



10-29-2013

Stubbs, Thomas Oral History Interview

Doris Meyer

Follow this and additional works at: <https://scholarlycommons.pacific.edu/esohc>

Recommended Citation

Meyer, Doris, "Stubbs, Thomas Oral History Interview" (2013). *Emeriti Society Oral History Collection*. 52.
<https://scholarlycommons.pacific.edu/esohc/52>

This Book is brought to you for free and open access by the University Archives at Scholarly Commons. It has been accepted for inclusion in Emeriti Society Oral History Collection by an authorized administrator of Scholarly Commons. For more information, please contact mgibney@pacific.edu.

FACULTY EMERITI INTERVIEWS
UNIVERSITY OF THE PACIFIC ARCHIVES



Stubbs, Tom (1963 – 1999)
Professor of Physical Education
Football Coach, Baseball Coach
Interim Athletic Director

October 29, 2013

By Doris Meyer

Transcription by Amy Eastburg, Holt-Atherton Special Collections,
University of the Pacific Library

Subjects: Role of an administrator, interim Athletic Director experiences, team work concepts and importance, transition to Sport Sciences Department title, importance of athletic team competition in an educational setting.

DORIS MEYER: Hello, Tom. I think this thing is working?

THOMAS STUBBS: OK, Good.

MEYER: Did we say it was October 29th? A Tuesday afternoon. We are sitting here in the library and my name is Doris Meyer, and I'm the interviewer with Tom Stubbs with whom I have been friends for years and years, is the interviewee. The oral history project really needs some recollections about those of us that worked here for a long time. Tom, the first question, is always asking about how you ended up here.

How did you get to Stockton, California? And what year did you come? And what was it all about there in the beginning?

STUBBS: Well, I came in the fall of 1963, and I came from a small college in Ohio, Marietta College, where I was the Assistant Football Coach and the Head Baseball Coach. And I decided that at the time if I wanted to be interested in being a full time baseball coach I needed to get somewhere where the weather was warmer.

So, I moved from Ohio and out here to California to the University of the Pacific.

MEYER: What was the other school? The name of the other place?

STUBBS: Marietta College.

MEYER: Marietta?

STUBBS: Marietta

MEYER: Marietta. Right.

STUBBS: Small school, just like Pacific at the time.

MEYER: Right.

STUBBS: Enrollment about 1700, I think.

MEYER: You graduated, actually, from some place in the Midwest too, didn't you?

STUBBS: Yea, I got my Bachelor's Degree from Ripon College in Ripon, Wisconsin. And then I went right on to Ohio State University and got my Master's Degree. Completed my Master's Degree in 1957, and got employed at Marietta College right away. [pause] Which is very unusual.

MEYER: Is that right? [laughs]

STUBBS: I didn't have to get coaching experience from somewhere else. Just right from...

MEYER: They must have wanted you. They wanted to keep you.

STUBBS: I hope so.

MEYER: How many came with your family at that time?

STUBBS: I think we had three of our girls when we came from Ohio to California. There were three of our girls. Laura was the youngest. And she was our third daughter. She had been born a couple of months earlier. So... we had three daughters at that time. And then our last daughter, Sandy, was born here in California.

MEYER: What did you think then? Well how did you get the job here, even? Did somebody contact you by mail?

STUBBS: No...again I had been interested in getting to a warmer climate for baseball

MEYER: Yeah?

STUBBS: I looked in the [NCAA book] and singled out all the small colleges in the warmer areas. I sent out a letter and a resume to all those colleges saying that I was interested in applying for the job as a baseball coach and an assistant football coach. And I sent one to the University of the Pacific, and they responded and I came out for an interview and got hired.

MEYER: So, that first year or two, did you get both the baseball position and were you also the assistant football coach?

STUBBS: Yes.

MEYER: Assistant football coach?

STUBBS: Yes.

STUBBS: And my title when I came in from Ohio... to Pacific... I was the Assistant Football Coach, and I was Head Baseball Coach, and I was Assistant Professor of Physical Education.

MEYER: Right.

STUBBS: I got hired on. That was my title when I first started out.

MEYER: And that was 1960?

STUBBS: '63.

MEYER: '63.

STUBBS: Yes.

MEYER: And then you retired, how many years later?

STUBBS: 1999.

MEYER: 1999.

STUBBS: 36 years later. And wore a whole bunch of different hats!

STUBBS: Between 1963 and 1999.

MEYER: Some of which we're going to talk about because...

STUBBS: I hope so...

MEYER: That's why you're special is because there were bumps along the road, as we know.

STUBBS: Yes.

MEYER: And when somebody had to get in there and either clean house or whatever, and then they would grab you.

STUBBS: Yes.

MEYER: And I know that from experience. What did you think of Stockton when you first got here? Did you get downtown?

STUBBS: I did not get to downtown right away. But my first impression of Stockton [pause] was not real good. Cause I got here just at the beginning of fall practice in football. So, immediately got right involved with the University, and didn't get a chance to really see Stockton very much, but just the initial impression was that downtown was not a great, good place to be.

Fortunately, I was very impressed with the University and the surroundings of the University here, so that was a big plus at that point. But I found that coming from Ohio is a different culture than California, so there was kind of a little culture shock.

I found originally, that the people that I was dealing with, the football coaches primarily, they were very cliquish. You know, they had their own little groups and it was tough to...hard to get involved with those groups, originally, so that was a little disappointment, but I think everybody goes through that at some point.

MEYER: Who was the Head Football Coach at that time, Chester?

STUBBS: No, John Rohde.

MEYER: Ahh, John Rohde.

STUBBS: Rohde, he was in his last year. He had resigned prior to the season that I came in '63, he had resigned so he was kind of a lame duck coach.

MEYER: Yeah? Then who was the next coach after that?

STUBBS: Campora.

MEYER: For how long?

STUBBS: Uhhh...

MEYER: Just a couple of years?

STUBBS: Yeah, just a couple of years.

MEYER: And then you were there for both of those? And then?

STUBBS: And then Doug Scovil came in and took over, and I was assistant coach with Doug for I think two years because I coached baseball. I was an Assistant Football Coach from 1963 to 1968. Ok. Then I got out of football and got into athletic administration, fortunately.

MEYER: Yeah? Although, can you remember? I can't. Who was the athletic, no, well either who was the Athletic Director when you first came, or who was the chairman of the Department of Physical Education, or were they both one and the same? Can you remember that? I can't.

STUBBS: I know that Paul Stagg was the Athletic Director. I don't recall exactly whether he was then chairman of Physical Education or not?

MEYER: I think so.

STUBBS: I think it might have been Carl Voltmer, or else Paul Stagg had just replaced Carl Voltmer as the chair. I don't know.

STUBBS: No?

MEYER: No, I think Paul Stagg was both.

STUBBS: Yes?

MEYER: Uh – huh.

STUBBS: Yes. Carl Voltmer was the main male person in the Physical Education Department.

MEYER: Right?

STUBBS: Along with Doris Meyer, yourself.

MEYER: Yeah.

STUBBS: And Libby Matson. Those are the three people that I think helped me the most when I first got here in terms of the academic portions of my career.

MEYER: How about this administration business? Was that something you had any experience in? Or were you sort of dumped into that? Or how did all that start?

STUBBS: Athletic Administration?

MEYER: Yeah?

STUBBS: Well I always had an interest in doing something like that. And Ced Dempsey at that time when I got out of football in 1968. And he had no help whatsoever. He was an Athletic Director and had no Assistant Athletic Director or anybody; no business managers...he did the whole thing, and so when it came time for me to decide that I no longer wanted to be a football coach. I was just spread too thin...thin with football and baseball and teaching, that I went to Ced Dempsey and said I would love to be an Assistant Athletic Director, and if you could figure out a way to make it work. And he certainly did.

MEYER: Oh wow!

STUBBS: Yes, so that's how I got into athletic administration.

MEYER: No kidding? I don't think I ever knew that. So did he jump at it? And say?

STUBBS: Absolutely. Well, yes, he was a one man show.

MEYER: Right.

STUBBS: And there was, you know, a Division I Athletic Program. You know, he needed a whole lot of help. I was more than anxious to help and step in.

MEYER: So, oh, did that become then, part of your official load?

STUBBS: Yes.

MEYER: So, if you think your teaching assignment, your coaching assignment and the athletic administration, then literally became yours?

STUBBS: Right. Yes, you know I have to break it down financially. When I first came, 40% of my salary was for football. 40% was for teaching. 20% is head baseball coach. And that, you know I would spend more than 20% for head baseball coach. So when I became Athletic Administrator that football the football portion, the 40% football went into 40% athletic administration. I stayed 20% baseball and 40% teaching.

MEYER: Yeah. I remember you talked about Ced Dempsey as being the Athletic Director for awhile there. He was also chairman of the department.

STUBBS: Oh yes!

MEYER: I can't remember how long that happened. When we, when we split. Do you have an inkling when we divided the department -- the academics from the athletics, and when those programs split, do you have an idea about that?

STUBBS: Yes. It was in ... hang on a minute. It was in 1988.

MEYER: Not until '88.

STUBBS: When Elkin Isaac, remember Elkin Isaac ?

MEYER: Sure. Ike. Yeah.

STUBBS: Came in as athletic director and chair of the department.

MEYER: Yes.

STUBBS: And he had to leave, I take that back. Let me think for a minute. Carl Miller came in as Athletic Director and Chair of the Department, so it stayed a unified position up until 1988 when I took over as Interim Athletic Director when Carl Miller got fired.

MEYER: Was that the first time that you stepped in as Athletic Director?

STUBBS: Yes.

MEYER: Right.

STUBBS: And that is also the first time that they decided from that point forward that I would stay as Chair of the department and Associate Athletic Director, but Ted Leland came in and he was the Athletic Director only. And that's when they split the department.

MEYER: That's right.

STUBBS: 1988, I believe.

MEYER: Yeah, that's unbelievable. During the time that you and Ced worked together, how did he and you divvy up your jobs? Do you recall whether you had any particular assignment or whether you shared everything? Or how was that handled?

STUBBS: Basically, I came in charge as Assistant Athletic Director and later on as Associate Athletic Director. I was in charge of most of the minor sports or non-revenue sports. Instead the athletic director was in charge of football, basketball, and at that point volleyball which are our revenue sports. So, I took on all the duties of handling scholarships for all the sports. Not scheduling but eligibility and every little problem that those sports had. I was kind of in charge of handling that. The athletic director was in charge of maintaining football and basketball and volleyball, and that's kind of how it worked out. So my main philosophy at that time as an athletic administrator was that I wanted to help the coaches be as successful as possible. I wanted to be a problem solver for them. And help the athletic director solve any problems, but I wanted to solve the problems for the coaches and make sure they could be as successful as possible.

MEYER: Were you still a full time baseball coach?

STUBBS: Yes.

MEYER: At this time?

STUBBS: Yes. Up to 1981.

MEYER: Till '81.

STUBBS: Is that when I retired as a baseball coach? 1963 – 81 was baseball.

MEYER: I remember before you got here that I had some responsibilities for our beginning Women's Athletic programs. And Cedric and I worked together on that. About, 1978 or so our women's programs moved forward rather quickly. Do you remember when you were the assistant and associate? Whether you had the responsibility of the women's program as well?

STUBBS: Yes I did. Almost all of it after you had left. Cindy Spiro for a period of time had worked in that capacity, but in essence I became what they call the SWA, the Senior Women's Administrator, so I represented our women's sports at the conference level. I sat in on all the meetings and so forth at the conference representing our women's sports. So, yes, I was the SWA ,and there's a funny story that at some point they determined they wanted the Senior Women's Administrator to be a woman.

MEYER: Who said so?

STUBBS: The NCAA had come down and they wanted to get more women involved in the administration of the women's programs so as a Senior Women's Administrator they gave me a choice of either resigning or having a sex change operation. [laughing] So, I decided that I would resign as Senior Women's Administrator and I think that's when Cindy Spiro came in and took over the women's programs. But, I enjoyed sitting in on all these conference meetings and all the other senior women's administrators were women at all the other colleges, you know. So, I was the only male sitting in on all these conference meetings with the other women and I enjoyed that! You know, I was pleased to do it. I certainly recognized the need to have a woman representing the women's programs.

MEYER: I think both you and I have had an interesting experience that many others did not or will not and that was in that transitional stage where women's sports moved forward to where they are today. You have at least one or several of your daughters who were very athletic. Did you have a feeling about the women's programs? What was your attitude about developing women's programs?

STUBBS: Oh, I was all for it! Of course Ced Dempsey is the one who really got the woman's program going, and I backed him all the way, you know. I had one daughter who was a very good athlete and the other daughters were not, so I was totally in favor of women's sports and the progress that they need to make. So, Ced was the one who laid the groundwork for our women's programs here.

MEYER: Has it surprised you to where they are today?

STUBBS: Yes. I'm surprised they have moved as fast as they have and I don't want the women's programs to be like the men's programs, they need to be... I guess I'm comparing it to football, I don't want to see any of the women's programs get as much pressure or whatever as football did. Of course, UOP no longer has football, so it's not a big problem. I don't think I said that properly, but that's kind of the way I feel.

MEYER: I know exactly what you mean. Tell me about – we're jumping over these questions here...

STUBBS: It's okay.

MEYER: In the beginning, when you first came here were there any people either in the community or at the University that really gave you a feeling of comfort or somebody you can go to? Was there anybody along the line that really, really helped you?

STUBBS: Yes. You were one, Libby Matson was one, and Carl Voltmer was probably the main one that I attached myself too here, for the academic program, you know and there wasn't anybody

basically in the athletic area that I attached myself too till Ced Dempsey came along. I recall having the opportunity to meet with Ellen Deering, and she kind of took me under her wing a little bit and asked me to become a member of certain committees, and I can't remember the names of those committees, but I do know she was the one who spurred me on to seeing the positive sides of our academic programs. So I remember Ellen Deering, dearly for what she did for me. Basically, it was you and Libby and Carl who were the ones that I attached myself to originally, and then Ced Dempsey came along.

MEYER: That's great. Have you had any relationships with any of the upper administration, Presidents, VPs, or development office? What has been over the years, any rather close relationship you may have you had with any of the upper administrators? Anything much, or has it been through channels?

STUBBS: Mostly through channels, you know. Obviously, when I had to step in as Interim Athletic Director, then my reporting responsibilities changed and so, I got involved with Bob Winterberg, the Financial Vice President, and then Pat Cavanaugh also at that time. And most of my channels were through the Dean of COP.

MEYER: In the academic years?

STUBBS: Yes, the academic years.

MEYER: Right.

STUBBS: But, no, I don't think I attached myself or became very close to any of the presidents. I had a good relationship with all of them. McCaffrey, I thought I had a good relationship with him, and Bill Atchley and I had a good relationship with him, in fact I was involved in what you might call a controversial issue that involved myself and the athletic director and the president, so I got to know Bill Atchley quite a bit. After that it was not much. [laughs].

MEYER: When you were Interim Athletic Director, the first time you told us about it?

STUBBS: Let me look at my notes here. 1983 – 84, that's when Elkin Isaac had to take a leave for an illness, so I replaced him as the athletic director for about nine months. I think I took over in October of that year.

MEYER: Right. Were you also responsible for the academic program, at that time?

STUBBS: Yes.

MEYER: Because you said that the split really didn't occur much till '88, or thereabouts. When you had both the responsibilities, the academic responsibility and the athletic one. Do you remember who you answered to? You mentioned, just now about Winterberg and Cavanaugh.

Who was your direct superior in line in the athletic field and who was, do you remember who it was in the academic field?

STUBBS: Well as interim Athletic Director I reported to the Financial Vice President at that time and also the Athletic Advisory Board, okay?

MEYER: Oh, okay.

STUBBS: Okay. So, they were the kind of people who I reported to as an interim athletic director, and on the academic side it was strictly the Dean, Roy Whiteker at that time.

MEYER: Oh, that's right. We were a part of the College of the Pacific.

STUBBS: College of the Pacific.

MEYER: That's right.

STUBBS: So, those are my connections in terms of who I reported to as Interim Athletic Director and as Interim Chair of Sports Sciences or Physical Education and Recreation.

MEYER: Yeah. I remember there were three of us; you, Glen Albaugh, and I who were coaching and teaching.

STUBBS: Yes and Connor Sutton.

MEYER: And Connor coached swimming...

STUBBS: and water polo.

MEYER: Tell me how difficult or not to have coaching responsibilities and teaching responsibilities? Let alone your athletic administration responsibility. Do you think one took precedence over the other? And took time away from the other?

STUBBS: Absolutely. I spent time as baseball coach, obviously, that was my main responsibility, because I had players that you know had to rely on me to do the proper thing in scheduling, coaching, and so that was my number one priority. My second priority was always athletic administration, at that point, and I spent a lot with that because I look on myself as a [] athletic director and being a servant to the athletes. To solve their problems and make sure that their scholarships and their eligibility and all the things that go with that. I look on myself, that was my philosophy as I was here to serve them, okay? So, my third responsibility was teaching and that's the one that I think suffered the most. That was the one that I was not very good at in my estimation. I guess that's an opinion. So, I spent a lot of time in it, but I didn't do as good of a job as I should have.

MEYER: Well, there are only so many hours in the day for one thing.

STUBBS: My evenings were spent recruiting for baseball and that sort of thing.

MEYER: I bumped into Dan Flores the other day and he reminded of the good ole' days, and that reminds of the relationship you had with your baseball athletes and the scholarship that they put together in your name. Is that correct?

STUBBS: Yes.

MEYER: Tell us a little bit about what that's all about. When did it happen?

STUBBS: I don't exactly remember when, but basically it was when the 1968 baseball team that I coached and Dan Flores was a member of that and Terry Maple was a member of that a lot of John Strohmayr and all the great pitchers we had at that time. So, Terry Maple decided that based on the induction of that team that must have been in 2006 I can't remember, but anyways whenever that team was inducted into the Pacific Athletic Hall of Fame that's when Terry Maple decided that we needed to have a scholarship in my name, and he started that and raised the good bit of money from not only his team members but also other players that I coached. He kind of has been the driving force behind that, and at this point that scholarship is now up to and about \$36,000 dollars.

MEYER: It's an endowed scholarship?

STUBBS: Endowed scholarship, right.

MEYER: So, what are the criteria for the recipients?

STUBBS: Well, I put down the criteria to be a senior, and I tried to make it a senior pitcher, since I felt that was the most important position on the team, and because when I was coaching I had so few scholarships to deal with, I put all of the money into the pitchers to be successful and it worked. My criterion was I wanted it to be a senior pitcher who was also a leader on the team. But, right now they haven't given it to a pitcher; they have just given it to the most worthy, I think, senior baseball player.

MEYER: It has been given?

STUBBS: Oh, every year.

MEYER: Each year?

STUBBS: Yes. In fact this year's recipient is the same recipient as last year, Eric Lockwood. He was the recipient last year, and he received it again this year.

MEYER: He was a senior both years?

STUBBS: No. No. He was a junior last year, but he received it anyways.

MEYER: Ok, we're moving along here pretty good.

STUBBS: We have been dealing mostly with athletics, which is good.

MEYER: That's okay!

STUBBS: That's what I've been most involved with.

MEYER: That's right! There must have been another time when you had to step up and be an assistant or a full athletic director. What happened there? How did that come about?

STUBBS: [laughs] Well that happened in 1988. Okay. That's when Carl Miller was at that time athletic director. Did you serve under Carl Miller at all?

MEYER: Yes.

STUBBS: You did, okay. He was a different kind of individual. He was a kind of a small person who liked to take on the big dogs I think, supposedly. Kind of sits right. I recalled an incident that he had with John Boelter that I explained at John Boelter's memorial. Carl Miller, I was involved along with two other people in the Athletic Department, and I don't want to give out any names because it's kind of a little touchy, but the three of us had found out that Carl Miller was using athletic funds for his own personal use by buying Christmas presents for his family and double dipping. An example was when he would go to a conference meeting he would withdraw \$1000 in traveler's checks to pay for everything and instead he would put all the charges on his personal credit card and then turn that receipt and got money reimbursed. We found out about it, and there were other things we discovered, and it turned out that I was the one that was called into President Atchley's office to explain the whole situation. Next day Carl Miller got fired, and I got appointed as interim athletic director.

MEYER: I can't remember how many years Carl Miller was here. Was it not very many years was it? Three...four?

STUBBS: Yeah.

MEYER: Yeah that would be my guess.

STUBBS: Did he take over from Ike?

MEYER: Well I can't remember the sequence, but that's what I think.

STUBBS: No, I don't think so. No somebody came in between Ike and Carl Miller. Bob Lee was in there somewhere.

MEYER: Oh that's right!

STUBBS: Bob Lee was here when they dropped football. So was here only for a couple years and that was about..

MEYER: That was about '95.

STUBBS: Yeah I don't think Carl Miller...right. Because I became interim athletic director in '88 so that's about right. So between '85 and '88 when Carl Miller was here and Bob Lee was there, and I think right after in 1989 I think is when Ted Leland came in as athletic director, I think [laughs] but anyways for the first time.

MEYER: Right.

STUBBS: But that was the situation to how I wound up being the athletic director at University of the Pacific in '88 for one year. I never desired to be the athletic director. I preferred again, my philosophy, to be the man behind the scenes helping the athletes and helping the athletic director solve problems and that sort of thing, and I wanted to be behind the scenes, I didn't want the responsibility of having to deal with the boosters and that sort of thing.

MEYER: I remember, how many times I can't quote you directly, but it's always about "if you don't know who did all the work then the event is special." What is your little saying, you've always said that means the behind the scenes person is really the one who?

STUBBS: I'm thinking of it right now...

MEYER: But, it has to do with just what we are talking about. And if you don't know who does the work, and the event comes off, then you know it was all worthwhile.

STUBBS: I've got it. I quote it to myself regularly.

MEYER: Yes.

STUBBS: All of a sudden I'm blank.

MEYER: Anyways I know what you mean. Looking back over all of this we've been talking about, and you alluded to the situation with the "tail wagging the dog" about football, etc? What do you think about athletics in an educational setting? Where does it fit in the whole puzzle; what should go on in a place like this?

STUBBS: I think it is very important. I think athletics is a very important part of education.

MEYER: Why?

STUBBS: Because it gives the student - the student athlete the experience of competing, the experience of being a good team member, and all the qualities and values that go along with athletics, and those are some of the things that cannot be taught in the classroom. You got to experience them on the field themselves, and as far as I'm concerned, athletics is an important classroom for our student athletes. Very important. Because it teaches them the values and so forth, and I'm still trying to think of that saying [they both laugh].

MEYER: Do you think, as you look back on it and you think of some of your athletes, do you think that has come through - that the experience that they had as an athlete has provided these kinds of opportunities as citizens, fathers, husbands, etc?

STUBBS: Absolutely, I have an opportunity to be with my former ball players from time to time, and I'm just amazed at their success. You know, they were good students here, maybe not the greatest students, but what they learned in the classroom and what they learned on the baseball field has provided them with the opportunities to be outstanding husbands, teachers; a lot of them have gone into teaching and coaching. Terry Maple, probably our most successful one of course is world famous in the zoo industry, and is still consulting with San Francisco Zoo and everywhere and comes here regularly. John Strohmayr, an outstanding baseball player, went on into professional baseball, and is now a very successful coach and teacher. Steve Franceschi was a good, excellent coach and teacher. John Michael Normoyle became a lawyer. I can go down a list of all and most of my players that have been very successful. I think the reason for that, for what they gained not only in the classroom, but what they gained from their teammates on the field. You know, and just the drive and the desire to be successful, and a little competitive factor I guess.

MEYER: The competition provides the pressure into which they have to answer.

STUBBS: Yes.

MEYER: It's pressure, just enough to make the setting demanding and doing a good job.

STUBBS: Have fun doing it. Again, that was my philosophy in coaching baseball, you know, it's a game, but we got to have fun, and granted we want to win, but it's a not a life or death situation. I think because of that, they realized that we did have fun, and that was one of the reasons I got a scholarship in my name is because they enjoyed the experience.

MEYER: One criticism I have heard over all the years is that perhaps baseball has too many games. I looked at the baseball schedule the other day for the University of the Pacific, and it

looks like there are a ton of games. Have you ever felt the schedule is too much for student athletes?

STUBBS: No, I don't think it's too much. Again, my philosophy, and I learned this when I was competing in college in football, basketball, and baseball and track at the college level. I did my best work academically during the season. Okay, because your time is limited, and you don't have a whole lot of time to goof off and go to movies, and you know, not doing anything. My feeling is the athletic season, even though it is long, I feel time management is a big product of that, and I just thought of that saying.

MEYER: What is it?

STUBBS: "It's amazing what can be accomplished when nobody cares who gets the credit."

MEYER: That's it! [both laugh]

STUBBS: That was my philosophy.

MEYER: Yeah.

STUBBS: You know how that got started?

MEYER: No.

STUBBS: I ran across that saying many, many years ago here at UOP coaching baseball, and we had a bulletin board in our locker room where I would put up a saying or some kind of a quote, okay. I put that one up and never took it down.

MEYER: Is that right?

STUBBS: It stayed up there because I felt that was the most important thing... to me that's the essence of teamwork. "It's amazing what can be accomplished if nobody cares who gets the credit." Okay. That has been my philosophy for all these years. I guess I try to emulate that; what I did in athletic administration is that I didn't want to get the credit. I wanted to make sure that the job was getting done, and it didn't matter who did it as long as we could solve the problems and keep the athletes on the straight and narrow, keep them eligible and keep their scholarships in good form and that sort of thing. I guess that was my philosophy when I took over as Chair of Physical Education and Recreation also, to be honest with you. So, we can get into that a little bit when we start talking about academics. which is the uncomfortable part for me. [laughs]

MEYER: What do you think about the University as it is right now? Maybe you're not closely related, neither am I, but we are out in the community and we hear people talk. What is your impression about how things have moved since you've retired? What's the future look like?

STUBBS: I think it's been a very positive move in with all the presidents who have come along. Who was the president prior to?

MEYER: DeRosa.

STUBBS: I thought he did a fantastic job in terms of buildings and the structure and the beauty of the campus, and all the things that go along with that, and I think he did in the community. I sense Pam Eibeck is now getting more involved in community and the town and gown relationship, and I think moving in very positive direction. I don't think it was negative at all. To my feeling, but I feel that she's made some improvements in that area. So, overall I think the University is in a very positive position, both nationally and locally in terms of how people view Pacific and the quality of the education. The quality of the education has always been here. I think people are now starting to recognize that. I think in the past they didn't recognize it. It's always been here, but it just wasn't promoted properly I guess or something. But, anyways, when I, again this is an aside, when I graduated from Ripon College, immediately a small college of 6 to 700. I went to Ohio State University, which at that time was the largest university in the United States, and what I gained from that transition from a small college to a major, large university; I made my decision that I never wanted to teach or coach at a big university. I wanted to be in a small university setting where the students know the professors and vice versa. The class sizes are small and the quality of that education was so much better than what you get at a large university. So, that was my desire and my feeling, and my philosophy at that time, that if I wanted to be a coach or a teacher I wanted to be at a small university like Pacific. I have not regretted that decision. Once! Nor have you. Right?

MEYER: Yeah, I went to a large university and that's the reason why I love the small university. Any times, any conflicts, other than the situation you talked about with Carl Miller. Are there any times or conflicts that bugged you while you were here? You weren't here during the Civil Rights time. Well, you came in '63, so you were here a little bit in that time. Were there any times along the line that conflicts bothered you? Or anything, or has it been kind of a happy road?

STUBBS: It has been a very happy road. Other than that conflict in the Carl Miller situation, I guess the only other conflict that has disturbed me was the dropping of football, you know. I understand, certainly, the reasons for it had to be financial because I still feel that football is overexposed as it is, and as high pressure it is. It is still an excellent learning opportunity for those student athletes. Again, I think we can think of a whole lot of our football players from the past that have gone on and have been very, very successful. Okay. That's a result of their competition and their involvement in that sport, so that was the conflict for me, was the dropping of football because I was a football coach for many years. Six years before I came to Pacific and five years here. I love the sport and I played it. I won't say that I would like to have

football come back to Pacific because that's not feasible. It would be twice as expensive now as it would have been when they dropped it. To bring it to a lower level is not financially feasible, because I did a study on that prior to the dropping of football to see what our financials would be like if we played Division II or Division III or Division IAA, and I did a long study on that and it turned out that it was not any cheaper; in fact in some cases it was more expensive. I'm not going to go into all the details of that.

MEYER: Right.

STUBBS: So, that was a conflict for me, the dropping of football, but the other things were student uprisings. I think the only thing that kind of bothers me, for many the years, the apathy of student body towards athletics in terms of attending the events and that sort of thing. You recognize that, I think from all the years you were here. I don't think it's changed a whole lot. Anyways, that was the only other thing that would have bothered me. I don't think I have any conflicts with any of the presidents that have been here. I think they've all done a very good job, although, I understand that there are always faculty who wouldn't agree with that opinion. [chuckles] But, that's okay. They're entitled to their opinion and I'm entitled to mine. I've respected all the presidents that have been here. They've done different things and different good things in a different way.

MEYER: Is there any connection with the University that you would like to rejoin? You are a part of the University of the Pacific Athletic Hall of Fame Committee and you've done that for years.

STUBBS: Yes.

MEYER: Is there any other group that you would like to reconnect with or are you happy with that situation right now?

STUBBS: I can't think of any group that I would join right now. My closest relationship here, on campus, was with Connor Sutton. He came to Pacific the same time I did as an assistant professor, and we kind of grew up together and went through all the trials and tribulations of the athletic programs and the lack of scholarships and all those things we dealt with. We retired together; so we came together and retired together, and I've maintained that relationship with him. But, what I miss is having him around since he's moved up to Oregon. In terms of an actual group, no, I think I'm satisfied just being on the board of the Pacific Athletic Hall of Fame.

MEYER: Well, Tom, is there is anything else that you wished I had asked you? Is there anything I missed along the line?

STUBBS: I guess I would like to dwell a little of some of the changes in the academic program that I was involved with and you were involved with. Again, I have a strong sense of pride in

what we accomplished in the programs here. In our particular program, okay? Again, I'm not taking credit for it because that's not necessary, but I think as I look at our program, and it was the Department of Physical Education and Recreation. You, Libby, and Carl were the stalwarts of that program and carried the load in so many ways, and then I came in and Connor came in and Glen Albaugh and that sort of thing. Evelyn Spring became the director of the Recreation Program, so to speak. I won't say we muddled around; we did a good job maintaining an excellent program in the Physical and Recreation Departments, when in many respects physical education wasn't dying, but wasn't very well thought of and recreation was dying. I recognize that. So, at that point we had to drop the recreation program, and then we started what was then a kind of Sports Management Program. Then I took over as full time chair of the department, because I was the chair of the department from 1988 to 1999. In 1988 was when Carl Miller left and Ted Leland came, and they decided to separate the chair of department from the Athletic Director, and so I took over that, and we had a great group of teachers, professors at that time, and we improved upon that with bringing other people like Peg Ciccolella, Linda Koehler, and Chris Snell and so forth and so on, and Connor and Glen were still there and you were there. I don't know when you retired.

MEYER: 1990.

STUBBS: 1990. Okay, that was shortly after I took over.

MEYER: Yeah.

STUBBS: In 1988. Okay. We had an excellent program. I kept going to Roy Whiteker who was then Dean of the College and suggesting we needed to change the name because the name "Physical Education" was kind of a dying breed, and "recreation" was already dead; that we needed to change our name to something, and he wouldn't agree to it because we suggested the name of "sports sciences". He said well, no, because this is not a science type activity program or something and of course he came from chemistry; I can understand that then. So, I pursued that, and we made some changes in our program, I think based on some of the recommendations from Libby Matson. She wanted to get more hands on. You know? She wanted to have team and individual sports as part of our program. We did that! And I became the coordinator of that, and I enjoyed that. I didn't teach all those activities, but I coordinated. There came a time when our budget was not adequate to be able to maintain a good activity program. You know the actual gym classes so to speak, but the activity program where all or any member of the student body could come and take an activity class. We couldn't afford to keep offering because we didn't have anybody to teach it. In the past, who taught it? Some of the coaches taught it, right?

MEYER: Umm-hmm.

STUBBS: It got to a point where the coaches could no longer teach.

MEYER: Yeah.

STUBBS: Or they couldn't or didn't want to teach or whatever. So, we were short of activity instructors, and as a result we had to revise our activity program, and so I came up with the idea and went to the Dean. I don't know if it was Bob Benedetti or Whiteker. I can't remember who it was. I think it was Bob Benedetti, the Dean, and we instituted an activity class fee to where the students, if they wanted to take a one unit activity class, would pay \$30 or \$40. He agreed and allowed us to do that. It also involved our team sport and individual sport classes because we needed to pay the teachers in those very sports to teach a two segment or whatever, so we instituted a fee for that. As a result of that, those fees coming in, we were able to do a whole lot of great things within the department that helped our professors get computers, to get books, to get journals, all those things, and I guess that was after your time.

MEYER: Yeah! I never knew that.

STUBBS: I had developed as a department chair. I developed a budget to where we could supply computers and all these things to our professors. We had money for journals if they wanted them, and that was the result of instituting this activity class fee. Okay? Whether or not it's still going on, I don't know. It was there when I left, and I don't think it changed, but I don't know. Anyways, so that was one milestone to my thinking that really helped change the department, and then the next one was after Roy Whiteker retired as Dean of the College and Bob Benedetti came in. I went to him, and I said we need to change our name. This was in consultation with all of our faculty and everything.

MEYER: Right.

STUBBS: He said let's do it! And we became the Department of Sports Sciences. We were the largest enrolled department in the University for several years.

MEYER: Right.

STUBBS: Obviously, Biology has taken over and we are second. This department is second. I was very proud of that fact. Not that we were the most popular, but that we were the most highly enrolled program at the College of the Pacific. So, we changed our name, and we had to change our approach, and we developed the various tracks. So, you were a Sports Science major, but you had various tracks you could choose from. One was the new Sports Management track that I got involved in and taught in that program. We changed from Physical Education to Sport Pedagogy. We kept Sports Medicine as its own track. We developed an Athletic Training track. There might be another track that I forgot about, but I don't think so.

MEYER: No, I think that's it.

STUBBS: Yeah. Sports Medicine, Sport Pedagogy, Sports Management and Athletic Training. Anyways, I'm proud of those developments that took place when I was department chair. It took place because of the faculty that had agreed that we needed to do something, and we all went to bat and got it done. In terms of a reflection on my teaching, I was involved primarily in teaching Intro to Sports Management and found that really was my "bailiwick" because that is what I enjoyed the most because it involved administration or management of sport like my athletic administration and so forth. My big recollection is the students that I had in that class, and most of them were athletes in fact almost all of them were athletes, were outstanding, and tops among the groups was women's volleyball. I have been so impressed with women's volleyball and what they've done academically and athletically. They are outstanding! I just had a thought and I lost it! Women's Volleyball had been the biggest successful academic program in terms of academic excellence. Did I say that right? Something like that. The other thing I'm a little bit proud of: I was on the selection committee for volleyball when Terry Liskevych left and I was on the committee that hired John Dunning. In fact I was the one who interviewed John Dunning and recommended him for the job, and we all know the success of John Dunning and what happened with the volleyball program. That was another thing I was kind of proud of and being associated with that.

MEYER: I'm really glad that you remembered to bring up the changes in the major because in fact this year I noticed that they're adding another Master's Program in our field, and I can't remember what the nomenclature is, but they are also adding a Bachelor's of Science as both the B.A. in Sports Sciences and a B.S. moving towards more the Sports Medicine field. They have changed the name again. Did you know that?

STUBBS: Of our department? I heard a rumor, but I don't know.

MEYER: Yes, it's official. It's "health" first. Health, Exercise and Sports Sciences or something similar to that.

STUBBS: Yes. That makes a little better sense.

MEYER: Yeah, we're in the fitness, health cycle right now.

STUBBS: Yes.

MEYER: Lots of people who didn't give us credit.

STUBBS: Right. That's right.

MEYER: Are giving us credit now.

STUBBS: One of the other things that I'm really pleased about was our connection with Sports Science and the Physical Therapy school. There was a little bit of challenge in getting that done.

I think they recognize now that our Sports Science majors are really highly qualified to enter the Physical Therapy program. And of course my daughter was a physical therapist, but she didn't go through our program.

MEYER: Also, I noticed that some of the faculty from the Sports Science Department have joined with Physical Therapy academic people in doing a number of conference presentations.

STUBBS: Yes.

MEYER: So, that relationship gets prestige and that's wonderful.

STUBBS: Chris Snell has done quite a bit with Chronic Fatigue Syndrome, and I think he's worked with Physical Therapy program or department.

MEYER: That's right. Why do you think...we all remember Terry Liskevych and that was a big move into a more elite women's program. Why do you think that the women's volleyball team has been able to maintain a high level of academic accomplishment? Just by luck?

STUBBS: No, I think it has become a tradition. You know, I think that the coaches that followed Terry and especially John Dunning, I think have recruited those kinds of students, and I think that's one of the reasons that they recruit excellent students, and they put priority on excellence and academics.

MEYER: Which is what it's all about.

STUBBS: I think that tradition got started with Terry and increased with John and Jayne Gibson. McHugh took over, and I think it's just been a tradition of that program to recruit and to emphasize academics. Not that the other programs are doing the same thing.

MEYER: Sure.

STUBBS: I see Women's Basketball is along that line, and Men's Basketball has improved in their approach to academics. I think Bob Thomason has stressed the academic excellence portion of it and can claim great graduation rates. Better than ever, better than all other schools around. We have great graduation rates across the board in basketball and baseball, and I'm proud of the graduation rates of my baseball players. Almost 100%. Those are the things that I think you are most proud of when you see the kids learn and grow academically and professionally and emotionally and leave here with a grasp, "hey this has been a great experience!" and they take off and do great things themselves. "It's amazing what can be accomplished when nobody cares who gets the credit."

MEYER: I'm glad that you remember that saying. You know, you just, as you speak, and you speak from the heart, you just epitomize what we hope the students will get from the small institution.

STUBBS: Absolutely!

MEYER: When you think of our small institution and the quality of the people out there that we can say "well we can remember so and so when he was a student and he is this..." It's really more than coincidence that we have had so many good coaches and good leaders for the size that we are.

STUBBS: A prime example is Ted Leland, who was a football player here and probably an average or a little better than average student, but went on and did great things in athletic administration, and got a doctorate in psychology from Stanford, and became athletic director at Dartmouth and here, and became the athletic director at Stanford. Now he is back here as athletic director and vice president. I mean he is a prime example of the kind of person who comes through here in many respects.

MEYER: Yeah.

STUBBS: If you were to open up a program, not a program, but a media guide from football or basketball or any of those, and you start looking at the names of the people that have left here, and you think the success that they've had all the way around. Anyways.

MEYER: Well.

STUBBS: We should all be proud of that, shouldn't we?

MEYER: I feel good about the place. I always have. So, do you think there is anything else? I certainly had forgotten or had not forgotten about the academics, but I sort of moved from when you didn't say that you were a good instructor. I think you were. I think it happens just by, isn't there a saying about: "It's not about what you say, but what you do." "It's about the action." If we present persona or something about ourselves, let's hope it rubs off on the kids.

STUBBS: Again, if I think about my own experience as a teacher, I'm definitely old school. I believe in an organized classroom; I believe in giving lectures, and I'm not very innovative and I understand that. I'm not very creative and not very innovative, but Glen Albaugh is a great innovator; he teaches entirely different than I would. I believe in giving information and asking them to learn that information, and asking them to be tested on that information, and take whatever you can from the class. At the same token, I believe in experiential experiences. That's something.

MEYER: That's exactly what's happening on a team.

STUBBS: I believe in the experience from a classroom, and so as I taught my Introduction to Sports Management class, which is to introduce them to all the various opportunities in Sports Management. I ask them to go out and be with a team for a week or a tournament and ask them to put on a tournament for a tennis tournament or whatever, but I gave them choices of what they could do to gain experience in the area of Sports Management. So, I believe in the experiential situation, but I'm still old school and I learn by listening to lectures and taking tests and memorizing stuff. Good or bad, I can't remember half of it. But, anyways, to me that was my failing as a teacher. I just believed in that so much that I'm not very innovative or creative, so I couldn't do what Glen Albaugh did when he taught. That's a positive comment by the way, Glen.

MEYER: We were a good group. Apparently, they have a great department right now again. I noticed there are two new members of the department. I haven't had a chance to meet them, I met one or two that were hired a couple years ago, and I was really impressed by those people.

STUBBS: I'm not sure who they are. You better fill me in because I don't know!

MEYER: They got a great gal from the UK who I think is a Sports Management person.

STUBBS: Peg and Linda Koehler are still here, right?

MEYER: Yes, but she doesn't have the leadership in the department. There is Pete Schroeder and a number of people that have just moved that thing along.

STUBBS: Chris, was chair of the Department for awhile. Who is now?

MEYER: Pete Schroeder. I think so.

STUBBS: He was a student when I was still here.

MEYER: They have hired two new people, but I'm not sure in what field. But, one of the tracks and obviously...

STUBBS: Oh and another track was Sports Psychology.

MEYER: In fact, that may be the one the British woman is.

STUBBS: Chris went from Sports Pedagogy to Sports Psychology when Glen left. Somebody came in and took Chris' place in Sports Pedagogy.

MEYER: You know what? As we close our session, we should invite ourselves over there and see what's going on.

STUBBS: I haven't been over there in years.

MEYER: Well, do you think we did a good job?

STUBBS: Well, "the proof is in the pudding!"

MEYER: Yeah! Thanks a million, Tom.

STUBBS: Thank you. I enjoyed that. You made me very comfortable.