

## BBAE Cohort Testimonials

*“Being a part of the Bruce Brown Award of Excellence cohort was a great experience for me. At first, I was hesitant because the project seemed overwhelming. After getting started, I quickly realized our athletic department was already doing a lot of the things required and the cohort gave me the ability to ensure we were using the best practices. The cohort provided me with the ability to learn about topics that were not already installed in our athletic programs and make necessary additions that would benefit our department tremendously. This has been a great experience for me. Not only having the opportunity to work with and learn from some of the most experienced and qualified athletic directors around the state, but also to improve our athletic department”.*

Brett Koch, AD  
North Olmsted HS

Randy’s concept and guidance of the Bruce Brown Award of Excellence cohort was excellent! I wanted to work towards this award for years, but never committed to the award program due to the normal day to day workload at school plus the perceived amount of work needed to complete the project. With Randy and the cohort’s guidance, our athletic department was able to complete the entire project in just over one month!!! The ability to upload material into Final Forms for review was extremely beneficial too! If you have any interest in earning this award for your school district, I would highly recommend joining one of the next cohorts who will help you with ideas and materials to complete the project while keeping up with our day to day duties. Plus, it’s great to see the amazing work being done and learn from the great AD’s in Ohio!

Kevin Leigh, AD Padua Fransican HS

*When first seeing the expectations for earning the Bruce Brown Award of Excellence, I was nervous. With that being said, Randy is phenomenal and extremely helpful with breaking down the projects and providing quick feedback. Completing the prompts through Final Forms was also beneficial. Their team was extremely helpful as well. It was helpful to have other AD's in the cohort completing and sharing ideas. I am glad I was able to complete the cohort and help make the Athletic Department at Versailles even more successful!*

Scott Broerman, AD Versailles HS

Randy -

I can't thank you enough for all of your hard work and for inviting me into this process. It will certainly pay dividends at Saint Ignatius for many years to come. This project will also be the impetus for me to get the CMAA designation. Thanks for the extra push to get this done - it was a great learning process (even for somebody with over 20 years in Athletic Administration).

**Rory Fitzpatrick '88, C.A.A**  
*Athletic Director*

“The Bruce Brown Cohort allows athletic directors the opportunity to assess their athletic departments procedures and process. It ensures athletic departments have in place a detailed Emergency Action Plan for their athletic facilities, are adhering to Title IX regulations, provide a safe and stimulating experience for the student-athlete, and are seeking continuous improvement for their athletic department. It is a “must have” for every athletic director in Ohio. As a good friend of Bruce Brown, I knew well the importance this program meant to him. It was an honor to go through this process.”

Craig Walkup  
Athletic Director  
Cloverleaf High School

"I cannot say enough great things about the BBAE cohort led by Randy Tevepaugh. I am honored to be a part of this group especially since the award is named in honor of Bruce Brown. A lot of Athletic Directors have already completed many of the requirements and don't even realize it. Working together and meeting regularly nudged us to keep going. Mr Tevepaugh led us expertly through the process. My advice to any Athletic Director is that if you are not yet part of this group, you need to be."

Gary Spinell  
Athletic Director  
Strasburg HS

When I was first approached about going through the OIAAA BBAE Cohort, I was a little apprehensive due to the amount of time and work that would be involved. However, after reflecting on my time going through the cohort, I am very happy that I went through the process. Going through the cohort allowed me to have some very productive conversations with Athletic Directors from around the state, and also helped me to take a look at some of the administrative processes. The meetings were brief and productive, and allowed for some great exchange of ideas. I would highly recommend going through the cohort to any athletic director at any level.

Micah Harding AD Northmont HS

*Being a part of the inaugural Bruce Brown Award of Excellence Cohort has been a fantastic experience for myself as an Athletic Administrator. I had the opportunity to meet and learn from some of the brightest and most experienced AD's in Ohio, which is invaluable for our athletic department and student-athletes at Salem High School. I would encourage all Athletic Administrators to take part in this project as a way to review, alter and enhance your athletic handbooks to make the overall interscholastic athletic experience the best it can be for your school and community. A special thanks to Randy Tevepaugh of Streetsboro High School for being a great resource for our cohort and leader of this group!*

Matt Freeman AD Salem

## **2024:**

The Bruce Brown Quality Program Award Cohort, led by Randy Tevepaugh, was an excellent experience for me and my staff working towards the Bruce Brown Quality Program Award certification. I had considered applying for the award and working through the process many times, but like most athletic directors, creating more documents and meeting more deadlines for the award seemed overwhelming, even though I was certain that we had the majority of the items in place in our athletic department or were using these practices already. Our coaches handbook was fairly complete with information and practices, our other information was already out to the public. The information needed to be tied together. Randy's cohort was just about an hour a month that led us pulling our information together. His team's guidance helped us shore up a couple of items, and the once a month timeline kept this project from being placed on the back burner again. Randy and his team did a great job communicating throughout the process and lending support.

Tom Nerl, CMAA  
Mariemont High School

**2024:**

“I probably received dozens of emails over the years about the Bruce Brown Award, and I never once considered pursuing the program because the workload seemed so daunting and I couldn’t imagine being able to carve out the time to do this type of project. I am so glad I joined the cohort because it made the process very manageable and the monthly meetings and deadlines helped me zero in on the tasks. After going through the process, I can confidently say that my department will be much-better positioned as we head into next school year. I would recommend this cohort to anyone!”

**Tim Ertle**  
Athletic Director