

## **RINGO: Colorado athletic department should have always been run as a business**

*By Kyle Ringo Buffzone.com Boulder Daily Camera*

*Posted:*

Buffzone.com

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Hearing University of Colorado Chancellor Phil DiStefano say he views the school's athletic department as a business that should be operated as such was almost as big of a surprise Wednesday as hearing DiStefano cut ties with athletic director Mike Bohn a day earlier.

Don't get me wrong. It's refreshing to hear that perspective from someone in DiStefano's position, especially at CU.

There is no debating the matter. College athletic departments at the Division-I level are multi-million dollar businesses and trying to run them with any other mindset is a recipe for failure. I think that is a hard lesson learned here in Boulder in recent years.

But it was odd to hear from DiStefano because the bureaucracy he oversees has been getting in the way of the athletic department for years in tandem with the president's office in Denver. And I'm not buying that is suddenly going to change just because the chancellor seems to be open to the idea of hiring a successful businessman or woman to lead the department in the future.

Here is an example.

A year ago in the spring of 2012, Bohn probably got out in front of his bosses a bit by telling a room full of reporters that he expected to be able to announce a "transformational" facilities project in and around Folsom Field by September, which was roughly six months away at the time.

When that news hit the streets it generated a lot of excitement among CU fans and boosters who had been waiting for months, years even, for just such an announcement.

But that announcement never materialized in September because all the bigwigs at the university and CU System level hadn't signed off on it yet. It was delayed and delayed and delayed while the school conducted feasibility studies and meetings and reviews and it inched its way through the complexity of the reporting structure.

Finally, in February we heard Bohn and DiStefano brief members of the Board of Regents in Colorado Springs about plans for \$170 million in upgrades that will be funded by private donations and television revenue.

The owner or CEO of a business, a role the athletic director fills in the athletic department, wouldn't have had to wade through that morass before coming through on his promise, especially when that promise was simply regarding unveiling plans for a project off in the future.

It was also odd Wednesday listening to the chancellor talk about the big business of college athletics when he was part of the CU administration that fought against that exact perception of college athletics during the recruiting scandal surrounding the CU football program back in 2004 and 2005.

Back then the school wanted more oversight of athletics. It wanted Bohn to help integrate the athletic department more closely into the fabric of the rest of the campus. It later praised him for doing so. Blah, blah, blah.

Eight years later that mentality is suddenly gone.

I get that the leadership has changed over time and people learn from past mistakes. Those are good things in this case, as long as DiStefano follows through on transforming the athletic department into a business-minded enterprise. But I'm also struck by how much time and energy has been wasted these past years by not treating it like a business all along.

Two football coaching staffs, an athletic director and other less prominent CU employees have lost their jobs, in part, because the school didn't get this right sooner.

Make no mistake, I'm not saying Dan Hawkins or Jon Embree or Bohn would still be in their jobs today if the school allowed the athletic department to function more like a business all along. Each of those men made plenty of mistakes along the way that helped seal their fate.

But this much is absolutely true, if CU had followed this course all along, the jobs of those three men and others would have been significantly easier with fewer hurdles to clear to get things done around here.

Now the true test comes. We'll find out in the in the very near future how serious DiStefano is about changing the approach to one that is more business-oriented. How do we know that? Because a big business wouldn't dillydally once it started the ball rolling in this direction.

Follow Kyle on Twitter: @KyleRingo

## Interim AD says she isn't worried about landing full-time position

By Brian Howell Buffzone.com Boulder Daily Camera

Posted:

BrushNewsTribune.com

For 30 years, Ceal Barry has risen to the challenges of her various duties at the University of Colorado.

On Tuesday, she was handed a new challenge when CU pressured athletic director Mike Bohn into resigning and appointed Barry as the interim AD.

"It's an exciting opportunity," she said. "I'm looking forward to it."

After 22 years of coaching the women's basketball team, Barry has worked for the past eight years as the senior woman administrator and associate athletics director.

A potential candidate for the full-time position, Barry said she has yet to entertain those thoughts.

"There are too many other things to do, so I can't answer that right now," she said of whether she would be interested in being the full-time AD. "I'm not in this position to lobby for myself. I'm in this position to work with our senior staff, who I respect and trust, and most important, I'm committed to our student-athletes. We owe them an honest effort this summer. That's my No. 1 focus."

Barry said that in recent years, she has thought about applying for athletic director jobs at Division II schools in Denver, but "that's as far as it got."

Because CU's search committee, which will put together a job description, has not even been formed yet, Barry said, "I've got a little time to think about (whether to apply).

For now, Barry said she needs to lead the department to the best of her ability. She said the summer months are crucial as the Buffs prepare for the fall season. She talked about the importance of the department being there for the 100 freshman athletes that will arrive on campus this summer. She also talked about the importance of marketing and ticket sales efforts throughout the summer.

One of Barry's first duties, she said, will be to come up with a balanced budget. The new fiscal year begins July 1, and over the next few weeks, Barry said she will go over revenue expectations and how to use those funds for the 17 sports programs.

"I'm going to rely on Cory Hilliard, who is our business manager, and I'm going to rely on Kelly Fox, who is our senior vice president for finance for advice and how we can formulate a plan that next year at this time we feel really, really good about and we're proud of ourselves in how we conducted our business," Barry said.

Taking over the job on interim basis has brought on several different emotions this week, Barry said.

"It's human nature to have mixed emotions when you work along side somebody as closely as we all did for eight years with Mike," she said. "But, if you allow yourself to get distracted, you hurt your student athletes and you hurt your coaches and their opportunities to win games. We can't waste time. We can't fritter away opportunities. We're obligated. That's our responsibility as professionals, to be focused and do our jobs."

It's a job that Barry is serious about. Whether or not she becomes the full-time athletic director -- or even wants to entertain the thought -- she will always be committed to the best interests of the school and it's athletes.

"I intend to live in this community for a long time and I like to watch winning teams," she said.

Barry is likely to be one of several people the Buffs look at for the full-time job over the next few weeks.

At this point, no candidates have been officially identified. However, some potential candidates include: Memphis AD Tom Bowen, who is a Denver native; UMass associate AD Rocko DeLuca, a Greeley native who previously worked as assistant AD at CU; Texas Rangers president of business operations Rick George, who worked at CU from 1987-91; St. Louis University AD Chris May, who worked at CU for more than 20 years before going to St. Louis in 2008; and CU booster George Solich, who has the extensive business background that might appeal to the Buffs.

"As we approach a budget of \$50-60 million and see that growing each year, I want to make sure we have an AD who will run the athletic department like a business," chancellor Phil DiStefano said. "I think the business perspective and the fund-raising perspective are crucial."

DiStefano said of potential candidates: "What I want to do is cast a wide net and see the applicants that come in and make the decision on getting the best person possible."

Follow Brian on Twitter: @BrianHowell33.

## **Kyle Ringo Blog: Chuck Neinas "surprised and disappointed" by Mike Bohn ouster at CU**

*By Kyle Ringo Buffzone.com Boulder Daily Camera*

*Posted:*

DailyCamera.com

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Boulder-based consultant Chuck Neinas is among the most respected and experienced figures in college sports and a good friend of former University of Colorado athletic director Mike Bohn.

Neinas was one of the first to learn the university had decided to move in a new direction Thursday and cut ties with Bohn, who ultimately resigned on Tuesday.

"Surprised and disappointed," Neinas said when asked for reaction to the news.

Bohn worked for Neinas at the College Football Association in the 1980s and their paths crossed several times in the years since as Bohn worked his way up to eventually land the CU job in 2005. Neinas is president of Neinas Sports Services and helps universities hire athletic directors and football coaches. He was involved in CU's search that ultimately ended with the hiring of Bohn eight years ago and also worked for the school when Bohn hired Dan Hawkins as football coach in 2005.

"I'll be interested to hear the Chancellor's explanation," Neinas said when asked if he could see reasons the school might want to make a change.

"I don't know of a harder-working athletic director in the country than Mike Bohn," Neinas said. "Now, my objectivity may be clouded by my personal relationship, but I can say this, he is the type of individual that should be in college athletics. I felt he represented the University of Colorado very well."

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## Print - Bohn was 'more than just an athletic director', Boyle says | 9news.com

9news.com

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12:27 AM, May 30, 2013

KUSA- Mike Bohn didn't have to give men's basketball head coach Tad Boyle the chance at his 'dream job'. He didn't need to fly out some of the biggest student-fans to the Pac-12 Conference in Los Angeles in 2012 to root on Boyle and his team. He also didn't have to make the addition to the Coors Events Center a priority for the institution.

But Boyle knew Bohn was also the guy that wouldn't not do that.

"When I think about Mike Bohn I think about passion, energy and giving it your all," said Boyle.

Bohn resigned as the athletic director of the University of Colorado Tuesday to the bewilderment of nearly everyone. Since he took over the position in 2005, he had induced CU's transition from the Big-12 to the Pac-12, was the proprietor that set in motion numerous endeavors to upgrade athletic facilities and oversaw an overall tumultuous era in Buffs athletics.

The actions and decisions Bohn made during his tenure were, as CU Chancellor Phil DiStefano said, "essential" to the progression of the programs he led. The relationships he built will be what he's most remembered for though.

"Mike [Bohn] was more than just an athletic director to me. He was more than just a boss, I consider him a friend," Boyle continued. "It hurts when you see someone you care about, and that has been so good to you have that happen to them. It's unfortunate, but Mike is a standup guy and his legacy will stand on his own merits here."

Bohn hired Boyle, and will likely go down as the most successful of his eleven hirings as athletic director. His accomplishments, back-to-back NCAA Tournament berths, would not have been possibly without the guidance of Bohn.

"He is the guy that hired me I'll be forever grateful and indebted to him. I enjoyed working for Mike, a great man and a great athletic director," asserted Boyle. "I don't worry about the future of Mike Bohn, he'll be fine and so will be the University of Colorado as we move forward."

# The Washington Post

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## CU AD Mike Bohn says decision to go in a different direction caught him off guard

By Associated Press, Published: May 30

BROOMFIELD, Colo. — Mike Bohn said he was blindsided by the University of Colorado's decision to make a change at athletic director.

He thought he was doing things right.

Well, maybe not on the football field, where the Buffaloes were struggling to find success, but he was bringing in money and the basketball teams were reaching new heights.

He was shocked by the recent conversation he had with chancellor Philip DiStefano, who made it clear the school wanted to head in another direction and that a switch might trigger better opportunities to raise money.

Shock turned to frustration and Bohn submitted his resignation after eight years in charge of the athletic program. He will depart on Monday.

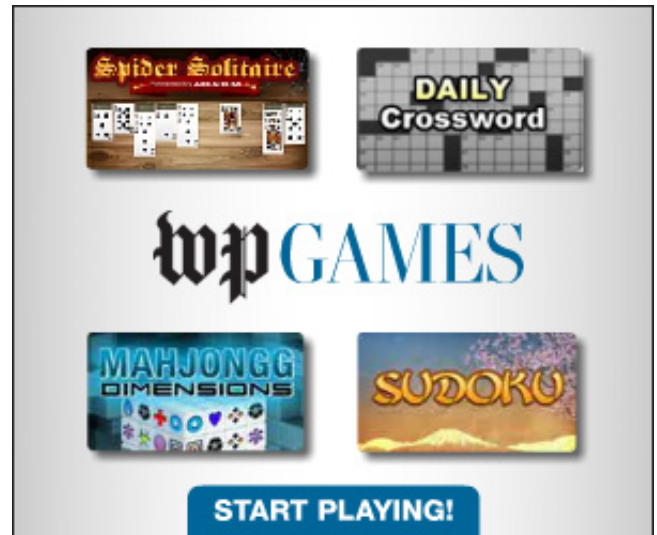
Bohn vigorously defended his track record in a 45-minute speech on Thursday at a nearby hotel, even distributing a seven-page handout detailing accomplishments, fundraising numbers, community involvement and facility investments.

"The insinuation that we don't have a plan is offensive at best," Bohn said.

As for why he's no longer athletic director, Bohn simply said, "I don't know."

Soon after his meeting with the press, the university issued a statement, saying: "The University leadership has always been appreciative of Mike Bohn's many contributions to CU athletics and to the CU-Boulder campus. ... We wish Mike all the best, and we're focused now on moving ahead on our fundraising and organizational goals for intercollegiate athletics."

The day before, DiStefano had a similar briefing and didn't shed any light on the specifics behind the move. DiStefano did say that he wanted his next athletic director to act like a CEO and manage a program with an



annual budget of around \$60 million.

Fundraising would be an important part of the position as well.

Bohn took offense at the notion he couldn't fundraise. In his handout, he said he increased suite sales by 34 percent and created a "Buff Club Cabinet," where the minimum annual donation was \$25,000 (the club had 68 members). He also said athletic giving in cash and pledges totaled \$7.6 million in 2011 and \$11.8 million in 2012.

"We are the No. 1 fundraising unit on the Boulder campus," Bohn said. "I was never told, 'Hey we're not meeting numbers.' ... That's why I use words like troubling, shocking — I had no idea this was coming. I was never informed there was ever an issue. When I arrived, the budget was about \$32 to \$35 million. It's \$60 million now. I'm proud of that record. My heart knows the honest and passionate commitment that we have made. I have no regrets."

He provided a lengthy list of endeavors over his tenure, things like:

- Installation of Colorado's Hall of Fame
- Extending a contract with Nike
- Renovating facilities at Folsom Field
- Creating a soccer facility on campus
- Setting an all-time home attendance record for men's basketball last season
- Building a new practice facility
- Ushering the Buffs from the Big 12 Conference into the Pac-12

"I'm proud as heck," Bohn said. "Do I wish we could've continued to carry the ball and do what we want to do? Absolutely."

The lack of success on the football field may have ultimately led to his downfall.

Colorado struggled to gain any traction in football, with Bohn firing two coaches and pushing a third out the door.

It began with Gary Barnett, who was the incumbent coach when Bohn took over the department and who reluctantly accepted a buyout in 2005 after going 49-38 in seven seasons marred by a sexual assault scandal.

Dan Hawkins was the trendy pick at the time, but couldn't consistently win, either, and was fired in 2010 after going 19-39 in five seasons. The Buffs tried to restore the luster of the program through Jon Embree, a former CU player, but he lasted just two seasons.

Bohn replaced Embree in December with Mike MacIntyre, formerly of San Jose State and someone who has a history of turning around downtrodden programs.



"I'm disappointed we weren't able to turn the corner," Bohn said. "The football program is a huge deal. It's king."

DiStefano said the school will assemble a search committee next week and that there is no rush to find Bohn's replacement. In the meantime, former CU women's basketball coach Ceal Barry will serve as the interim director of intercollegiate athletics.

As part of his buyout, Bohn will receive \$918,000 along with eight season tickets to football and basketball games for life. He found it entertaining how taken people were with that part of his settlement agreement.

"I grew up here. This is my hometown. My mom lives here," Bohn said of the tickets. "Eventually, when I come back to the Colorado area, I'll have tickets. I want to be a part of it."

"I recognize their right to have who they want. I'm a company guy, I'll continue to be a company guy. That's their prerogative. It's no different than when the Broncos decide who their quarterback will be. That's their prerogative, despite how popular or unpopular the other guy is."

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## University of Colorado wants to hire business-savvy athletic director

By David Krause *The Denver Post* *The Denver Post*

Posted:

DenverPost.com

BOULDER — Watching as the athletic department budgets of Pac-12 counterparts grow each year, University of Colorado chancellor Phil DiStefano said Wednesday the school's next athletic director needs to have a lot of business savvy to help the Buffaloes keep pace.

CU announced in February a plan to raise \$50 million in donations for a \$170 million, long-term project to upgrade the school's athletic facilities. Tuesday, CU forced out longtime athletic director Mike Bohn. It is believed CU's top administrators were not happy with the progress of athletic department fundraising.

While DiStefano would not address specifics regarding Bohn's resignation, he said the best candidate will have "as the No. 1 priority fundraising for not just the facilities that we need for football, but fundraising we need for other facilities as well."

Bohn resigned under pressure after more than eight years at CU. DiStefano, at a brief late afternoon news conference, would not discuss any conversations he had with Bohn or what led to his departure. Bohn will receive \$918,000 (which was the base salary for the final three years of his contract) in three payments, as well as eight season tickets for football and basketball games for life.

Bohn, who hasn't talked publicly since his departure, has scheduled an off-campus news conference at 11 a.m. Thursday to discuss his departure.

"I made the decision that now is the time to bring in a strong leader to set a strategy that will step the department up to a new level of performance and fundraising and overall management," DiStefano said. "I want an athletic director who will run the athletic department like a business."

"What's really key is athletics is big business, as we approach a budget of \$50 (million) to \$60 million (annually) and see that growing each year. I want to make sure we have an AD who will run the athletic department like a business, since we are a big business."

Asked whether CU would consider hiring a booster with a strong business background, such as Colorado State did with Jack Graham and Michigan with David Brandon, DiStefano said, "What I want to do is cast a wide net and see the applicants that come in and make a decision on getting the best person possible."

CU doesn't appear to be in a hurry to hire Bohn's replacement. DiStefano said he would work on the search "over the summer," and interim AD Ceal Barry said she expected to fulfill her new role for at least the next three months. DiStefano said he would put together a search committee early next week that would then look at hiring a consulting firm to help find a replacement.

When asked about her interest in the AD job long term, Barry said: "I've been doing this for about 22 hours. I want to keep my focus on doing what I've been asked to do currently and the next three months."

Having been at the school since she was hired as the women's basketball coach in 1983, Barry said the athletic department needs to earn the trust of boosters to get fundraising on track.

"We've got to show trust. We have to build trust," said Barry, who has been CU's associate AD since retiring from coaching in 2005. "We have to build a relationship with potential donors and show them this is a wise investment. They may have other options, just like a recruit. We have to show them this is their best option."

One person who might be interested in the job is Matt Russell, a former CU All-America linebacker who is the Broncos' director of player personnel. A source close to the situation said Russell, 39, would be intrigued about having an opportunity to oversee his alma mater's athletic department. With the Broncos, he is the top assistant to John Elway, who runs the team's football operations department.

After Russell's interest was reported by The Denver Post on Wednesday afternoon, and confirmed by other local media outlets, Russell released a statement through the Broncos' media relations department that indicated he would not be pursuing the AD job.

The statement read: "While I love my alma mater and want what's best for it, I am not pursuing a position with the University of Colorado. I am fully committed to my role with the Denver Broncos."

Bohn, meanwhile, sent a letter to CU athletic department staff members Tuesday after his resignation was announced that clearly indicated he was forced out. In the letter, he said it was "a very disappointing, troubling and shocking development."

Bohn, who was hired in April 2005 and received a five-year contract extension in 2011, grew up in Boulder.

In addition to leading the move of CU from the Big 12 to the Pac-12 in June 2010, Bohn oversaw the hiring of 11 head coaches: Mike MacIntyre, Jon Embree and Dan Hawkins (football), Tad Boyle and Jeff Bzdelik (men's basketball), Linda Lappe and Kathy McConnell-Miller (women's basketball), Roy Edwards (men's golf), Liz Kritza (volleyball), Danny Sanchez (women's soccer) and Ann Elliott (women's lacrosse).

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Staff writer Mike Klis contributed to this report.

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## Post Poll: CU's Bohn era

What did you think of Mike Bohn's tenure as University of Colorado athletic director?

77.4% Thumbs-down: Football team was a mess, and he handled Jon Embree's firing poorly.

22.6% Thumbs-up: He moved CU to the Pac-12, improved Folsom Field and hired Tad Boyle.

Total votes: 3,344

## Under terms of contract, former athletic director agrees not to sue university

By Brittany Anas, Camera Staff Writer Boulder Daily Camera  
Posted:

DenverPost.com

The University of Colorado will spend \$918,000 to buy out the remainder of athletic director Mike Bohn's contract, according to the separation agreement.

In exchange, Bohn -- who had three years left on his contract -- promises not to sue the university, according to the document.

Athletic department revenue will pay for the buyout, but the auxiliary department may need to once again borrow money from the campus to pay for the expense. CU-Boulder spokesman Bronson Hilliard said university officials expect to know within a month whether a loan will be needed. The school begins its new fiscal year July 1.

The athletic department owes the campus and CU system about \$22 million, with the majority of that debt -- about \$16 million -- related to the move from the Big 12 Conference to the Pac-12.

No tuition or taxpayer money will be used for the buyout, CU Chancellor Phil DiStefano said at a news conference Wednesday afternoon.

The money will be paid out in three even installments of \$306,000 on July 1, Jan. 1, 2014, and Jan. 1, 2015, according to the agreement. The university will not make retirement contributions on behalf of Bohn, according to the document.

Under the contract, Bohn will get a lifetime of eight season tickets to CU football games, as well as men's basketball and women's basketball games.

The settlement requires that Bohn return his university-owned vehicle by June 3 and his cell phone and iPad by June 15, according to the documents.

DiStefano accepted Bohn's resignation Tuesday and named Ceal Barry the interim athletic director beginning June 3.

At the news conference Wednesday, DiStefano emphasized that it was his decision to part ways with Bohn and said the buyout was an investment in the long-term success of the athletic department.

"Spending money is something that I think we had to do to get where we want to be in the long term," DiStefano said.

Last fall, the athletic department took out its third loan in seven years from the university to pay for the roughly \$2.4 million it cost to fire football coach Jon Embree and part ways with offensive coordinator Eric Bieniemy. Other athletic department separation agreements in recent years included a \$2 million buyout of former head coach Dan Hawkins' contract in 2010 and a roughly \$3 million buyout of Gary Barnett's contract at the end of the 2005 season. CU and former head women's basketball coach Kathy McConnell-Miller reached a \$371,280 settlement in 2011.

While the school has given no specific reason for the breakup with Bohn, the well-documented struggles of the football program, continued athletic department financial problems, little progress in fundraising and conflicting leadership styles with his bosses are believed to be the core issues that led to Bohn being forced out.

"The parties mutually agree, under the circumstances, that it is in the best interests of Bohn and the university to sever the employment relationship," the contract says. "Bohn agrees to resign his employment and the university wishes to accept his resignation."

The contract goes on to say the university wants new leadership for the athletic department, but Bohn "has not engaged in any impropriety, NCAA rule violations, university policy violation or any immoral, dishonest, or other conduct which in the reasonable judgment of the chancellor of the university falls below the minimum standards of professional integrity."

Contact Camera Staff Writer Brittany Anas at 303-473-1132 or [anasb@dailycamera.com](mailto:anasb@dailycamera.com).

**ESPN.com: NCAA**[\[Print without images\]](#)

Wednesday, May 29, 2013

## Mike Bohn to receive \$918,000

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Associated Press

BOULDER, Colo. -- Mike Bohn has a prime seat to watch his replacement.

The University of Colorado will not only pay the athletic director \$918,000 following his resignation, but also give him season tickets to various Buffaloes sporting events for life.

The funds for Bohn's payout will come out of athletic department revenues, not from taxpayer dollars or tuition, chancellor Philip DiStefano reiterated at a news conference Wednesday.

Bohn, who grew up in Boulder, submitted his resignation Tuesday after eight years in charge of the athletic program. The reasons for his resignation were not disclosed and DiStefano didn't shed any new light on the situation in a rather brief news conference held on campus.

"It was a personnel decision," DiStefano said. "I really can't get into specifics."

He could say what qualities he's looking for in the next candidate: Someone with business acumen and sports savvy. Someone who can fundraise, too.

DiStefano wants the new AD to act like a CEO, a person to manage a program with an annual budget of \$50 million to \$60 million.

"Athletics is big business," DiStefano said. "I want to make sure we have an athletic director who will run the athletic department like a business since we are a big business. And also have as a No. 1 priority fundraising, for not just facilities we need for football but fundraising for other issues as well."

Next week, DiStefano will assemble a search committee, which will decide if an outside firm should be consulted. The school is in no hurry, either.

Former CU women's basketball coach Ceal Barry will serve as the interim director of intercollegiate athletics upon Bohn's departure on June 3.

"I don't think we'll lose a beat and continue to do good things over the summer while this process is going through," DiStefano said.

Would he consider Barry for the position?

"Absolutely," he said. "I would love to see Ceal apply, but that's certainly her choice."

Barry dodged the question of whether she would throw her name in for consideration.

"We'll see," she said. "I've been doing this for about 22 hours. I want to keep my focus on what I've been asked

to do currently."

In a copy of the settlement agreement obtained by The Associated Press, Bohn promised to return his courtesy vehicle on June 3 and his university-issued cellphone, along with his iPad, on June 15. Any furniture or other personal items in his office have to be removed by June 15 as well.

He will also be paid three equal sums of \$306,000 over the next three years -- a payout on July 1, another on Jan. 1, 2014, and a final installment on Jan. 1, 2015. In addition, Bohn will receive eight season tickets for CU football and basketball games "for his remaining lifetime."

Then again, Bohn has deep ties to the community, graduating from Boulder High before going to college at Kansas.

"It's common," DiStefano said of Bohn's ticket request. "Previous athletic directors who left the university have received tickets."

The payout package does come with a caveat: That he doesn't sue the school "for any claims, known or unknown, arising out of the Employment Agreement."

In an email sent to his athletic staff Tuesday and acquired by the AP, Bohn wrote: "They want to go in a different direction and that is their prerogative. This is a very disappointing, troubling and shocking development as we have made so much progress together over the past 8 years."

Under Bohn, the Buffaloes moved from the Big 12 Conference to the Pac-12 and sent their basketball teams to the NCAA tournament. Colorado struggled on the football field, though, as Bohn fired two coaches and pushed a third out the door.

Gary Barnett, who was the incumbent coach when Bohn took over the department, reluctantly accepted a buyout in 2005 after going 49-38 in seven seasons marred by a sexual assault scandal. Dan Hawkins was fired in 2010 after going 19-39 in five seasons and Jon Embree lasted only two seasons.

Bohn replaced Embree in December with Mike MacIntyre, formerly of San Jose State.

Asked why he didn't replace Bohn before finding a new coach, DiStefano said: "Actually, I'm very satisfied and very pleased with all of our coaches. ... As I said, personnel decisions are difficult decisions and they take a while to make. We have, I believe, the right coaches in place."

Bohn's tenure also included a recent turnaround of the men's basketball team. With coach Tad Boyle at the helm, the Buffs have been to the NCAA tournament the past two seasons.

In February, Colorado announced a \$50 million fundraising campaign to anchor a \$170 million multiyear upgrade of CU athletics facilities at Folsom Field and the Dal Ward Center and the development of an indoor practice facility.

"We're in a conference now, the Pac-12 Conference, that's a conference of champions," DiStefano said. "It's a very competitive conference. To be competitive in football, men's basketball, women's basketball, I think we have to take the long view. When I take the long view, I'm satisfied with the decision that I made."