



COPY

*Hand Delivered*

October 10, 2018

Kerrie Turner  
[REDACTED]

Dear Kerrie,

As you know, in August several members of the BGSU gymnastics team brought to my attention complaints they have about the program. They complained to me about a mandatory fitness test, the health and safety of student-athletes and the team culture. Subsequently, because a violation of team rules, you suspended a student-athlete who alleged that you suspended her in retaliation for her having complained about you.

I asked the Faculty Athletics Representatives to inquire into those complaints. I concluded from that preliminary inquiry that an independent investigation into the complaints was warranted. The University retained attorney Marissa Pollick to conduct that investigation. Ms. Pollick has concluded the investigation and prepared the attached Summary of Findings. The redactions are of personally identifiable student information. I accept the findings set forth in the Summary.

As reported in the Summary, the investigation found there was no evidence supporting the most serious complaints about the fitness test, retaliation or health and safety concerns. The Investigation Summary does, however, identify a number of areas of concern that require improvement and your immediate attention. While not rising to an endangerment of student-athlete health and safety, the investigator made several findings about the program and its coaches that require immediate corrective action. These include:

- the Program and the coaches contribute to team division and a negative team culture;
- coaching practices cause some student athletes to feel isolated and fearful of being subject to repercussions for speaking out;
- the strength and conditioning coach must be more engaged in designing conditioning tests and approve the testing;
- communication about expectations must be effective, supportive, respectful and not intimidating;
- You must not embarrass student athletes by having them stand in rank order.



- Remarks by an assistant coach failed to meet the high standards of BGSU Athletics. That coach is being disciplined by me. You are expected to train and monitor this individual so there is no recurrence of misconduct;
- Other findings set forth in the Summary.

You must take immediate and proactive action to correct the issues identified in the Summary. These actions must include at a minimum:

- Within thirty days you must provide me with a proposed remedial action plan to improve the culture and climate of the Program and address the specific issues identified in the Summary. This plan must describe in detail both the actions you propose to implement and a plan for assessing the effectiveness of those actions.
- Within seven days of this letter, you must contact Dr. Lisa Dubose, of the Human Resources to form a plan for the team, your staff, and you to obtain training on methods to improve the quality and quantity of team communication and interactions. I expect you to keep me informed of efforts and progress in this highly important area.
- The Office of Student Affairs must become more engaged in the student athlete discipline process for conduct matters involving the Student Code of Conduct. I expect you to confer with Dean of Students Chris Bullins to begin addressing that issue and expect you to address this in the remedial action plan you will provide.

I expect prompt improvement in the interpersonal climate on the gymnastics team. A copy of this letter is being placed in your personnel file.

I will not tolerate retaliation of any form against student athletes. If you are uncertain about what that means you must confer with Chet Hesson, the Office of General Counsel or me.

Sincerely,

A handwritten signature in black ink that reads "Bob Moosbrugger". The signature is written in a cursive, somewhat stylized script.

Bob Moosbrugger  
Director of Athletics

Cc: Dr. Lisa Dubose, Human Resources  
Personnel File



COPY

*Hand Delivered*

October 10, 2018

Jason Bauer  
[REDACTED]

Dear Jason,

The independent investigation into complaints about the gymnastics coaching staff is now complete. I have accepted the Summary of Findings provided by the investigator. A copy of the Summary is attached.

The investigation established that you made a remark about a student-athlete that is unacceptable from a coach at BGSU. You admitted making this remark to the investigator. Her account of the remark is found on page 22 of the Summary.

The remark you admitted making is contrary to the values of the University and its Athletic Department. While termination of your employment could be appropriate in this circumstance, I will not take that action at this time. Your prior service to BGSU, the lack of prior discipline, your candor in admitting your wrongdoing and my belief that you are capable of not repeating the misconduct cause me to conclude that serious discipline less than termination is warranted. I therefore impose the following disciplinary actions and offer you this Last Chance Agreement subject to the following terms and conditions:

- You will be suspended without pay for two weeks. During that time you are not to be on the University premises nor are you to communicate with BGSU personnel or students except that you may communicate with my office and Human Resources about the suspension. I will notify you of the commencement date of the suspension.
- You must apologize to the student athlete and her father and verify to me that you have done so.
- You must apologize to the team and verify to me that you have done so.
- You must attend training to improve your communication and interpersonal skills. Upon returning from your suspension without pay, you must immediately contact Dr. Lisa Dubose to schedule that training. Dr. Dubose will verify your compliance.



- Any further misconduct of any nature will result in your immediate termination from employment.

These directions are neither optional nor negotiable. You must agree to them as a condition of continued employment at BGSU. Within two business days you must indicate your acceptance of this Last Chance Agreement by signing below in the place indicated and returning the signed letter. You can consider this offer withdrawn if I do not receive the executed letter by 5:00 p.m., Thursday, October 11, 2018.

I will not tolerate retaliation of any form against student athletes. If you are uncertain about what that means you must confer with Chet Hesson or me.

Sincerely,

A handwritten signature in black ink that reads "Bob Moosbrugger".

Bob Moosbrugger  
Director of Athletics

Cc: Kerrie Turner  
Dr. Lisa Dubose, Human Resources  
Personnel File

I accept the terms of this Last Chance Agreement as set forth above:

A handwritten signature in black ink that reads "Jason Bauer".

Jason Bauer

Date: