

The Ohio State University
Department of Athletics & Business Advancement
Performance Review

Employee: Mickey Marotti
Job Title: Asst Ad Football Sports Performance
Manager: Ryan Day
Date of Review: June 2020

Performance Management Process:

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 14th.

Core Values:

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| Integrity | We will act with integrity and personal accountability. |
| Education | We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning. |
| People | We will keep the well-being of our student-athletes, coaches and staff at the core of every decision. |
| Excellence | We will excel in performance, achievement and service. |
| Respect | We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team. |
| Innovation | We will encourage innovation, develop a curious mindset and embrace change. |
| Community | We will enhance the lives of those in our university, city and state communities by helping and paying forward to others. |
| Tradition | We will build upon our traditions which have been developed throughout our proud history. |
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Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I prior to your review and forward to your manager.

% Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
60	Responsible for the design, development and implementation of the Ohio State Strength, Speed, and Conditioning Program. Coordinate, supervise and manage football strength program operations budget needs/staffing/policies and procedures	x		
10	Director of Football Performance Team. Direct liaison to the head football coach. Direct liaison with all aspects of sports performance regarding the football program. Sports Science Technology	x		
10	Provide complete football program support to head football coach, including duties as NFL liaison, player scheduling, leadership and all duties as assigned.	x		
20	Direct the OSU Athletic Department Strength and Conditioning Program for all 36 sports. Provide direction and leadership to all sports performance personnel. Direct program approvals, policy and procedures and oversee budget		x	

Summary & Highlights of this past year:

- *Developed, designed, and implemented comprehensive training program for the 2019 Big Ten Champion, regular season undefeated, CFP Semi Final participant OHIO STATE Football Team.
- *Development of 10 NFL Draft picks, including 3 in 1st round and 7 in the first 3 rounds
- *Implemented training and practice "physical demand template" using sport science technology (zebra/polar) to ensure proper training loads and proposed intensities for specific practice and game situations. Incorporated use of new "Recovery" room for recovery routines and protocols to assist in adequate recovery for injury risk management.
- *Facility / Program Visits (professional development) 1.Arizona State University 2.LBT LeCharles Bentley training facility in Phoenix 3.NFL Combine 4. Tampa Bay Buccaneers Facility
- *Developed and instituted extensive program approval program, where as, every S & C program goes through an approval process prior to implementation.
- * Incorporated educational opportunities within strength and conditioning department, utilizing expertise of Dr. Kraemer, and also the strength and conditioning department
- * Hiring (bringing back) Kenny Parker , former Head Strength Coach at Rutgers and former assistant strength coach at Ohio State

During the Covid 19 "Stay at Home Order"

- * Opportunity to work closely with Coach Ryan Day on return to training, practice models
- * Several opportunities for personal and team building development through extensive book readings
- * Attended the virtual CSCCa National Conferences May - June 2020 (Board of Directors of CSCCa)
- * Took part in various Zoom, Web Ex professional development webinars to further education and development
- * Opportunity for programming self-scout of 30 years+ of leading S & C programs
- * Strength and conditioning staff became stronger and closer through virtual "Our Own Clinics"

Challenges I faced this past year: (job/position related)

Covid 19 Crisis and Stay at Home Order (Work from Home), Most challenging thing in career
Implementing "at home " strength and conditioning programs for SA , while at home for 3 months
Securing staff cohesion with the addition of Kenny Parker, former Head Strength Coach at Rutgers
Working on return to training protocols and return to practice protocols
Logistics of return to WHAC and protocol
Virtual recruiting visits (no person to person interaction)

What I will do this year to improve myself & my program:

- * Utilizing the football strength assistants for more detailed work assignments. "More delegation"
- * Incorporate staff retreat and more staff development for leadership growth, quality programming, extensive mentoring, and increased knowledge
- * Visit Navy Seal or Army Ranger training facility to visit with military leaders for leadership improvement, training, and recovery protocols
- * Continue collegiate visits for ideas, advanced knowledge, training collaboration, and facility tours
- * Utilize campus resources for personal and professional development as well as throughout the department
- * Make opportunity to make myself more visible to entire strength department and departmental sport coaches
- * Opportunity to take time out of busy schedule to help mentor assistant strength coaches more thoroughly
- * Opportunity to improve communication throughout strength staff and within the athletic department

Section II. – Performance Review

Staff will be rated by their manager in each of the performance areas listed below. Employees and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

Performance Exceeds Expectations	<ul style="list-style-type: none">• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.
Performance Meets Expectations	<ul style="list-style-type: none">• Work consistently meets the requirements of the performance objective or core competency.• Performance is of high quality; it is efficient, accurate, reliable, and timely.• Work is done in a manner that reflects the values of OSU and Department of Athletics.
Opportunity for Improvement	<ul style="list-style-type: none">• Performance may partially meet the requirements of the performance objective or core competency.• Performance warrants considerable improvement.• Specific recommendations should be discussed in order to facilitate improvement.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Job Knowledge:	x		
2. Productivity & Quality of Work:	x		
3. Communication:		x	
4. Teamwork:	x		
5. Personal Conduct & Accountability:	x		
6. Leadership:	x		
7. Management (if applicable):		x	

Key areas or priorities for growth / improvement / focus for the upcoming year:

- * Continue to strive for strong cultural leadership within the football program and sports performance model
- * Opportunity for knowledge in science of recovery, programming, philosophy of coaching as part of professional development series from of our strategic plan
- * Opportunity for leadership training within the football program
- * Continue to create favorable and competitive work environment for staff and more so student athletes
- * Continue to develop unique bonds with our student athletes
- * Continue to seek knowledge in leadership, programming, development, and management

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

OVERALL RATING: EXCEEDS EXPECTATIONS

Employee Signature: Mickey Mawds

Manager Signature: [Signature]