Taco Place*
Leroy Fox - *SouthEnd*
131 Main - *Upscale American*

DIRECTIONS TO HOTEL FROM CHARLOTTE DOUGLAS AIRPORT

- Take I-85 N from Josh Birmingham Parkway
- Follow I-85 N to NC-24 E/W W.T.Harris Blvd.
- Take exit 45A from I-85 N Continue on NC-24 E/W W.T.Harris Blvd
- Use the 2nd from the left lane to turn left onto JW Clay Blvd
- Destination will be on the left

DIRECTIONS TO JACK S. BRAYBOY GYMNASIUM FROM CHARLOTTE DOUGLAS AIRPORT

- Take I-85 N from Josh Birmingham Parkway
- Drive along NC-16 S. Take exit 5 B from I-277 S
- Take N Summit Ave and turn right onto W 5th St
- Turn right at the 1st cross street onto N Summit Ave
- Destination will be on your right

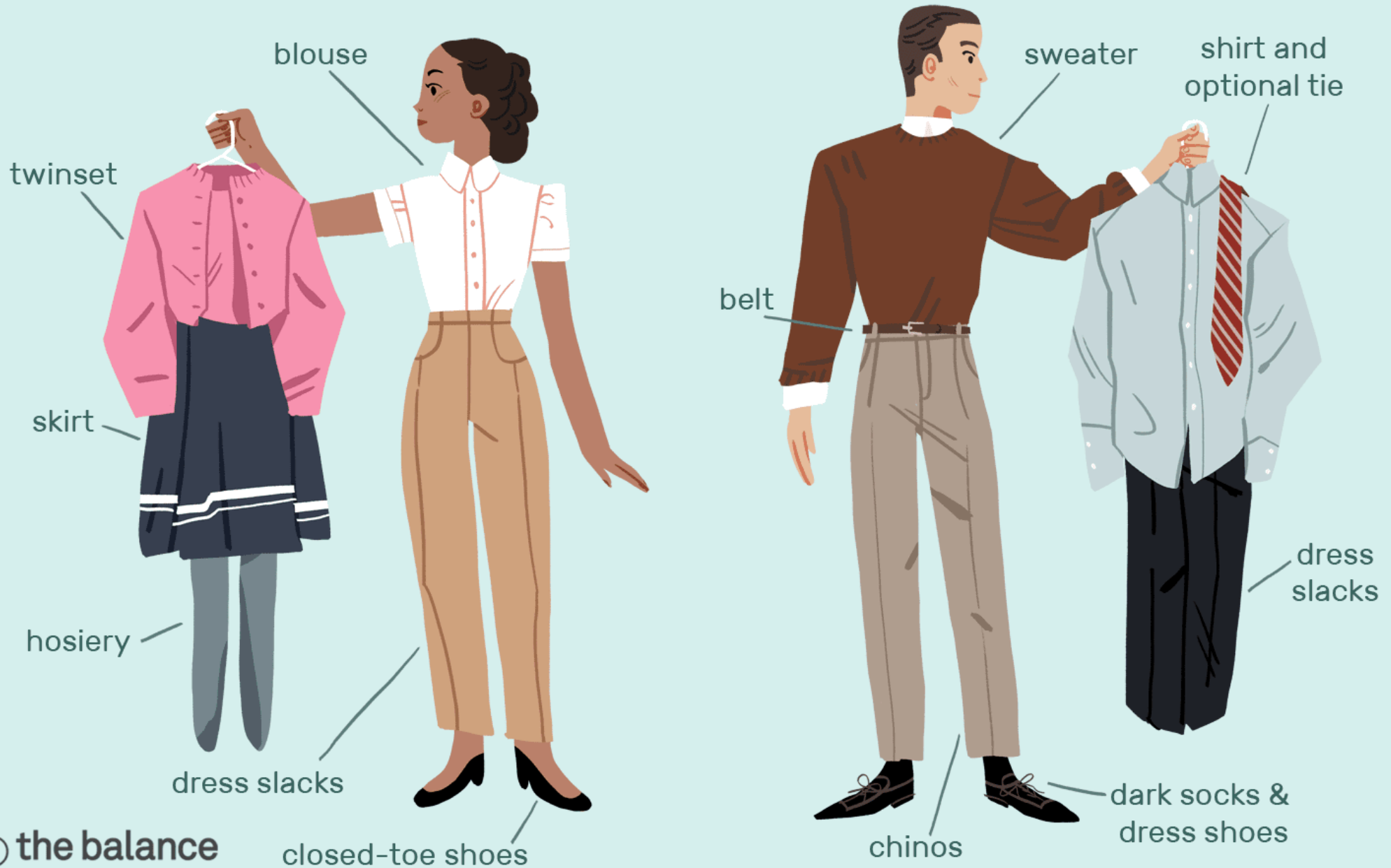
DIRECTIONS TO JACK S. BRAYBOY GYMNASIUM FROM HOTEL

- Get on I-85 S from W W.T.Harris Blvd
- Continue on I-85 S. Take I-77 S to W 5th St. Take exit 10C from I-77 S
- Take N Summit Ave and turn right onto W 5th St
- Turn right at the 1st cross street onto N Summit Ave
- Destination will be on your right

DIRECTIONS TO HOTEL FROM JACK S. BRAYBOY GYMANSIUM

- Take I-77 N/US-21 N from N Summit Ave and W 5th St
- Continue on I-77 N. Take I-85 N to NC-24 E/W W.T.Harris Blvd. Take exit 45A from I-85 N
- Continue on NC-24 E/W W.T.Harris Blvd
- Use the 2nd from the left lane to turn left onto JW Clay Blvd
- Turn right
- Turn left at J M Keynes Dr
- Destination will be on the left

What is Business Casual Attire?



NEXT LEVEL

MONDAY, MAY 22, 2023

1:00 pm – 4:15 pm	Basketball Skills Clinic (Johnson C. Smith, Brayboy Gymnasium)
	1:00 pm – 1:05 pm Welcome
	1:05 pm – 1:50 pm Speaker 1: Joy Smith, Clemson Topic: Man to Man Defense
	1:50 pm – 2:35 pm Speaker 2: Kevin Sutton, Kansas State Topic: Multiple Effort Skill Development Drills
	10 Minute Break
	2:45 pm – 3:25 pm Speaker 3: Bob Starkey, LSU Topic: Post Skill Work
	3:25 pm – 4:05 pm Speaker 4: C.Y. Young, Missouri
	4:05 pm – 4:15 pm Closing Remarks
4:15 pm – 6:00 pm	Break
6:00 pm – 6:15 pm	Welcome
6:15 pm – 6:20 pm	Introductions of Hall of Fame Candidates Class of 2023
6:20 pm – 7:20 pm	Presenters: Hall of Fame Candidates Panel
	Premiere Sponsor: BOA, Worth Advisors, Visit Charlotte
<i>7:20 pm – 7:30 pm</i>	<i>Instructions for following Morning</i>
7:30 pm – 8:45 pm	Meet & Greet Reception Hilton Waterfront

NEXT LEVEL

TUESDAY, MAY 23, 2023

- 7:00 am – 10:00 am Registration (Hilton Hotel)
- 7:30 am – 8:00 am Breakfast Buffett Line Opens
- 8:00 am – 9:35 am Assistant Coaches Hall of Fame Awards Induction
Honoring Assistant Coaches Hall of Fame
- 10 Minute Break
- 9:45 am – 9:50 am Next Level Welcome – Purpose – What You Hope to Gain
Emcee Rob Lanier (SMU)
- 9:50 am - 10:50 am Session I
TOPIC: Setting the Standards for Success
ROOM Presenters: **Bridgett Mitchell (Fordham), Rob Jones (Norfolk State), and Alex Simmons (Memphis)**
- 10 Minute Transition
- 11:00 am – 12:00 pm Session II
MOCK INTERVIEWS
Featured Presenters: Executive Search Firm and Athletic Administrators
DeLaina Sarden, Parker Executive Search
Michael Oblinger, UNC Wilmington
- 15 Minute Transition
- 12:15 pm – 1:30 pm NEXT LEVEL LUNCH
TOPIC: Staying Focused on Your Path to Your Head Coaching Opportunity
Presenter: Glenn Sugiyama, DHR Global
- 10 Minute Transition
- 1:40 pm – 2:40 pm Session IV
TOPIC: What Athletic Administrators Really Want to Know from Your Resume
Your Zoom Meet & Greet and In Person Interview
Presenters: Panel of Directors of Athletic Administrators:
Jason Donnelly (Furman)
Ed McLaughlin (VCU)
Randale Richmond (Kent State)
Michael Oblinger (UNC Wilmington)
Cherie Swarthout (Queens)
Moderated by Glenn Sugiyama
- 2:50 pm – 3:50 pm Session VI
TOPIC: Stand and Out and Be Noticed by Search Firms
Presenters: Panel of Search Firms

10 Minute Transition

4:00 pm – 5:20 pm Speed Interviewing with Athletic Administrators and Search Firms

- Round One 4:00 pm – 4:20 pm
- Round Two: 4:20 pm – 4:40 pm
- Round Three: 4:40 pm – 5:00 pm
- Round Four: 5:00 pm – 5:20 pm

5:20 pm – 5:30 pm Check Out

5:30 pm – 6:30 pm NEXT LEVEL Networking Reception – Hilton Waterfront Patio

9:00 pm – 10:30 pm **Basketball After Dark**



WEDNESDAY, MAY 24, 2023

General Sessions

7:00 am – 8:30 am Opening - Breakfast

7:00 am – 7:45 am Session V
ROOM TOPIC: Christian Conversation (*Optional*)
Kevin Sutton, Kansas State

15 Minute Transition

8:00 am – 8:05 am Opening – Frame the Day

8:05 am – 9:15 am Session VI:
ROOM TOPIC: Helping the Next Gen Win: How to Engage and Develop the Most Anxious Generation of Athletes in the Era of Social Media
Speaker: **Tim Elmore, Growing Leaders**

10 Minute Transition

9:25 am – 10:20 am Session VII
ROOM TOPIC: Discover Mental Conditioning Strategies to Tap Into the Full Potential of Your Student-Athletes
Presenter: **Collin Henderson, Master Your Mindset**

10:30 am – 11:25 am Session VIII
ROOM TOPIC: Emotional Intelligence, How it Impacts Your Leadership Style
Presenter: **Matt Doherty**

11:35 am – 11:55 am Free Agents Introduce Themselves

11:55 pm – 12:20 pm Take Aways/Check Out

12:20 pm – 12:30 pm Closing Remarks

NEXT LEVEL

Speaker Bios

Alex Simmons

Two-time NCAA National Champion and Tennessee native **Alex Simmons** was named the head coach of the Memphis Tiger women's basketball team on April 6, 2023 and became the 13th head coach in the program's history.

Simmons comes to Memphis after five seasons at the helm of Gardner-Webb where she led the team to a 90-59 record including a 29-5 mark this past season. The Runnin' Bulldogs broke multiple program, school and Big South records with their 29 victories and a 21-game win streak that included a perfect 18-0 record in conference play. GWU captured the regular season and championship titles for the program's first trip to the Big Dance since the 2010-11 season.



Simmons, who was named as the Big South Coach of the Year, saw four of her five starters earn All-Big South honors in 2022-23, while Jhesskya Williams became just the third player in Gardner-Webb history to surpass 2,000 career points, finishing as the program's second all-time leading scorer with 2,049 points.

Simmons' basketball roots run deep to one of the most respected programs in the game. She played collegiately at the University of Tennessee under basketball Hall of Fame coach Pat Summitt from 2004-2009, helping the Lady Vols win back-to-back NCAA National Championships in 2007 and 2008.

Simmons took over the Runnin' Bulldogs in April 2018 after assistant coaching stints at Ole Miss (2013-2018) and Middle Tennessee State (2010-2013). She also served as a graduate assistant coach at Kansas (2009-2010).

Simmons was named to the WBCA Thirty Under 30 list in 2017 and, as director of recruiting, reeled in three-consecutive top-20 classes for Ole Miss. She also mentored a pair of All-SEC performers during her time with the Rebels.

Prior to her time at Ole Miss, Simmons served as an assistant coach at Middle Tennessee State, helping the Blue Raiders to three NCAA Tournament appearances during her time on the bench.

She graduated from the University of Tennessee in 2008 with a degree in exercise science. Simmons and her husband, Christian, have two daughters – Carsyn and Channing.



Bob Starkey

Bob Starkey, who was on the LSU's Women's Basketball coaching staff during five Final Four appearances, returned to Baton Rouge in April 2022 to serve as the associate head coach on Coach Kim Mulkey's staff.

With more than 30 years of SEC coaching experience, Starkey comes to LSU after one year of coaching at Auburn. From 1989-2011, Starkey coached at LSU with tenures with both the men's and women's programs. He coached LSU greats Mahmoud Abdul-Rauf, Seimone Augustus, Sylvia Fowles, Temeka Jonson, Shaquille

O'Neal and Stanley Roberts during his original 22-year stint in Baton Rouge.

Prior to his one season at Auburn, Starkey was at Texas A&M for nine seasons where he served as an assistant and helped coach the Aggies to the 2021 SEC regular-season title.

Starkey has had a decorated career, having been a part of 790 collegiate victories, 24 NCAA Tournaments, eight trips to the Elite Eight and five straight trips to the Women's Final Four (2004-08). He served as the acting head coach for LSU during its 2007 Final Four run.

Starkey helped the Aggies to the 2013 SEC Tournament Championship, the 2021 SEC Regular-Season Championship, the 2014 NCAA Elite Eight, and four NCAA Sweet 16s. Starkey helped guide LSU to four SEC Championships, 12 straight NCAA Tournament appearances, eight Sweet 16s, seven Elite Eights and five consecutive trips to the Final Four. He was a key component in the Lady Tigers' outstanding record of 326-105 (.756) from 1998-2011.

In his first role at LSU, Starkey served as an assistant coach for Dale Brown on the LSU men's basketball staff from 1990-96, during which time the Tigers participated in four NCAA Tournaments. While on the men's staff, Starkey worked closely in developing three first-round NBA draft picks in O'Neal, Abdul-Rauf and Stanley Roberts. As a recruiter, he helped sign three nationally-ranked recruiting classes, including one which was rated No. 1 in the country.

Starkey, who considers himself a full-time student of the game, has written numerous articles and has authored such basketball books as *The 2-3 Match-Up Defense* and *Motion Offense*. His latest project is a Basketball Coaching Series of books that include *The Art of Being An Assistant Coach*, *The Art of Scouting* and *The Art of Motivation*. Starkey is a master motivator and runs his own coaching and player online blog that features daily updates at hoopthoughts.blogspot.com.

Starkey is originally from Charleston, WV and is married to the former Sherie Hayslett, also a native of West Virginia.

Bridgette Mitchell

A rising star in the collegiate coaching ranks, Bridgette Mitchell recently took over the reins of the Fordham women's basketball program as its next head coach in April 2023.

Mitchell comes to Rose Hill following two seasons as the head coach at Northeastern, where her teams consistently outperformed expectations.



Picked to finish eighth in this year's preseason poll, Mitchell promptly led the Huskies to a share of their first-ever CAA regular season title with a 13-5 league mark as part of a 19-12 overall record. For her efforts, Mitchell's peers recognized her with CAA Coach of the Year honors.

As a first-year head coach in 2021-22, Mitchell inherited a team that was picked last in the 13-team CAA and finished inside the top half of the conference. Led by First Team All-CAA selection Kendall Currence and CAA Rookie of the Year Claudia Soriano, the Huskies advanced to the Women's Basketball Invitational for just the second time in program history after ending the regular season with a 14-14 record.

Prior to taking over at Northeastern, Mitchell spent two seasons as an assistant coach and recruiting coordinator at the Pittsburgh. With the Panthers, she helped land class of 2020 four-star Tracey Hueston, Pitt's highest-rated recruit of its ACC tenure.

From 2016-19, Mitchell spent three highly successful seasons as an assistant coach and recruiting coordinator at James Madison University.

From 2014-16, Mitchell served as an assistant coach at Siena. During her first year with the program in 2014-15, the Saints turned in a final record of 22-13 and advanced to the championship game of the WBI.

Mitchell undertook her first coaching assignment as an assistant at Wagner in 2013-14 after wrapping a prolific playing career. A former McDonald's All-American and New Jersey Gatorade Player of the Year at the Peddie School, Mitchell went on to play four successful years at Duke, starting 43 of her 131 career appearances. At Duke, Mitchell majored in sociology with a minor in African American studies. She also earned a certificate in markets and management studies while in Durham.

A native of Trenton, N.J., Mitchell played overseas before returning home to begin her coaching career. She initially played with Villeneuve d'Ascq in France before signing on with Energa Torun in Poland, with whom she earned a bronze medal in the European Championships.



C.Y. Young

Charlton "C.Y." Young was announced as the Mizzou men's basketball associate head coach in April 2022. He comes to Mizzou as the first official member of Coach Dennis Gates' staff in Columbia.

Young comes to Columbia with almost 30 years of coaching experience, including a previous stint as a head coach. Most recently, Young served as a member of Leonard Hamilton's Florida State staff for nine seasons. Throughout his accomplished career, Young has been a part of eight NCAA Tournaments, two regular-season conference titles and 13 NBA Draft picks. His work at Florida State directly played a part in three Sweet Sixteen appearances and the programs' first Elite Eight in 25 years.

Young was the head coach at his alma mater, Georgia Southern, from 2009-13 and made previous stops as an assistant at Georgia Tech, Chattanooga, Auburn – twice, Northeastern and Jacksonville.

Young remains one of the greatest players in Georgia Southern history, as one of 14 all-time players to score more than 1,500 career points. He still holds the school's three-point field goal percentage record (.409) and shot nearly .460 from the field over his four-year career. More than 25 years after his playing career ended in 1993, Young still ranks top-10 in six different career statistical categories. The three-time, all-conference selection was inducted in the GSU Athletics Hall of Fame in 2008.

Following a playing career which included a stint professionally in France in 1994, Young returned to Georgia Southern to earn his degree in broadcasting.

Young and his wife, Carolyn, have four children: daughters Ariel and Audia, and sons Isaiah and Nehemiah. Carolyn is a two-time All-American who led Auburn to a pair of Final Four appearances during her career and was the 1991 SEC Player of the Year. She was a member of the 1992 United States Olympic Bronze Medal National Team and played for the Portland Fire of the WNBA. Ariel is currently a senior on the women's basketball team at the University of North Carolina.

Collin Henderson

Collin Henderson is the founder and CEO of Master Your Mindset, LLC, an industry leader in the field of mental conditioning. He is a speaker and author of five books dealing with peak performance. Collin received both his undergraduate and masters degree from Washington State University where he was a starting two-sport athlete, Pac-12 Champion, Captain, and All-American.

Collin has over a decade of experience as a sales professional and sales trainer with two Fortune 500 medical sales companies, where he set sales records, won multiple representative of the year honors and number one finishes. His groundbreaking podcast, Master Your Mindset, has thousands of downloads helping performers of all types win the inner-game.

Since starting his company in 2016, Collin's innovative trainings on mindset, culture, and high performance have been utilized by some of the world's best organizations and institutions including: Nike, Zillow, Microsoft, Los Angeles Dodgers, Lululemon, Alaska Airlines, Salesforce, Paychex, Stryker, and universities across the country including Tulane University, Oregon State University and Miami University.

Collin is also a regular mental conditioning contributor to Russel Wilson's innovative company Limitless Minds, who provide elite mindset training to the nation's top corporations including Johnson & Johnson, GE, Goldman Sachs, and Chick-fil-a.

Collin is happily married to his amazing wife Kendra and they have five beautiful children. The Henderson's live in Issaquah, Washington.





Joy Smith

Joy Smith (née Cheek) joined the Clemson women's basketball staff in May of 2018 as an assistant coach.

Smith picked up her first-career head coaching win in 2022, leading the Tigers to a 22-point win at Wake Forest when Amanda Butler had to miss a game due with COVID. During the 2022-23 season, Smith missed the majority of the conference season on maternity leave, but aided in guiding Amari Robinson to a 2022-23 Second Team All-ACC nod.

Smith works mainly with the forwards at Clemson, guiding Kobi Thornton to All-ACC honors in 2018-19 and Amari Robinson to All-ACC Freshman Team honors in 2019-20.

In 2018, while serving as an assistant coach and recruiting coordinator at Vanderbilt, Smith was named as one of the Women's Basketball Coaches Association's Thirty Under 30. The award is given to 30 of the up-and-coming women's basketball coaches age 30 and under across all levels of the sport.

Before her time at Vanderbilt, Smith coached at Ohio State, where she spent three seasons as an assistant coach and recruiting coordinator after two seasons as an assistant and co-recruiting coordinator at her alma mater, Duke. She worked with post players at Ohio State and Vanderbilt, where she helped Kayla Overbeck earn All-SEC Freshman Team honors.

Smith's teams have enjoyed extraordinary postseason success, advancing to the Elite 8 in both seasons at Duke, to the second round of the NCAA Tournament at Ohio State in her second season and the Sweet 16 in 2015-16.

In her role as recruiting coordinator at Ohio State, she helped the Buckeyes land top-25 classes in each of her final two seasons, including a top-5 class in 2015-16. While in Columbus, she coached post players, mentoring Shayla Cooper who was drafted in the WNBA.

Smith served as a White House intern after graduating from Duke in the summer of 2009, working in the Office of the Vice President and Economic Policy. Smith was also a member of the ACC Honor Roll during her career at Duke.

On the court, she was a four-year letterwinner for the Blue Devils, scoring more than 1,000 career points. Smith was drafted by the WNBA's Indiana Fever with the 35th overall selection in the 2010 draft. She also played professionally in Leszno, Poland and had a brief stint with the WNBA's Washington Mystics.

She married Allen Smith in the summer of 2019 and the couple has two daughters, Harleigh and Emori.

Kevin Sutton

Veteran high school and college coach **Kevin Sutton** is in his first season at Kansas State in 2022-23 after being selected as the program's Director of Basketball Strategies on May 3, 2022, by first-year head coach **Jerome Tang**.

Sutton, who has more than 36 years of coaching experience, including 15 at the Division I level, arrives at K-State after spending the 2021-22 season as an assistant coach at Florida Gulf Coast for head coach **Michael Fly**. In his career, he has also served on coaching staffs at James Madison (1988-90), Old Dominion (1999-2001), George Washington (2011-13), Georgetown (2013-16), Pittsburgh (2016-18) and Rhode Island (2018-21).



Sutton spent 20 years in the high school coaching ranks, including 12 as the head coach at Flint Hill (1986-88), Montrose Christian (1998-99), Bishop McNamara (2001-03) and Montverde Academy (2003-11). He was part of national championship teams as associate head coach at St. John's Prospect Hall in 1998 (*USA Today Super 25*) and as head coach at Montverde Academy in 2007 (*HoopsUSA.com*).

Sutton got his start in college coaching at his alma mater, James Madison, serving two seasons (1988-90) as a graduate assistant for future Hall of Fame head coach **Lefty Driesell**.

A native of Falls Church, Virginia, Sutton played collegiately at James Madison from 1983-86 for head coach **Lou Campanelli**, earning a bachelor's degree in Trade and Industrial Education from the school in 1988.

Sutton and his wife, **Beth**, have four children: **Aaron, Kayleigh, Isaiah** and **Raleigh**.



Matt Doherty

Matt Doherty played and coached basketball at the University of North Carolina. He started on the 1982 National Championship team with NBA greats Michael Jordan & James Worthy. The program was led by legendary coach Dean Smith. Matt went on to coach college basketball. He was the head coach at Notre Dame before taking over the UNC program. He led the Tar Heels to the 2001 regular season ACC Championship while being named AP National Coach of the Year. Matt is now a consultant while broadcasting games for the ACC Network.

Since his time at UNC, Coach Doherty worked as the head coach at FAU and SMU in addition to working at ESPN, the Indiana Pacers and the Atlantic 10 Conference.

“Not everyone is a born leader,” says Doherty. “But EVERYONE can become a better leader.” Whether coaching a sport, running a company, or leading your family there are skills that can be developed to put you and your organization in a position for success.

Rob Jones



Head coach Robert Jones sets out on his 11th season leading the Norfolk State men's basketball program in 2023-24 and his 17th year overall with the Spartans. He led the program to its second-consecutive MEAC title in 2022 and an NCAA Tournament First Four win over Appalachian State in 2021.

The MEAC Coach of the Year in 2019 and 2021, Jones has led NSU to a .743-win percentage in league play – fifth in the nation among coaches with at least 100 games coached – and made seven postseason appearances in nine years of postseason play.

In Jones' tenure, the Spartans have won three MEAC regular season titles and two MEAC Tournament championships. Norfolk State has appeared in the last four MEAC Tournament championship games, and five of the last six.

Jones led Norfolk State to the MEAC Final in 2023, finishing the year with a 22-11 overall record. The Spartans went 9-5 in conference play, earning the No. 3 seed in the MEAC Tournament. NSU defeated No. 6 seed Coppin State 73-56 in the quarterfinal round and won an overtime thriller 72-65 over North Carolina Central the next day to earn an appearance in the championship game. The Spartans nearly pulled off a third victory in three days, falling 65-64 to Howard in the title bout.

Jones was a four-year letterwinner from 1997-2001 at New Paltz. He played under Evans, who was an assistant at New Paltz from 1997-99. Jones was a three-time All-SUNYAC selection and an honorable mention D-III All-American in 2000. Jones ranks No. 9 all-time in school history in scoring with 1,321 points, first in blocks with 140 and second in rebounds with 875. He was inducted into the Hawks Athletics Hall of Fame Class of 2022.

Jones earned his bachelor's degree in business management from New Paltz in 2002. In 2011, he was also selected to attend the NCAA's Achieving Coaching Excellence (ACE) program, a professional development workshop for college coaches administered by the NCAA Student-Athlete Affairs department in partnership with the Black Coaches and Administrators (BCA). In 2020, Jones gave his support to ABIS, the Advancement of Blacks in Sports.

Rob Lanier

Rob Lanier was named SMU's Head Men's Basketball Coach on March 27, 2022.

Lanier, who came to the Hilltop from Georgia State, arrived with more than 30 years as a collegiate coach, including seven seasons as a head coach. His teams have made 12 NCAA Tournaments and earned 19 total postseason bids. Those teams also have five conference titles, three regular season championships and two tournament crowns, plus five more trips to a league tournament final.



In addition to being the head coach at Georgia State and Siena, he has been associate head coach or an assistant coach at Tennessee, Texas, Florida, Virginia, Rutgers and his alma mater, St. Bonaventure.

After arriving at SMU, Lanier was named a training camp coach for the USA Basketball Men's U18 National Team. He worked with the team in Houston prior to its gold-medal run at the FIBA U18 Americas Championship in Mexico.

Prior to his arrival at Georgia State, Lanier spent eight seasons as associate head coach to Rick Barnes, four at Tennessee (2015-19) preceded by four at Texas (2011-15). The Volunteers went 26-9 in 2017-18, sharing the SEC title and making the second round of the NCAA Tournament. They followed with a 31-6 campaign that saw Tennessee rise to No. 1 in the national polls and reach the NCAA Sweet 16. The Longhorns made the postseason all four seasons, making three trips to the NCAA Tournament.

Before rejoining Barnes at Texas, Lanier served as assistant coach under Billy Donovan at Florida for four seasons (2007-11). In those four years, Lanier helped the Gators advance to postseason play every year while posting a 99-44 (.692) cumulative record.

Lanier and his wife, Dr. Dayo Lanier, have a son, Emory, and a daughter, Kai.



Dr. Tim Elmore

Dr. Tim Elmore is the Founder and CEO of Growing Leaders, a non-profit organization created to develop emerging leaders. He and his team equip secondary school students, college students and recent graduates from thousands of campuses across the US and around the world to think and act like authentic leaders. Since founding Growing Leaders, Tim has spoken to more than 500,000 students, coaches, teachers and parents and the organization has partnered with over 8,000 diverse schools, universities and organizations including Purdue University, The University of Alabama Athletics Department, the San Francisco Giants, the Nebraska Department of Education, the National FFA Organization, and the Houston Rockets. Tim's expertise on the emerging generation and generational diversity has led to media coverage in The Huffington Post, The Wall Street Journal, [Forbes.com](https://www.forbes.com), USA Today and The Washington Post. He has also appeared on CNN's Headline News and Fox and Friends to discuss Generation iY. Most recently, Tim was named as one of the Top 100 Leadership Speakers of 2018 in article by Kevin Kruse for Inc. magazine. Tim is the author of more than 30 books, including the best-selling Generation iY: Our Last Chance to Save Their Future, Habitudes®: Images that Form Leadership Habits and Attitudes, Life Giving Mentors, 12 Huge Mistakes Parents Can Avoid: Leading Your Kids to Succeed in Life and Marching Off the Map. His newest book Generation Z: Unfiltered releases in September 2019.



Jason Donnelly

Since his arrival as Director of Athletics in 2019, Jason Donnelly has delivered energy, excitement, and a vision for Paladin Athletics, with an emphasis on a first-class student-athlete experience, Furman Family culture, and strategic initiatives designed to engage the upstate community as Greenville's University. Jason was promoted to the position of Vice President for Intercollegiate Athletics in 2022.

Jason came to Furman from Villanova University, where he most recently served as senior associate athletics director and executive director of athletics development (2015 - 2019). He was responsible for leading the Villanova Athletics Fund, managing fundraising and external support for all 24 varsity sports. During that time, he helped raise more than \$120 million for Villanova Athletics, including three consecutive record-breaking fundraising years representing a 330% increase in dollars raised.

Jason joined Villanova in 2005 as assistant men's basketball coach and director of basketball operations for Naismith Memorial Basketball Hall of Fame coach Jay Wright and was a key contributor to Villanova's historic basketball success, including the Wildcats' NCAA Division I national championship wins in 2016 and 2018. He also served as director of athletics development (2013 - 2015).

He has also been a teacher and basketball coach at Bishop O'Connell High School in Arlington, Virginia, as well as an assistant coach for the men's basketball team at Muhlenberg College, his alma mater. He also served as director of basketball operations for USA Basketball at the 2007 Pan American Games in Brazil.

A native of Colonia, New Jersey, Jason graduated from Muhlenberg, where he was a student-athlete and student leader. In addition, he has a Master's of Public Administration from Villanova. Jason and his wife, Rachel, a native of Bakersville, North Carolina, have three children - Aidan, Raelyn and Allister.



Ed McLaughlin

Ed McLaughlin Ed McLaughlin is the sixth athletic director in VCU history. Prior to his arrival at VCU, Ed spent six successful years as athletic director at Niagara. Ed is a self-proclaimed college athletics lifer.

This year, he proudly celebrated his 24th consecutive year on a college campus. Ed has a track record of accomplishments with numerous conference championships, NCAA bids, fundraising milestones and academic awards at each of his previous career stops at Niagara, American University and Merrimack College, and now at VCU. McLaughlin hasn't forgotten the core values that paved the road to success. He believes in integrity, in hard work, in winning championships, and in doing things the right way. But more importantly, Ed believes in the student-athlete experience.

He loves mentoring student-athletes and being around student-athletes and helping them go from their teen years to adults. Ed is also a highly-regarded member of the college athletics community and has served in leadership roles on many athletic committees. Ed graduated from Boston College with a bachelor of arts in political science and communications and earned his master's degree in health promotion management from American. McLaughlin and his wife, Shelley, have three children, a daughter and two sons.



Michael Oblinger

Following a national search, Michael Oblinger has been named Athletics Director at UNCW, the university announced today. Currently Deputy Director of Athletics-External Relations at the University of Connecticut, Oblinger will join the Seahawks on April 1, 2023.

He will be introduced to the UNCW community at a press conference at 2 p.m., Monday, Feb. 20, in the Golden Hawk Room of the Nixon Annex next to Trask Coliseum. As Athletics Director, Oblinger will report to Chancellor Aswani K. Volety. When he becomes the university's seventh full-time athletics director, he will take over the helm of [UNCW Athletics](#) from Jimmy Bass, who is retiring on April 1 after nearly 13 years in the role.

At UNCW, Oblinger will lead an NCAA Division I program with a rich history of athletics competition, 19 intercollegiate teams and more than 350 student-athletes, who posted a collective, cumulative 3.388 GPA for the fall 2022 semester. The Seahawks compete in the CAA, and during the 2021-22 season, the women's softball, men's tennis, and men's swimming and diving teams won CAA championships. The men's basketball team tied for first place in the CAA standings and captured UNCW's first postseason championship in men's hoops, winning the College Basketball Invitational in Daytona Beach.

"Michael Oblinger is a proven leader who is dedicated to supporting student-athletes in their journeys to pursue excellence in the classroom and in competition," Chancellor Volety said. "He understands the meaningful role that great athletics programs play in the life of a university. He looks forward to amplifying the winning environment already in place at UNCW, helping our Seahawks soar even higher in the years to come."

The chancellor noted that Oblinger has "big shoes to fill" as he follows in the footsteps of Jimmy Bass, who has served as AD since the fall 2010. Under his leadership, UNCW teams have won 30 CAA championships and often competed in NCAA postseason play. Dr. Volety also thanked the Athletics Director Search Committee, chaired by Vice Chancellor for Advancement Eddie Stuart, for their service and support during the search to find UNCW's next AD.

Oblinger brings nearly 20 years of experience to UNCW. At UConn, a Big East Conference school, Oblinger leads 40 colleagues in advancing the university's overall mission, where he serves as the Athletics Department's Chief Revenue Officer and sits on the Athletic Directors Executive team. During his six years with UConn Athletics, the department has surpassed several goals for fundraising, ticket revenue and social media engagement. During the past three years, philanthropic giving to the department has totaled \$71.4 million. He also is the sport administrator for UConn's nationally recognized men's basketball and baseball programs.

Before UConn, Oblinger was Director of Major Gifts and Annual Fund at Louisiana State University-Tiger Athletic Foundation. He previously held positions at Nevada, Memphis and Ohio State.

“I am excited about the opportunity to lead UNCW Athletics during a pivotal time of growth and change across the collegiate sports landscape,” Oblinger said. “As a former college basketball player, I understand the unique responsibilities and challenges that student-athletes face while balancing academics and athletics. I am dedicated to teaming up with our coaches and staff, Chancellor Volety and UNCW supporters to enhance the Seahawk experience for our student-athletes, alumni, fans, the university and the community.”

Oblinger played basketball at Monmouth College in Illinois, where he earned a bachelor’s degree in history and political science. He also holds a master’s degree in sport administration from Western Illinois University. He and his wife, Liz, are the parents of a daughter, Quinn, and a son, Miles.



Randale L. Richmond

Randale L. Richmond was formally introduced as the 12th Athletic Director at Kent State University on April 9, 2021. He began his tenure as Athletic Director on May 1, 2021.

This is Richmond's second stint at Kent State University. He previously spent 10 years with the Golden Flashes working in Student-Athlete Academic Services and Compliance. Richmond started as a graduate assistant before serving as an Assistant Director of Compliance starting in 2006. He was elevated to the Assistant Athletic Director of Compliance in 2010, then promoted to Associate Athletic Director of Student-Athlete Academic Services & Compliance in 2012. Richmond served in that role until 2015 when he was hired by Old Dominion University.

Richmond arrived at Old Dominion University in February of 2015 as the Sr. Associate Athletic Director for Sport Administration and Student-Athlete Welfare. In that role, he was responsible for the leadership, oversight, and supervision related to Student-Athlete Academic Services, Leadership Development, and NCAA Compliance. He also served as the Sport Administrator for the men's basketball, field hockey, baseball, men's soccer and men's and women's swimming programs. During his oversight of those sports, he had a direct impact in fundraising and program enhancement, raising over \$1.5 million dollars and increasing the men's soccer's fundraising efforts over 500%. In addition, Richmond served on a number of campus committees, including the Brother 2 Brother Steering Committee and the President's Task Force on Inclusive Excellence where he served as the co-chair. He took the lead on developing and enhancing numerous programs at Old Dominion including the revamping of the Monarch's Competitive Excellence Plan and the implementation of a Sport Administration Executive Summary, which is designed to track each sport's success in terms of the goals set in the Old Dominion strategic plan. He also started the New Employee Welcome Plan which helps new employees experience early success and provides connections with current employees.

During his time at ODU, Richmond successfully led the department through a NCAA Academic Performance Program Review, a Conference USA (C-USA) Compliance Audit, as well as an internal Institutional Control Review. Under his leadership, ODU implemented a number of progressive student-athlete programs, including its first ever Student-Athlete Leadership Academy. The Monarch Athletic Department achieved all-time highs in Academic Progress Rate (APR) scores, Graduation Success Rate (GSR) scores, and department Grade Point Average (GPA). ODU led Conference USA in Commissioner's Honor Roll recipients in each of his final four seasons with the Monarchs. In terms of Sport Administration, both the baseball and men's soccer programs realized great success in fundraising, classroom performance, and on the field with both teams earning national rankings and the men's soccer program winning its second C-USA Championship in 2017.

Richmond served on the LEAD1 Diversity, Equity & Inclusion Working Group and is a current member of the National Association for Athletic Compliance (NAAC) Thought Leaders Group and

co-chairs the NAAC Convention Committee. He has participated in the Collegiate Athletics Leadership Symposium, the D1A Athletics Director's Institute, and the NAAC ACE Mentoring Program. He is also a graduate of the NCAA Leadership Institute where he was selected as the graduation speaker for the 2015 class. In 2014, Richmond was named to the Crain's Cleveland Business list of 'Who to Watch in Education' and Kaleidoscope Magazine's '40 Under 40 Club' in 2013.

The Akron, Ohio, native received his Bachelor of Arts degree from Baldwin-Wallace College in 2004 with a major in history and a minor in sociology. He then earned his Master of Education degree from Kent State in 2006. He can be found on Twitter @RandaleRichmond

Randale and his wife, Ja'Alycia, have two sons, Ramahn and Ramar, and one daughter, Jayla



Cherie Swarthout

Cherie Swarthout is the third person to lead Queens Athletics after being named the director of athletics in May of 2016. Swarthout was promoted to her new role after wrapping her 10th season with the Royals, and serving as the interim athletic director during the spring semester of 2016. In the summer of 2020 Swarthout began serving as a member of the University's senior leadership team.

Leading with Queens' Yes/And promise, Swarthout has encouraged her team of coaches to challenge their student-athletes to excel both in the classroom and in competition. With the importance of academics continually stressed, the Queens' student-athletes have not wavered in their performance posting a 3.0 grade point average or higher for 11 consecutive seasons. The Royals posted a 3.21 grade point average during the 2016 fall semester to make it their best semester in the classroom to date. They then completed the 2016-17 and 2017-18 seasons with a 3.24 grade point average before posting a 3.29 during the 2018-19 season. The department's best GPA to date, 3.43, was recorded during the 2019-20 season. Additionally, the department had two student-athletes named co-valedictorians at the 2017 commencement ceremony. Swarthout joined the Queens Department of Athletics in 2006, spending a year as the sports information director and sports complex site coordinator. In a year's time, she was promoted to assistant athletic director for external operations while still holding the sports complex site coordinator responsibilities. As the university and department grew, Swarthout shifted her leadership from the sports complex to the athletic communications department in 2007, serving as the assistant athletic director for external operations and athletic communications until 2014. In 2015, she was promoted to associate athletic director. Swarthout also served as the senior woman administrator from 2013 until being named the Director of Athletics in 2016.

Prior to joining the Royals, Swarthout was an assistant basketball coach at Illinois State University for 10 years working for the legendary Dr. Jill Hutchison in her first six. She also worked in private business during the time between leaving the Redbirds and joining the Royals.

Swarthout, a native of Climax, Mich., holds a bachelor's degree in physical education and health from Michigan State University where she played basketball helping lead her team to the first NCAA tournament bid in school history her senior year. She has two master's degrees, one from Illinois State University in sports psychology and athletic administration; and a second from Queens in organizational development. Additionally, Swarthout holds an executive coaching certificate from Queens.

Swarthout has been engaged in community leadership roles throughout her tenure at Queens including board positions with the Charlotte Business Guild, Michigan State Alumni National Board, and Girls On The Run. She has served as board chair with the local MSU Charlotte Alumni Club and Myers Park Baptist Through The Week School. In 2015, she was a member of Leadership Charlotte Class of 37. Currently she serves as a deacon at Myers Park Baptist Church, at large member of Elizabeth Community Association, and a member of the D2ADA Board of Directors.

Swarthout has two daughters, Mattison and Zuri.



Glenn Sugiyama-Athletic Staffing and Consultants

Kurt Patberg, Ph.D has conducted more than 500 athletic job searches and 40 departmental reviews for more than 250 small colleges nationwide. He has 35 years of college athletic experience, serving in on- and off-campus roles. For 15 years he served as a small college commissioner for the Northern Sun Intercollegiate Conference, Rocky Mountain Athletic Conference, and Southern State Athletic Conference. His consulting expertise focuses on helping athletic departments and conferences operate more efficiently, boost enrollment, and optimize management.



Jeff Hathaway-CarrSports Executive Search & Consulting

Jeff Hathaway has a demonstrated history of accomplishments in enhancing academic and athletic success of student-athletes, fundraising, student-athlete well-being, marketing, communications, university and community relations, strategic planning and fiscal management while serving and leading a diverse population of outstanding student-athletes, coaches and staff.

Most recently, Hathaway has been working as a consultant for higher education and intercollegiate athletics clients including a number of outstanding institutions and conferences. He has also taught Sports Management classes at the graduate level.

Hathaway served as the Special Assistant to the President for Athletics at Hofstra University until June 2019. Hathaway was the Vice President / Director of Athletics at Hofstra University for the past six years (2012-18) in which he served and lead an outstanding athletic program that enjoyed tremendous success in the classrooms, competitive venues and in the personal development of their student-athletes.

Hathaway represented the Colonial Athletic Association on the inaugural NCAA Division I Council while also serving as the Chair of the NCAA Men's Basketball Oversight Committee. Hathaway was selected to serve on the "Commission on Basketball" chaired by former Secretary of State Condoleezza Rice. He is also served a five – year term as a member of the NCAA Men's Division I Basketball Committee and was selected by his Committee peers to be the Chair in 2011-12.

During his six-year tenure at Hofstra, there were 15 teams that qualified for NCAA Tournaments, eight CAA postseason championships, 10 regular season CAA titles and four other postseason tournaments including their first NIT appearance in nine years. Hofstra's student-

athletes established a single semester athletic department record by posting an average GPA of 3.3 and an academic year record of 3.29 average GPA in 2016-17. Hofstra's program established an athletic department record for Academic Progress Rates (APR) with 13 of their 17 teams earning perfect 1000 single year scores, twice in the last three years.

As the Director of Athletics at UConn, Hathaway and his staff negotiated the university's first ever department – wide apparel contract resulting in a \$46 million agreement with NIKE. Hathaway also negotiated UConn's first ever multimedia / corporate partnership contract with IMG which guaranteed more than \$80 million with the opportunity for additional revenue sharing. Nine national championships were won during his tenure – five in women's basketball, three in men's basketball and one in men's soccer. The UConn football program was the first university to transition from Division IAA to participation in a Bowl Championship Series game when they accepted an invitation to play Oklahoma in the Fiesta Bowl. In UConn's first eight years of being a BCS member the football team played in five bowl games and won two Big East Football Championships. Hathaway also served on the NCAA Football Post-Season Committee which had the responsibility to manage the annual certification of all bowl games. The Huskies consistently attained a 99% academic retention rate among their student-athletes.

During the last capital campaign of Hathaway's UConn tenure, the athletic program generated over \$71 million before his departure – more than any other campus entity at this time.

As the Director of Athletics at Colorado State University, Hathaway had oversight for 15 sports. Seven of the 15 sports were represented in post-season play during both of his years at CSU. The Rams were Mountain West Champions in football, men's basketball, softball and volleyball. The men's basketball team made their first trip to the NCAA Men's Basketball Tournament in 13 years. During that time, the football program played in two bowl games and the women's basketball team advanced to the WNIT semi-finals. The athletic program secured a record \$15.2 million gift for football stadium renovations and the first-ever contract to outsource the athletic department's multimedia rights and corporate sponsorship was initiated and continues to this day.

Hathaway worked at the University of Maryland for eight years as the Assistant Athletic Director/Marketing and Communications, Acting Assistant Athletic Director/Business Affairs, Business Manager and Head Basketball Athletic Trainer. Prior to beginning his tenure in college athletics, Hathaway also served as the Director of Community Relations for the Chicago White Sox.

Hathaway has been selected three times by the National Association of Collegiate Director of Athletics (NACDA) as an Athletic Director of the Year honoree. He was also one of four finalists for the Sports Business Journal's national Athletic Director of the Year Award in 2008.

Hathaway received both a Bachelor's of Science (Athletic Administration) and a Master of General Administration from the University of Maryland. He also earned a Master of Arts (Education Administration) from the University of Connecticut. Jeff's impressive education is further complimented by participation in a Management Development Program at Harvard University, Graduate School of Education; the Sports Management Institute (consortium of

University of Notre Dame, University of North Carolina & University of Southern California); and Division I-A (now LEAD1) Athletic Directors Institute.



Mike Thomas-Carr Sports Executive Search & Consulting

Mike Thomas has nearly 40 years experience in major university athletic department direction, during which time he hired coaches who have led teams to conference championships and national prominence, achieved historic levels of fundraising, managed capital projects totaling over \$400 million, raised student-athlete academic achievements to conference-leading levels, instituted cultures of strict NCAA compliance, negotiated multi-million dollar media, sponsorship and marketing contracts, and revamped staffing and financial systems.

His roles included director of athletics at the University of Illinois, the University of Cincinnati, the University of Akron, and Cleveland State University, as well as serving on executive staff at the University of Virginia and the University of Denver. Over the course of Thomas' career, he has worked in the Big Ten Conference, the Atlantic Coast Conference, the Big East, the Mid-American Conference and the Horizon League.

Recognized for his administrative acumen by his peers, Thomas has served on the following NCAA committees: Division I Council, Men's Basketball Oversight Committee, Division I Ethics Coalition, Division I Championship/Sport Management Cabinet, Men's Basketball Issues Committee, Division I Championships/Competition Cabinet, Division I Academics/Eligibility/Compliance Cabinet, Postseason Football Bowl

Licensing Subcommittee, Women's Basketball Issues Committee and the Women's Rowing Committee.

Thomas also served on several conference committees, most notably as Chair of both the Horizon League Council and the Basketball Issues Committee; Chair of the Big East Championship and Competition Committee; and, the Big Ten Legislative Review Committee.

Twice during his career, Thomas received the General Robert R. Neyland Outstanding Director of Athletics Award in 2005 (Akron) and 2009 (Cincinnati). He also received the Cincinnati Sports Executive of the Year (2009), the Big East Distinguished Service Award (2011) and the Western Illinois University Alumni Achievement Award (2015).

Thomas, a Colorado native, received his bachelor's degree in business administration from Colorado State University (1983), and his master's degree in athletic administration from Western Illinois University (1986). He lives in the Moneta, Virginia area with his wife, Jeni. They have four adult children: Vince, daughter-in-law Emily, and grandson Arthur; Joey, daughter-in-law Regan, and granddaughter Arden; Mick, and Meredith.



Jeff Schemmel-College Sports Solutions

Jeff Schemmel is the founder and president of College Sports Solutions (CSS), a leading full-service and integrated provider of collegiate athletic consulting, strategies and solutions to universities and intercollegiate conferences. Schemmel launched CSS in 2013 and oversees all areas of operations including new business development, all intercollegiate and athletic consulting services, and management of CSS's team of industry-leading consultants. Prior to founding CSS, Schemmel was instrumental in launching the college division of JMI Sports. He has brought many of those same services and consultants with him to CSS.

Schemmel possesses over 32 years of intercollegiate athletics management experience. A former athletic director, he has served in key leadership positions within the NCAA, the Mountain West Conference and Conference USA, and at schools in the Big 12, Big Ten, and Pac-12 conferences.

Schemmel was Director of Athletics at San Diego State University. During his tenure, he negotiated the school's first comprehensive apparel/equipment contract with Nike and the first marketing/media

contract and was responsible for hiring and retaining many of the school's successful coaches and administrators. He served as chair of the NCAA Division I Championship and Sports Management Cabinet.

Jeff has served in key leadership positions within the NCAA, the Mountain West Conference and Conference USA, and at schools in the Big 12, Big Ten, and Pac-12 conferences.

Prior to that, Schemmel was Associate Commissioner for Governance and Legal Affairs at Conference USA, where he was involved in the negotiation of the league's broadcast rights contracts and was a member of the NCAA Division I Management Council. In 2003, Schemmel served at Arizona State University as Senior Vice President and Executive Director of Development for the ASU Foundation. Schemmel served 13 years at the University of Minnesota, the last 10 of those years as Senior Associate Athletic Director/COO. He was responsible for all day-to-day operations and directed NCAA and Big Ten Conference Championships hosted by the University. He was executive director of the Twin Cities Organizing Committee for the 2001 NCAA Men's Basketball Final Four.

Schemmel holds a Juris Doctor from Washburn University School of Law in Topeka, Kansas and earned a Bachelor of Science in Political Science from Kansas State University, where he was an NCAA Champion in track & field. He began his athletics administration career in 1988 at his alma mater, serving as Associate Athletic Director for Development and Compliance. Prior to that time, he practiced law for ten years in Topeka, Kansas, with specialties in corporate and sports law.



Glenn Sugiyama-DHR Global

Described by Forbes magazine as “one of the most influential men in college athletics.” Glenn is credited with building one of the most renowned Sports Practice Groups in the world. Since 2004, he has been placing talent in professional sports organizations and for the top academic institutions in the U.S. and around the world, including senior sports executives and head coaches. He is based in Chicago, IL.



DeLaina Sarden-Parker Executive Search

DeLaina brings a unique perspective to the Parker Executive Search team having been a former volleyball student-athlete and Student Services professional at the Division I level. In her current role, her main responsibilities are to develop and execute detailed search strategies for full-cycle recruitment of national searches for leadership positions across all levels of higher education and collegiate athletics, to include setting a strategy for the recruitment of qualified individuals, researching and sourcing potential candidates, interviewing and presenting candidates for review, managing the committee and finalist interview processes, and ensuring clients reach closure with the preferred candidate.

DeLaina's passion, energy, and strong communication skills are key assets to the firm. She enjoys building authentic relationships and facilitating discussions with diverse constituencies to appropriately assess the current management structure and unique needs of the client, develop position specifications, and outline the precise demands in terms of candidate skill set and desired profile.

In addition to her duties at Parker Executive Search, DeLaina has also been a speaker at NACDA Conferences, Women Leaders in College Sports, Rising Coaches, Black Coaches United, the National Association of Basketball Coaches & Women's Basketball Coaches Association, LEAD1 Fellows, Fiesta Bowl: Path to the Summit, and the NCAA – Emerging Leaders Seminar, Post-Grad Internship Program, and the Leadership Institute.

Prior to joining Parker Executive Search, DeLaina worked for the University of Wisconsin-Madison Athletic Department in the office of Career & Leadership, helping to prepare student-athletes for their personal and professional endeavors post collegiate career.

DeLaina earned her bachelor's degree in Human Communication from the University of Central Florida with a minor in Mass Communication. She competed as a four-year starter for the UCF Women's Volleyball team and helped lead the team to its first American Athletic Conference Championship in 2014 and first bid to the NCAA tournament since 2003. During her career at UCF, she earned such accolades as Player of the Year, Female Scholar Athlete of the Year for the AAC, and 3x All-American Honorable Mention. DeLaina is also a 2022 inductee into UCF Volleyball's Ring of Honor.

From UCF, DeLaina attended Michigan State University and became a Graduate Assistant working with the university's Student-Athlete Support Services. She graduated with a Master of Science degree in Kinesiology with a concentration in Student-Athlete Development.

Outside of work, DeLaina enjoys playing volleyball, exploring, and spending her time away from the office with friends and family. DeLaina also enjoys volunteering with organizations that empower and educate future leaders in pursuit of careers within athletics. DeLaina lives in Dacula, GA, with her dog Rona.



Tori William-Parker Executive Search

Tori adds diversity and knowledge to the Parker Executive Search team with experience working in Division I football as Director of On Campus Recruiting at East Carolina University and being a former women's basketball student-athlete at Colorado State University. Tori brings positive perspective, passion, and a strong willingness to support the firm's leadership and needs.

Tori served as a Graduate Assistant at Virginia Commonwealth University with the women's basketball team. During her time with VCU, she assisted with logistics in helping student-athlete development, finalizing game contracts, organizing coaches and staff schedules, travel, and lodging, and was the lead assistant while coordinating all aspects of recruiting visits.

Prior to her time at VCU, Tori, a two-year letterman at Colorado State University in basketball, worked as a recruiting intern for the CSU football team. In that role, she assisted the Director of Football Administration with all logistical and operational duties of booking travel and transportation for recruits and their families, official visits, campus tours, game day and camps.

Tori transferred to Colorado State after playing her freshman season at the University of Utah where she played in 31 games, earning 2018 Pac-12 All-Freshman Team honors. The Boise, Idaho native appeared in 47 games at CSU. She was a team captain for the Rams during the 2020-21 season and was one of four players on the squad to average double-digits per contest. In the 2020 season opener against Regis, Tori connected on eight three-pointers tying the single-game record in route to a personal-best 30 points.

A graduate of Colorado State University, Tori earned her bachelor's degree in Communication Studies with a minor in the Denver Broncos Sports Management Institute. She earned her Master's degree in Sports Leadership from Virginia Commonwealth University.

In Tori's free time, she enjoys playing basketball, working out, and spending time with friends and family. She enjoys giving back to the community and helping youth get active through the sport of basketball.



Andre Johnson-Renaissance Search & Consulting

Andre brings a wealth of experience in corporate talent acquisition and higher education to the Renaissance Search & Consulting team. Prior to taking on the role of Vice President for Corporate and University Partnerships with RSC, Andre spent the last four years overseeing recruiting teams within the retail and financial services industries. These teams were responsible for building innovative strategies to attract, source, assess, and hire top-level diverse talent for high-growth technology and business roles.

Before pursuing a career in talent acquisition, Andre spent eight years working in higher education where he advised well over five hundred students and developed individualized support plans to enrich their academic experiences. These roles allowed Andre to gain a strong understanding of the university landscape while building and maintaining professional relationships with high-level administration, coaches, faculty, and support staff.

Andre is a dedicated professional who understands the importance of creating exceptional experiences for clients and candidates. He strives to accomplish this through a personalized approach, while prioritizing timely and accurate information with detailed-oriented delivery, in an ethical and confidential space.

Andre holds a master's degree in counseling from Boston University, and a bachelor's degree in sport management from the University of Delaware.



Dan McHale-SRI

Dan McHale is Partner and Head of Collegiate Sports. In this role, Dan works with collegiate coaches and administrators to secure top coaching talent and grow their teams.

Dan has had a highly successful career as an NCAA Division 1 College Basketball Coach. He spent 25 years leading and supporting coaching teams at top tier universities, including University of Louisville, Iona College, Seton Hall University, the University of Minnesota, and the University of New Mexico. During his coaching career, he was one of the youngest Division 1 head coaches in the country while he led the team at Eastern Kentucky University.

Dan earned his degree in business administration from University of Kentucky where he graduated with honors. During his time there he found his passion for coaching as he worked with the basketball team. He also was a part of a National Championship team and participated in four NCAA tournament teams and three Southeastern Conference Championships.

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UNIVERSITY OF PEYTONVILLE (UPY)
UPY VS. VKU | MARCH 16TH 2023

PLAYER	GP	MIN	PTS	ORGS	DRGTS	REBTS	ASTS	BLKS	STLS	PF	FTS	FT%	CRS%	DR%
17 Peyton, D. Quinn, 47 Karlsson, S. Kuchajewski, 10 Schuler	11	37:48	100.0	81.2	22.2	49.7%	31.2%	34.2%	48.2%	48.2%	48.2%	48.2%	48.2%	48.2%
2 Nelson, D. Quinn, 47 Karlsson, 13 Bernard, 10 Schuler	12	30:34	100.1	37.8	24.5	40.0%	48.4%	48.4%	48.4%	48.4%	48.4%	48.4%	48.4%	48.4%
3 Peterson, D. Quinn, 0 Boat, 13 Bernard, 10 Schuler	12	20:02	119.8	84.9	22.4	38.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%
4 Nelson, D. Quinn, 0 Boat, 8 Kuchajewski, 10 Schuler	8	28:33	87.8	78.9	28.1	42.0%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%
22 Peterson, D. Quinn, 10 Quinn, 47 Karlsson, 10 Schuler	11	20:02	87.8	84.9	22.4	38.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%	48.9%
23 Peterson, D. Quinn, 47 Karlsson, 13 Bernard, 10 Schuler	8	27:48	78.8	119.1	28.1	38.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
4 Nelson, D. Quinn, 0 Boat, 47 Karlsson, 13 Bernard	8	19:31	78.2	82.1	21.4	44.4%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
23 Peterson, D. Quinn, 0 Boat, 20 Peterson, 10 Bernard	5	13:02	61.8	48.9	21.1	38.0%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%	37.1%
4 Nelson, D. Quinn, 0 Boat, 47 Karlsson, 13 Bernard	8	14:04	108.2	108.2	41.0	44.4%	50.4%	50.4%	50.4%	50.4%	50.4%	50.4%	50.4%	50.4%
2 Nelson, D. Quinn, 0 Boat, 8 Kuchajewski, 13 Bernard	6	14:30	112	128.5	34.5	48.9%	54.9%	54.9%	54.9%	54.9%	54.9%	54.9%	54.9%	54.9%

TEAM ADVANCED STATS

OP	%	FT%	PL	CRS%	DR%	REB%	PACE	TRB%	SPR%				
38	7	5	14	32.2	3	1.8	7	10.3	3	0.7	20.0%	100	20.0%

OFFENSIVE SHOT CHART **DEFENSIVE SHOT CHART**

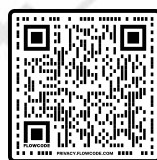
STATUS

SCHEDULE

CHLOE SMITH
47 - 6' 10" - 190 lbs - 30

PTS	REB	AST	BLK	STL	PF	FT%	CRS%	DR%
9.6	20.3	33	8.8	18.2	51%	45%	1	1
3.0	22	34	7.8	16.3	65%	44%	1	1
5.1	40	41	13.24	85%	54%			

Force her baseline, do not let her create in the middle of the floor. No threes or layups. Keep her in the mid-range. She will look to kick to open shooters in the corners on the drive. No soft balls, as she'll easily finish through contact.



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Congratulations

Congratulations on a successful A Step Up Symposium and Assistant Coaches Hall of Fame Induction Ceremony for the Class of 2023!

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