

VIRGINIA HINSHAW QUESTIONS

Re: Donovan

1. Did you evaluate Jim Donovan's performance and can you give a short summary as to your evaluation of his performance as AD?

I met with Jim Donovan regularly, so there an on-going evaluation of his performance. In addition, I did a formal evaluation of Jim Donovan's performance annually. My evaluation was "outstanding" based on his performance as AD.

Under his leadership, the athletics program established a strategic plan focused on student athlete opportunities and academic success, balanced budget, and customer service improvements. He effectively established and fostered partnerships within UH Mānoa and with a variety of prominent business, community and other organizations statewide, nationally and internationally. He strengthened academic progress, gender equity and compliance efforts, in addition to leading major facilities improvements. Since his appointment as Director in March 2008, his leadership, business savvy and creative solutions to financial and business issues were instrumental in moving the athletics program forward and fostering needed support for athletics programs by internal and external organizations.

2. Operational Review 2009 – Why was it done? Read pg. 16, 1st paragraph.

This review was done to audit and provide input on the state of UH Mānoa's athletic operations, such as personnel, processes, finances, and facilities. The review was conducted by an outside expert, Gary Cunningham, who evaluated our athletic operations and made recommendations based on his findings. The 1st

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paragraph on pg. 16 of the report describes the Athletic Department's top level administration as "outstanding" and describes Jim Donovan as being "very skilled and the correct fit for the University".

3. Did the University do a 360 Evaluation for Donovan(2011)?

Yes; his 360 evaluation was highly positive.

4. The President turned down your recommendation for a 5 year extension, a 3 year extension, did she explain why?

President Greenwood told me verbally that she and the BOR didn't want to "tie the new chancellor's hands" and that some members of the BOR had concerns regarding Jim's performance.

5. Why do you think Greenwood rejected your recommendation for the extensions?

President Greenwood certainly has the authority to reject my recommendations and is the appropriate person to address that question. From my view, there seemed to be pressure from members of the BOR or other sources not to extend Jim Donovan's contract for as long as 3-5 years.

6. Did the Pres. agreed to a 1 year extension? Did you offer and did Donovan accept the 1 year extension?

President Greenwood indicated verbally that BOR Chair Eric Martinson and she may consider a one year extension of Jim Donovan's contract. I asked Jim Donovan about his willingness to accept a one year extension. He obviously wanted to continue working as AD, but, at that time, he was not comfortable actually

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signing a contract for just one year. The discussion about an extension was on-going at the time I stepped down, so I was not part of any further discussions.

Re: Athletics

1. Why was the President representing Manoa in the Mountain West Conference instead of you?

Prior BOR Chair Howard Karr and President Greenwood informed me that the President would represent UH Mānoa in the Mountain West Conference.

The NCAA site team during their visit for UH Mānoa's athletics accreditation stated that the Chancellor of UH Mānoa, not the President of the UH System, should represent the university in the Mountain West Conference, as well as the Big West. The site team reported also that they were assured by the BOR and UH System that this was a temporary arrangement just until the conference change for football was accomplished this year. At the time I stepped down in June, the President was participating as the UH Mānoa representative to the Mountain West Conference.

Since I was aware of NCAA requirements, I did recommend to Chair Karr and President Greenwood at the time of that decision that the Chancellor, not the President, should represent UH Mānoa in all conferences, including the Mountain West. The NCAA requirement is based on the following reasons: UH Mānoa has responsibility for the well-being of the athletes since they are UH Mānoa students; the UH Mānoa faculty have academic responsibility for the students; and UH Mānoa has the financial

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responsibility for athletics. Participation in conference meetings is important for input on academic, as well as financial, issues.

2. Who drove the decision for the members of the football coach search committee?

President Greenwood indicated verbally to me that BOR Chair Eric Martinson and she would determine the size and membership of that search committee, but Jim Donovan and I could recommend names for consideration which we did. It is a matter of record that I objected to the search committee having no representation from UH Mānoa and I recommended that a UH Mānoa faculty member and a UH Mānoa student athlete be added to the committee; however, the final search committee did not contain any UH Mānoa representatives.

3. Were you aware that the President and the Regents were going directly to Donovan with instructions?

Jim Donovan informed me that the President and Regents were going directly to him with instructions.

I had discussions with President Greenwood that circumvention of campus leadership, related to athletics and other issues, really made it difficult for people to do their jobs most effectively. Because of the intense interest in athletics, Jim Donovan had a particularly difficult challenge.

Re: Concert

1. When Greenwood called you on June 19 regarding the concert, what were her concerns?

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Her query was directed at getting information about the concert, not focused on specific concerns. I myself had just become aware of the concert, so I contacted Jim Donovan and asked if they had obtained permission from the city with regard to using Stan Sheriff (instead of Blaisdell) and if he had been working with UH System Office of General Counsel – Jim indicated that both had been done, so I conveyed that information to President Greenwood and asked if she had any specific questions.

2. Did Pres. Greenwood follow up any time later?

President Greenwood did not follow up with me in response to my email about whether she had any specific questions.

I did verbally discuss with her that, over the years, there had been many suggestions about using the Stan Sheriff for more events, particularly to generate resources for athletics and bring people to the campus and that Jim Donovan and Rich Sheriff were trying to accomplish that. At that point, the concert was still happening and no money had been submitted. Since I was attending a meeting in Washington D.C. the last week in June, Tom Apple assumed the role of Acting Chancellor on June 24 until he became Chancellor on July 1. On July 2, during my exit interview, President Greenwood and I both said we hoped the concert went well, so, at that point, there did not appear to be concerns.

3. At the end of the day, who do you believe should take responsibility for the concert blunder and the way it was handled once it was cancelled?

This was rather a perfect storm with many folks involved. Hosting a concert at Stan Sheriff was a good idea but the execution of the idea

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clearly did not work. I don't believe anyone at UH was making decisions with the goal of any personal gain, yet the process of decision-making was not clear and did not work as it should have. That process can be corrected, but every decision-maker bears responsibility for their actions. It seems that the responsibility has focused on Jim Donovan but, many decisions, particularly after the cancellation, were apparently made by other people.