



# COLORADO BUFFALOES

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Photo Courtesy: CUBuffs.com



## Brooks: CU Says Commitment To Football On Upswing

Release: 11/26/2012 Courtesy: B.G. Brooks, Contributing Editor

**BOULDER** - The University of Colorado administration vows Jon Embree's successor will find a renewed commitment to football when he steps on campus and continues the process of rebuilding the besieged Buffaloes program.

Chancellor Phil DiStefano and Athletic Director Mike Bohn said at a Monday news conference that CU recognizes how high the bar has been raised with the Buffs joining the Pac-12 Conference - and the school's hiring of a new coach will reflect that.

DiStefano said he and President Bruce Benson, who was out of the country but listened to the news conference via speaker phone, "are committed to upgrading facilities." He also said the new coach's salary will be addressed: "We want to be competitive in the Pac-12, and that means going out and getting the best head coach and we pay that head coach."

Financial models of the next head coach's salary, said Bohn, are being studied: "To Jon's credit, he moved a lot of pieces to move a lot of resources to his staff. We're going to change that (salary) dynamic and the president and chancellor support that."

### BUFFALO EXTRAS



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Bohn & DiStefano  
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Jon Embree  
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Quotes

Embree, whose two seasons produced a 4-21 overall record (3-15 Pac-12), was fired on Sunday. His annual salary was \$750,000 and he is due a \$1.625 million buyout. A national search for a new coach is underway, Bohn said, with the hiring to be done "as soon as possible." He added that, as of Monday, no parameters - is CU's new coach a current head coach or offensive/defensive coordinator? - are set: "It's wide open at this point."

Bohn cited CU's revitalized men's basketball program as an example of what can be achieved through an overall "conviction" of change that ranged from an upgrade in facilities to support for coach Tad Boyle, his staff and players, and the heightened involvement of fans. Bohn called those key elements "vital" and said a similar "galvanized" support base in football must be present for long-term success.

"The conviction for football has got to be escalated among all of our key players," Bohn said. "Our next head coach is watching. He's going to say, 'How's Colorado responding, how are they going to do it, are they committed to doing it? They're going to look at the board of regents and all the other key players associated with it. Do they want to compete in the Pac-12 and go to the Rose Bowl?'"

Bohn claimed CU's administration "has looked around the Pac-12 and seen the bar is raised high. It's higher than it's ever been. This is a real challenge for everyone."

Monday's lengthy news conference at the Dal Ward Athletic Center was attended by Embree and his family, several of his assistant coaches, various athletic department officials and a number of players. Embree, the first to address the media and take questions, was emotional throughout his nearly 30-minute turn, particularly when referencing his players.

"I'm obviously disappointed sitting here today," he said. "You know, I did things the right way. I don't care what they say, or what anyone says. We had the highest GPA the last three semesters here at this school that the football program has ever had. We stay out of trouble. You guys represented yourselves well and all the guys that played before you. You set a legacy and a standard."

"As I told you guys, we're going through tough times and you're not judged by the scoreboard at the end of the day. I was, you won't be. Don't let someone else define you by what they think is right or how they think things are supposed to be. You know how it's supposed to be done. You understand what the standards are and the expectations are and you always hold yourself accountable. We talk about 'in spite of' . . . in spite of what anyone else says about you, don't let it change how you prepare and what you do every day to become better as a person and better as a man."

Bohn said the decision to fire Embree was solely his and that "we had a heartfelt desire to make this work, we desperately wanted it to work." He also said "boosters' resources have never been a factor" in his decisions. In the end, Bohn said, firing Embree "was about functionality and the way the enterprise is run."

DiStefano credited Embree for his "passion for the football program and student-athletes," but also said evaluations "have to be based on progress and results. And we simply did not see enough this year. We looked at the performance on the field and did not see the development and the cohesion that gave us confidence and that's why the decision was made . . ."

Asked if being given two years to turn around a program were enough, Embree said, "You'd have to ask them (Bohn, DiStefano) that. It is what it is. Obviously I'm not in the right frame of mind to answer some of that stuff. I don't agree."

In the days preceding and after last Friday's final game - a 42-35 loss to Utah that made the 2012 Buffs the only team to go winless at Folsom Field - Embree had told various news outlets that he had been assured by Bohn that he would return to coach a third season.

"Things change, that's part of the business," Embree said Monday. "That's part of the deal. Things change. I don't know what happened or what transpired. I can't answer that."

Other than being "late," Bohn said he couldn't pinpoint when he reached his decision to fire Embree. He added, "It's not just the results on the scoreboard; it's how we manage the entire operation."

Aside from producing more wins than losses, Embree said he would not do anything differently: "No, because if I had done it differently it wouldn't have been the right way. I was brought here to build something. I have one and a half recruiting classes, so to speak. I think they've all represented themselves well. The players that have stayed have represented themselves well.

"I told the team when I got hired, there aren't 'Hawk' (former coach Dan Hawkins) guys and there aren't Embree guys. There are the University of Colorado guys, period. I told them that before my first press conference. I've interacted with them and encouraged them in that same manner. I'm not going to do it any other way than the right way. That takes time. I'm disappointed with the results too, on the scoreboard, but everything else that has been done here, they are better."

With a school-record seventh consecutive losing season completed and the Buffs' last three head coaches fired - Embree only two seasons in - Bohn was asked how he believed a prospective CU head coach would view job security. He said coaches "understand the challenges of this business; they understand how competitive it is . . . when you have the right leader and you have the ability to put that long-term plan in place, then obviously they gain extra time in pulling that together."

Asked if he believes CU's new coach can turn the program around, Embree answered, "How long does he have?"

A football staff meeting was scheduled at 4 p.m. Monday to discuss recruiting responsibilities and how much money Embree's assistants might receive from the university. Most were hoping for one to two months pay. Offensive coordinator Eric Bieniemy, the only staffer with a long-term contract, received a \$812,500 buyout.

Drawing on their experience in previous coaching changes, Embree's assistants can't count on being retained by his replacement. "At best, it's about a 10 percent chance . . . it's a rare deal, but occasionally it's done - like with Brian (Cabral)," said tight ends/special teams coach J.D. Brookhart, who had left coaching but returned at Embree's behest.

Brookhart said he was unsure about pursuing another coaching job: "I don't know if I'll stay in it; it would have to be the right scenario - which I thought this was. I'll see what happens in next two months and keep my options open."

Offensive line coach Steve Marshall, an assistant in either college or professional football for three-plus decades, also said he was uncertain about his future. "I don't know what to expect," he said. "Your prepare for the worst and hope for the best."

Marshall received word of Embree's firing while he was enroute to Denver International Airport to begin a recruiting trip. He called his five O-line prospects on Sunday night and reminded them that CU is "a good school." But also told them to "keep your options open" because the next head coach might not want to honor this staff's commitment to them.

Junior wide receiver Paul Richardson, who sat out this season to complete the rehabilitation of his knee, believes the first task for returning players "is to come together." He said he will organize a group of players he considers to be team leaders "and make sure we're all on the same page as far as working hard to finish the semester in school.

"And whatever group (of coaches) we get next, we'll work with them to help finish turning this program around. We're already on the right path; coach (Embree) laid a nice foundation for us. We're headed in the right direction."

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## Bohn says university ready to pay more for football coach

By Brian Howell Buffzone.com Boulder Daily Camera

Posted:

DailyCamera.com

After firing two head football coaches in the past two years, Colorado has no interest in firing another one any time soon.

So, as the Buffs go on the hunt for a new head coach, they are believed to be searching for someone who has had recent success as a college head coach and someone who could make a bit of a splash nationally.

Following Sunday's announcement that CU has fired head coach Jon Embree, athletic director Mike Bohn said Monday he had a top target in mind and that man is currently a head coach at another college program. He also said he has not talked to that coach about the CU job.

"I think every AD has a list of candidates that they'd love to have in the event there is a change," he said. "We do, but we'll see if we can pull it off."

Certainly there's no guarantee CU will get its top choice. The Buffs are, after all, one of nine BCS schools -- and one of 12 FBS schools -- currently searching for a head coach.

To compete with those schools, and to compete with their Pac-12 rivals, the Buffs plan on spending more money this time around.

Embree was, by far, the lowest paid head coach in the Pac-12, making about \$750,000 annually. According to coacheshotseat.com, a website that tracks coaching moves around the country, Embree was the lowest paid coach in the BCS. Embree was also the lowest paid Division I coach on the Front Range, with Air Force, Colorado State and Wyoming, all Mountain West schools, writing bigger checks to their coaches.

Embree's contract did include several incentives, but Bohn said "we are going to change that dynamic," meaning the next head coach will likely have a larger base salary. Bohn said the CU administration is on board with paying what it takes to get the right coach.

"I have no doubt about it," he said.

So, who is the right coach? Speculation is well under way, and here is a list of six coaches the Buffs could target during their search:

Gary Andersen, Utah State head coach

In his fourth season, Anderson led the No. 20 Aggies to the WAC title and a 10-2 record. He is 25-24 in four seasons and will go to his second straight bowl game next month. Prior to his arrival in 2009, Utah State had 11 straight losing seasons and had not been to a bowl game since 1997. Before Utah State, Anderson spent five years as the defensive coordinator at Utah.

Tim DeRuyter, Fresno State head coach

The Bulldogs are 9-3 and headed to a bowl game in his first season at the helm (after going 4-9 in 2011). He's well known for his ability to turn around a struggling defense, having served as defensive coordinator at Ohio

(two separate times), Nevada (co-DC), Air Force and Texas A&M before coming to Fresno State. The Bulldogs had the No. 1 offense and No. 2 defense in the Mountain West this season.

Bob Diaco, Notre Dame defensive coordinator

If CU hired someone with no head coaching experience, Diaco would be near the top of the list. He is the architect of the defense that has led the Irish to this season's BCS National Championship game. He has been successful in several other coaching stops, as well.

Mike MacIntyre, San Jose State head coach

MacIntyre knows how to turn around a struggling team. He took over a team that went 2-10 in 2009. Although he went 1-12 in 2010, he led the Spartans to 5-7 in 2011 before this year's 10-2 resurgence. MacIntyre also has nine years of experience as a college defensive coordinator, as well as five seasons of NFL experience.

Greg Roman, San Francisco 49ers offensive coordinator

Another top-flight assistant with no head coaching experience. He's been instrumental in the development of 49ers quarterback Alex Smith the past two years and has 15 years of NFL experience. He also worked as a top assistant coach at Stanford in 2009 and 2010, aiding in the development of quarterback Andrew Luck.

Jeff Tedford, currently unemployed

He was recently fired by California after 11 years as the Golden Bears' head coach. Although his Bears were 3-9 this year, he went 82-57 in Berkeley, with eight bowl game appearances and nine winning seasons. Prior to taking the reins at Cal, he spent nine years as an offensive coordinator at Fresno State and Oregon.

Surely, the Buffs will look beyond this list. Kent State's Darrell Hazell is an attractive option and Miami's Al Golden could be looking to get out with the Hurricanes facing NCAA sanctions (for violations under the previous staff).

Bohn dismissed the notion of hiring former Ohio State coach Jim Tressel, who was fired in 2010 after severe NCAA punishments were handed down to the Buckeyes. Tressel has a show-cause penalty through 2016, meaning any school that hires him would be subject to NCAA sanctions and would be constantly on the NCAA radar.

It's also safe to say the Buffs would steer clear of high profile coaches Butch Davis and Bobby Petrino, as both of them carry significant baggage. Dave Doeren (Northern Illinois), Sonny Dykes (Louisiana Tech), Gus Malzahn (Arkansas State) and Willie Taggart (Western Kentucky) are all current head coaches with solid credentials, but they aren't likely to land in Boulder, either.

A source in the CU athletic department also said Air Force coach Troy Calhoun isn't a likely successor to Embree. After six bowls in six seasons, Calhoun would be a good candidate for the Buffs, but is believed to be very happy at Air Force.

The task ahead of Bohn and his staff is to find someone who will be happy at CU.

## Jon Embree on being fired as CU Buffs' coach: 'I did things the right way'

By Kyle Ringo, Buffzone.com Boulder Daily Camera

Posted:

DailyCamera.com

Former Colorado coach Jon Embree cried and struck a defiant tone at times today during his portion of an awkward press conference announcing his firing at the Dal Ward Center.

Embree paced, took a big swig of water from a bottle and sighed deeply before sitting at a folding table in the Varsity Room on the second floor just down the hall from the office he occupied for slightly less than two calendar years.

Members of his family, much of the team he coached this year and his assistants stood or sat in the back of the room, showing their support and also their displeasure with athletic director Mike Bohn's decision.

Embree began by addressing his players.

"As we move forward, know I'll always have your back and I'll do anything I can for you," he said.

"...To my kids, the ones who carry my last name and the ones I coach, just remember, don't let anyone take nothing away from you. They can't if you don't let them."

At one point an unidentified player spoke to the coach from the back of the room.

"Thank you coach," he said. "We love you."

"I love you, too," Embree responded.

Embree was fired Sunday after a 1-11 season and going 4-21 in his two years on the job. He was the first black head coach in the history of the program and the only coach to be given fewer than three full seasons on the job since 1962.

"If this decision were based on passion for CU and dedication, there is no doubt Jon would be coach for life," Chancellor Phil DiStefano said. "But it also has to be based upon progress and results, which we simply did not see enough this year.

"We looked at the performance on the field and did not see the development and the cohesion nor progressive strategy that gave us confidence in the future. That's why this decision was made."

CU spokesman Bronson Hilliard confirmed the total buyout for the three years remaining on Embree's contract and offensive coordinator Eric Bieniemy's contract is \$2.437,500. Hilliard said CU attorneys determined Monday Embree is owed \$1.625 million and Bieniemy is owed \$812,500.

No public funds will be used to pay the buyouts. They will be funded by private donations and other resources such as Pac-12 Conference television revenue.

Bohn said the school hasn't hired an outside consultant to aid its search but it has talked with at least one. The school is forming a search committee. Bohn said he has a favorite in mind for the job who is currently a head



coach at another university. He said previous experience as a head coach is important to him.

Embree was hired in 2010 away from his job as tight ends coach with the Washington Redskins. He had no previous experience as a coordinator or head coach.

Bohn and DiStefano acknowledged they will have to significantly increase the annual salary of the next head coach to attract a coach with the right credentials. They said that could mean paying the next coach between \$2 and \$3 million annually. The rest of the staff will likely cost another \$1.5-\$2 million.

Embree and his entire staff were making less than \$3 million combined.

Embree said as recently as Friday that he had been assured he was safe in his job. He said he doesn't know what changed between the season finale against Utah on Friday and his firing on Sunday.

"I don't know because I know Saturday Utah didn't get an extra touchdown," he said.

While most of Embree's assistant coaches were seen packing their belongings in the coaches' offices Monday the school has only officially fired Embree. Longtime sports information director Dave Plati said the next head coach will probably be given the option of retaining any members of Embree's staff.

Embree made it clear he doesn't agree with the decision to fire him. He said he thought he had the program heading in the right direction in every area and just hadn't been able to show it on the field. He said the university provided enough support for the program in some ways but not in others during his tenure. He was not specific about where CU fell short.

Embree said CU officials say they want to be competitive in the Pac-12 Conference and nationally, but the actions and choices made by administrators don't back that up on a day-to-day basis. Embree has worked behind a desk he brought from home because CU didn't want to buy a new desk. He routinely purchased water for everyone in the football offices. He said CU officials want a first-class program without devoting first-class resources to building it.

Embree said he wouldn't change his approach if given the opportunity to coach CU over again knowing he would only have two years to show improvement. He said he would have had to cut corners and put players in bad situations to do so and he would never be comfortable with that.

"Obviously disappointed sitting here today," Embree said. "I did things the right way. I don't care what they say or what anyone says."

When Embree completed his remarks he walked to the back of the room where he was surrounded by players who hugged him. It made an awkward event ever more uncomfortable because Bohn and DiStefano were forced to wait to begin explaining their decision and watch the outpouring of emotion.

CU President Bruce Benson is traveling out of the country but participated in the press conference via conference call.

"We desperately wanted it to work," Bohn said. "We had incredible hope and expectations for that to come together. We believe we provided the support to try and help Jon and his staff. I thought Jon was incredibly honest and I enjoyed working with Jon a great deal."

DiStefano and Bohn defended their decision to fire Embree for more than 30 minutes. Some of the toughest questions they faced were asked by former Buffs who are now members of the media such as Joel Klatt, Charles Johnson and Alfred Williams.

Klatt asked why CU fans should have confidence in them to hire another football coach after Dan Hawkins and Embree weren't successful.

"It's not an exact science in hiring coaches," DiStefano said.

DiStefano went on to defend Bohn and his track record at CU, saying Bohn is responsible for building a top-25 men's basketball program, as well as success in other programs in the department.

Bohn said he recognizes he has culpability in the failings of the football program but he is also proud of accomplishments under his watch.

"The landscape has changed across the country associated with college football," Bohn said. "The resources, exposure, the competitiveness and we're not going to be deterred. We've had headwinds with this program for quite some time and we've continued to have headwinds, but the alignment with leadership and so many other key stake holders has never been better."

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## Athletic director has successful hires, but has failed in the most high-profile sport

By Brian Howell Buffzone.com Boulder Daily Camera

Posted:

DailyCamera.com

Colorado athletic director Mike Bohn was on his way to the microphone Monday when he stopped.

He stood for more than three minutes, looking across the room as the man he just fired as CU's head football coach, Jon Embree, received hugs from teary-eyed players.

It had to be one of the more awkward moments of Bohn's 7 1/2-year tenure as CU athletic director, with dozens of football players making it very clear who they supported.

Bohn and CU chancellor Phil DiStefano then spent the next 30 minutes defiantly defending their decision to make a change in the football program less than two years after hiring Embree.

It's a decision Bohn can't get wrong this time around.

"No question," he said. "The pressure is immense."

To be fair, Bohn has plenty of positives on his résumé. Under his direction, CU kicked off conference realignment around the country with its shift to the Pac-12 Conference during the summer of 2010.

Bohn hired Tad Boyle, who has completely turned around the Buffs' men's basketball program, leading them into the NCAA Tournament last year and into the top-25 rankings this season for the first time in more than 15 years.

He also hired Linda Lappe, who has directed a turnaround of the women's basketball program; Liz Kritza, who seems to finally have the volleyball team on the upswing; and Danny Sanchez, who sparked a turnaround on the women's soccer field this fall.

DiStefano was quick to point all of that out Monday.

"If you look at other coaches that Mike has had an opportunity to hire, especially in men's basketball, women's basketball, volleyball, there have been some extremely good hires; soccer," DiStefano said. "When I look at the athletic department over the last five or six years, there have been some accomplishments. Obviously not in football, but in the other sports and in academics and so on."

Unfortunately for Bohn, his tenure will forever be defined by what he does with the football program. Regardless of how many NCAA Tournament appearances Boyle makes with the Buffs, football is the flagship program in the department and Bohn is now 0-for-2 in trying to find the right coach.

In 2005, he fired Gary Barnett and hired Dan Hawkins. At the time, Hawkins was one of the hottest coaching prospects in the country for what he did at Boise State. That hire didn't work out, though, as Hawkins went 19-39 in five years at CU.

Hawkins was fired with three games to play in 2010, and on Dec. 6, 2010, Bohn announced the hire of Embree. During the past two seasons, Embree went 4-21, including 1-11 this year. It was one of the worst

seasons in CU history, and the Buffs went winless (0-6) at Folsom Field for the first time in stadium history.

Less than two years after proudly introducing Embree as head coach, Bohn sat in front of media, current players and alumni and admitted he was wrong again.

"Obviously the athletic director has culpability in that and I recognize that," he said. "You can look at many programs around the country and sometimes it takes just the exact perfect situation to pull that together.

"In the end, I'm accountable for it, but I don't make every single decision on my own."

Maybe not, but he did make this one, and it was a very unpopular decision in the CU locker room. Some players have already said they will leave the program with Embree now gone. The murmuring of players in the back of the room during Bohn's press conference was hard to block out.

DiStefano deflected a question about Bohn's job status, saying simply that Bohn's job is reviewed on a yearly basis and "we'll continue to do that on a yearly basis."

DiStefano also said "it's not an exact science, as far as hiring coaches."

After missing on two football hires already, though, Bohn's job likely depends on his ability to find the right coach this time around.

"To be honest, I think we all have to get this one right," DiStefano said. "We have to get this right because it's important for the university, it's important for our competition in the Pac-12."

It's also important for Bohn.

Follow Brian on Twitter: @BrianHowell33.

## CU Buffs need to score football coach who can put points on the board

By Tom Kensler *The Denver Post* *The Denver Post*

Posted:

DenverPost.com

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Any debate regarding whether or not Colorado should have fired football coach Jon Embree after two seasons is a moot point.

Athletic director Mike Bohn made the move, so now what?

Having covered CU athletics for more than 15 years (I'm now on the Broncos beat for the remainder of their season), I have determined that this much is clear:

As much as CU needs to hire a coach, it needs to find an offense.

Bottom line, that's been the problem. College offenses are giving scoreboards a workout like never before. And Colorado hasn't kept up. Not even close.

The Buffs haven't averaged at least 30 points a game since CU won the 2001 Big 12 Conference championship under Gary Barnett. That's not good enough.

And it's especially not good enough in the high-flying Pac-12, where every team, it seems, sports a quarterback with an NFL future. When facing a Pac-12 schedule, you'd better plan on scoring well into the 30s on every given Saturday just to have a chance.

Not only has CU not kept up with modern offenses, but also the Buffs have fallen further behind.

Embree's two Colorado teams averaged just 18.8 points per game. CU's opponents? They went for 41.3 in games against the Buffs — and sometimes with second-stringers playing in the second half.

The trend really began during Dan Hawkins' five-year regime. From 2006-10, Hawkins' teams averaged just 22.1 points at a time when the Big 12 suddenly went airborne and produced a slew of pro QBs including Josh Freeman, Sam Bradford, Colt McCoy and Blaine Gabbert.

Only one Hawkins-coached Buffs team produced 25 or more points per game. The 2007 squad averaged 27.6 points per outing. Not coincidentally, that team is the last to represent Colorado in a bowl game.

For the five-year period, Hawkins' teams were outscored by an average of 22.1 to 28.1. Not nearly good enough.

Here's my observation about today's college football: Especially for a building — or rebuilding — program, it's much easier to install a wide-open, air-it-out offensive attack and try to keep up with the Joneses, than it is to recruit enough elite-level athletes for a suffocating defense.

My suggestion to Colorado is to look for a creative head coach with a reputation of being an offensive whiz. And then hope the new coach hires a top-shelf defensive coordinator.

That's the only way to catch up and keep up. Especially in the pass-happy Pac-12.

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## CU Buffs AD Mike Bohn defends decision to fire football coach

### Embree

*By John Henderson The Denver Post The Denver Post*

*Posted:*

DenverPost.com

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BOULDER — It was during one of Colorado athletic director Mike Bohn's last discussions with football coach Jon Embree when it hit him. A change was needed.

In recent weeks, the athletic director and coach had gone over the many changes required for next season. Changes on the coaching staff. Fire this guy. Fire that guy. Hire this guy. Hire that guy. Heading into a third year of a rebuilding project that had yet to show signs of taking root, Bohn came to his conclusion.

He needed to change the head coach as well.

"When you start talking about the key element of alignment ... his coaching staff and the decisions and discussions about moves associated with coaches and those different pieces and recognizing the unknowns associated with those key pieces created great unrest and doubt about the ability to drive that forward," Bohn said during Monday's news conference announcing Embree's firing.

Two years ago, Bohn made the controversial decision to hire Embree, a former Buffs tight end, who had no previous experience above being a position coach. Embree then hired two coordinators who had never been solo coordinators before.

The inexperienced staff, despite many years of working in the NFL, struggled with an inexperienced team and wound up with the most losses (11) in school history this season.

"Jon was hired because of all that he stands for and his Buff ties but also the ability to attract what we believe is one of the finest staffs in the country with tremendous NFL experience," Bohn said. "As the erosion of some of that equity we had in the program began to become revealed, how can we continue down that path of unknowns and change? That added a new dimension to it."

Bohn fired Embree after only two years of what they both originally agreed would be a three- or four-year rebuilding project. Even after the season-ending loss to Utah on Friday, Embree was convinced he would be brought back. Bohn, however, was moving in another direction.

He called the coach Saturday night, at which point Embree said he began to sense he might not retain his job. Late Sunday afternoon, Bohn told him he was moving in another direction.

Embree went 4-21 in his two years. CU lost eight Pac-12 games this season by average score of 50-15.

"When you look around the country and look at coaching changes and the importance of the third year and all the different things that are moving forward," Bohn said, "if you don't have the momentum that is vital to transcend, then eventually you begin to think, 'OK, did we not make the adjustments quick enough and to allow us to show that we're on the right path and all the things are coming together?' "

However, Bohn signed off on the staff hirings two years ago. He said two years was long enough to see things weren't working.

"Clearly, it was not on the track that was producing the type of progress that we needed to put together," he said.

The firing is Bohn's third in seven years. He hired the last two coaches who have produced a school-record seven consecutive losing seasons. In his eighth year at CU, Boulder native Bohn pointed out that athletic directors such as Texas' DeLoss Dodds and UCLA's Dan Guerrero failed on coaching hires before landing winners.

Chancellor Phil DiStefano said the failed hirings do not put Bohn on a hot seat.

"It's not an exact science as far as hiring coaches," DiStefano said. "But if you look at other coaches whom Mike has had the opportunity to hire, especially men's basketball, women's basketball, volleyball, there's been some extremely good hires. Soccer."

Many CU players attended the news conference and hugged Embree as he walked out. None said they heard of any players looking to transfer. Junior Paul Richardson, the star receiver who missed this year with a torn ACL, said he will call on the leaders to have a team meeting.

"We looked at some of these coaches as father figures," Richardson said. "Some of us who don't come from that structure of home and don't have the relationship they would want with their parents, we lean on our coaches. The fact that we had a coaching staff before, then we got this new coaching staff, then they get fired and we get a new coaching staff, it's hard for us to find somebody to confide in and trust and love.

"We're going through things emotionally that we don't know how to deal with."

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