

Interview with Jim Livengood

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Interviewer: Ellyn Bartges

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Bartges: It is December 12, 2012. So it's one of those golden dates.

Livengood: Twelve-twelve-twelve.

Bartges: I know, I should buy a coin or something.

Livengood: Absolutely.

Bartges: (laughs) This is Ellyn Barges, and I am speaking with Jim Livengood. I am a Ph.D. candidate at the University of Illinois. Dr. Synthia Sydnor is my advisor, and she is in the Kinesiology Department at U of I [University of Illinois]. Good day, Jim. I appreciate your time. If you could, spell your last name for me?



Jim Livengood

Livengood: Yes, Ellyn. Last name is Livengood, L-i-v-e-n-g-o-o-d, one word, Livengood.

Bartges: I think I sent you an email [asking for] just with a little bit of background about you, like where is your original home, your educational level?

Livengood: Perfect. Ellyn, I graduated from high school, born in Walla Walla, Washington—you know, the town they liked so much, they named it twice... (Bartges laughs)—in eastern Washington. I actually grew up... My dad was a grocery salesman, my mom, an elementary school secretary. We moved to a little town in eastern Washington, about two-and-a-half hours from here, called Quincy. So I went all through school at Quincy. [I] graduated from Quincy High School many, many moons ago. Had a younger brother, two years younger, that unfortunately was killed in an automobile accident between his sophomore and junior year at the University of Washington.

From Quincy High School, I went to Washington State University for a year, then decided that my athletic exploits needed to be exploited, if you will. I transferred to Everett Junior College in Everett Washington and played football at Everett Junior College for two years, then transferred to BYU, Brigham Young University. [I] got hurt playing football at BYU, and so did not play my last year, and then graduated in 1968 from BYU.

After graduation, I was a high school teacher and coach for thirteen years, wonderful experience. [I] taught a whole variety of classes and that. I had an undergraduate major of physical education and a minor of psychology. [I] taught one PE [Physical Education] class during those thirteen years but taught a variety of contemporary real problems, civics, U.S. history, and so on and so forth. Taught a little bit—almost of everything—and coached football and basketball.

In 1980, [I] had the opportunity to move into the collegiate level at Washington State University. I started at Washington State University in May of 1980. Spent about four years as an assistant AD [athletic director], associate AD at Washington State. And then, along about November of 1985, became the director of athletics at Southern Illinois University, Carbondale, Illinois. That's where I first met Charlotte West. After Southern Illinois—I was there two years—moved. Washington State asked me to come back as the athletic director. They had removed their athletic director. And so I went back to Washington State University as the athletic director. Stayed there until 1993, then moved to the University of Arizona in Tucson, Arizona as the athletic director, spent sixteen years there.

I was going to retire at the end of that, in June of 2010, and talked my wife into thinking that there's still some things I wanted to do. I had been there a long time. [I] had some friends at UNLV [University of Nevada, Las Vegas] in Las Vegas. They were looking for an AD and two. And two became four, so [I] came to UNLV, started in. Was hired in December of 2009 and currently in the position of director of athletics at UNLV.

Supposedly I was going to retire this month, December of 2012, but I've agreed with our president and our Board of Regents to go another three years, so...

Bartges: Oh, wow.

Livengood: Probably will work until I'm ninety (Bartges laughs). Hope not, but varied background. I have a fifth-year education degree from Central Washington University, did a lot of postgraduate work after my bachelor's degree. So [I] have really... From an educational standpoint, [I] have again spent time in K-12 [kindergarten through twelfth grade] and then the last thirty-two years in higher education.

Bartges: That's a pretty impressive vitae. Were you at Arizona when Lute Olson was there?¹

Livengood: I was with Lute for fifteen of the sixteen years, then he retired [for] health reasons, a year before I left.

Bartges: He had some great teams. My mom loved to watch Arizona. She just had so much respect for him.

Livengood: I'll tell you what, everybody in the country was in love with Lute, and Arizona was fun to watch. But we went to... Ellyn, the interesting thing about that is we went to three final fours while I was there. We won one national championship in basketball, won actually thirteen in everything, all sports, team championships, a lot more individual. But yeah, Lute was an absolute pleasure, a wonderful gentleman and an outstanding coach and great team. We still have a home in Tucson, so...

Bartges: Oh, okay. I've met Mike Candrea.² I coached softball.

Livengood: Oh sure.

Bartges: I was the head softball coach at UNC-Charlotte for five years and...

Livengood: Oh my gosh, yeah. Mike and Tina are dear, dear friends. Of course, Mike lost Sue before his first Olympic games. She passed away of an aneurysm, but Mike is a very, very dear friend. Again, I was with Mike for sixteen years and

1 Robert Luther "Lute" Olson was an American basketball coach, who was inducted into both the Naismith Memorial Basketball Hall of Fame and the National Collegiate Basketball Hall of Fame. He was the head coach of the Arizona Wildcats men's team for 25 years. (https://en.wikipedia.org/wiki/Lute_Olson)

2 John Michael Candrea is the head softball coach at the University of Arizona in Tucson, Arizona. He was the head coach of the United States women's national softball team in 2004, when Team USA won a gold medal, and in 2008, bringing home silver. (https://en.wikipedia.org/wiki/Mike_Candrea)

actually have stayed really close to all of our coaches there.

Bartges: Yeah, he seems like a real gentleman, and he knows how to coach and play the game.

Livengood: He's a tremendous coach, tremendous person, obviously great success with the Olympic team as well. Interesting thing, Ellyn, I just made a coaching change a year ago—she'll be going into her first season—hired a young lady who played at UCLA, and then was an assistant at Oregon, by the name of Lisa Dodd. Very excited about it. This will be Lisa's first spring. She just went through a fall with us, so yeah, been around, very, very good softball.

Bartges: That's exciting. Let's talk a little bit about Charlotte [West]. What were the circumstances that caused you to go to Southern [Illinois University, SIU]?

Livengood: You know what? It's really interesting. I was very... Linda, my wife, and I, we had two small kids. They're both married now. But when we were in high school, [we were] teaching in Ephrata, Washington. We were very happy to have just stayed as a high school teacher and coach. I was the athletic director and head basketball coach. Had two different staffs, so it really was a great job, lovely community, wonderful people, a lot of support for the schools and so on.

George Raveling—this leads into how I met Charlotte—George Raveling was the basketball coach at Washington State at that time.³ He was the one that encouraged me to come to Washington State and almost... I used to work basketball camps for four or five years for him in the summer, and so we became really good friends, and [he] did a lot of things for me; I did a lot of things for him and so on. Anyway, in 1980, he encouraged me to come to Washington State. Actually my first job at Washington State was... Half of the job was [to] run the Cougar Cage Camp, which was, at that time, the largest basketball camp in the summer in the country. The other half of my job was as the football recruiting coordinator (Bartges laughs).

In 1983—this shows how all these paths cross—in 1983, Lute Olson left the University of Iowa to come to Arizona. At that same time, George Raveling replaced Lute Olson at the University of Iowa, as their head basketball coach. Ellyn almost went with George in an administrative role. I wanted to be more of an administrator than a coach, at that time. I'd coached, I felt, long enough and that, but decided we would stay. So we stayed. That was '83.

3 George Henry Raveling is an American former college basketball player and coach. He played at Villanova University, and was the head coach at Washington State University, the University of Iowa, and the University of Southern California. (https://en.wikipedia.org/wiki/George_Raveling)

In early '85, George recruited a young man in Carbondale, Illinois by the name of Stephen Bardo, who was a very good basketball player at Illinois.⁴ Does TV stuff now. Anyway, Stephen had played at Carbondale High School. George called one night and said, “Jim, there's an athletic director job open at SIU Carbondale, Southern Illinois [University]. He said, “This would be great. You've been there four years, almost four years now, and it's time to be an AD.” I said, “Coach, we're very happy.” I said, “We're northwestern people. I mean, we're from the northwest. We've been to Chicago, but we don't know nothing about the Midwest.” He said, “Well, I'm going to do a little research on it.” He said, “You talk to Linda.” Of course, he knew Linda well from Washington State days, my wife. He called back the next night. He said, “Jim, you need to... I've talked to a couple people there. They're going to give you a call” and so on.

At that time, Charlotte was the women's athletic director at SIU, and Lew Hartzog was the men's athletic director.⁵ The [university's] president, for whatever reason, had decided—Al Somit was his name—had decided to combine men and women's athletics. I knew nothing about that. Like many job searches or many things like that, I wasn't looking for a job but made some contact. Was asked to send some things in. So I sent some things in, and lo and behold, they said, “You know what? We'd like to have you come in and go through an interview and that.” I knew nothing about the politics, in terms of what was involved. I did know, because I had gone through that at Washington State, of merging men and women's athletics and all of the kinds of things that go on with that...

Well, Dean Stuck, who was the dean of the College of Education at that time at SIU—I just met him when I—had picked me up at the airport, during the interview process. And driving from the airport, I think, in Marion—I think that's where it was located, but anyway—to Carbondale, we drove across campus. I noticed a fairly large group of people gathering. It kind of looked like it was a rally of some sort. I remember asking Dean, I said, Dean Stuck, what's that gathering? What's going on over there?” Looked like people had some placards and things like that. He said, “Don't worry, don't mind.” He said nothing going on. And we kept driving. So I didn't think much more about it. As we kind of got closer, it just looked like a large group of people and so on. Ellyn, lo and behold, what I found out later is that was a group of people who were really protesting the fact that Charlotte was not in the pool of final candidates to be the AD over men and women's athletics.

4 Stephen Dean Bardo is a retired American professional basketball player who had a brief career in the National Basketball Association. He is currently a college basketball analyst. (https://en.wikipedia.org/wiki/Stephen_Bardo)

5 In 1986, Lew Hartzog took over as SIU's golf coach, a position he held for six years before he retired for good in 1992. During his 27 years as a head track and field coach, Hartzog was twice named the National Coach of the Year. (<https://siusalukis.com/news/2019/4/10/cross-country-saluki-hall-of-fame-coach-lew-hartzog-passes-away.aspx>)

I didn't know Charlotte at that time and didn't really know anything about Charlotte West. I had been on the West Coast, up in the State of Washington in the Pac-10 my entire time.⁶ Anyway, went to the interview. Why they hired me I have no idea. I don't to this day. But I was hired.

Of course, Charlotte then... We had a lot of different discussions. Made Charlotte our number two person, our senior women administrator and an associate AD, the highest title there. From that time on... When I went there in November of—gosh, it was 1985, November of 1985—I came back in August of 1987, back to Washington State from that time, those two years, I can't even tell you the amount of hours I spent with Charlotte West. Charlotte West is the reason that I've been able to do almost anything in collegiate athletics, almost any... She opened so many doors. She really taught me how to be an effective AD and so on.

I think I'd had some fairly good—because I was very involved in development and fundraising—some pretty good leadership skills, but Charlotte was absolutely... I tell people, and I told my wife the other day, I said that I was going to be talking to you and talking about Charlotte. And she said, “Jim, please get some background information of where Charlotte is right now” because Linda loved Charlotte as well. Charlotte was just so good to our kids.

Ellyn, in all honesty, there's no way that... If I were in Charlotte's position, I just know I could not have been the kind of person she was to me. I mean, she had every reason—and it would have been understood—to absolutely dislike me. How could they hire this young guy from Washington State who's never been an AD, who's never had that role? Yet she wasn't. She was just the nicest person. Again, you know how bright she is and how smart... I mean, just a wonderful... I just love her to death, did then, and that was again many years ago. I just...phenomenal, not great, phenomenal administrator.

Bartges: Were you kind of tentative, going in knowing that when she was put into that associate AD position that there might be some tension?

Livengood: Absolutely, because the men's and women's athletics were very separate at that time, there. Charlotte had done a great job with women's athletics. They were, I think, much more organized. And of course, there was tension between men and women—like in many split programs at that time—and dear friends at Texas, Minnesota, Tennessee and so on. Yeah, I was.

6 The Pac 10 Conference is generally thought to be the most competitive college-level athletic conference in the western half of the U.S. The self-proclaimed “Conference of Champions,” the division has won more NCAA Championships than any other conference in the U.S.
(<https://www.studypoint.com/admissions/category/other-designations/pac-10-schools/>)

But Ellyn, I didn't know enough about the situation. Again, remember I'm a first-time AD, and I came in with the idea of here's this person who was very talented. I did a little research, lot of research, on Charlotte, finding out about Charlotte, who was very talented, easily could be the AD. There was nobody... It wasn't even close, in terms of who would be that person that should be right by my side, and I would learn from, and we would work on this together.

Yeah, oh yeah, there was [some tension], as oftentimes happens in split programs. Not suggesting that isn't the right way to go, but there's always tension. But to this day Southern, I think we did a good job at Southern. I think we made some improvements in things, but I also am very candid about [the fact that] Charlotte could have done everything and more that I ever did.

Bartges: Explain to me... You were hired as the head AD. Where did Hartzog fit in?

Livengood: He retired. He actually was the golf coach at that time. I think Lou worked maybe another year, but he basically retired. The president... Whether it was the board, president, whoever made that decision, a lot of these things, they don't tell you in the interview process. Again, if I'd been there longer... But I was really only there, it sounds like... I was there actually about twenty months, twenty-one months, as the AD. But yes, they decided to merge the two programs together, and that's why they went out and went through a search of finding just one AD. Then the programs would be merged, and the new AD would figure out... He or she would figure out the administrative structure.

Bartges: Right. And that was common at that period. I graduated from high school in 1978, so...

Livengood: Okay. Sure.

Bartges: ...that phase of combining, and the expansion of Title IX... Through Title IX and the other things that happened with women's and men's athletics...

Livengood: Then, yeah, you're very familiar with it, because see we were right in the middle of it at Washington State, in terms of one of the very first suits. In fact, one of the superior court decisions, the Washington State Supreme Court decision—which at that time would have been probably about 1989—was... Washington State Supreme Court was the first one to actually put the prongs, with regards to the measurement aspect of undergraduate education, your undergraduate student, in terms of ratios and so on. But yes, very much so.

Again, the key part, Ellyn, for me in this individual, Charlotte West. Was a tremendous ally, a great person to learn from. Taught me about things I had no clue about, but also became a really good friend and a really good

friend of our family as well. She [is] just, like I say, just something. I can't imagine that there would be a program in the country, as I reflect back, that Charlotte wouldn't have made better immediately by being their director of athletics.

Bartges: Yeah. She's a phenomenal woman.

Livengood: (laughs) I'm not trying to overset you, but she goes way beyond that, just her ability to turn bad things into good things, to turn people with bad attitudes into... She just had a very unique way. I mean, just... There's a reason why people gravitated towards Charlotte. Charlotte was a tremendous consensus builder, and she also... She gave you the impression, all the time, that we'll work through it, and things will be all right. Things will be all right. She didn't try to sugarcoat rough bumps in the road, but things will be all right.

Bartges: So she reported to you?

Livengood: She reported directly to me, yes.

Bartges: And did you come in before or after... You came in before Jim Hart?

Livengood: Yes. Actually just before. I think Lou had only been on the job a couple years but Gale Sayers was the AD prior to Lew, and Jim Hart followed me as the AD.

Bartges: And you reported directly to the president?

Livengood: Directly to the president.

Bartges: This is not supposed to be an ingratiating question (laughs), but it sort of sounds like it.

Livengood: No, anything, anything.

Bartges: Who are the important mentors in your life?

Livengood: George Raveling, obviously, is a very important mentor. Charlotte West is a very important mentor. I had a...who has since passed, an English teacher in Quincy, Washington, by the name of Red Kafer, who later became the high school principal, who was a very important mentor. I had a superintendent of schools, Bill Mayberry, who was a very important mentor. Pete Likins, who was a Stanford wrestler and the president of Lehigh University for sixteen years and then was the president, during seven almost eight of my years, half of my time, at the University of Arizona, was a mentor. Charlotte West is the only female mentor that I had, and that wasn't anything to do with gender; it's just that's how good Charlotte was.

Bartges: You've obviously had a long, storied career in very successful programs. When you first mentioned George and Lou, I thought, You like those Iowa guys.

Livengood: (laughs) That...

Bartges: It was amusing to me, because, if you had gone to Iowa, then you would have been involved with Christine Grant.⁷

Livengood: That's right. Interestingly enough, while I was at Washington State I had a chance. I'm trying to think; it was right at the end of the... I'm trying to think; was it at the end of my Washington State career or whether it started the Arizona? Bump Elliott was the men's AD at that time, and Christine, of course, the women's AD. Bump retired, and they had asked me to come back.

I went back and interviewed and then decided I was not going to go any further in the job, whether I would have gotten the job or not. I think there would have been a fair chance. But part of the thing—the intriguing part for me—would have been that, in my world, I just thought everybody in terms of women's athletics, men's athletics. In terms of that, everybody was a Charlotte West. I didn't know Christine Grant.

I had met Christine, and of course, in subsequent years, obviously had been around her a fair amount with Christine, Karol Kahrs and so on.⁸ But I just thought everybody is a Charlotte West. Now, not everybody is a Charlotte West. There's very, very few Charlotte Wests. But that's all I knew. All I knew is this person, who was very smart, very bright, very compassionate, just an unbelievable administrator. So, again, the strange things—there's several schools I've almost ended up—[I was] almost needed there, almost ended up at the University of Minnesota, almost ended up at Georgia Tech. But those would have been pretty much from Arizona, and once we got to Arizona, you kind of get used to the sun and the lifestyle stuff (Bartges laughs).

Bartges: Yeah.

Livengood: Crazy stuff.

Bartges: Washington State had a pretty prominent female administrator in athletics.

Livengood: Jo [Washburn] and, of course, Marcia Saneholtz.

7 Christine Grant is a former athlete and athletic director at the University of Iowa. She was inducted into the University of Iowa Athletics Hall of Fame in 2006. (https://en.wikipedia.org/wiki/Christine_Grant)

8 Dr. Karol Kahrs was a pioneer and transformational leader in establishing and developing women's collegiate athletics at the University of Illinois, in the Big Ten Conference, and nationally, "Illinois Director of Athletics. (<https://fightingillini.com/news/2020/11/3/general-womens-sports-pioneer-karol-kahrs-passes-away.aspx#:~:text=Kahrs%20was%2080%20years%20old,%22Dr.>)

Bartges: Saneholtz yeah, Marcia.

Livengood: Yeah, Marcia worked for me. Marcia was a senior associate athletic director for me when I came back to Washington State. Oh yeah, Marcia and Barney are very dear friends. Marcia was another... Marcia was an outstanding... Marcia would probably be considered—I don't know if a mentor as much—but, yes, many things learned. I put a mentor in somebody who has just absolutely made a tremendous difference in your life in many different ways, but Marcia was an outstanding administrator.

Bartges: Yeah I've had the good fortune to meet her at a couple of final fours, through other people.⁹ I don't know her real well, but I have had a chance to meet her.

Livengood: Yeah. She had a great career at Washington State and now has since retired and joined the good life. We were there together at Washington State.

Bartges: Actually, I met her through Judy Sweet.¹⁰

Livengood: Okay, sure. Oh, Judy's one of the (laughs) all-time...

Bartges: Yeah. It's funny. My folks are both Iowa grads, and my mom...

Livengood: Oh my gosh, Hawkeyes.¹¹

Bartges: Yeah, I'm an Iowa State alum.

Livengood: Okay, that's all right. Cyclones, pretty powerful these days.

Bartges: Hey, they're coming on. We hired a good AD a few years ago, [Jamie Pollard].

Livengood: Yes, from Wisconsin.

Bartges: Yep, and he has come in, and he had a vision and a plan, and a strategic plan, and he has executed it.

9 In American sports, the final four is the last four teams remaining in a playoff tournament. Usually the final four compete in the two games of a single-elimination tournament's semi-final round.

(https://en.wikipedia.org/wiki/Final_four)

10 Judith M. Sweet is an American sports executive. In the 1980s and 1990s, she was the first woman to be elected secretary-treasurer and president of the National Collegiate Athletic Association. She was also the first female athletic director to run both the men's and women's programs at the University of California, San Diego. In 2006, ESPN listed her among the top 100 most influential student-athletes.

(https://en.wikipedia.org/wiki/Judith_Sweet)

11 A Hawkeye, used as a nickname, is a native or resident of Iowa. (<https://www.merriam-webster.com/dictionary/Hawkeye>)

Livengood: Jamie's a good guy too.

Bartges: Yep. I have, as an alum...and I played tennis there.

Livengood: Okay, sure.

Bartges: As an alum and as a letter winner, I'm thrilled with what he's doing.

Livengood: Oh, that's neat. That's neat to hear.

Bartges: My mom worked... She was Forest Evashevski student worker.¹²

Livengood: Oh, you're kidding.

Bartges: No.

Livengood: And you know Forest Evashevski has a Washington State background?

Bartges: Oh really?

Livengood: Yes, before he was at Iowa. It's just amazing when you start thinking back, the ties of where people have been. It's crazy, but yeah, Forest Evashevski had been a football coach at Washington State.

Bartges: She [Bartges' mother] worked for him for four years. She was a Highlander; she played the bagpipes.

Livengood: Oh, was she?

Bartges: Yeah (laughs).

Livengood: Oh, wow.

Bartges: She said he was an interesting character.

Livengood: They've had... Between Forest and Hayden Fry, they've had some interesting characters at Iowa.¹³

Bartges: That's the truth. You mentioned that when you came in, Dean said not to pay any mind to the people who were, in essence, demonstrating.

12 Forest "Evy" Evashevski was an American football player, coach, and college athletics administrator. (https://en.wikipedia.org/wiki/Forest_Evashevski)

13 Hayden Fry was hired as Iowa's 25th head football coach and fourth in eight seasons, after the 1978 season. Fry had never been to Iowa, but he knew and liked Bump Elliott, by this time the university's athletic director. (https://en.wikipedia.org/wiki/Hayden_Fry)

Livengood: Um-hmm.

Bartges: With that change in Ads, and obviously, any kind of situation like that is uncomfortable. You talked about Charlotte's ability to be a consensus builder, and she obviously made you feel welcome. How long did it take for some of that stuff to die down on campus? I've read some of the newspaper articles and some of the... I don't know if I'd call them tributes but what we would call probably letters to the editor or responses from people.

Livengood: Sure. You know what?

Bartges: There seemed to be a great deal of heat about that.

Livengood: I don't know, Ellyn, whether it ever really died down. I think it maybe became less on the front burner, if you will, but I don't think it ever died down. You know what? I think sometimes—and Charlotte had been the women's AD, I'm going to say, in the neighborhood of probably between thirteen and fifteen years, so she'd been there a while. She'd been there a while, even before that—I think sometimes—and this is just me, again, I'm speaking kind of against myself when I say this—[that] universities get caught in things of really not realizing what they have when they have it. In other words, people that have been in a place for a fair length of time, they don't realize it. It seems like it's the... and not a (unintelligible). The grass seems to be greener. In other words, somebody else new is coming in. It's unfortunate.

I've told a lot of young people in different classes that I've taught at this level and different kinds of seminars, I've taken part in today's modern ADs, male or female. I don't think they're going to be able to stay places, certainly at the Division I level, more than seven, eight, ten years, at the most. There's just too many people attacking things; there's too many ways to offend people. But in that case right there, I don't think it really did ever die down.

To tell you that it was a real, smooth transition, and everybody just bought into it hunky-dory and so on, would be a real misnomer, because that's not the way it was. But we got through it. A big part of the reason why we got through it is because Charlotte... I'm sure, at first, it was really hard for her to do this, because here's a young guy that... My god, she'd forgotten more, as the old saying goes, than I would ever know.

But when you have, used to have, two staff meetings, women's department had a staff meeting and the men... Then, when I came in, of course, one department, so you have everybody. So, [the] first couple of times, it's very much where people sit and how people act, body language, facial expressions, all those kind of things.

I think it's a good question, but I don't know that anything really ever died down. I think that Charlotte had a very big role when we created the new

structure, with our men's programs as well, because of her administrative ability, her leadership ability, and all those kinds of things. So, it's just... It was really a different time.

Bartges: Right. What were some of the influences that Charlotte had on the Department of Athletics?

Livengood: I think the thing that Charlotte had probably above everything else, it's obvious; it goes without saying, how smart she is and bright and attention to detail and all those things. But I just think [it was] her passion. She loved intercollegiate athletics, and she loved student athletes. And if it was in the best interest of student athletes, Charlotte would figure out a way, find a way, to make it happen.

Again, those are the days too [of] working with very limited resources. There was always a question about who got what and which teams got what and so on. But Charlotte is, and was, just so passionate about student athletes, cared so very much that they went away with... That's where I first... Quite candidly—and I use it a ton and have, over a great number of years—the thing that we should be foremost concerned about is, have we created a complete collegiate athletic experience?

That's a Charlotte Westism. That's Charlotte West, of just really caring about young people and that the athletic part was important, but the academic part was going to be important; the social part was going to be important and all those things. So I would say passion, above all else. She's just so passionate about making sure that young people progress.

Bartges: That's a pretty consistent message from people that I've talked to, and I've talked to...

Livengood: Good.

Bartges: ... Karol Kahrs; I've talked to Christine; I've talked to Carole Oglesby, a bunch of different people from all over the country. And the theme is consistent. I don't know if you were... You were probably aware that the NCAA dedicated a room to both Charlotte...one to Charlotte and one to Christine, this past spring.

Livengood: I was aware of it. I've not been back to see it, but I will soon. I was aware of it. They're just such pioneers, and that's not even a fair term, right there, because pioneers seem to think that that's something that happened in the olden days, no. Christine falls in the same thing; I just didn't know Christine nearly as well.

But Charlotte... Charlotte was a pioneer, but Charlotte never seemed like a pioneer. It always seemed like just when Charlotte would think of

things, or Charlotte... They just seemed to make sense because they were all done for the right reason. I don't know that Charlotte (laughs) West has a mean bone in her body, in terms of that. I think that she can get disappointed and hurt and mad and frustrated. I don't mean that she doesn't, but she just is so fair about things and thinks through things.

That was, Ellyn, the very most noticeable thing about when we started kind of this new administration, with regards to restructuring, was that she wanted to make sure that things were fair with men's athletics, yet that women's athletics didn't get shortchanged. I mean, she just plain is a fair-minded person.

Bartges: Yeah, and that's very clear in my interviews with her. I started interviewing her in 2005, as part of my...

Livengood: Wow.

Bartges: ...master's project. So we have talked over these last six, seven years in a progressive way. One time I asked her something she had commented about. I wanted to know why she got into that. And she says, "It just wasn't fair and..."

Livengood: That's Charlotte West.

Bartges: That seems to be it, yeah.

Livengood: That's where she was so good at sticking to the things she believed in. But she wasn't a person, too, that was unreasonable. In other words, if it was unfair, and she believed it to be unfair, and she fought for it, she was always also willing to listen to why somebody else might have a different opinion. Didn't mean she was going... There was just an unbelievable air of fairness and of trying to do the right thing. In other words, you don't do anything just to do it; you do it for the right reasons.

Bartges: Yeah. By the time you met her, was she still coaching?

Livengood: No.

Bartges: I didn't think so.

Livengood: We talked a lot about that, back in those days. And I've told her, I would just think she would have been a phenomenal coach because, with that passion and her stick-to-itiveness, I called it. Nobody is better with a pencil, in terms of trying to get focus on things, as Charlotte. I just can't imagine her being—and she was—anything but just a fantastic coach, in anything. It doesn't matter what it was, in anything.

Bartges: And she's very proud of her—I think it's 1968 or 1969—golf team that won the national championship.

Livengood: Yep.

Bartges: One of the times that I interviewed her... (both laugh) We were down there, and she's like, "We could do two days. I have a golf tournament I have to go to." Well, on the second day (Livengood laughs)... So I came back in the morning and interviewed her. And that afternoon, when I wrote her when I got back—I lived in Macomb, Illinois at the time. I worked at Western Illinois University—

Livengood: Sure.

Bartges: I said, "How was your golf tournament?" She wrote back and says, "I got a hole-in-one." That was in 2009.

Livengood: Oh bless her. She's... (Bartges laughs) Ellyn. she's just...yeah. I mean, anybody who has spent any...and again I just... I'm so blessed to have spent that amount of time—little less than two years, but that amount of time—with her on just things. She was and is amazing.

The amazing thing of Charlotte's coaches... Charlotte had a wonderful way of shaping, if you will, coaches that needed some shaping and a way of not becoming where it was going to become an argument or a disgruntled type of thing, ways of coaching coaches, which when you get right down to it, that's what ADs do. Our job is to really coach coaches. Certainly the hiring and dismissal and all those things is a huge part of it, in this day and age, but she had a wonderful way of coaching the coaches, I think in some cases, where they didn't even realize they were being coached, but they were being led by Charlotte.

Bartges: During her time—and it was again prior to when you were there, just because of the nature of separate physical education departments and where athletics was housed in those times, particularly for women—here was a woman who was a tenured faculty member, a coach, a nationally rated official, did administrative duties. When you were coming up through the ranks, did you see people do a lot of that sort of thing, and were they good at it?

Livengood: No. You didn't see a lot of those kinds of things. When I was coming up through the ranks—and remember, the first thirteen years of my career was not in the collegiate level, so it was at the high-school level—I didn't see a lot of it. That [was], again, probably more so in later years, Ellyn. That's what amazed me, is when you look at all of the accomplishments, and she was just an incredibly accomplished person.

There was nothing... I mean, there are people that can be great coaches, but they know nothing about officiating, know nothing about—in terms of from a faculty aspect—teaching and so on and so forth. Charlotte really did everything and literally never wanted praise. She wasn't ever after the great job, the gold certificates or whatever. But no, I hardly didn't see any of that.

That's why, when I got into it, into college athletics, that's why it was such a different kind of thing, in terms of administratively. I guess part of it for me, Ellyn, though, was there was never a goal. I didn't set out to be an AD. I didn't even set out to be a high school AD. I wanted to teach, and I wanted to coach, and that was it. There was no administrative and that. So these things have just happened, kind of right place, right time, very, very lucky in some ways.

Bartges: Yeah, but life is about timing.

Livengood: It is about timing. It is about timing. Right place, right time and been very fortunate there, in terms of being around, in terms of really good mentors and that.

Bartges: When you were at Southern was Southern in the Missouri Valley [Conference] then?

Livengood: Yes.

Bartges: Are they a founding member?

Livengood: It was Missouri Valley in all sports, other than football. And football was in the Gateway Conference.

Bartges: Yeah. Yeah, that was a good little conference the way it was.

Livengood: It was great. Again, those are the hard things that...when you go through a program merger. You mentioned earlier, in terms of just programmatically, where programs are housed, where people are housed, all of those kinds of things. On the outside, to some people, those might seem like real little things and that, but they're huge things because they're perception kinds of things, from my standpoint, of where people are housed, where your office is, what conferences, just lots of little things. But yeah, the Gateway was great.

Again, there's where Charlotte was so important. She was instrumental in starting that. Then, when it moved as of football into hiring Patty Viverito, all of the kind... Charlotte has done so many different things behind the scenes that nobody knows about... You do, because of doing the research, but nobody knows about. She's not one of the kind of people that's going to stand up on a platform and say, "Let me tell you about what I've done for you."

That's just not Charlotte.

Bartges: No, not at all. Sometimes it's...

Livengood: It's the other way.

Bartges: Yeah, it's difficult to get stuff out of her.

Livengood: She is amazing that way. But again, that's why it just...I know I've told you this. It bores the heck out of you when I say it, but I can't imagine myself—and I think I'm a pretty good person—being that good to a person who came in and was in the job that, rightfully, I should have had. That just blows my mind.

Bartges: That's tough.

Livengood: Probably more so in this day than I did then. Then I was too young to understand it, too inexperienced to understand it. But boy today, after all these years, I do understand it.

Bartges: You may not know the particulars of this, but what kind of duties did Charlotte have as the associate AD?

Livengood: Oh absolutely. Actually, the administrative... And I've always done this. I did it when I went back to Washington State, at Arizona, and here now. I'm very collaborative with regards to our administrative staff, particularly as it relates to the top two or three people. Charlotte was involved, in terms of certainly sport mentoring, liaison between sports and so on, but there wasn't any decision I ever made that Charlotte wasn't involved in, hiring coaches, absolutely, all of those kind of things. So literally, in some cases, almost a co-AD, without the given title.

Bartges: Um-hmm. Cindy Scott was there when you got there, right?

Livengood: Yes, Cindy was there when I was there.

Bartges: I know her just because I'm a basketball person. I coached basketball and...

Livengood: Excellent coach, excellent coach, excellent person.

Bartges: I kind of laugh when I tell this, because she... One of my friends played at Illinois State, one of my teammates.

Livengood: Uh-huh.

Bartges: She was a big, left-handed jump shooter long before there was jump shooting

in women's basketball. (Livengood laughs) She played with Cathy Boswell and them.

Livengood: Oh, sure.

Bartges: I remember going down from Iowa State to see Dawn play, to see Illinois State play. They were playing Southern. And Cindy Scott was sitting in the stands, smoking a cigarette. (laughs)

Livengood: (laughs) See, that would have driven Charlotte nuts.

Bartges: Well, she laughs about that. She goes, "Oh, I know. I tried to get her to quit smoking." It sounds like they were good friends.

Livengood: Very good friends, but all of our coaches were, quite honestly, a lot of the men coaches, as well. Prior to that—and don't take this in terms of I'm saying it but, Ellyn, to be really honest with you with—our men's coaches, as well, once they got away from the idea that you know that Charlotte's a colleague; Charlotte is the friend. Charlotte's not the foe.

Bartges: Right. Have you been back to Southern's campus recently?

Livengood: I have not been back, I'm going to say, in probably ten years and need to get back, just because we still have friends there. We still stay in contact. Interestingly, one of our closest friends that's still living in Carbondale, have a daughter and son-in-law and grandkids that live here in Las Vegas. So we get a chance still to see a number... Doug Woolard was the high school AD when I was at Carbondale High School. When I went back to Washington State, I took him with me, and Doug then worked with me for probably four or five years then became the AD at Saint Louis University and now is at South Florida as the AD.

Bartges: Oh, okay.

Livengood: But we need to get back, just because it's been so long. This is one of those stories that... When we went back there, we lived in a little rental house because we were going to buy a piece of property and build a house. I'd promised Linda...because remember now we're talking about. My wife and I and two kids had moved all from Washington. In other words, both her parents lived in Washington; my parents lived in Washington, so this was really a major step for this family of four to go to the southern part of Illinois. And of course, our view of Illinois was that everything was Chicago... (Bartges laughs) It must just be just outside Chicago, because that's all (laughs) we knew about Illinois.

Bartges: Right.

Livengood: Anyway, long story made short, I remember, after we'd been there a year, we had bought a piece of property, and we were going to get an architect and kind of design this house that the chief wanted to build, and I would support. Then she asked me that all-important question. She said, "Now Jim, are we going to be here for a while? Are we going to be at SIU for a while?" I said, "Well honey, absolutely yes. Why would you ask that?" She said, "Because what will you do if Washington State calls up and says, 'Jim, we want you to come back as the AD?' You were the associate before, but you want to come..." I said, "No, that's not going to happen. The person that's there is going to be there for a long time" and so on. We literally finished, Ellyn, building this house, and as we were moving in the front door, I was getting ready to move things out the back door, to go back to Pullman.

Bartges: Oh jeez.

Livengood: Just the timing was just horrific. This was in '87, in summer of '87. So it just, just so much (unintelligible). But we loved Carbondale. We had great, loved friends. Just everything about it was a great experience. Our daughter—actually Linda, my wife, and our daughter, Michelle—Michelle was a ninth-grader at that time and had been elected as student body president. So Linda and Michelle stayed for a year. Jeremy, who was three years younger than Michelle, came back to Pullman with me.

We lived in Pullman for a year, and they lived in Carbondale for a year. [We] just kind of went back and forth, then got everybody back to Pullman. So Carbondale, we have some great, great fond memories. Like anything else, once you get back... We got back to Washington State, then you get to Arizona. Time in these jobs just get away from you. We have great plans of trying to take our grandkids back there and all that stuff. It just seems like it never works out.

Bartges: No, and it's hard, everybody's schedules nowadays. And you're an AD of a major university; that's a huge commitment.

Livengood: There's something going on all the time. I've gotten fairly active over the years, with a lot of our national things, on committees and that. Again, that's a Charlotte West thing. Charlotte, from day one after we'd gotten to know each other, had always said, "Jim you've got to get involved nationally."

Interestingly enough, before I went back to Washington State, because of Charlotte, Ellyn, I was on the very first women's athletic committee. There were eight women and four men, and because of Charlotte... There's no way I would have been on that. She was nice enough to... But it was an NCAA committee, first-time committee, that just...amazing.

So, you're right; yeah, you do get so... But sometimes I look back

now, and I really wonder, gosh darn it. I wished we'd have gotten back there more often, because I know a lot of things have grown. They've done a wonderful job with facilities and those things.

Bartges: Yeah, the softball stadium that's named after her, I had a chance... She took us over there to look around. You look at the plaque of donors, and it is...

Livengood: And we're on that plaque.

Bartges: Yes. It is a who's who of people in women's athletics. It's really stunning and a rather disparate group in some ways.

Livengood: I go back to what I said earlier, Ellyn. Anybody who has been around Charlotte West and spent any amount of time cannot—if there's warm blood involved—cannot come away with just having a really good feeling about... This is really a good person. This is really, really a good person.

Bartges: Yeah. Was she active in the NCAA when you were at Southern?

Livengood: Yes, because, remember, she had been with AIAW [Association for Intercollegiate Athletics for Women]. She had been, of course, very active in that. But yes, because the NCAA at that point in time, yes... Charlotte was active in everything, partly because people wanted her to be. People knew of her; people knew of her reputation. She was so fair; she thought through things so well, yes.

Bartges: Did Charlotte have a multiple-year contract as an athletic director?

Livengood: I don't know that. You mean as women's athletic director?

Bartges: No, when she was in the combined department.

Livengood: No. Nobody did, in our thing right there. I think I had a three-year contract, and most everybody, even our coaches, I think... A couple of the head basketball coaches and the football coach probably had three-year, but no, which...

Bartges: (interrupts Livengood) How much... I'm sorry; go ahead.

Livengood: ...which was amazing, as I think back on things.

Bartges: Yeah, a different time.

Livengood: Oh...

Bartges: Now we're looking at contracts for coaches, that are \$7 million.

Livengood: Unbelievable.

Bartges: It really is.

Livengood: Unbelievable. We've met the enemy (Bartges laughs).

Bartges: Yes, and we are us.

Livengood: And we are us, yep.

Bartges: How much interaction did you have with Karol Kahrs?

Livengood: Actually a lot, a lot. And a lot of that had to do with Charlotte; a lot of that had to do with then, on national committees and those kind of things. A lot... [I] actually had been in a number of meetings and a number of committees with Karol.

Bartges: She's one of the people that I've interviewed. She has some interesting stories.

Livengood: I would bet Karol would have interesting stories on almost anything. She is a hoot, as Charlotte would say (Bartges laughs).

Bartges: That's true. She is...

Livengood: A real hoot (laughs), a really, really good person.

Bartges: Yes, she is.

Livengood: There's another example right there, though, Ellyn, of somebody who had done a terrific job at the University of Illinois, and I'm not sure was ever rewarded and ever acknowledged enough for it.

Bartges: Yeah. It's hard to get a read on it because that department seemed such a mega department...

Livengood: Yep.

Bartges: ... in comparison to some of the other schools in the state.

Livengood: You're exactly right.

Bartges: Certainly different than Western, different than the normal school.

Livengood: Yep.

- Bartges: Which—what?—are now regional comprehensives.
- Livengood: Yep, exactly.
- Bartges: But Karol's very interesting. She hasn't been totally well.
- Livengood: You know what? Somebody told me that the other day. Is she still living there?
- Bartges: In Champaign?
- Livengood: Yeah.
- Bartges: No, she lives in Brevard, North Carolina.
- Livengood: Brevard, North Carolina, holy cow.
- Bartges: It's up around Asheville.
- Livengood: Hey, you've got so many things... You've got a full-time job; you're doing this, all these kind of things. Would you mind sometime, just with Karol, with Christine, Charlotte, just dropping me a note, Ellyn, with some addresses on there?
- Bartges: No problem whatsoever.
- Livengood: You know, I guess as you get older—and I'm (laughs) getting older; that's for darned sure—you start thinking about... This is one of those things that, if there is such a thing and not from the movie, Jack Nicholson, *The Bucket List*, it would be fun just to call some people up and just as a...¹⁴ “Hey, I wanted to make sure you know how much I appreciate you. I just want to—you know what?—to tell you thank you.”
- Bartges: No, I understand that. That's really what this dissertation is about. It's a way for me to give back to people that...
- Livengood: Good. Bless your heart.
- Bartges: The people that we're talking about right now changed my life forever. I'm a third-generation Division I athlete, but I'm not the gender of the third generation that they thought it would be. And the only reason I could be that person is because of people like Charlotte and Christine and Karol. What a foundation they built.

14 *The Bucket List* was a 2007 film, starring Jack Nicholson and Morgan Freeman as two terminally ill men who escape from a cancer ward and head off on a road trip, with a wish list of to-dos before they die. (<https://www.imdb.com/title/tt0825232/>)

Livengood: Those are the trailblazers. I mean, those were absolutely...wow. Well, your stories, holy cow.

Bartges: What do you think—I should have asked you this before I said what I said—Charlotte's legacy... If you had to cherry-pick the big things, what do you think they would be?

Livengood: Just big things. Without...in any particular order. Okay, no particular order. I think Charlotte had a profound effect on Title IX in the most positive way possible. She not only believed in athletics for young women, but she promoted it. And she did it in such a way that it wasn't that [it] didn't have to be at the expense of anything else. It was just—in her own words—just “the right thing to do.” You mentioned earlier, but Charlotte, so many times of... “Well, why do you think that's good?” “Because it's the right thing to do.” I think that's one.

I think, secondly, Charlotte, in her own way—and I'm sure this could be documented—made such a profound effect on young women that probably never had thought about being in athletic administration and/or in coaching. We used to talk about that a lot, of [how] I was worried because I knew she was worried. I really was worried that we were not getting enough young females into coaching, that if we got them in, they wouldn't stay. So we needed to refigure how we were doing things. I think that's a big part of it, the encouragement and leading a path of, it could be okay.

But again, even more than those two, Ellyn, I think the biggest effect that Charlotte has had on higher education/intercollegiate athletics is she just made it seem like, wow. It was never a job to her; it was never a job. It was truly... As my dad used to say, “When you find a job where you never dread Sunday nights, that's the great job. That's your dream job.” It wasn't about Sunday nights; it was about Monday morning.

Bartges: Yeah.

Livengood: Charlotte, it was never about that. Charlotte just had such a passion for what she did because she believed in it. It's almost even hard to talk about because it seems like it's too confining to say that the impact Charlotte had was this, this, this, and this. I think that would be too limited.

Bartges: Are you a feminist?

Livengood: Huh? In what context?

Bartges: I know that's an odd question, but listening to you... It's hard to describe. I think people think of feminism...to be a feminist is only something a women can be. But there are a lot of men... Charlotte will say this as well, that it's the

parents of the daughters, the fathers of the daughters, who really impacted, that they wanted their daughters to have the same opportunities that their sons did.

Livengood: In that context, the answer is emphatically yes, emphatically yes. I guess part of that was through my own daughter, who was not a collegiate athlete but was a high-school athlete. Another part of it is, again, through the eyes and through the teachings and learnings of Charlotte, that... I think some of the things I've been able to do, because of having a broad-based approach and caring about both our young women as well as our young men... It's not lip service, never has been. I've seen the ugly part, and I've seen the good part.

The early days at Washington State were really good for me to see, because I saw how badly—from an equipment standpoint to facility standpoint to important standpoint—just how badly our female coaches and our female student athletes were treated. I've often said this, Ellyn, that I went through an OCR [Office of Civil Rights] review at Washington State; I went through an OCR review at Southern Illinois, went... I just didn't... I never wanted to go through that again, the part of it, the gender equity.

I get in real trouble (laughs) from people because we can't add more men's soccer programs or men's wrestling programs or men's gymnastics programs, which were all different, kind of, down through the years. [They] should never be put at the feet of... We can't do it, because of Title IX or because of gender equity. That's too easy. And Charlotte was a huge part of helping...not shaped; she didn't do it overtly. It wasn't one of those things where she just hammered and hammered. No, just of opening with open eyes.

I was lucky to be at Southern Illinois during that time, to be able to see the kinds of thing, to see how she treated people, to see how...the kinds of things Charlotte spent in the role she would have as the women's athletic director, [that] she certainly would have, as the athletic director of the whole program. She cared just as much about the men's program as she did the women's programs.

Bartges: Um-hmm. That's apparent to me.

Livengood: Without question. Now, was she a champion for women's athletics? No question about it. But it was never at the expense of, "Let's do this." No, it was all about the right thing to do and all about fairness, amazing that way.

Bartges: Title IX was still relatively new, especially because enforcement didn't really start until the middle '80s in any shape. And it wasn't until after [President Ronald] Reagan was out of office that you really saw a change. That isn't intended as a political comment.

Livengood: Understand. No, it's a truism.

- Bartges: Was Charlotte a good teacher of Title IX?
- Livengood: Yes. She was outstanding because... Again, this is one of the things that continues to amaze me, of how she could be so fair minded, because of the way she was treated, as it related administratively to her role and her job. But she absolutely was... She wasn't, in a sense, trying to pound things down—it's the only way to do it and how mistreated and that—Charlotte had a wonderful way of telling you—not you personally, Ellyn, but generically—a wonderful way of telling you that that's probably not a good idea (Bartges laughs), that that probably won't work; that probably really is pretty dumb, without ever feeling like somebody was just really trying to put you down, or somebody was just really trying to show you up.
- Bartges: Yeah.
- Livengood: Wonderful, she just has wonderful (laughs) skills along those lines.
- Bartges: She's very sophisticated in that way. The title of my dissertation is “Circle More Before You Land.” I don't know if...
- Livengood: Wow, I like that.
- Bartges: Well, I can't take credit for it. It was something that was gleaned out of a conversation I had with her. She talked—and I can't for the life of me think of the guy's name. It was somebody from the town of Carbondale. It was some kind of a... They had a Male Chauvinist Pig Day or something, a fundraising event—One of...
- Livengood: “Circle Well Before you Land.” I love that.
- Bartges: “Circle More Before you Land.” And this fellow, who was a friend of hers... She must have been frustrated, and she said, “I'd like to know how I could get more done.” He said, “Charlotte, you need to learn to circle more before you land.”
- Livengood: (laughs) Boy, is that a big statement or what?
- Bartges: It really is.
- Livengood: It's everything.
- Bartges: In my job, I try to think about that (laughs) because I have a very contentious job on a campus that is...
- Livengood: Sure.

- Bartges: ...contentious. So I think about that statement. When I heard her say that, I knew immediately that would be the title of my dissertation.
- Livengood: You know what, Ellyn? That's almost perfect because that, in many, many ways... It's interesting that somebody else... But that almost... That describes Charlotte West.
- Bartges: She said she embraced that, and that helped her get where she was.
- Livengood: She did embrace it, and the strange thing about... The crazy thing about all this, though, it's hard to understand... When you get to know her, as you have to, you understand it. But if you don't know her, it's hard to understand how she could do that, because there have been so many ways and times where people just were not as fair as they should have been.
- Bartges: Yeah. Since the fairness part is the core of her being, that had to be even more difficult.
- Livengood: Well no, it was. One of the things that... I'd been there, I don't know, three or four months or whatever, two or three months, and one day we were... She and I were talking about equivalencies, headcount and equivalency in sports. —This is so typical Charlotte—Charlotte had been just a wonderful, wonderful, wonderful teacher, because you don't coach as well as she did or administer as well as she did without... She mentioned one day, she said, “Jim,” she said, “I know you know all about this. “But,” she said, “You know what?”—and for some reason I had to...

I was going, either going to an athletic council meeting or going somewhere that was going to be the first meeting with the group. And that was going to be one of the topics; that was going to be one of the things about scholarships, just talking about that. This is so Charlotte West, Ellyn, she said, “Jim, I know you know all about this, and I know your background, and you've been at a big school. But,” she said, “You know what? Let's just go through...as kind of just a little primer, a little learner.” Charlotte said it much better than that. It was one of those things that you almost felt like, Well, why couldn't we, or we have to do it this way (Bartges laughs).

Ellyn, she took me through and literally went through... I was so prepared going into that meeting that everybody was just shocked. Now, I got all the credit for being so prepared. I would never have been that prepared; it never would have been that good a meeting, had it not been for Charlotte. But there again, when I think back—and I do think back—when you think back about things, I wonder if I could have done that for somebody else or whether that little bit of vindictive part would have come out saying, “You know what? I'm going to work with him, and I'll do a good job. But if they fail a little bit,

that's okay too." Know what I mean?

Bartges: Yeah.

Livengood: But that's not Charlotte. That's just not in her makeup.

Bartges: At her core she also loved Southern...

Livengood: Absolutely, no question.

Bartges: And to do something vindictive, that could have tarnished the reputation of the institution...

Livengood: She wouldn't, but that's where I'm saying, I just... I still go back to (laughs) if I would have been the president, if I would have been on the Board of Regents, Charlotte West would have been the AD. Now, I don't know what I'd be doing right now, but just I've thought that... My wife knows that very well. I've said that many times.

Bartges: Yeah. And I think, wanting to stay where she was may have limited her...

Livengood: Oh very much, Ellyn. That's a huge part. That's a great statement right there, literally, yeah. And I think sometimes moving is part of it, and moving wasn't quite as easy in those days either.

Bartges: Yeah. Did she share with you her background?

Livengood: Yes.

Bartges: About being adopted and stuff like that?

Livengood: Yes. She (laughs)... Like I say, she just... She became really... For us to be this far away for all this length of time... Our kids (laughs) loved Charlotte. Again, they were old enough at that point in time, when they were there... They were in their seventh and eighth grade, Michelle ninth and Jeremy in the fourth and fifth. They just... Charlotte was just it.

Bartges: Maybe you've already told me this. Do you have a favorite story about Charlotte?

Livengood: I have a bunch of favorite stories about Charlotte. One of the... Gary Carney is a young man who worked in our athletic department at that time. He'd come there and worked—in fact he is a distant relative of remember the old comedian Art Carney.¹⁵

15 Arthur William Matthew Carney was an American actor and comedian. A recipient of an Academy Award, a Golden Globe Award, and six Primetime Emmy Awards, Carney was best known for his role as Ed

Bartges: Oh yeah.

Livengood: Remember, from the Jackie Gleason days?

Bartges: Yeah, he had a funny hat.

Livengood: A funny hat. I think he was Art the plumber or something like that. Anyway, kind of a tank top T-shirt and then a funny hat, on the Jackie Gleason... Anyway, Gary Carney was a distant relative of Art Carney's. And Gary worked for Charlotte in women's athletics. Then we had the merger, and Gary then became part of our administrative team and so on.

I remember... Just to show you the effect that Charlotte had on everybody... On our administrative team at that point in time, I think we probably had maybe five or six people. We were going to go down and do a kind of a one-day retreat at Giant City—I don't know if you've been to Giant City or not, but Giant City's probably thirty minutes from there. They're famous for Sunday chicken and different things like that—It was a great place to have a retreat because they kind of had a lodge, and you could get a meeting room and that.

Anyway, long story made short, we go down, and we're going to have an administrative retreat, going through a bunch of things. And (laughs) Gary Carney went through. Just everybody on the administrative staff had a proposal to make and had been asked to think... I had asked them to think about different things, and then we were just going to kind of work through and kind of digest all this. Gary spent, I don't know how much time—I even forget what it was—talking about something he felt very strongly would help the Salukis [varsity athletic teams' name], Southern Illinois, get better and do it. He probably spent, I'm going to say, Ellyn, probably forty-five minutes explaining this (Bartges laughs) in great detail, and he was enthusiastic about it.

Charlotte loved Gary, just loved Gary. At the end of it, he kind of looked around and said, “Any comments?” [Charlotte said,] “Gary, thank you. What a great job. You've really done your research and you really...” Charlotte, in only ways that would not be hurtful and not be... Anybody would just absolutely go off the deep end. Charlotte said, “You know, I just don't think that's going to work.” But she said it in a much more sophisticated [way] than just that. It just... You thought Gary was going to die. I mean, he literally [was] going to... Not another word was said about that. But that's the kind of thing...

Norton on the sitcom *The Honeymooners*, starring Jackie Gleason.
(https://en.wikipedia.org/wiki/Art_Carney)

It wasn't one of those things where Charlotte said, "Oh my god, how could you think of this?" No. Here is somebody who she just... She loved Gary, I mean just loved Gary. And he spent all this time... And all it took was [for] Charlotte [to] say, "You know, I just..." Again, much more sophisticated than that, "I just don't think that's going to work." I think about that so many times because Gary and I have laughed about that in future years, when we've seen each other at meetings. I said, "Gary, you just did a great job." He said, "Yeah, did you notice that not another word was said about it and not another thing, when Charlotte said, 'I just don't think that's going to work.'"

There are so many times I regret, Ellyn, candidly and honestly, that I wasn't able to stay there another year, because staying there another year to be around Charlotte and just being able to... One of the things that I had talked at that time... I think John Guyon was just becoming the president [of the university], from President Somit. If I'd been there, maybe one more year, then maybe I could have had more of an impact on Charlotte then becoming the AD when I went to Washington State. She... I'm smiling right now, on the phone, just thinking about the times together. How naive I was when I first went in there. Oh my gosh.

Bartges: I prefer to think of it as a clean slate.

Livengood: That's a good comment; it really is. But from my context, what about if I hadn't have had a Charlotte West?

Bartges: That's a good question.

Livengood: See, I think, professionally, my life would have been much, much different. Now, would I have still gone back to Washington State? Probably, because that wasn't an impact necessarily on that. But to go back and then do the things, and then would I have been able to go to...? When Ced Dempsey went to the NCAA, then I took Ced's job at Arizona. I just was a much, much, much more complete administrator because of those two years. What if there hadn't been...? So you said earlier, and you're exactly right. Everything, at some point in time, is about timing.

Bartges: It must have been a very intense twenty-one months.

Livengood: Very, very intense because always under... You know, you're not there long enough to have all of the feelings soothed, but yes...because we were trying to do a bunch of things too. It's intense, just when you combine programs, when you merge programs, because literally every... Well, every way. Everything that we had was duplicated. In other words, two SID [Sports Information Director] Departments, two marketing, two development. So everything...

And just trying to work through and talk through that with Charlotte,

of what made sense; how could we possibly...? Could we combine this (unintelligible) with that? In other words, you don't want a whole lot of people to lose jobs; that's for darned sure. But you certainly don't want it to be everything moved over and the men's department heading up everything. That wouldn't be right. The same way on the women's. So it was just... I mean, she... SIU is so lucky, one, to ever have had her, but they're also very lucky to have had her during that stage in time...

Bartges: Yeah.

Livengood: ...because she allowed some transition to happen that I don't think would have happened without her there.

Bartges: But women's athletics were in the Athletic Department then; weren't they? They weren't in PE still.

Livengood: They were in the Athletic Department, and they were in Davie's Gym.¹⁶ That was where they were housed, in terms of offices, which was probably, I'm going to say, from Andrew...well, from the men's part, probably three blocks different. In other words, it wasn't right next door.

Bartges: No, no. I've been to Davies. I like those old gyms. I go to those old gyms, and I take pictures of them and...

Livengood: They're the best. We had that at Washington State with Bohler Gym. They're the best, the history in those... I remember Linda, when I was talking and telling my wife that we were going to do this, talking about this interview. Linda said, "You need to tell her the story.

Ellyn, when I first got there... I'd been there maybe, I'm going to say, a couple of days. And Charlotte, as only... Charlotte said, "Jim, we've got a volleyball match tonight." Gosh, let's go. "I'd love to have you come to it." I'd only been in town two days. I said, "Charlotte, I'd love to." And we're sitting at the volleyball match; we're sitting on the front row, down... It's a small gym, and it was good volleyball. Southern played good volleyball. Little thing like this...

This won't be a big deal too, but you've been around athletics yourself, a long time of rolling the ball down the sideline to get it back for the people, out the lines, people, in terms of just that. Well, they'd roll the ball down, and I'd stop it each time. And after about the third or fourth time, Charlotte, as only Charlotte... Now remember, I've only been there for two or three days

16 Davies Gym is the home of the Southern Illinois Salukis women's volleyball team and former home of all indoor sports at SIU. Upon completion of the SIU Arena in 1964, men's programs moved to the new facility. (https://en.wikipedia.org/wiki/Davies_Gym)

(Bartges laughs). I'd not been there a week. Charlotte said, "You know what?" She said, "Why don't you just go ahead and let it roll down, because what they'll do is they'll catch it at the other end, and they'll hold it down at that end." That's just how kind she was.

We've laughed about that, in terms of my wife and I, of just little kinds of things that Charlotte, in her own mind now—if she's really honest, and she is—she had to think, at that point in time, Oh my god, what pumpkin patch did this guy grow up in? I mean, just little things.

Bartges: Was that the first volleyball game you'd ever been to?

Livengood: No. No, but I'd never sat down there. I always sat up in stands, or I'd always sat other places. Never paid much attention to it and those kinds of things. No, absolutely, because we had really good volleyball at Washington State.

Bartges: Yeah, I would think so.

Livengood: But just that part of it. I don't know; we were just on the very front row, so...

Bartges: Now I'm never going to be able to go to a volleyball game again and watch (laughs) them roll the ball along and not think of that.

Livengood: (laughs) And you know what? I've thought about that many, many times, of just... I mean, it's amazing why that memory probably is so vivid, Ellyn, because of the fact that I'd only been there a couple of days, as I think back on little things. There's so many things that kind of pop up every once in a while and particularly during this conversation of, man, remember this and remember that.

Bartges: Well yeah. You said you had bunches of stories, and those are the funny things. Like I said, that's how I actually got the title to my dissertation, was listening to her tell stories.

Livengood: She's a great storyteller.

Bartges: She really is.

Livengood: Has she stayed fairly healthy?

Bartges: Yes, she has.

Livengood: She's still playing golf?

Bartges: She is still playing golf. I haven't talked to her much this year. The last time I interviewed her was...must have been August of '11.

Livengood: Okay.

Bartges: I had gone down there... She spends summers there in Carbondale, and then goes down to Estero, Florida for the winter.

Livengood: Okay, that makes sense.

Bartges: And there were some other people down there. Phebe Scott was down there, from Illinois State and...

Livengood: Okay.

Bartges: There's a handful of those, what I refer to as sort of grande dames, that are in...

Livengood: Yep, that's a great statement. That's a great description.

Bartges: They're in that area.

Livengood: Yep.

Bartges: Phebe died this past year. I don't know; you probably... You wouldn't have any reason to know Phebe, but...

Livengood: I didn't, but I know the name certainly, gosh.

Bartges: She was the chair of the Committee on Championships in the CIAW [Commission on Intercollegiate Athletics for Women], which then evolved into the AIAW. So she had an integral role in the separation from DGWS [Division for Girls and Women's Sports] and AAHPERD [American Alliance for Health, Physical Education, Recreation & Dance] into a separate organization.

Livengood: Sure.

Bartges: I've been fortunate. I was connected through Charlotte and through Jill Hutchison to a lot of these people, and I got to interview them before they died, like Charlotte Lewis. I don't know...

Livengood: Yeah, I know that name too.

Bartges: She was at Illinois State, but she would have graduated by the time you were there. She was an Olympian, an All-American. And Charlotte died unexpectedly, probably in about 2007 or 2008. She was only fifty-three years old. She had a heart attack.

Livengood: Oh, my gosh.

Bartges: And she was one of twelve on the original Women's Olympic Basketball Team, in 1976.

Livengood: One of twelve.

Bartges: Yeah, and one of four...

Livengood: Wow.

Bartges: ... One of four African Americans on that team, and it was almost like she didn't exist. And I wrote an...

Livengood: That's tragic. That's tragic.

Bartges: It really is. I wrote an article about her for the *Journal of Sports History*.¹⁷ And I was pleased that they picked that up, because here's somebody out of Illinois who has had a tremendous impact on basketball. I mean, she played professional basketball until she was forty, in Brazil.

Livengood: Unbelievable. Fifty-three years old though.

Bartges: I know. It's just... It's really...

Livengood: Ellyn, what about your background? Where did you grow up?

Bartges: I'm from Hinsdale, which is a southwestern suburb of Chicago.

Livengood: Okay.

Bartges: My folks are from Pennsylvania but somehow ended up at the University of Iowa (laughs).

Livengood: A Hawkeye.

Bartges: A Hawkeye.

Livengood: Was that kind of a first choice of where you wanted to go?

17 The *Journal of Sport History*, a publication of the North American Society for Sport History and the University of Illinois Press, seeks to promote the study of all aspects of the history of sport. (<https://www.press.uillinois.edu/journals/jsh.html>)

Bartges: No.

Livengood: Because, obviously, a great school.

Bartges: No, I did not want to go there. I'm one of those black sheep (both laugh), so I... It wasn't what I envisioned as a college campus. It was divided by a river; you had to walk until Timbuktu. The second I set foot on the campus at Iowa State, I said to my mom, "This is where I'm going." It was far enough away from home that they couldn't drop in on me but close enough that I could get home. It was about six-and-a-half hours from home, and I...

Livengood: That's the perfect distance, isn't it?

Bartges: Yeah, it is.

Livengood: Between five and seven, yep.

Bartges: I never played spots really. I swam competitively because of where I'm from. Swimming and tennis were the two sports people in Hinsdale did. When I got to high school, it was 1974, and all of a sudden there were sports for girls. So I played four sports in high school. I started on varsity and everything. We went to State in basketball the first year, in 1977. We were one of the eight teams that made it to the State Tournament. That's kind of the framework for my oral history, from 1968 to 1977, because that is the period of growth.

Livengood: You know what that when you just said... That period of time, that '68 to '77, that was... Of course, I started teaching in '68.

Bartges: Yep.

Livengood: That's unbelievable, in terms of when I look back and how disproportionate we were with regards to girls at that point in high school athletics.

Bartges: In Illinois in particular. I've interviewed a lot of coaches. I try to maintain some neutrality. So, looking at downstate... I went to a big suburban high school. But we only had one gym, and we practiced at 6:00 in the morning. The guys practiced at 3:00. And we did that my entire time in high school.

Livengood: The whole time?

Bartges: Yeah. When you got down into Centralia... You talk to Ann Murray at Centralia.¹⁸ She'll talk about not being allowed in the gym at all—that the

18 Carol Ann Murray began coaching and teaching at Centralia High School during the 1970-71 school year, when she was in charge of the Girls' Athletic Association. After two years as a track and field coach, she started the girls' basketball team in 1976. Her team made it to the first state girls' basketball tournament in Illinois in 1977. Murray had a very successful coaching career at Centralia, where she stayed for thirty-

wrestling coach didn't want to give up time—and all the struggles these high school teachers, that got paid next to nothing just to provide opportunities... I don't know if you know Lorene Ramsey.¹⁹ She was at ICC.

Livengood: Sure, yeah.

Bartges: Lorene is another one of those grande dames. She taught at Pekin High School, and she was in a tussle over—what do you call them?—GAA [Girls' Athletic Association] days with the boys' wrestling coach. She wrote the AD and said, “My program has grown from five people to 500 people in three years, and I need another day to run my GAA programs.” The guy wrote back, “After careful consideration, I've decided not to grant your request.” The wrestling coach says. “It's important for the character of the boys that they have time to wrestle.”

She said, “I got that thing back, and I was smart enough to know not to go down there and see him in person. I got a red pen, and I wrote across the top of it, ‘What about the character of the girls?’ I put it in an envelope, and I sealed it, and I put it in his box. The next day, I put in my resignation.”
(laughs)

Livengood: Good for her. You know what? That's almost incomprehensible now; it really is.

Bartges: Oh, yeah.

Livengood: Yet we still have lots of room to grow; you and I both know that. Isn't that amazing?

Bartges: It's hard.

Livengood: GAA and the number of young ladies at that time and the wrestling coach...

Bartges: Yeah. It's really hard for people nowadays to think in those terms, but you talk to Chris Voelz...²⁰ You know that name?

three years.

(https://www2.illinois.gov/alplm/library/collections/oralhistory/SportStories/girlsbasketball/Documents/MurrayCarol/Murray_Car_1ABST.pdf)

19 Lorene Ramsey, a pioneer in women's sports, is one of the most successful college coaches of all time. In 1968, Ramsey joined the staff of Illinois Central College, a community college in East Peoria, Illinois. There, before the passing of Title IX, she started the women's athletic program.
(https://en.wikipedia.org/wiki/Lorene_Ramsey)

20 Chris Voelz is the Executive Director of the Collegiate Women Sports Awards, the most prestigious national collegiate sports awards program for women since 1976.
(https://en.wikipedia.org/wiki/Chris_Voelz)

Livengood: Know Chris, not just know it, Chris is a dear, dear friend, of course, from the Oregon days and then the Minnesota days.

Bartges: Yep. And Chris is one of those people I interviewed because she got her start at Maine East [High School], I think, as a coach.

Livengood: Yep, she did.

Bartges: I hate to say Maine East. It might have been Maine South, but I don't... I'm not exactly sure. But Chris put it best when she said, "Besides the 19th Amendment [granting women the right to vote], Title IX is the single most important piece of legislation affecting women in the 20th century.

Livengood: And she's right.

Bartges: Yeah, absolutely.

Livengood: And in a really broad sense too, Ellyn, it's the most important legislation that has affected men, in a broad sense. That part of it... When I say that, some people really mistake that and say, "You mean because of programs that had to be dropped?" No, in terms of the difference that, hopefully, it will make in terms of young men who become fathers or young men who become whatever, with nieces and that. Understanding that the quality is (laughs) really what it has to be. So it wasn't just... It just didn't affect women in a really good way; it affected men as well.

Bartges: Absolutely.

Livengood: Again, under the guise of the right thing to do. Some would say—and you mentioned it—when you have daughters, it may or may not be easier because you see it through those eyes. But it should affect any of us, whether we have daughters or whether we even have kids or whether we're... whatever. It's just...to think that we have not progressed and grown enough to understand what equal means and what equality means. There's lots of work to go. And I do mean our issue is going to be trying to find more Charlotte Wests.

Bartges: Yeah. She's certainly been active in NACWAA and, like you talked about, a legacy of women's coaches and administrators and that NACWAA component she's very proud of and justifiably so.

Livengood: Yep.

Bartges: This past year, we hired a new athletic director here at St. Cloud State. And as the Affirmative Action officer, I'm also the Title IX coordinator.

Livengood: Okay. I saw your title, yeah.

Bartges: I'm the chief diversity officer of the university and what they call a designated officer, which is a system designation. But I'm involved in those things, and I was involved in that search, in an ex-officio way. When I looked at the application. We really only had... I'm going to rephrase that. We had very few viable female candidates, and we ended up hiring a woman...

Livengood: (interrupts Bartges) Good.

Bartges: ...a woman named Heather Weems.²¹ She was at Drake, and she was at Denver before she was at Drake.

Livengood: Holy cow, yeah. I'm trying to think the AD at Drake, who was at Arizona State. Gosh I know the name because I've known her...

Bartges: Sandy? Is it Sandy?

Livengood: Yes it is, Sandy. Oh gosh—

Bartges: Starts with a "B" or something like that.

Livengood: Yes, yeah. But she was an associate AD at Arizona State before she went to Drake.

Bartges: Heather [Weems] worked for her, and then she just... She's not even six months in here, yet when I looked at the application and then some of the things that she talked about. One of the things that she talked about was NACWAA. That kind of warmed the cockles of my heart because I know that she has come through the system, and she is a granddaughter or a great-granddaughter of Charlotte's work.

Livengood: Absolutely. Again Ellyn, that's exactly the leadership component in NACWAA and where it's come from. You know Cary Groth? Do you know who Cary Groth is?

Bartges: No.

Livengood: Cary Groth is the AD at University of Nevada, Reno and is just retiring in June but has been very active in NACWAA, as was Marcia Sanholtz as well. But Cary and I have talked about that. She's kind of a comrade AD in the State of Nevada, here with that. But the leadership component in NACWAA and

21 Heather Weems, formerly Drake University's associate athletic director/senior woman administrator, was named director of athletics at St. Cloud State University in 2012. Weems was instrumental in working to develop several ground-breaking initiatives at Drake and played a large role in transforming intercollegiate athletics from extracurricular to a co-curricular.
(https://godrakebulldogs.com/news/2012/3/16/drake_s_weems_named_director_of_athletics_at_st_cloud_state_university.aspx)

what it's done for young women, in terms of... Hey, these are viable positions. These are viable careers.

Bartges: Yeah, and this. Chris and Charlotte have both stepped away from NACWAA now. They're starting to shed their connections that...their responsibilities. They'll never shed their connections, but...

Livengood: Sure.

Bartges: Charlotte's... I don't know she's eighty-one, eight-two, something like that.

Livengood: That would be about right.

Bartges: She's in good health. Like I said, she had a hole-in-one in 2009 (both laugh), which kind of blows my mind.

Bartges: Thank you very much for sharing your time with me today.

Livengood: You're very, very welcome. Have a great Wednesday night, okay?

Bartges: Thank you, and have a great rest of the season.

Livengood: All right. Happy holidays, Ellyn.

Bartges: All righty, bye.

Livengood: Bye-bye.

(end of transcript)