

Munoz, Juan

From: Munoz, Juan
Sent: Thursday, December 08, 2011 11:36 AM
To: Polgar, Susan
Cc: Hernandez, Grace
Subject: Offer
Attachments: SPICE_Budget.pdf; SPICE_StaffPositions.pdf; SPICE Proposal TTU - Option 2.docx

Susan,

There is no question as to the success that is being enjoyed by the chess program at Tech. This success is directly the result of your and Paul's leadership, skill, and efforts. Therefore, it is not completely surprising that other colleges or universities would approach the two of you to help elevate their collegiate chess efforts as well.

Based on the information you have provided (attached Staff positions), and our rough estimate (attached SPICE budget) as to what the offer could represent in actual annual funding, President Bailey has authorized the following counter:

- 10% increase in salary for you and Paul Troung, respectively.
- An additional \$100,000 in scholarship support (totaling \$130,000, annually)

You have suggested several options (SPICE Proposal- Option 2, see attached) including, Option 1: matching the current offer you have received, Option 2: a modified partnership, and Option 3: elimination of Spice. Related to #3, I can tell you very directly that I have heard of nothing that would lead me to believe that the Chess Program at TTU would not continue. I believe that at this junction, some indication from you regarding the offer above should be reached, before alternative "options" are considered.

At this point, I will wait to hear from you.

Warmly,

Juan Sanchez Muñoz, Ph.D.
*Vice President
Institutional Diversity, Equity, and Community Engagement
Vice Provost
Undergraduate Education & Student Affairs*

Box 45024 | Lubbock, Texas 79409-5024
T 806.742.7025 | F 806.742.2364

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Juan,
Per our earlier conversation, enclosed is option 2 of the SPICE proposal, which would save Tech about \$100,000 while maintaining the SPICE name, the program, and most of the benefits. In this scenario, I will be coming to Tech 2-3 times each semester to train the SPICE players while handling other described duties. Tech will still receive the benefits of having my name and presence to continue SPICE at a much lower cost. It may be a good compromise if Tech cannot match the other offer.

Please feel free to contact me if you have further questions.

Susan

Best wishes,
Susan Polgar
Director, SPICE
Texas Tech University
806.742.7742

Texas Tech University
SPICE Budget

Salaries

	Salary	Fringes	Total
Susan Polgar	\$250,000	\$45,000	\$295,000
Paul Truong	\$150,000	\$27,000	\$177,000
Director of Outreach & Student Liaison	\$50,000	\$9,000	\$59,000
Office Manager/Assistant	\$30,000	\$5,400	\$35,400

Bonuses

\$100,000 \$25,000/National, Pan American, or Final Four title won (4 maximum)

Annual Scholarships

6 full scholarships	\$120,000	\$20,000 each
6 - 8 partial scholarships	\$80,000	\$10,000 each
15 - 20 competitive scholarships	\$100,000	\$5,000 each

Operational Budget

Promoting the University at tournaments	\$10,000
Travel	\$25,000
Office Space Computer equipment	\$5,000
Relocation expenses	\$10,000

TOTAL BUDGET

\$1,016,400

STAFF POSITIONS:

Susan Polgar: *Executive Director of SPICE, and Head Coach of the Chess Teams*

Oversee the entire operation including, but not limited to:

- ♦ Coaching the Chess Teams
- ♦ Establishing chess in education programs at local schools
- ♦ Providing first-rate chess curriculum
- ♦ Promoting the University nationwide and worldwide

Paul Truong: *Director of Marketing, PR, and Coach*

- ♦ Handling Marketing and PR aspects of “SPICE” to enhance the visibility of the University
- ♦ Promoting the University to the large chess community (approximately 45 million in the U.S. and 700 million worldwide)
- ♦ Coaching the Chess Teams
- ♦ Assisting Susan Polgar with all other aspects of the operation

Additional SPICE positions:

Director of Outreach, Student Liaison and Advisor:

This individual will be in charge of submitting grants, establishing endowment funds, liaison of the SPICE students and the community, etc.

Office manager / Assistant:

This individual will handle all the day to day office duties.

Webmaster:

This individual will handle the duty of creating and updating the SPICE website.

The University will help maintain a webpage if there is no webmaster.

PROJECT TIME FRAME:

5-7 years or longer

Projected start date:

Possible part time starting date on April 15th, 2012 for the purpose of recruiting and transitioning SPICE

Full time starting on June 1st, 2012

SPICE BUDGET:

Salaries:

Susan Polgar: \$250,000/year + benefits

Paul Truong: \$150,000/year + benefits

Bonuses:

\$25,000 / per National, Pan-American, or Final Four title won by the members of the University Chess Teams.

** We would retain the rights to our other chess activities and income outside of the University. In addition, we would also need to have flexible work hours as most of the training of the teams will be done in the evening as well as all travels and competitions include weekends and/or holidays.*

Director of Outreach and Student Liaison: Estimated at \$50,000 or less

Office manager / Assistant: Estimate at \$30,000 or less

Annual Scholarships:***a) Full***

(tuition, fees, room and board, and chess expenses)

6 full scholarships for the Division I team members (undergrad and grad).

b1) Partial I

(tuition and fees)

6-8 tuition and fees scholarships for the Women's Team and/or Division II team members (undergrad and grad).

b2) Partial II

15-20 competitive scholarships for the purpose of recruiting top notch students.

SPICE Budget

For operational purpose: \$50,000 annually.

Travel:

For the purpose of promoting the University at tournaments, special chess events, conferences, and to recruit world-class players and students: \$10,000 - \$15,000 annually.

For competitions (National Collegiate Championship, Pan-American, Final Four, U.S Open, etc.): \$20,000-\$25,000 annually.

Office Space:

At least 2,250 sf. or more. All office space should be fully furnished and equipped with computers. Ideally, SPICE should have its own building or space for conducting classes, training, tournaments, exhibition, and to house a chess library, etc.

Computer/Chess Books/Software and Equipment: \$5,000 annually

Relocation expenses: \$10,000 one-time expense

Why is SPICE important to Texas Tech?

Chess is one of the biggest sports in the world. The World Chess Federation (FIDE) has over 170 member nations, which is second only to the World Soccer Federation (FIFA). The bi-annual World Chess Olympiad is second in size only to the Summer Olympics, and larger than the Winter Olympics. According to statistics, there are over 700 million chess players worldwide, and more than 45 million in the United States.

Even though chess is a recognized sport by the International Olympic Committee (IOC - www.olympic.org), it is widely considered one of the greatest educational tools, especially for young people. Through Susan Polgar's worldwide and nationwide celebrity status in the enormous chess community, Texas Tech University has received a tremendous amount of visibility and positive publicity. Through Susan Polgar and SPICE, Texas Tech University developed an effective way to recruit top notch students domestically and globally.

In only its first year competing in Division I in 2010, the Texas Tech Knight Raiders Chess Team, which was built from the ground up by Susan, stunned the chess world by making the College Chess Final Four, and finishing third in the country, ahead of big name universities such as Harvard, Yale, Princeton, Stanford, University of Chicago, New York University, University of Texas, and Washington University in St. Louis, etc.

In its second year in Division I in 2011, the team shocked the chess world once again by winning the Final Four. Susan became the first woman in history to lead a Men's Division I team to the National Championship. This made big news in the media worldwide. SPICE can become the most dominant chess program in the United States for decades to come with proper support.

The Texas Tech Knight Raiders are currently the number one ranked team in the nation, and is the favorite to make the Final Four once again. For the first time in school history, a new subject proposed by Texas Tech, the Chess Puzzle Solving, was accepted by UIL.

In addition to running the SPICE program and training the Knight Raiders, Susan also organized world class chess events, which provided Texas Tech an exceptional amount of positive publicity. The annual SPICE Cup, the most prestigious international chess invitational in this country, and the highest rated tournament in U.S. history, can draw more than 30 million followers through the national and international media, as well as online coverage. The Susan Polgar Girls' Invitational (SPGI), the most important annual national chess invitational for girls (one top girl per state plus various qualifiers, may eventually be expanded to one girl per country), as well as other tournaments, also brought huge publicity for Texas Tech.

SPICE, however, is at a crossroad and a clear direction is needed. There are 3 possible options:

1. To expand the operation to be able to compete with other top universities in recruiting world class talents, winning national titles, and bringing Texas Tech even more national and international media attention and recognition.
2. To scale down the operation with smaller budget, teams, and staff, just enough to maintain SPICE at an adequate level.
3. To completely eliminate SPICE.

STAFF POSITIONS:

Director of SPICE

- * Handling day to day operation of SPICE
- * Recruiting top notch students
- * Establishing chess in education programs at local schools
- * Engaging in many community outreach activities

Unit Coordinator (Peggy Flores)

- * Assisting the Director with all day to day operation of SPICE

Susan Polgar: *SPICE Advisor, and Coach of the Chess Teams (part-time position)*

- * Coaching the Chess Teams (*Holding 2-3 face to face training sessions per semester*)
- * Providing first-rate chess curriculum
- * Promoting the University nationwide and worldwide
- * Creating and supervising UIL Chess Puzzle Solving

Paul Truong: *Marketing, PR, and Coach of the Chess Teams (part-time position)*

- * Handling Marketing and PR aspects of “SPICE” to enhance the visibility of the University
- * Promoting the University to the large chess community (approximately 45 million in the U.S. and 700 million worldwide)
- * Coaching the Chess Teams (*Holding 2-3 training sessions per semester*)
- * Assisting the Director and Susan Polgar with other aspects of the operation, including outreach, UIL, etc.

PROPOSED SPICE BUDGET:

Salaries: Director of SPICE: \$50,000 + benefits
Unit Coordinator: Peggy Flores (same as current pay)
Susan Polgar: \$35,000/year + benefits
Paul Truong: \$15,000/year + benefits

* *We would retain the rights to our other chess activities and income outside of Texas Tech.*

Annual Scholarships: \$30,000 - 40,000

1) *SPICE* (tuition and fees) {approximately \$10-12K each}
2-4 tuition and fees scholarships for top level players (undergrad and grad)

2) *Competitive* {\$1K each}
10-20 competitive scholarships for the purpose of recruiting top notch students

SPICE Budget: \$25,000 annually.

Travel Budget: \$10,000 annually, for the purpose of promoting TTU at tournaments, special chess events, conferences, and to recruit world-class players and students.

Computer/Chess Books/Software and Equipment: \$2,500 annually

ABOUT SUSAN POLGAR:

- Winner of 4 Women's World Championships (Under 16, Blitz, Rapid, and Classical)
- The only World Chess Champion in history (male or female) to win the triple-crown (Blitz, Rapid and Classical World Championships)
- 5-time Olympic Champion with 10 overall medals (5 Gold, 4 Silver, 1 Bronze)
- 2006 Women's Chess Cup Champion
- Previously held 5 world chess records (* still unbroken):
- ✓ **56 consecutive Olympiad game Scoring Streak** * (*A record of 31 wins, 25 draws, 0 loss [77.7%] over 4 Chess Olympiads from 1988 - 2004, all on board 1*)
- ✓ **Most Simultaneous Games Played** (*326 players: 309 wins, 14 draws and 3 losses = 96.93% in 16 hours and 30 minutes*)
- ✓ **Most Games Won Simultaneously** (*309*)
- ✓ **Highest Simultaneous Winning Percentage** (*96.93%, beating the old record of 95.64%*)
- ✓ **Most Consecutive Games Played** * (*1,131 games against 551 opponents: 1,112 wins, 16 draws and 3 losses = 99.03% - Previous record: 1,102 games*)

FIRST WOMAN EVER IN HISTORY TO:

- Break the gender barrier to qualify for the Men's World Championship Cycle (1986)
- Earn the Men's Grandmaster title (1991) through traditional FIDE requirements
- Receive the Grandmaster of the Year Award (2003)
- Win the U.S. Open (Men) Blitz Championship (2003, 2005, 2006)
- Coach a Men's College Division I team to win the National Championship (2011)

OTHER NOTABLE ACCOMPLISHMENTS:

- * Won the Budapest Championship for Girls under 11 at age of 4 with the perfect score of 10-0!
- * Number one ranked woman chess player in the world at the age of 15 (remained in the top 3 in the world for approximately 25 straight years)
- * Still currently rated as the number one female in the United States
- * Award-winning and best-selling chess author in numerous languages
- * Winner of the prestigious Cramer Award for "Best Chess Column of the Year" (2003)
- * Three time winner of the Chess Journalists of America Award for Best Magazine Column and Best Endgame Analysis
- * First ever recipient of the "Chess Educator of the Year" award (2003)
- * First ever recipient of the "US Scholastic Chess Ambassador" award (2006)
- * Ambassador and torch bearer for the Chess Olympiad in Dresden, Germany in 2008
- * Chess for Peace Ambassador with former Russian President Mikhail Gorbachev
- * A pioneer in women's chess and a true role model to millions of young people worldwide
- * Founder of the [Susan Polgar Foundation](#), a non-profit 501(c)(3) organization to promote chess, with all its educational, social and competitive benefits throughout the U.S., for young people of all

ages, especially girls. The foundation has awarded over \$2 million in chess prizes/scholarships to young chess players on behalf of various supporters/sponsors

- * Sponsor and organizer of the prestigious annual SPICE Cup, SPICE Spring Invitational, NY City Mayor's Cup, Susan Polgar Girls' Invitational Championship, Susan Polgar World Open and Susan Polgar National Open for Girls and Boys, etc.

- * Founder and Managing Director of www.ChessDailyNews.com, the world's most popular chess blog

- * Head Coach of the Texas Tech Knight Raiders National Chess Championship Teams

- * Director of [SPICE](#) (Susan Polgar Institute for Chess Excellence) at Texas Tech University

ABOUT PAUL TRUONG:

- * 11-time National Chess Champion (South Vietnam and the United States)

- * One of the most prolific coaches in the United States

- * Captain, Manager, and Coach of the 2004 U.S. Women's National Team (Team won 2 Gold and 2 Silver Medals at the 2004 World Chess Olympiad, the first ever in U.S. history)

- * Coach of the Texas Tech Knight Raiders Chess Teams (Team won 10 national, 1 regional, and 2 state championships in the past 3 years)

- * Award winning and best selling chess author, journalist, and promoter

- * World Chess Federation (FIDE): FIDE Master

- * US Chess Federation: Life National Master

- * US Chess Federation: National Master

- * Co-founder of the [Susan Polgar Foundation](#)

- * Co-sponsor and co-organizer of the prestigious annual SPICE Cup, SPICE Spring Invitational, NY City Mayor's Cup, Susan Polgar Girls' Invitational Championship, Susan Polgar World Open and Susan Polgar National Open for Girls and Boys, etc.

- * Co-founder and publisher of www.ChessDailyNews.com, the world's most popular chess blog

- * Director of Marketing and PR for [SPICE](#) (Susan Polgar Institute for Chess Excellence) at Texas Tech University