



Steele, Linda.

From: Bingham, Charlotte
Sent: Thursday, December 24, 2009 11:26 PM
To: Hance, Kent
Subject: Re:

I am sorry you didn't get out today. I left at 11:00 and it took me three hours to get to Lamesa. The roads were terrible and it was worse because all of the powdery snow was blowing so much that you couldn't see the roads. I looked like granny in the Beverly Hillbillies with two boys, three dogs, three cats and stuff hanging out of the car, but after Big Spring the roads were clear.

I spent at least an hour on the phone today with Pat bringing him up to speed. I also talked to Victor at length and to Grace to let her know what ended up happening yesterday. I am going to email her the names of some additional people she and Victor may want to talk to. I will be available all day Saturday if you need me for anything. I leave for Peru on Sunday, but am going to make sure my cell phone works there.

I do think this could be solved if Mike Leach just admitted he was wrong and apologized, but that doesn't seem likely.

I hope in spite of all of this that you have a nice Christmas with your family.

Charlotte

Sent from my iPhone

On Dec 24, 2009, at 10:48 PM, "Hance, Kent" <kent.hance@ttu.edu> wrote:

I was at the airport today from 5:45 am until 6:00 pm. No planes made it in or out. Not a fun day. Leach claims no one told him about the meeting until this morning and he was snowed in. They changed the meeting until Saturday at 1:00. I think he is doing this to buy time. Nancy got a call from a friend of hers and a big supporter of Leach. Nancy refused to talk about it and dropped the subject. I think he postponed the meeting to buy time and rally support. I hope I am wrong. I wish he would come in and apologize and change his ways. This is wishful thinking on my part. If he meets with them and is confrontational then I told them they had the authority to suspend or terminate him. I will keep you posted. I hope to make it to Austin tomorrow afternoon. Merry Christmas Kent
 PS. I really appreciate all you BOR members do for Texas Tech and our entire system.





Steele, Linda

From: Steele, Linda
Sent: Wednesday, December 23, 2009 5:31 PM
To: Bingham, Charlotte
Subject: FW:
Importance: High
Attachments: Leach_Letter_12_23_09.docx

From: Clark, Justin
Sent: Wednesday, December 23, 2009 2:45 PM
To: Hance, Kent
Cc: Steele, Linda
Subject:
Importance: High

Here is the electronic version of the letter we sent over for any changes you may want to make.

Justin R. Clark
Office of the President

Texas Tech University
Box 42005 | Lubbock, TX 79409
T 806-742-2121 ext. 243 | F 806-742-2138
justin.clark@ttu.edu

www.ttu.edu | www.gototexastech.com | www.give2tech.com

DRAFT

December 23, 2009

Dear Coach Leach,

As you know, we have been conducting an inquiry into allegations by a student athlete that your treatment of him, subsequent to his being diagnosed with a mild concussion, may have been injurious to his health and served no medical and/or educational purposes. Texas Tech takes these allegations very seriously.

So that we can carry out an inquiry that takes into account the safety of our student athletes and in addition, that is fair to the students, yourself, and the university, we have determined that you must abide by the following guidelines from this day forward:

1. All practices and other team meetings will be monitored by the athletic director or his representative.
2. Any player claiming an injury will be examined by a physician and cleared in writing prior to practicing or playing. Decisions regarding whether an injury warrants suspension from practice and/or play will be determined by a physician without input from you or your staff.
3. You need to recognize that the players you are working with are student athletes, and you have an obligation to treat them with respect.
4. You must at all times assure the fair and responsible treatment of student athletes in relation to their health, welfare, and discipline.
5. There will be no retaliation against any student who has suffered an injury.

Again, these allegations are serious and should they be substantiated will result in disciplinary action up to and including termination.

Sincerely,

Guy Bailey
President

TTU-001379

Steele, Linda



From: Steele, Linda
Sent: Wednesday, December 23, 2009 6:43 PM
To: Clark, Justin
Subject: FW:
Importance: High
Attachments: Leach_Letter_12_23_09.docx

Justin -- here are edits to the original version, per Dr. Bailey!

From: Steele, Linda
Sent: Wednesday, December 23, 2009 5:58 PM
To: Hance, Kent; Myers, Gerald
Subject:
Importance: High

Amended letter dated 12-23-09, sent to you at request of Charlotte Bingham.

From: Clark, Justin
Sent: Wednesday, December 23, 2009 2:45 PM
To: Hance, Kent
Cc: Steele, Linda
Subject:
Importance: High

Here is the electronic version of the letter we sent over for any changes you may want to make.

Justin R. Clark
Office of the President

Texas Tech University
Box 42005 | Lubbock, TX 79409
T 806-742-2121 ext. 243 | F 806-742-2138
justin.clark@ttu.edu

www.ttu.edu | www.gototexastech.com | www.give2tech.com

DRAFT

December 23, 2009

Dear Coach Leach,

As you know, we have been conducting an inquiry into allegations by a student athlete that your treatment of him, subsequent to his being diagnosed with a mild concussion, may have been injurious to his health and served no medical and/or educational purposes. Texas Tech takes these allegations very seriously. In addition to being unacceptable, if proven, these allegations constitute a breach of your employment contract.

So that we can carry out an inquiry that takes into account the safety of our student athletes and in addition, that is fair to the students, yourself, and the university, we have determined that you must abide by the following guidelines from this day forward:

1. All practices and other team meetings will be monitored by the athletic director or his representative.
2. Any player claiming an injury will be examined by a physician and cleared in writing prior to practicing or playing. Decisions regarding whether an injury warrants suspension from practice and/or play will be determined by a physician without pressure from you or your staff.
3. You must recognize that the players you are working with are student athletes and that you have an obligation to treat them with respect and further to conduct yourself in a manner consistent with your position as an instructor of students.
4. You must at all times assure the fair and responsible treatment of student athletes in relation to their health, welfare, and discipline, and if you are not doing so, you must immediately cease any actions not in compliance with this provision of your contract.
5. There will be no retaliation against any student who has suffered an injury.

Again, these allegations are serious, and should they be substantiated will result in disciplinary action ranging from public or private reprimand, monetary fines or adjustments in compensation, adjustments in the term of this contract, up to termination.

Sincerely,

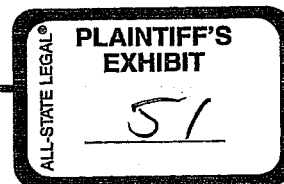
Guy Bailey
President

Received _____
Mike Leach
Date _____

cc: Gerald Myers, Athletic Director
Kent Hance, Chancellor

TTU-001381

Unknown



From: Hance, Kent [kent.hance@ttu.edu]
Sent: Tuesday, December 29, 2009 11:49 PM
To: 'larry.anders@summitalliance.net'; Turner, Jerry
Subject: Fw: key issues

I am looking at what should be in a press release tomorrow. Gerald and Guy are working on this on their own. If they make the decision then we move forward. They may or may not elect to terminate but if they do I want our best reasons in the release. Please call me with the best reasons in your opinion. Leave a v/m if I don't ans or you can e-mail or text me.

This is the most frustrating thing I have ever confronted. Mike refused to listen to me or to work with me. I told him not to call the Ch and he called within minutes of my telling him. When he gave me a good cusing last Tues I decided life was too short to deal with him. I told him he would have to work with G/M and G/B on his own. I was just trying to help him. It wasn't even something I had to do. Then with he sued our beloved university today it really hurt. He cares about himself and nothing else. I thought the suppension would bring him to his senses but he just got worse. Texas Tech is bigger than any one person. We must stay focused on the big picture. Kent

----- Original Message -----

From: Post, Sally
To: Hance, Kent; oagreen@nts-online.net <oagreen@nts-online.net>
Sent: Tue Dec 29 23:03:42 2009
Subject: key issues

Here's what I have at the moment -- at the bottom

I will let you know what the Fleishman Hilliard folks have to say in the morning. I'll also go to the hearing. If we get a decision at that moment that favors us, I says some thing like this:

We are pleased with the decision. We believe this will enable the investigation to continue in an uninterrupted manner. Protecting our student athletes is our first concern. The university had a specific, serious complaint from a student athlete and his parents. After receiving the complaint, we took steps to work out a solution between the student and his family and Coach Leach, but were unable to do so. We believed that suspension was the only option available to us. Our focus now is on our team and winning the Alamo Bowl.

if we lose -- i'll saw that we will consider all of our options and leave it at that.

KEY ISSUES:

- A student athlete had a concussion diagnosed by a physician.
- Coach put him in an equipment shed in the dark and a day later in another room, in the dark.
- He was required to stand for 2-3 hours in each instance • Doctor did say it didn't hurt him, but also says it wasn't something he would have prescribed.
- Protecting our student athletes is our first concern.
- The University received a serious complaint from a student and his parents about the treatment.
- We took steps to try to work out a solution between the athlete and his parents an Coach leach and were unable to do so.
- Coach Leach seemed unwilling to work with us to that end.
- We believe that suspension was the only option left open to us.
- We have conducted an investigation that continues today.
- Our focus now is on the team and winning the Alamo Bowl

From: Hance, Kent
Sent: Tuesday, December 29, 2009 10:17 PM
To: Post, Sally

Subject:

Is it too late to call. I have one more question. If so, what number should I call.