



April 2, 2015

Chris Jans  
Head Coach, Men's Basketball

Re: Termination of Employment

Dear Chris:

This letter is to notify you that Bowling Green State University (the "University") is terminating your employment for cause. The University's decision to terminate your employment for cause is based on your conduct of March 21, 2015, in a local bar in Bowling Green.

An obligation of your employment as the Head Coach of the Men's Basketball team at the University was that you refrain from any activity or conduct that has the purpose or effect of reflecting unfavorably on the University, or causing embarrassment to the University, or otherwise detracting from its reputation, the reputation of the University's athletic program, or the reputation of the Men's Basketball program. Your breach of that obligation is grounds to terminate your employment for cause.

That you breached that obligation is established both by your own account of what happened on the evening of March 21 and by an account of those events given by an individual who witnessed them.

The investigation into this matter established the following facts.

You informed me that on March 21, you were drinking alcohol following the final game of the season. At about 9:00 p.m. you called Jeff Clapacs, the Director of Basketball Operations, and asked Clapacs to pick you up at your home to go to dinner at a bar in Bowling Green. Clapacs did so and the two of you arrived at the bar soon after. You admitted that you may already have been intoxicated when Clapacs picked you up and when you arrived at the bar.

You were at the bar drinking for between three and four hours. Clapacs and you were joined there by others associated with the BGSU basketball program.

You admitted you approached a woman you knew and were "playing around" or "horsing around" with her. This woman had a relationship with a member of the basketball staff and so you were already acquainted with her. One person described you as touching this woman's head and moving it toward your crotch. While you denied moving her head toward your crotch, you admitted touching this woman's head and moving her head toward your body.

You admitted that after that incident, you then approached a second woman at the bar and initiated a conversation with her. You told me you did not know this woman. You did not know if she was a BGSU student or employee. You admitted that during your conversation with this woman you patted her buttocks at least once. You stated you may have patted her buttocks more than once. This conduct occurred at the bar in full view of the public including an individual who was a University alumnus and parent and his family. You admitted that at the time you did not consider whether this woman might be a BGSU student or employee.

Upon patting this woman's buttocks, you admitted you were confronted by another young woman. This woman was the alumnus' daughter and is a student-athlete at another university. This young woman told you that she knew who you are, that she had been observing your conduct in the bar, and that you were behaving badly for a head coach. We were informed that you initially denied to this woman that you were the head coach but that you eventually admitted that you were. You told us you did not recall this woman mentioning you being the BGSU head basketball coach when she confronted you. However, you did recall her remarking to you about your behavior.

You admitted that soon after this young woman returned to her table, you directed a statement toward her in which you called her a "bitch." You said this loudly enough to be heard over the bar music and background noise. Upon hearing you call the woman at their table a "bitch", some people at her table party got up and came over to where you were standing. However, some people associated with BGSU basketball interposed themselves between these people and you. There was some physical interaction between the two groups and words were exchanged. You were driven home by an acquaintance.

You admitted to publicly touching two women in a way that attracted public attention to your actions. You admitted moving the first woman's head toward your body. You admitted patting the second woman on the buttocks at least once and perhaps more than once. You admitted to publicly calling a woman a "bitch" in apparent retaliation for her criticizing your behavior; behavior which you have acknowledged was wrong and inappropriate. You admitted your calling the woman a "bitch" started a public altercation. You admitted to doing all these actions while you were publicly intoxicated and where your actions were witnessed by members of the public. You acknowledged the inappropriateness of your actions. You explained your conduct as resulting from your being angry about losing the game and your own performance as a coach in that game. You agreed your conduct was embarrassing to the University and reflects badly on the University and its programs.

There is, therefore, no dispute that the public conduct you engaged in on March 21, reflects badly on the University. Your conduct has caused, and will cause, embarrassment to the University, and it has detracted, and will otherwise detract from the University's reputation, the reputation of the University's athletic program, and the reputation of the Men's Basketball

program. The remorse you have expressed for your conduct and your willingness to apologize for it, which I acknowledge, does not change the facts of your conduct on March 21 or that your actions adversely impact the University's reputation. I therefore find you have breached the comportment obligations of your employment with BGSU.

Because of your admitted breach of the comportment obligations of your employment I am terminating your employment for cause effective April 2, 2015 at 9:00 a.m. After the effective date of your separation from employment the University has no obligation to provide compensation except for performance bonuses already earned prior to April 2, 2015. The University has no obligation to continue any other benefits except continuation of health benefits as provided by applicable federal law to you past the effective date of your separation from employment. You should contact BGSU Human Resources to learn what rights you have to continue insurance benefits.

You may appeal this for cause termination pursuant to the post termination appeal rights provided by the Non-Compensation Conciliation Process set out in the Administrative Staff Handbook at pp.32-33. The Handbook can be obtained on-line at this URL:

<http://www.bgsu.edu/content/dam/BGSU/college-of-technology/documents/administrative-staff-handbook.pdf>.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Kingston", with a stylized flourish extending to the right.

D. Christopher Kingston  
Director of Athletics

cc. Mary Ellen Mazey, President  
Fran Voll, Chair of the Board of Trustees  
Sean P. FitzGerald, General Counsel  
Becca Ferguson, Director of Human Resources