

## DIRECTOR OF PLAYER DEVELOPMENT SEAN KEARNEY



Sean Kearney enters his first year with the University of Colorado men's basketball staff as the Director of Player Development and brings 26 years of coaching experience to the Buffaloes.

Regarded as one of the most respected and well-liked coaches in the game today, Kearney was the Associate Head Coach at the University of Notre Dame under head coach Mike Brey from 2000 through 2009. With the Irish, Kearney was part of nine post-season teams, including

five NCAA Tournaments (Sweet 16 in 2003) and four NIT berths. Notre Dame posted a 188-101 record for a 61.0 winning percentage that included six 20-win campaigns and finished with an 88-60 record in Big East regular-season play that included five seasons with 10-plus wins.

Kearney also coached at least one player in his nine seasons that were named to the Big East All-Conference team, including a pair of conference player of year nominees, one rookie of the year, and nine first team selections.

Kearney aided in the development of first-round NBA Draft picks Troy Murphy in 2001 and Ryan Humphrey in 2002. Also under his tutelage, 2006 graduate Torin Francis earned Big East all-conference honors two of his four seasons (as an all-rookie team selection in 2003 and all-conference honorable mention choice in 2004) and finished his career as one of only seven players in school history with better than 1,000 career points and 900 rebounds. Forward Luke Harangody was named Big East Player of the Year in 2008 and is the first player in league history to lead the conference in scoring in back-to-back seasons.

"Sean is going to be a great addition to our staff," Boyle said. "Sean brings a lot of experience as an assistant and head coach, and has a great perspective. He's going to be a great-sounding board for me based on all the years of his experience he has in the game.

"He has recruiting ties all-around the country," Boyle added. "Sean has recruited nationally from coast-to-coast and has a lot of ties back east that some of our coaches on staff don't necessarily have."

After Notre Dame, Kearney was the men's basketball head coach for one year at the College of the Holy Cross (2009-2010).

Although not on the coaching sideline over the last three years (2010-2013), Kearney was not far from the college game working as a color analyst for Irish radio broadcasts, in addition to Big East and Big Ten games with ESPN during the 2012-2013 season.

During October and November months, Kearney traveled throughout the country attending NBA training camps and early season basketball practices at numerous college campuses.

Prior to Notre Dame, Kearney spent nine years (1991-2000) at the University of Delaware where he helped the Blue Hens to their only NCAA tournament appearances (1992, 1993, 1998 and 1999).

In each of the final three years at Delaware, the Blue Hens registered at least 20 wins, a first in that school's history. Kearney was instrumental in developing the Blue Hens' post players. Three of the players he worked with -- Greg Smith, Spencer Dunkley and Mike Pegues -- combine to hold over 20 Blue Hen records.

"I have a great respect for what Coach Boyle and his staff has done in the three short years here in Boulder," Kearney said, who begins his eighth coaching stint and seventh in the collegiate ranks. "The achievements they already have, is remarkable, not only have they done it with coaching, but they also have done it with recruiting, and I think the sky is the limit right now with this group.

"I'm thrilled to be a part of that and hopefully have a positive impact myself. Certainly there's no need to re-invent the wheel around here, but if I can help a little bit, I'm anxious

to do that in any area that Coach Boyle or his staff needs me to help in."

Kearney began his coaching career in 1981 as an assistant at his alma mater, Cardinal O'Hara High School in Springfield, Pa.

From 1981-1986, he spent five years working with his former high school coach, Bud Gardler. While coaching at Cardinal O'Hara, he was employed as a senior systems analyst for Cigna. It was during that time that Kearney joined the staff of the prestigious Five-Star Basketball Camps. That association helped him move on to the college coaching ranks.

His collegiate coaching career began in dramatic fashion at Providence College as a volunteer assistant under Hall of Fame head coach Rick Pitino. There he was on coaching staff that included Herb Sendek (current Arizona State head coach), Stu Jackson (former NBA Executive Vice President, Basketball Operations), Gordie Chiesa (former Utah Jazz NBA assistant), and Jeff Van Gundy (former NBA assistant and head coach).



During his only season at the Providence, R.I. school, the Friars advanced to the Final Four of the 1987 NCAA tournament in New Orleans by winning the Southeast Regional championship, marking the school's second Final Four appearance.

After Pitino moved to the New York Knicks of the National Basketball Association, Kearney became an assistant under Hall of Fame basketball head coach Herb Magee at Division II power Philadelphia Textile (now Philadelphia University). After just one season, he moved to Northwestern where he was an assistant coach under Bill Foster from 1988-1991.

Kearney graduated with honors from the University of Scranton in 1981 with a bachelor's degree in political science, was a four-year member of the Royals' basketball team. In his final two seasons, Scranton finished with consecutive 18-11 records. He was a member of teams that won three Middle Atlantic Conference titles and earned three NCAA Division III playoff appearances. As a senior, he averaged 4.2 assists per game.

Born Nov. 14, 1959 in Darby, Pa., he is married to the former Kimberly Lancaster. The couple has two daughters, Erin and Shannon.

### KEARNEY FILE

**Family:** Wife, Kimberly;

Daughters, Erin and Shannon

**Hometown:** Darby, Pa.

**High School:** Cardinal O'Hara (Springfield, Pa.)

**College:** University of Scranton (Pa.) 1981

### COACHING CAREER

#### 2013-present

Director of Player Development

University of Colorado

#### 2009-2010: Head Coach

at the College of Holy Cross

#### 2000-2009: Associate Head Coach,

University of Notre Dame

#### 1998-2000: Associate Head Coach,

University of Delaware

#### 1991-98: Assistant Coach,

University of Delaware

#### 1988-91: Assistant Coach,

Northwestern University

#### 1987-88: Assistant Coach, Philadelphia Textile

#### 1986-87: Volunteer Assistant Coach,

Providence College

#### 1981-86: Assistant Coach, Cardinal O'Hara

High School



## DIRECTOR OF BASKETBALL OPERATIONS/VIDEO BILL CARTUN



Bill Cartun enters his fourth year with the University of Colorado men's basketball staff and his second year as the Director of Basketball Operations.

Entering his second year as the director of operations, Cartun is responsible for directing the day-to-day operations of the basketball program, overseeing the budget, and coordinating team travel and video. He also serves as the camp director of the CU basketball summer camps.

In the last three years as the team's video coordinator, Cartun was responsible for overseeing all aspects of the team's film and video needs, including opponent scouting, coordinating film exchange, managing the video room and supplying the coaching staff with game film.

"Bill is very dependable and continues to branch out in his roles on our staff with the operations and team travel, along with his video coordination ability," said CU head coach Tad Boyle. "Bill's the best video guy I have ever been around in the business, very dependable and handles a lot of details in our office. We had a record number of participants at our summer camp, and he did a great job as our camp coordinator. He continues to develop and grow as a coach."

Prior to coming to the Boulder campus, Cartun spent three years (2007-2010) with the Charlotte Bobcats of the NBA as the basketball operations assistant and assistant video coordinator. With the Bobcats, he prepared video scouting edits for the coaches and players, scouted collegiate talent, and assisted in NBA draft preparation.

He is a 2005 graduate of Bates College where he received his bachelor's degree in



economics. Cartun earned a master's degree in sport management from the University of Connecticut in 2007. While at UConn he worked with the men's basketball team as a student assistant.

Cartun is a 2000 graduate of Avon High School in Avon, Conn., where he was a two-time all-State basketball selection.

Cartun and his wife, Ashley, reside in Superior.

## ATHLETIC TRAINER RAWLEY KLINGSMITH



Rawley Klingsmith begins his first year with the University of Colorado sports medicine staff as the athletic trainer for men's basketball and the spirit squad. Klingsmith comes to Boulder from the University of Northern Colorado sports medicine staff where he was an integral part of the Bears since 2004. In January 2012, he was promoted to Assistant Athletic Director for Human Performance - Head Athletic Trainer.

Klingsmith is reunited with current CU men's basketball head coach Tad Boyle, who coached the Bears from 2006-2010. At UNC, Klingsmith helped with all of Northern Colorado's 19 intercollegiate sports, assisting with student athletic training instruction and coordinating physician/doctor involvement.

"Rawley has great perspective, because he was the trainer at Northern Colorado with me from day one," said CU head coach Tad Boyle. "He has a great feel for athletes; he's dealt with professional athletes with his background with the Denver Broncos. He's a great reader of people (student-athletes) and I think as a trainer, the psychological aspect of injuries and recovery from injuries isn't talked about enough, and Rawley has a great feel for that."

Klingsmith graduated from the University of Northern Colorado in May of 2000 with a bachelor of arts degree in kinesiology/athletic training. As an undergraduate, Kling-

smith was a student athletic trainer and assisted with football, baseball, wrestling, soccer, volleyball and swimming.

Following graduation, he was a graduate assistant at the University of Oregon in Eugene. For the Ducks, he assisted with the athletic training needs for the football and wrestling programs and graduated with his master of science in sports medicine in April 2002.

From March of 2002 to June of 2003, Klingsmith was an intern with the Denver Broncos, where he assisted with injuries as well as travel preparation and setup for the training staff. He has also worked for Langford Sports and Physical Therapy in Albuquerque, N.M. from August 2003 until May 2004 as well as interning with the University of New Mexico training staff.

"He's a team guy; wants what best for the program and wants what's best for each individual student-athlete that he deals with," Boyle added. "Rawley balances those two things very well, and that's not easy to do. Quite frankly, before I came to Colorado, I didn't know Trae Tashiro and Trey did an unbelievable job for us during the three years. I was sorry for him to go and I also knew if Trey ever did move on, that Rawley would be my first call. I'm elated he is here; he's going to be great addition to our program, but to our athletic department."

Klingsmith is a member of the National Athletic Trainers Association and the Rocky Mountain Athletic Trainers Association.

Klingsmith, a native of Karval, Colo., graduated high school from a class of seven in 1995. He also lettered in baseball. He is married to the former Corri Lain.



## JAMES HARDY — DIRECTOR OF BASKETBALL STRENGTH AND CONDITIONING



James Hardy enters his seventh year with the University of Colorado and fifth as the Director of Basketball Strength and Conditioning with the men's basketball program. Hardy is also the strength and conditioning director for the women's lacrosse team.

"James continues to grow and develop," CU head coach Tad Boyle said. "Being a young strength coach relatively new to basketball, I've really seen him grow with his passion and dedication to our players."

"The thing I love about James, he takes ownership and what he does in our program. One of the things being a head coach, it's grati-

fying to see those around you continue to develop and get better every year, not only players, but your assistant coaches and in James' case, our strength coach. I think he has gotten better in the three years that I've been here and continues to do so."

Hardy came to the Buffs after spending two years at Auburn University as a graduate assistant in the Tiger's strength and conditioning department. He earned his master's degree in biomechanics from AU in 2006.

His certifications include CSCS and CSCCA.

Hardy was the assistant strength coach at Christopher Newport University (Va.) from 2004-2005 and earned his bachelor's degree in exercise science from CNU in 2003.

Born on December 5, 1981 in Danville, Va, Hardy graduated from Lafayette High School in 2000 lettering in soccer.

## MINDY SCLARO — ASSOCIATE DIRECTOR/ACADEMICS



Mindy Sclaro enters her ninth year as an Associate Director of Academics at the University of Colorado serving as Academic Coordinator for the Herbst Academic Center. Her caseload includes the men's basketball, women's lacrosse, women's volleyball and women's golf programs.

In addition to her responsibilities with the men's basketball, volleyball and women's golf programs, Sclaro prepared the N4A Academic and Life Skills Program Certification Self Study for the Herbst Academic Center in 2011.

She has also served on a number of other programs including the National Survey of Student Engagement Committee (2009); Learning Specialist Search Committee Chair (2008, 2012); Safe Zone Ally Training (2008); and the NCAA Certification Academic Integrity Committee (2007).

She is a graduate of the National Association of Academic Advisors for Athletics (N4A) Professional Development Institute's Leader/Manger Track.

Sclaro earned her bachelor's degree in sociology from Ithaca College in 1987 with a focus on therapeutic intervention. While at Ithaca, she was a member of the lacrosse team. Sclaro earned her master's degree in sport management from Northern Colorado in 2001.

She joined the CU staff in 2005 as a life skills program intern and was promoted to her current position in March of 2006. Currently, she is pursuing a graduate certificate in ethnic studies at CU.

Prior to CU, she was the athletic director and varsity girls soccer coach at the Alexander Dawson School in Lafayette, Colo. From 1998-2005, Sclaro served as a life skills instructor, student advisor and was the assistant AD from 1996-1998. She was named the Mile High League Coach of the Year in 1998 and 2000 and was president of the league from 2003-2005.

The former Mindy Cohen is married to Sam Sclaro. She enjoys playing soccer and running with her dogs, Mavis and Ruby.





## BUFFS TAKE ROUND 2 WITH 'THE PROGRAM'

By Anthony Lepine, CU Student Assistant

BOULDER - U.S. service men and women are ready for anything/everything at any given moment, and some of America's most honored veterans were on campus the weekend of Sept. 27-28 teaching the Colorado men's basketball team those lessons and many more valuable life skills.

At the request of coach Tad Boyle, The Program – a company run by former military personnel, designed to develop leadership and teambuilding – made its second visit to Boulder in as many years.

"I thought it was really beneficial for last year's team," Boyle said in explaining why he brought The Program back. "This time of year, as we prepare for a long season and a tough season ahead of us – especially given our schedule – you want to do something that creates a little bit of toughness, both mentally and physically, to get your team ready for what's ahead."

The Program requires participants to be in top physical condition, yet the mental aspect might be the most difficult part of the experience. Boyle has fashioned a schedule that is expected to be one of the toughest in the nation, and in order for his fourth CU team to experience the success of his previous three teams, serious toughness is needed – hence the return of The Program.

Throughout last season, Boyle said he and his coaches referred to lessons learned from The Program and he doesn't expect that to change this year. When players begin experiencing mental and physical fatigue, said Boyle, "they start thinking about themselves. The whole idea around The Program is you worry about the guy to your right and the guy to your left and being more concerned about your teammates and what they're going through than just about yourself and that's what being a part of a team is all about."

Friday Night Lights is typically associated with football, but at CU it has become associated with The Program. The camp, like last year, began on Friday night when the team met The Program coaches, Sam Cila and Adam Rutherford, at the Coors Events Center and then took to the turf at the football practice fields from 6-9 p.m.

Cila is a retired U.S. Army staff sergeant who served combat tours in Iraq from 2004-05 and has been a lead instructor of The Program since 2008.

Rutherford is a former U.S. Marine Corps special ops man and a new instructor to The Program.

Cila and Rutherford, said Boyle, "bring so much experience. What these guys have gone through in terms of their training . . . they are literally battle tested in situations that are a heck of a lot more important than bas-

ketball, or football, or whatever sport you're talking about. These guys have fought for our country and have put their lives at risk for our country.

"So, I have great respect for them, not only for doing that but now being able to share the things that they've learned through their training and how it can apply to our guys and team building and building better leaders. I learned a lot from them. I can't quantify it in one paragraph or one sentence, but we're taking notes, our whole staff is observing and writing things down. The nice thing about 'The Program' is we'll have a relationship with them and we have had a relationship for a year and this thing will continue as long as we're able to."



THERE WAS NEVER A MOMENT of mercy for the players as they had to run to the practice fields before the real work began. Boyle joined his team for the light jog in the rain, but after that the Buffaloes only had each other to lean on.

Bad weather is to be expected when The Program comes to town, at least that's what the Buffs believe. Last year, the team went through Log Pull/Judgment Day amidst conditions of sleet and snow where the team first learned the basics of The Program and what good leaders and teammates do. This year was Combat Mindset/Judgment Day and the weather was back, featuring only heavy

were familiar with the drill from last year's Judgment Day. Players – 16 total – lined up in four perfect lines forming a perfect square, running through sets of push-ups, flutter kicks, jumping-jacks, etc. in perfect unison.

A player led the drill and was required to give orders – you guessed it – perfectly clear. This meant, the leader calling out the name of the exercise, "push-ups!" then the team responding in unison, "push-ups!" Leader: "ready!" Team: "ready!" And finally from the leader: "attack!" The team then began the drill, and if it failed to remain in unison or follow through on any demand, the drill had to be repeated.

This was not something accomplished on the first try, and so the nightmare began. After nearly an hour, Cila and Rutherford decided they had witnessed perfection, and they moved on to the next drill.

The focus remained the same: one team, acting as one unit. But now, there was a more tangible goal at hand. The group needed to get a set of objects including sand bags, medicine balls, heavy rope, and each other from one end of the field and back, encompassing a total of 300 yards and done as fast as possible.

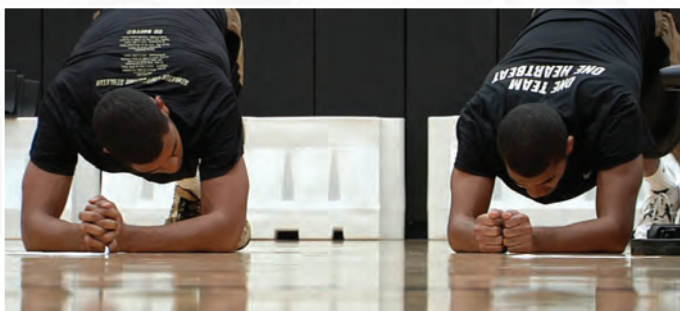
Once again, The Program coaches were not satisfied with effort exhibited in the first set, which took almost 30 minutes. The team did it again, and again, and again. By the end of the night the team was able to cut its time down to an impressive 12 minutes.

"Their first lap was slow," explained Rutherford. "They were trying to work things out, but by the time they did their second, third, and fourth lap they got it down to a science and started to hold each other more accountable."

Finally, the Buffs had to complete yet another challenge, this one requiring full mental capacity. The challenge is specifically designed to be completed at the end of the night when players are fatigued and easily prone to mental errors – similar to the end of game when a mental mistake might cost the team a victory, or even worse, a championship.

"Basketball players don't make mental mistakes early on in the game," Cila explained. "They make mental mistakes when it's late in the game and they're tired. That's what we're trying to teach, how to stay focused when you have nothing left and your body is physically exhausted."

The goal of the drill was to move a stack of weights from 'Cone A' to 'Cone C', with a 'Cone B' in between, while only moving one weight at a time, without being able to place a heavier weight on top of a lighter weight. The weights needed to be stacked by 'Cone C' the same way they were originally stacked by 'Cone A', with heaviest weights on the bottom and lighter weights on top. Such a puzzle is difficult to figure out, and



rain.

Attention to detail, command presence, and accountability were the main objectives this year. The team first completed sprint work until Cila and Rutherford believed every member was giving full effort.

Next came "perfect 16's," and all returning players



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when exhaustion sets in it's nearly impossible to complete.

Thanks to the heady work of junior guard Spencer Din-



widdle, the team eventually found a solution to the puzzle and was allowed to run home.

Dinwiddie credited his leadership past that particular hurdle to "consistency of effort and clarity of communication. I generally express my thoughts fairly clearly, the problem I have is consistency of effort; sometimes it fluctuates a little bit.

(The Program's coaches) were just telling me that you can't be a leader if (my teammates) see me at 80 percent one day and then 100 the next, and then 80 and you coast at times. The biggest thing I learned from the Navy SEALs was to just be accountable and be consistent.

"Any time you put a team through adversity, they come out stronger as a unit and better as a group so this was definitely hard . . . it was a tough seven hours in a 12-15 hour period. There wasn't much rest and it was very difficult."

ON SATURDAY AT 5 A.M., the House of Pain awaited the Buffs. They were placed in a ring with the soldiers to fight one-on-one. There was also a surprise waiting for them as Eric Kapitulik, founder of The Program, made a special visit to see what kind of warriors the Buffs basketball team has on its roster.

Kapitulik, a former infantry and special ops officer in the U.S. Marine Corps, founded The Program around the idea of creating a warrior mentality within every man, or woman, who goes through the camp. The company logo, an outline of a Spartan Shield (pictured on right), originated from this idea.

"If a Spartan warrior lost his shield in battle, that was punishable by death because that shield didn't protect him, it protected the warrior to his left and to his right," Cila said.

"Nothing more represents who we are as an organization, as a team, and who we are as individuals than the Spartan shield and that's why it's our company logo."

The warrior mentality is put to the test within the House of Pain. As the leader is riding a stationary bike, which he must maintain at a rate of 65 RPMs, his teammates are each at separate stations where a workout such as jumping rope, or holding a plank is completed. Only the leader

has the authority to switch a person from one station to another.

One of the stations was the gauntlet type scenario where a player would battle either Kapitulik or Cila. Elbow jabs and blows with the knee were the norm in the ring and anything else fell along the line of acceptable (including taking the instructor to the ground, as sophomore forward Xavier Johnson did at one point).

Although both persons were in protective gear, this was not the place one wanted to be. As Cila told the team afterwards, even he was nervous at times, and after serving multiple tours in Iraq that doesn't happen often.

"The House of Pain was pretty hard," Johnson said. "I was leading it in the beginning and I struggled really hard with it because there was a lot to control as far as what everyone was doing and seeing who was struggling and



then moving them all around. Going against the instructors and someone was hitting you and you had to hit them back, that was difficult too because you had to keep moving."

It was the player's duty to give the best fight possible, because the instructor fighting was looking to give penalties to the team if any players weren't completing the other drills to The Program standard. In order to pass the drill, the team needed to last eight minutes and commit fewer than 15 penalties.

The leader carries the responsibility of not only working physically hard himself, but he must be accountable for all his teammates. It also is his priority to ensure the mission is accomplished.

The Buffs went through eight grueling rounds (64 minutes), two of which were completed successfully with less than 15 'dings.' Junior guard Askia Booker and sophomore big man Josh Scott were the leaders of those rounds, with Dinwiddie and Johnson also leading rounds.

"You have a bunch of things rushing through your head at the same time," Scott said. "You have music, and you have the Navy SEALs in your face telling you that your losing control, but you just have to tune everything out and it's crazy."

THE CLASSROOM IS WHERE The Program would ultimately conclude with a "How To Win Championships 101" type lecture. Cila and Kapitulik were able to drive home the core values of The Program one last time, and fortu-

nately for the players no pain was needed in this segment.

The message was simple: talent may win games, but great leadership and teamwork wins championships.

Kapitulik explained it like this: "The men of Colorado basketball are an extremely talented group of individuals and an extremely talented team. That talent is going to help them win games. They're going to beat other individuals, they're going to beat other teams because they just have more talent than them.

"But the teams that stand in the way of them and a championship, well those teams have as much talent, so how do we beat those teams? We beat those teams by making a commitment as an individual and as a team to be that much better. What we do is teach guys what it takes to get that much better."

Scott was impressed by the attention to detail that was stressed throughout every session. "Last time we did this I noticed how important every little detail is and how you had to have everyone working as hard as possible to accomplish the details and accomplish the task," he said. "I'd probably say effort along with details were two of the most important things our team took away from this."

The Program's goal is to help create the leadership dynamic that all championship teams have, yet it also serves as a way to identify which team members will embrace that role.

Booker was determined as that player for Colorado, and given the Douglas A. Zembiec T-shirt representing someone that has the power to influence others and be the difference maker, the player that creates and sustains



the energy for the game.

"Over the two days, Askia most represented our ethos and our three core principles," said Cila. "He most represented that warrior spirit, his leadership, his care factor for the team, his ability to think outside the box and to drive his team and keep the energy level up."

Booker knows that the T-shirt is one to be worn with pride as Zembiec rests an American hero after being killed in action in 2007 in Operation Iraqi Freedom.

"It means a whole lot," Booker said. "It's basically a value that you can take with you and you can look back at it and know how hard you worked and how much it's going to pay off. I just tried to attack with 100 percent effort, and I think they realized that I'm a leader of the team."

Now, it's up to Booker and the Buffs to attack the 2013-14 season with that same warrior mindset.



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2013-2014 COLORADO MEN'S BASKETBALL TEAM (back row: left-right): Assistant Coach Rodney Billups, Associate Head Coach Jean Prioleau, Director of Player Development Sean Kearney, Brett Brady, Beau Gamble, Xavier Talton, Jaron Hopkins, Tre'Shaun Fletcher, Askia Booker, Gregory Bates, Kevin Nelson, Eli Stalzer, Head Coach Tad Boyle, Director of Basketball Operations Bill Cartun, Assistant Coach/Director of Recruiting Mike Rohn. (Sitting: left-right): Chris Jenkins, Spencer Dinwiddie, Dustin Thomas, Josh Scott, Ben Mills, Xavier Johnson, Wesley Gordon, George King.



Head Coach Tad Boyle with CU seniors Kevin Nelson, Beau Gamble, Ben Mills.



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2013 University of Colorado Board of Regents

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Sue Sharkey, Joseph Neguse. (Photo by Casey A. Cass/University of Colorado)



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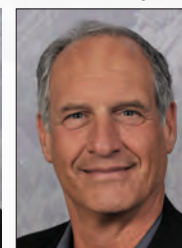
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