



Board of Regents

1860 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706
(608)262-2324

DATE: December 1, 2016

TO: Members of the Board of Regents

FROM: Jane S. Radue, Executive Director and Corporate Secretary *JSR*

PUBLIC MEETING NOTICE

Agenda for meetings of the Board of Regents and committees, to be held at
Gordon Dining and Event Center – 2nd floor,
770 W. Dayton Street, Madison, Wisconsin
on Thursday, December 8, 2016

8:00 – 10:00 a.m. Education Committee – Symphony Room

8:30 – 10:00 a.m. Business and Finance Committee – Overture Room

10:15 – 11:45 a.m. Capital Planning and Budget Committee – Overture Room

10:15 – 11:45 a.m. Audit Committee – Concerto Room

10:15 – 11:45 a.m. Research, Economic Development and Innovation Committee –
Symphony Room

Lunch for Regents and guests – Sonata Room

12:30 p.m. All Regents – Symphony Room

1. Calling of the roll
2. Approval of the minutes of the November 2016 meeting
3. Report of the President of the Board
 - a. Report of the Higher Educational Aids Board
 - b. Update on task forces
 - c. Additional items that the President may report to the Board
4. Report of the President of the System
 - a. Update on recent events
 - b. News from around the System
5. Report and approval of actions taken by the Business and Finance Committee
6. Report and approval of actions taken by the Education Committee

7. Report and approval of actions taken by the Audit Committee
8. Report and approval of actions taken by the Capital Planning and Budget Committee
9. Report and approval of actions taken by the Research, Economic Development and Innovation Committee
10. *Presentation and Discussion:* Annual NCAA Division I Athletics Report – UW-Green Bay
11. *Presentation and Discussion:* Report of the UW System Task Force on Sexual Violence and Harassment
12. 2020FWD Strategic framework/Biennial budget update – President Cross
13. Resolution of appreciation for Vice President David Miller’s service to the UW System
14. Resolution of appreciation for Associate Vice President Freda Harris’s service to the UW System
15. Regent communications, petitions, and memorials

Followed by:

16. **All Regents – Sonata Room**

Move into closed session to: (a) consider personal histories related to the naming of a facility at UW-Madison, as permitted by s. 19.85(1)(f), Wis. Stats.; (b) confer with legal counsel regarding pending or potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.; (c) consider personal histories or disciplinary data of specific persons and the investigations of charges against specific persons, which, if discussed in public, would be likely to have a substantial effect upon the reputation of such persons, as permitted by s. 19.85(1)(f), Wis. Stats.; (d) consider recommended compensation adjustments for chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; and (e) consider annual personnel evaluations, as permitted by s. 19.85(1)(c), Wis. Stats.

Adjourn

The Board’s December meeting is scheduled for Thursday, December 8, 2016 only. The Board will not meet on Friday, December 9, 2016. The closed session agenda may be considered during any recess in the regular meeting agenda.

Information about agenda items can be found during the week of the meeting at <https://www.wisconsin.edu/regents/meetings/> or may be obtained from Jane Radue, Executive Director, Office of the Board of Regents, 1860 Van Hise Hall, Madison, WI 53706, (608)262-2324. Persons with disabilities requesting an accommodation to attend are asked to contact Jane Radue in advance of the meeting. The meeting will be webcast at <http://www.wisconsin.edu/regents/board-of-regents-video-streaming/> on Thursday, December 8, 2016, from 12:30 p.m. until approximately 3:00 p.m.

**UW-GREEN BAY NCAA DIVISION I ATHLETICS
2015-2016 ANNUAL REPORT**

EXECUTIVE SUMMARY

BACKGROUND

Collegiate athletics are high-profile activities that exist for the betterment of the student body, student-athletes, and the university. As some of the most visible programs at higher education institutions, athletics provide valuable experiences for student athletes, opportunities to engage the broader community and, often, a public face for the institution. This visibility, along with the number of student-athlete participants, the members of the public attending athletic events and the substantial compliance requirements, necessitates a high level of oversight and scrutiny by both administrators and governing bodies.

A recent study by the Association of Governing Boards of Colleges and Universities (AGB), “Trust, Accountability, and Integrity: Board Responsibilities for Intercollegiate Athletics (2012),” included three recommendations:

- The governing board is ultimately accountable for athletic policy and oversight and should fulfill this fiduciary responsibility.
- The board shall act decisively to uphold the integrity of the athletics program and its alignment with the academic mission of the institution.
- The board must educate itself about its policy role and oversight of intercollegiate athletics.

The UW System has three institutions with Division I NCAA athletics programs (UW-Green Bay, Madison, and Milwaukee); one institution with a Division II athletics program (UW-Parkside); and nine institutions with Division III athletics programs (UW-Eau Claire, La Crosse, Oshkosh, Platteville, River Falls, Stevens Point, Stout, Superior, and Whitewater).

In November 2012, the Board of Regents established a reporting framework for UW institutions that participate in NCAA Division I athletics. Under this framework, institutions annually provide information to the Board regarding academic, fiscal and compliance matters related to NCAA Division I intercollegiate athletics.

The framework requires each of the UW institutions with an NCAA Division I athletics program to submit a written annual report to the Board of Regents, which is the basis for annual presentations to the Board by the Chancellor and Athletic Director. The report and presentation are designed to assist the Board in ensuring that the institutions are: 1) adhering to any performance standards implemented by an institution or its athletic board; 2) safeguarding the welfare of all students; 3) maintaining NCAA compliance; and 4) assuring fiscal integrity.

REQUESTED ACTION

This item is for discussion purposes only.

DISCUSSION

UW-Green Bay has submitted its 2015-16 annual athletics report to the Board of Regents for discussion at the Board's December 2016 meeting. An overview of significant items in the report follows.

I. Athletics

The UW-Green Bay Athletics Department's 2015-16 report to the Board of Regents states that the department sponsors 16 sports programs supporting approximately 250 student-athletes in men's and women's basketball, men's and women's cross country, men's and women's golf, men's and women's nordic skiing, men's and women's soccer, women's softball, men's and women's swimming and diving, men's and women's tennis, and women's volleyball. The men's and women's programs, known as the Phoenix, have been members of the Horizon League, or its predecessors, since 1994-95.

The report highlights the following athletic accomplishments:

- The women's basketball team won the Horizon League regular season championship and advanced to the NCAA postseason competition for the 16th time.
- The men's basketball team won the Horizon League Tournament Championships and earned the program's first bid to the NCAA postseason competition in 20 years.
- One student in men's nordic skiing qualified for NCAA skiing championships.
- Twelve student-athletes were in the All-Horizon League's selections.
- Six programs received a total of 18 Horizon League Weekly Awards.

II. Academics

The UW-Green Bay Athletics Department's 2015-16 report to the Board of Regents identifies three measures used to monitor the academic progress of student-athletes — grade point average (GPA), the graduation success rate (GSR), and the academic progress rate (APR). The department established benchmarks for each.

The department establishes two benchmarks for GPA: 1) maintain a student-athlete cumulative GPA of 3.0 or greater each semester; and 2) maintain a student-athlete GPA that is higher than that of the UW-Green Bay general student body. The overall GPA for the department in 2015-16 was 3.31. The GPA for student-athletes was the highest in UW-Green Bay Athletics' history. Spring 2016 became the 33rd consecutive semester that the combined GPA of UW-Green Bay's student-athletes exceeded 3.0. The GPA for the student-athletes also exceeded the general student body's GPA of 3.047.

The department establishes three benchmarks for GSR: 1) maintain a student-athlete graduation rate that is higher than the UW-Green Bay general student body; 2) maintain a department-wide student-athlete NCAA graduation rate that is higher than the average of peer institutions; and 3) maintain a student-athlete NCAA graduation that is higher than the average for peer institutions for each sport. On the first benchmark, the GSR for student athletes was 60% in comparison to 47% for the UW-Green Bay general student body. On the second and third benchmarks, data on GSR submitted by UW-Green Bay do not include an average, but 11 of the 14 UW-Green Bay programs competing in the Horizon League had either the highest or second highest GSR in the league.

The department's benchmark for APR is to maintain an APR that is higher than the NCAA minimum for each sport. Teams must earn a minimum four-year APR of 930 to compete in postseason competition. The four-year APR for all 16 programs exceeded the NCAA minimum in 2015-16.

The report also highlights other academic accomplishments:

- 14 of the 16 teams achieved a GPA of 3.0 or higher in each of two semesters in 2015-16.
- 168 student-athletes (72%) in the Fall 2015 semester and 116 student-athletes (54%) in the Spring 2016 semester earned a GPA of 3.5.
- 37 student-athletes (15%) in the Fall 2015 semester and 35 student-athletes (16%) in the Spring 2016 semester earned a GPA of 4.0.
- The women's cross country team was recognized by the NCAA for having the highest team GPA among all Division I women's cross country teams.
- The women's volleyball team earned the American Volleyball Coaches Association Team Academic Award.

III. Financial Situation

UW-Green Bay Athletics Department's report to the Regents includes the department's budget, actual revenues, actual expenses, balances, debt balances and payments, and endowments for Fiscal Year 2015-16. The report notes a net operating margin of \$260,876 in FY 2015-16 compared to \$2,533 in FY 2014-15. The report also identifies an unrestricted fund balance of \$225,745 at the end of FY 2015-16, or approximately 2.8% of FY 2015-16 expenditures.

The report notes a record high of \$1.2 million in funds raised for student-athlete scholarships and program support.

IV. Compliance

The report to the Regents identifies three self-reported NCAA violations in 2015-16 compared to four in 2014-15. The report includes a certification that there are no investigations or reviews of the Athletic Department or personnel by the institution, NCAA, or law enforcement underway at this time.

Included in the report is an NCAA-required report on Agreed-Upon Procedures, issued by the UW System Office of Internal Audit, for the year ending on June 30, 2015. The audit report, which was already discussed with the Board's Audit Committee and reported to the Board, noted issues related to accounting of sport camps revenues, deposits of game guarantee payments, and transfers from endowments at the UW-Green Bay Foundation.

The annual report also includes the most recent report of the Horizon League Compliance Review, dated November 8-10, 2010. This same league review report was previously included in the department's report to the Board.

RELATED REGENT POLICIES

Regent Policy Document 10-1, "Endorsement of the Statement of Principles from the Knight Foundation Commission on Intercollegiate Athletics."



University of Wisconsin-Green Bay

Intercollegiate Athletics
Department Summary

Drafted for the Board of Regents,
November 2016

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1. INTRODUCTION

The intent of this executive summary is to provide annual information of intercollegiate athletics to the Wisconsin Board of Regents. Information is provided about the Intercollegiate Athletics Department, the NCAA, and the Horizon League. The second section will outline specific information addressing academics, fiscal responsibility and compliance regulation.

A. Mission of Green Bay Intercollegiate Athletics

The Intercollegiate Athletics Department is intended to be an integral component of the educational mission of the University. The Athletics Department is managed consistent with the mission and focus of the University. The University mission offers a context for how the program prepares students to develop critical thinking and problem-solving skills, to practice learning as a life-long activity, to be engaged and contributing citizens, and to enhance the position and image of the University locally, regionally, and nationally.

The program will be administered in a manner to ensure the amateur nature of athletics by responsibly, honestly and effectively recognizing and communicating that student-athletes are, first and foremost, students who possess academic abilities and attain personal growth objectives. The student shall be accorded due respect as a person and is expected to reflect the high academic and behavioral standards of the University. Intercollegiate athletics strives for success in competition while continuing to attract and retain students who succeed academically and athletically and whose careers after graduation are a tribute to them, UW-Green Bay and society.

The Intercollegiate Athletics Department embraces the Horizon League principles of sportsmanship and ethical conduct; is committed to the concept of equitable opportunity for all students and staff regardless of gender or ethnicity; and is administered to substantiate compliance with the University of Wisconsin System, UW-Green Bay, the National Collegiate Athletic Association and the Horizon League rules and regulations, which ensure institutional control and integrity.

Given the impact of a Division I athletics program on a university, community and region, the Director of Athletics serves on the Chancellor's Cabinet and is a direct report to the Chancellor.

B. History of Green Bay Intercollegiate Athletics

The establishment of athletics at UW-Green Bay occurred in September of 1969 with men's soccer followed by men's basketball in the same year, four years after the University of Wisconsin-Green Bay was founded. In November of 1969, the University applied for membership in the National Association of Intercollegiate Athletics (NAIA). In May of 1970, the Phoenix became the mascot and the official name of UW-Green Bay athletic teams. In December 1973, the women's basketball team made its intercollegiate debut. Prior to the 1973-74 season, the men's basketball team and men's soccer team moved to the NCAA Division II ranks. UW-Green Bay requested to enter NCAA Division I athletics in September 1979 and was granted that status beginning Fall of 1981. In 1982, the University joined seven more schools to form the Mid-Continent Conference (MCC) to compete in NCAA Division I athletics. Women's programs transitioned from the NAIA to Division I in 1987-1988 when they joined the North Star Conference. In 1994-1995, the men's and women's programs joined the Midwestern Collegiate Conference which changed its name to the Horizon League in 2001.

C. National Collegiate Athletic Association (NCAA) Classification

Currently, UW-Green Bay sponsors 16 sports programs supporting approximately 250 student-athletes in the sports of men's and women's basketball, men's and women's cross-country, men's and women's golf, men's and women's nordic skiing, men's and women's soccer, women's softball, men's and women's swimming and diving, men's and women's tennis, and women's volleyball. UW-Green Bay has enjoyed successes with NCAA tournament appearances in men's basketball, women's basketball, men's soccer, softball, men's tennis and volleyball, as well as individual appearances in men's golf, and men's and women's nordic skiing. The University has had three conference affiliations while participating in Division I NCAA athletics: the men's programs participated in the Mid-Continent Conference, the women in the North Star Conference, and both joined the Midwestern Collegiate Conference/Horizon League.

D. Horizon League

In its 37th season of operation in the 2015-2016 academic year, the Horizon League continues to aspire toward its goal of being one of the nation's leading athletics conferences while being recognized as a leader in the development of student-athletes as leaders and role models.

The Horizon League membership features ten public and private institutions that have impressive academic reputations and a storied tradition of broad-based athletic programs. Membership includes Cleveland State University, the University of Detroit Mercy, the University of Illinois at Chicago, Northern Kentucky University, Oakland University, Valparaiso University, the University of Wisconsin-Green Bay, the University of Wisconsin-Milwaukee, Wright State University, and Youngstown State University.

The Horizon League's primary focus is to add value to the educational experience through its four platforms: athletic performance, academic achievement, community outreach, personal responsibility and accountability. It is the League's belief that athletics is a powerful and visible resource tool that can be used to enhance student-athletes' collegiate experience. The Horizon League's goals are to enhance the holistic university experience for the student-athlete, to create an affiliation of institutions with similar athletic goals, and to adhere to the principles of integrity, diversity, excellence, and growth. The Horizon League sponsors competition in 19 sports – nine for men (baseball, basketball, cross country, golf, soccer, swimming and diving, indoor track and field, outdoor track and field, and tennis), and ten for women (basketball, cross country, golf, soccer, softball, swimming and diving, indoor track and field, outdoor track and field, tennis and volleyball).

The League receives automatic bids to NCAA championships in baseball, men's and women's basketball, men's and women's golf, men's and women's soccer, softball, men's and women's tennis, and women's volleyball. The Horizon League is headquartered in Indianapolis, the "Amateur Sports Capital of the World," with offices in the Pan American Plaza (201. S. Capitol Avenue), located a block from Lucas Oil Stadium and just minutes from the Bankers Life Fieldhouse, the State Capitol Building, Victory Field (home of the Indianapolis Indians) and the NCAA national office.

Jonathan B. (Jon) LeCrone is in his 24th year as Commissioner of the Horizon League, having been named to the position on May 11, 1992, and is the fifth-longest tenured commissioner among the 31 Division I conferences.

E. Year in Review

The following information provides an overview of personnel transition, academic success, competitive accomplishments and includes the many occasions where athletics put the institution in the national spotlight.

Academic Year 2015-16

Personnel

- Al Schlies hired as Academic Specialist (part-time)
- Faculty Athletics Representative, Dr. Donna Ritch, appointed to the NCAA Division I Initial-Eligibility Waivers Committee
- Molly Vandervest promoted to Assistant AD for Development
- Scott Wachholz appointed head softball coach
- Tim Dean appointed head men's and women's tennis coach (part-time)
- Tyler Kelly appointed director of men's basketball operations
- Hanna Quilling appointed director of women's basketball operations

Academic Accomplishments

Fall 2015

- For the 32nd consecutive semester, the student-athlete GPA is above a 3.0.
- 14 teams achieved a 3.0 or higher in Fall 2015
- 168 student-athletes with a GPA above 3.5 (72%)
- 37 student-athletes earned a 4.0 (15%)
- The men's and women's swimming and diving teams were recognized by the CSCAA for having a team cumulative GPA of 3.0 or higher.
- Eight Phoenix student-athletes graduated from UW-Green Bay at the end of the fall semester and participated in December's commencement.
- The women's cross country was recognized by the NCAA for having the highest team GPA among all division I women's cross country team.
- Development of the Phoenix Leadership Initiative (PhLI), which provides student-athlete with the opportunity to develop professional skills outside of their respective athletic field.

Spring 2016

- The spring 2016 semester marked the 33rd straight semester the department posted a GPA of 3.0 or higher
- 14 teams achieved a 3.0 or higher in Spring 2015
- 116 student-athletes with a GPA above 3.5 (53.95%)
- 35 student-athletes earned a 4.0 (16.27%)
- Thirty-nine Phoenix student-athletes graduated from UW-Green Bay in May's commencement
- Volleyball earned AVCA Team Academic Award
- Women's basketball made its eighth all-time appearance on the WBCA Honor Roll

Athletic Accomplishments

- 1 Horizon League Regular Season Championships
 - Women's Basketball (18 consecutive)
- 2 Horizon League Tournament Championships
 - Women's Basketball (14th)
 - Men's Basketball
- 3 Postseason Appearances
 - Men's Basketball (first time in 20 years)
 - Women's Basketball (16th time)—most successful women's basketball program in Wisconsin
 - Nordic Skier, Matt Nichols advances to NCAA
- 12 All-Horizon League selections
 - 1 Softball
 - 2 Men's Basketball
 - 3 Women's Basketball
 - 2 Men's Tennis
 - 1 Men's Soccer
 - 3 Volleyball
- 18 Horizon League Weekly Awards
 - Men's Basketball – 2 Times
 - Women's Basketball – 3 Times
 - Men's Tennis – 2 Times
 - Volleyball – 3 Times
 - Men's Soccer – 1 Time
 - Swimming/Diving – 7 Times
- Other awards
 - Rowan Issacks (Men's Tennis) Received Horizon League Post Grad Scholarship.

Visibility/Image/External Accomplishments

- 2015-16 Kress Events Center record facility usage of 138,580 swiped visits.
- Kress Events Center reached One Millionth user in November 2015.
- Climbing tower usage record – 72.2 climbers per week
- Kress Events Center served as host for several community/regional/state/D1 athletics events bringing over 75,000 visitors to campus. Some events include:
 - UWGB and High school commencements
 - WIRSA Extramural Basketball Tournament
 - Shawano Sundrop Shootout
 - Lambeau Leap Gymnastics event
 - WIAA Girls Basketball

- UWGB, through the athletics vehicle, has received national and regional media attention from the following platforms:
 - ESPN.com
 - ESPN's SportsCenter
 - Big Ten Network
 - NCAA.com
 - Fox Sports Live (nightly news)
 - CBSSports.com
 - Yahoo.com
 - YahooSports.com
 - SportsIllustrated.com
 - Sporting News
 - Basketball Times
 - NBC Sports.com
 - Bleacher Report
 - Fox Sports
 - USA Today Sports
 - CollegeInsider.com
 - MidMajorMadness.com
 - Green Bay Press-Gazette
 - Fox 11 (local TV)
 - NBC 26 (local TV)
 - WFRV (local TV)
 - WBAY (local TV)
 - WNFL (local radio)
 - WIXX (local radio)
 - WDUZ (local radio)
 - Time Warner Cable SportsChannel
 - Milwaukee Journal-Sentinel
 - Winona Daily News
 - Racine Journal-Times
 - Chicago Tribune
 - Chicago Sun-Times
- Annual Phoenix Packers Steak Fry set new records in both attendance (over 1000) and revenue (\$234,000)
- Phoenix Fund raised record high of \$1,200,000 for student-athlete scholarships and program support.
- Women's basketball raised an all-time high \$125,000 at its Prevea Fore Hoops Golf Classic.
- Successful return of Green Bay Athletics Hall of Fame which inducted three new members in the 2016 class.
- Development of the Former Athlete Advisory Committee (FAAC) which provides engagement opportunities and mentoring opportunities with undergraduates.
- Development of Varsity GB which is a group that recognizes all former letterwinners and works to connect them back to the University.

Athletic Accomplishments

- One Horizon League Season Championship
- Two Horizon League Tournament Championships
- One Horizon League Individual Championship
- Two NCAA postseason appearances
- 14 Horizon League Player of the Week honors

Men's Tennis

- Finished runner-up at Horizon League Championships
- Leo Gomez-Islinger and Howard Scott were named to Horizon League First Team
- Claimed victories over in-state rivals Marquette and Wisconsin, the first such victory over each in program history.
- Went 5-1 in Horizon League play

Men's Basketball

- Earned program's first bid to NCAA Tournament in 20 years.
- Played Texas A&M in First Round of NCAA Tournament in Oklahoma City
- Won the 2016 Horizon League Championship in Detroit
- Won 20+ games for the third-consecutive season
- Jordan Fouse named Horizon League Tournament MVP
- Jordan Fouse and Carrington Love named to All-League Defensive Team
- Fouse and Love both received Second Team All-League honors
- Team led the NCAA in steals and ranked second in points
- Set program records in points, rebounds, field goals, steals and three-pointers

Women's Basketball

- Posted 6 wins from schools from Power five conferences
- Horizon League Regular Season Champions
- Horizon League Tournament Champions
- Advanced to the NCAA Tournament for the 16th time
- Mehryn Kraker was named MVP of the Horizon League Tournament
- Kaili Lukan was named Defensive Player of the Year
- Lukan, Kraker and Lindstrom were all named All-Horizon League
- Lindstrom and Lukan were named to Horizon League All-Defensive Team
- Megan Lukan earned a bronze medal with Canadian National Rugby Team in Rio Olympics
- Led Horizon League in attendance
- Ranked as high as #22 in the country.

Men's Swimming & Diving

- Finished sixth at the Horizon League Championships
- Michael Klemm won individual horizon league championship in 3-meter dive

Women's Swimming & Diving

- Finished fourth at the Horizon League Championships

Men's Nordic Skiing

- Matt Nichols qualified for NCAA Skiing Championships

Men's Golf

- Joe Du Chateau tied 18-hole program record
- Du Chateau won three tournaments individually
- Gene Kiela named Second Team All-Horizon League

Women's Golf

- Sami Grunder named Second Team All-Horizon League

2. Financial Information

A. 2015-16 Green Bay Athletics Final Budget Report

The Athletics Final Budget Report includes only the revenues and expenses that are included state accounts (102, 128, 133/233, 187 and tuition remissions). This report does not include the gross revenue and expenses in the UW-Green Bay Foundation, University Indirect Facilities and Maintenance Expenses and in-kind donations.

2015-16 Green Bay Athletics Final Budget Report

REVENUE		BUDGET		ACTUAL
University Support	\$	3,156,549	\$	3,043,988
Student Fees	\$	1,304,495	\$	1,243,440
Ticket Sales	\$	712,472	\$	763,649
Phoenix Fund Support	\$	623,373	\$	1,096,207
NCAA Distributions	\$	371,408	\$	437,750
Sponsorships	\$	482,500	\$	404,711
Guarantees	\$	50,000	\$	260,300
Other Revenue	\$	235,065	\$	647,796
187 Funding	\$	247,500	\$	247,500
Gift/Grant Revenue	\$	71,963	\$	76,705
Total Revenue	\$	7,292,266	\$	8,222,046
EXPENSES		BUDGET		ACTUAL
Salaries & Fringes	\$	2,465,162	\$	2,767,176
Operating	\$	1,833,377	\$	2,503,829
Financial Aid	\$	2,640,603	\$	2,613,460
Gift/Grant Expenses	\$	77,832	\$	76,705
Total Expenses	\$	7,016,974	\$	7,961,170
Net Operating Margin	\$	275,292	\$	260,876

Notes:

1. Tuition remissions provided by the University and used for athletic scholarships are included in the University Support line (\$1,773,612).
2. Actual revenues include contributions from the booster clubs towards operating expenses (i.e. team travel, equipment, recruiting, etc). The Budget figures do not include any estimated contributions from booster clubs.
3. Nine coaches (3 head and 6 assistant) have contracts that include Additional Compensation in excess of their base salaries. The Athletics Department raises funds to support payment of the Additional Compensation in the coach's contracts. Prior to 2013-14 the amount of Additional Compensation was not included in the Athletics Department budget.

B. 2014-15 Agreed-Upon Procedures Report

Please see Appendix A for the complete report.

**The audit on the 2015-16 report has not been completed as of the date of this report. Given the timing of UWGB's report to the Board of Regents, this Agreed-Upon Procedures Report is for the prior fiscal year.*

C. 2015-16 Green Bay Athletics Cash Balances

Account	Amount
Fund 128	-\$73,720.00
Foundation – Unrestricted	\$1,901.39
Foundation – Restricted Men's Basketball	\$89,272.28
Foundation – Restricted Women's Basketball	\$13,845.77
Women's Basketball Booster Club	\$102,144.44
Swim Team Booster Club	\$17,762.91
Total	\$225,745.27

D. 2015-16 Green Bay Athletics Endowment Report

The Green Bay Athletics Endowment balance as of June 30, 2016 was:

Book Value \$824,876.20

Market Value \$786,617.22

The figures above do not include the value of endowed scholarships dedicated to Athletics.

3. Academic Progress Rate

The NCAA holds Division I institutions accountable for the academic progress of their student-athletes through the Academic Progress Rate (APR), a team-based metric that accounts for the eligibility and retention of each student-athlete, each term.

Currently, teams must earn a minimum 900 four-year APR or a 930 two-year average (of the two most recent years) to be eligible to participate in NCAA postseason competition. Beginning with the 2014-15 academic year, teams must earn a 930 four-year APR to complete in postseason competition.

APR is calculated by term. Each term, a student-athlete receiving athletically related financial aid may earn one retention point for staying in school and one eligibility point for being academically eligible. A team's total points are divided by points possible and then multiplied by one thousand to equal the team's Academic Progress Rate.

Please see Appendix B for the 2015-16 Academic Progress Rate from the NCAA (APR rates for the previous year are released each spring; 2014-15 is the most recent published data).

A. Sport by Sport

SPORT	2015-16 APR SCORE	4-YEAR APR SCORE MULTI-YEAR	NCAA 4-YEAR
MEN'S BASKETBALL	1000	956	964
WOMEN'S BASKETBALL	982	986	978
MEN'S CROSS COUNTRY	1000	1000	977
WOMEN'S CROSS COUNTRY	1000	1000	986
MEN'S GOLF	969	993	983
WOMEN'S GOLF	1000	984	989
MEN'S SKIING	1000	986	983
WOMEN'S SKIING	1000	1000	991
MEN'S SOCCER	1000	942	974
WOMEN'S SOCCER	989	989	984
WOMEN'S SOFTBALL	987	983	981
MEN'S SWIMMING	990	973	980
WOMEN'S SWIMMING	1000	998	990
MEN'S TENNIS	1000	1000	979
WOMEN'S TENNIS	1000	957	985
WOMEN'S VOLLEYBALL	1000	990	984

B. 3-Year Trend Change (Priority Sports)

The table below lists the single year APR scores for the five priority sports for the 2013-2014, 2014-2015 and 2015-16 academic years.

PRIORITY SPORTS	2013-14	2014-15	2015-2016
MEN'S BASKETBALL	940	942	1000
WOMEN'S BASKETBALL	1000	1000	982
MEN'S SOCCER	943	954	1000
WOMEN'S SOCCER	1000	989	989
WOMEN'S VOLLEYBALL	1000	956	1000

C. Benchmarks for Assessment of APR

1. Maintain Academic Progress Rates that are higher than the NCAA minimum for each sport

4. Graduation Success Rate (GSR)

The NCAA Graduation Success Rate (GSR) is designed to show the proportion of student-athletes on any given team who earn a college degree. The NCAA has imposed a new set of academic standards in order to hold teams and institutions accountable for how well student-athletes progress towards a degree. The GSR was developed in response to colleges and universities who asked for an alternative rate that more accurately reflects the movement among college student-athletes. The GSR takes into account incoming transfers who graduate from a different institution than the one they started at and transfers who leave an institution in good standing.

The Federal Graduation Rate (FGR) is compiled by the U.S. Department of Education and is used as an indicator of academic success of college student-athletes. FGR measures the percentage of first-time, full-time freshman who graduate within six years of entering their original four-year institution. The NCAA developed its GSR in response to criticism that the FGR understates the academic success of student-athletes because the FGR method does not take into account two important factors in college athletics:

1. When student-athletes transfer from an institution before graduating and is in good academics standing (perhaps to transfer to another institution for more playing time, different major, or to go pro); and
2. Those student-athletes who transfer to an institution (e.g., from a community college or another 4-year college) and earn a degree.

The FGR treats transfers as non-graduates for the original institution the student-athlete attended, even if that student-athlete later graduates from another institution. Also, the FGR does not include that student-athlete in the graduation rates at the new institution where he/she does graduate. Therefore, once a student-athlete transfers to another school he/she is no longer recognized in the calculated graduation rate. The GSR takes into account both factors and gives credit to institutions for successful transfers, whether they are leaving or entering an institution.

The following is a summary for the 2015-16 Graduate Success Rate report. Please see Appendix C for the official 2015-16 Graduation Success Rate Report (2009 freshmen cohort) from the NCAA.

A. Green Bay GSR vs. Federal Graduation Rate by Sport

SPORT	2015-16 GSR	2015-16 FGR
MEN'S BASKETBALL	71%	17%
WOMEN'S BASKETBALL	100%	80%
MEN'S CROSS COUNTRY	100%	75%
WOMEN'S CROSS COUNTRY	100%	86%
MEN'S GOLF	100%	80%
WOMEN'S GOLF	83%	45%
MEN'S SKIING	100%	57%
WOMEN'S SKIING	100%	64%
MEN'S SOCCER	85%	64%
WOMEN'S SOCCER	93%	46%
WOMEN'S SOFTBALL	100%	76%
MEN'S SWIMMING	95%	83%
WOMEN'S SWIMMING	100%	89%
MEN'S TENNIS	100%	57%
WOMEN'S TENNIS	100%	75%
WOMEN'S VOLLEYBALL	100%	78%

B. Green Bay Student-Athlete GSR vs. General Student Body Graduation Success Rate

ACADEMIC YEAR	GREEN BAY STUDENT-ATHLETE GSR	GREEN BAY STUDENT BODY GSR
2007 FRESHMAN COHORT (REPORTED IN 2013-2014)	66%	46%
2008 FRESHMAN COHORT (REPORTED IN 2014-2015)	61%	47%
2009 FRESHMAN COHORT (REPORTED IN 2015-2016)	60%	47%

***Green Bay student-athlete graduation success rate is overall a 96% on an annually basis.**

C. GSR for Priority Sports

SPORT	2013-2014 (2007 FRESHMAN COHORT)	2014-2015 (2008 FRESHMAN COHORT)	2015-2016 (2009 FRESHMAN COHORT)
MEN'S BASKETBALL	92%	91%	71%
WOMEN'S BASKETBALL	100%	100%	100%
MEN'S SOCCER	82%	85%	85%
WOMEN'S SOCCER	67%	76%	93%
WOMEN'S VOLLEYBALL	100%	100%	100%

D. Benchmarks for Assessment of GSR

1. Maintain a student-athlete graduation rate that is higher than the UW-Green Bay general student body
2. Maintain a department wide student-athlete NCAA graduation rate that is higher than the average for peer institutions
3. Maintain a student-athlete NCAA graduation that is higher than the average for peer institutions for each sport

5. Academic Information

Academics are considered a top priority by the UW-Green Bay Athletics Department. As illustrated by 33 straight semesters of a department GPA of 3.0 or higher.

A. Green Bay Sport by Sport GPA

SPORT	FALL 2015	SPRING 2016
MEN'S BASKETBALL	2.39	2.10
WOMEN'S BASKETBALL	3.63	3.43
MEN'S CROSS COUNTRY	3.21	3.29
WOMEN'S CROSS COUNTRY	3.83	3.86
MEN'S GOLF	3.20	3.13
WOMEN'S GOLF	3.43	3.35
MEN'S SKIING	3.43	3.49
WOMEN'S SKIING	3.54	3.70
MEN'S SOCCER	2.90	2.76

SPORT	FALL 2015	SPRING 2016
WOMEN'S SOCCER	3.40	3.29
WOMEN'S SOFTBALL	3.67	3.69
MEN'S SWIMMING	3.15	3.18
WOMEN'S SWIMMING	3.43	3.45
MEN'S TENNIS	3.79	3.70
WOMEN'S TENNIS	3.14	3.3
WOMEN'S VOLLEYBALL	3.51	3.63

B. Year by Year GPAs for Department

YEAR	GPA
2015-2016	3.31
2014-2015	3.30
2013-2014	3.20
2012-2013	3.26
2011-2012	3.23
2010-2011	3.14
2009-2010	3.13
2008-2009	3.12
2007-2008	3.04
2006-2007	3.11

C. Declared Majors

MAJOR	NUMBER OF STUDENT-ATHLETES	% OF STUDENT-ATHLETES TAKING THAT MAJOR	% OF STUDENT BODY TAKING THAT MAJOR
ACCOUNTING	5	2.1%	3.6%
ART	1	0.4%	1.7%

MAJOR	NUMBER OF STUDENT-ATHLETES	% OF STUDENT-ATHLETES TAKING THAT MAJOR	% OF STUDENT BODY TAKING THAT MAJOR
ARTS MANAGEMENT	0	0.0%	0.6%
BIOLOGY	9	3.8%	2.8%
BUSINESS ADMINISTRATION	60	25.4%	13.1%
CHEMISTRY	4	1.7%	1.0%
COMMUNICATION	9	3.8%	2.3%
COMPUTER SCIENCE	3	1.3%	2.7%
DEMOCRACY & JUSTICE STUDIES	3	1.3%	1.4%
DESIGN ARTS	4	1.7%	1.5%
ECONOMICS	2	0.8%	0.3%
ELEMENTARY EDUCATION	12	5.1%	2.2%
ENGLISH	2	0.8%	2.2%
ENVIRONMENTAL POLICY & PLANNING	0	0%	0.6%
ENVIRONMENTAL SCIENCES	5	2.1%	1.2%
FIRST NATIONS STUDIES	0	0.0%	0.2%
FRENCH	0	0.0%	0.1%
GEOSCIENCE	0	0.0%	0.2%
GERMAN	1	0.4%	0.1%
HEALTH INFORMATION MGMT & TECH	0	0.0%	2.0%
HISTORY	3	1.3%	1.5%
HUMAN BIOLOGY	45	19.1%	9.0%
HUMAN DEVELOPMENT	15	6.4%	4.6%
HUMANISTIC STUDIES	0	0.0%	0.3%
INDIVIDUAL MAJOR	0	0.0%	0.0%

MAJOR	NUMBER OF STUDENT-ATHLETES	% OF STUDENT-ATHLETES TAKING THAT MAJOR	% OF STUDENT BODY TAKING THAT MAJOR
MATHEMATICS	4	1.7%	0.7%
MUSIC	0	0%	1.2%
MECHANICAL ENGINEERING TECHNOLOGY	5	2.1%	0.9%
NURSING (1)	0	0.0%	7.3%
PHILOSOPHY	0	0.0%	0.2%
POLITICAL SCIENCE	1	0.0%	0.6%
PSYCHOLOGY	7	3.0%	5.4%
PUBLIC ADMINISTRATION	0	0.0%	0.6%
SOCIAL WORK	0	0.0%	1.1%
SPANISH	1	0.4%	0.6%
THEATRE	0	0.0%	0.6%
UNDECLARED	35	14.8%	14.7%
URBAN & REGIONAL STUDIES	0.0	0.0%	0.1%

(1) Interdisciplinary Studies has two tracks, which are both completed primarily online and serve returning adults who cannot participate in traditional programs. The Nursing major also has several tracks and is a degree completion program for students who have already completed an Associate's degree in nursing at another school. Two of the nursing tracks are also online programs.

D. Special Admissions Statement

Green Bay athletics does not have a Special Admissions policy.

E. Benchmarks for Assessment of GPA

- a. Maintain a student-athlete cumulative GPA of 3.0 or greater each semester
- b. Maintain a student-athlete grade point average that is higher than the UW-Green Bay general student body.

	Student Body Average GPA	Student Athlete Average GPA
Fall 2015-Spring 2016	3.047	3.31

* Full-time, degree-seeking undergraduate students (Withdrawn students are excluded).



Compliance with NCAA Agreed-Upon
Procedures for Division I
University of Wisconsin-Green Bay

Office of Internal Audit

Report Control #2016-13

January 15, 2016



Office of Internal Audit

780 Regent Street, Suite 200
Madison, Wisconsin 53715
(608) 263-4397
<https://www.wisconsin.edu/offices/audit/>

REPORT

January 15, 2016

Chancellor Gary L. Miller
Office of the Chancellor
David A. Cofrin Library, Suite 810
University of Wisconsin-Green Bay
2420 Nicolet Drive
Green Bay, Wisconsin 54311-7001

Dear Chancellor Miller:

We have performed the agreed-upon procedures enumerated in the attached report for the sole purpose of assisting you in evaluating whether the accompanying *Statement of Revenues and Expenses* (SRE) for the University of Wisconsin-Green Bay Athletics Department is in compliance with National Collegiate Athletic Association (NCAA) Bylaw 3.2.4.15 for Division I for the year ended June 30, 2015. The University of Wisconsin-Green Bay (UW-Green Bay or University) administration and staff are responsible for the SRE and the University's compliance with those requirements.

This NCAA agreed-upon-procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants as well as requirements enumerated in the NCAA Constitution and common auditing practices. The sufficiency of these procedures is solely the responsibility of those parties specified in this report. Consequently, we make no representation regarding the sufficiency of the procedures described in the *Independent Auditor's Report on the Application of Agreed-Upon Procedures* either for the purpose for which this report has been requested or for any other purpose.

The NCAA requires this agreed-upon procedures engagement to be conducted by a qualified independent accountant. For purposes of this engagement, the NCAA considers the UW System Office of Internal Audit to be independent.

Our procedures and findings are explained in this report and its attachments. Reportable findings are defined as errors or misclassifications equal to or greater than \$500.

We were not engaged to, and did not conduct, an examination, the objective of which would be the expression of an opinion on the accompanying SRE. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the Chancellor, management of the University of Wisconsin-Green Bay, the Athletics Department, and authorized representatives of the National Collegiate Athletic Association. The report is not intended to be, and should not be, used by anyone other than these specified parties. However, this guidance does not supersede distributions governed by the *Wisconsin Open Records Law*.

Very truly yours,

Paul W. Rediske
Director
UW System Office of Internal Audit

Attachments

cc: Interim Vice Chancellor for Business and Finance, Sheryl Van Gruensven
Director of Athletics, Mary Ellen Gillespie
Associate Athletics Director, Brendan Gildea
UW System Chief Audit Executive, Lori Stortz

SUMMARY OF AUDIT RESULTS

Each audit comment described below is assigned a priority rating corresponding to the degree of internal control weakness and/or compliance matter identified. This rating is based upon professional judgment after considering impact, severity, significance, and other relevant risk factors. See **Attachment A** for additional information concerning these ratings.

The UW System Administration Office of Internal Audit does not assign an "overall" rating to NCAA agreed-upon procedures audits since the scope of these engagements is narrowly defined in NCAA Bylaws. As such, the procedures performed in these audits do not provide an adequate basis to accurately draw any conclusions regarding the overall intercollegiate athletics program.

COMMENT 1 – SPORTS CAMPS REVENUE

Audit Priority Rating: High

Observation: UW-Green Bay Athletics contracted with its Head Women's Volleyball Coach to conduct a series of 13 camp sessions which were held during July 2014, at the Kress Events Center.

The fully executed sports camp contract associated with the above-referenced camps was not available for review. However, the contract typically used by UW-Green Bay Athletics for these camps states that:

COACH is solely responsible for setting, charging, and collecting fees for the instruction and is solely responsible for the payment of all taxes due on any compensation received from the sports instruction.

In consideration for the use of University Facilities, the Sports Camp Contract states the Coach shall pay to the University the sum of:

- a. \$150.00 per day to a maximum of \$300.00 per day if coach exceeds \$25,000 net, such payment to be made payable to "University of Wisconsin-Green Bay" and to be received by the UNIVERSITY no later than forty-five (45) days after the close of the last camp session.
- b. Twenty-five percent (25%) of net income over \$25,000, such payment to be made payable to "University of Wisconsin-Green Bay," and to be received by the UNIVERSITY no later than forty-five (45) days after the close of the last camp session.

With respect to the above-referenced volleyball camps, we were unable to account for any revenue deposited or any documentation regarding the number of registrants. Revenue earned and deposited by UW-Green Bay Athletics from a prior year's summer volleyball camp was approximately \$5,000.

See Procedure #20.

Recommendation: UW-Green Bay Athletics should negotiate an equitable resolution with the Head Coach in order to secure and deposit revenues associated with 13 volleyball camps held during July 2014.

Management's Response:

Agree or Disagree: Agree.

Planned course of action: An accounting of the 2014 camps will be conducted, at which time action will be taken with the assistance of the University Human resources Department to address the arrears consistent with employee policies of the University

Planned completion date: April 30, 2016

Contact person: Associate Director of Athletics for Internal Affairs, Brendan Gildea

Contact's email/phone: gildeab@uwgb.edu, 920/465-2145

COMMENT 2 -- GAME GUARANTEE AND THE UW-GREEN BAY FOUNDATION

Audit Priority Rating: High

Observation: In May 2014, an agreement was executed between UW-Madison Athletics (home team) and UW-Green Bay Athletics (visiting team), where the home team agreed to pay the visiting team a game guarantee of \$90,000 for participating in a men's basketball game on November 19, 2014, in Madison. The \$90,000 payment was deposited in the Men's Basketball Discretionary Fund held at the UW-Green Bay Foundation. All other game guarantee payments received by UW-Green Bay Athletics during 2014-15 (\$102,300) were deposited in University accounts.

Since *Wisconsin State Statue* § 20.906(1) requires all moneys collected or received by any state agency, for or in behalf of the state, be turned into the state treasury, it is important to distinguish between UW-Green Bay funds and funds belonging to outside organizations.

See Procedure #11.

Recommendation: UW-Green Bay Athletics should request the UW-Green Bay Foundation to transfer the total amount of the game guarantee (\$90,000) to the University.

Management's Response:

Agree or Disagree: Agree.

Planned course of action: The rationale for this action was shared orally with the auditor, however, in the future, the rationale will be documented. Per the Office of the Controller, these funds were transferred to University accounts at the end of the fiscal year. Going forward, all game guarantees will be deposited into Athletics' University accounts.

Planned completion date: Completed.

Contact person: Associate Director of Athletics for Internal Affairs, Brendan Gildea

Contact's email/phone: gildeab@uwgb.edu, 920/465-2145

COMMENT 3 – TRANSFER FROM ENDOWMENTS AT UW-GREEN BAY FOUNDATION

Audit Priority Rating: Low

Observation: Scholarship/Endowment amounts were distributed to student athletes from University accounts, but the corresponding transfer from the Endowment accounts at the UW-Green Bay Foundation did not take place until FY2016. The delay was due to a failure of UW-Green Bay Athletics to initiate the transfer in a timely manner. The SRE correctly reflects the proper dollar amounts.

See Procedure #21.

Recommendation: UW-Green Bay Athletics should ensure that transfers from the UW-Green Bay Foundation are performed on a timely basis.

Management's Response:

Agree or Disagree: Agree.

Planned course of action: Athletic Department staff will review account activity to ensure the appropriate transfers from the UW-Green Bay Foundation are processed in the proper fiscal year.

Planned completion date: Completed.

Contact person: Associate Director of Athletics for Internal Affairs, Brendan Gildea

Contact's email/phone: gildeab@uwgb.edu, 920/465-2145

ATTACHMENT A: AUDIT COMMENT PRIORITY RATINGS

Audit Comment Priority Rating	Description
High	<p>Management should initiate immediate action to address this comment because it represents one or more of the following:</p> <ul style="list-style-type: none"> • Significant internal control weakness • Significant policy or procedure exceptions • Significant risk exposure • Significant financial exceptions – loss, misstatement, errors, fraud • Significant law or regulatory violations • Significant potential opportunity – revenue, savings, efficiencies, improvements
Moderate	<p>Management should initiate timely action to address this comment because it represents one or more of the following:</p> <ul style="list-style-type: none"> • Substantial internal control weakness • Substantial policy or procedure exceptions • Substantial risk exposure • Substantial financial exceptions – loss, misstatement, errors • Substantial law or regulatory violations • Substantial potential opportunity – revenue, savings, efficiencies, improvements
Low	<p>Management should initiate reasonable action to incorporate a plan to address the comment in the normal course of business. Comments falling into this category represent one or more of the following:</p> <ul style="list-style-type: none"> • Minor internal control weakness • Minor policy or procedure exceptions • Limited risk exposure • Minor financial exceptions – loss, misstatement, errors • Minor law or regulatory violations • Limited potential opportunity – revenue, savings, efficiencies, improvements

**ATTACHMENT B: INDEPENDENT AUDITOR'S REPORT ON THE APPLICATION OF
AGREED-UPON PROCEDURES**

**UNIVERSITY OF WISCONSIN-GREEN BAY
FISCAL YEAR ENDED JUNE 30, 2015**

Source: *NCAA 2015 Agreed-Upon Procedures*, revised August 28, 2015

Procedures Related to all Revenues and Expenses

1. Agreed the amounts reported on the SRE to UW-Green Bay's general ledger.

In performing this procedure and the procedure described in #2 below, we identified the need for certain material adjustments that management agreed to record in the SRE. As a result, revenues and expenses reported on the SRE (as contained in Attachment C) reflect those adjustments and materially agree with the amounts reported in the UW-Green Bay general ledger. In addition, there are certain items recorded on the SRE that are not required to be reported in the athletics accounts, including tuition waivers, indirect facilities and administrative support and gifts-in-kind. The NCAA requires that these items be reported on the SRE to fully reflect the operations of the Athletics Department.

2. Performed the following procedures for all revenue and expense categories applicable to UW-Green Bay:
 - a. Compared and agreed each operating revenue and expense category reported on the SRE during the reporting period to supporting schedules provided by the institution.
 - b. Compared and agreed a sample of revenue receipts and operating expenses obtained from the above supporting schedules to adequate supporting documentation.
 - c. Compared each revenue and expense account to prior period amounts and budget estimates. Obtained and documented an understanding of any significant variations (i.e., over the lesser of \$1,000,000 or 10%).

As part of the procedure described in #1 above and from comparing and agreeing each operating revenue and expense item reported on the SRE during the reporting period to supporting schedules provided by the institution, we identified the need for certain material adjustments that management agreed to record in the SRE. These are the same adjustments described in #1 above.

Attachment D describes the results of comparing revenue and expense amounts to budget and prior year values.

3. Identified and documented aspects of the institution's internal control structure unique to the Athletics Department. Tested specific elements of the control environment and accounting systems that (1) are unique to intercollegiate athletics and (2) have not been addressed in connection with the audit of the institution's financial statements.
4. Identified intercollegiate athletics related affiliated and outside organizations and obtained those organizations' financial information for the reporting period. Agreed the amounts reported on the SRE to the athletics-related and outside organization's records.

Procedures Related to Revenues

5. Ticket Sales. For one Men's Basketball game, recalculated and compared tickets sold, complimentary tickets provided, and unsold tickets to amounts included within the related sales reported by UW-Green Bay on the SRE and the associated attendance figures.

No material exceptions were noted as a result of these procedures.

6. Direct State or Other Government Support. Compared direct state or other governmental support recorded by UW-Green Bay Athletics during the reporting period with institutional authorizations and/or other corroborative supporting documentation.

No material exceptions were noted as a result of these procedures.

7. Student Fees. Compared and agreed student fees reported by UW-Green Bay on the SRE for the reporting period to student enrollments during the reporting period. Obtained and documented an understanding of the institution's methodology for allocating student fees to intercollegiate athletics programs.

No material exceptions were noted as a result of these procedures.

8. Direct Institutional Support. Compared the direct institutional support recorded by UW-Green Bay during the reporting period with state appropriations. In addition, compared total fee waivers for student athletes as recorded in the SRE to corroborative supporting documentation. For a sample of ten student athletes, compared the amount of the waiver to the applicable *Athletic Grant-In-Aid Award Letter* and amount recorded in the student accounting system.

No material exceptions were noted as a result of these procedures.

9. Transfers to Institution. The NCAA agreed-upon procedure guidelines require that we compare transfers back to the institution with permanent transfers back to the institution from the Athletics Department and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE was less than .5% of total revenue recorded on the SRE.

10. Indirect Institutional Support. Compared the indirect institutional support recorded by the institution during the reporting period with expense payments, cost allocation detail and other corroborative supporting documentation and recalculate totals.

No material exceptions were noted as a result of these procedures.

11. Guarantees. Selected a sample of three contractual agreements pertaining to revenues derived from contests during the reporting period and agreed each selection to UW-Green Bay's general ledger and the SRE and recalculated totals.

In May 2014, an agreement was executed between UW-Madison Athletics (home team) and UW-Green Bay Athletics (visiting team), where the home team agreed to pay the visiting team a game guarantee of \$90,000 for participating in a men's basketball game on November 19, 2014, in Madison. The

\$90,000 payment was deposited in the Men's Basketball Discretionary Fund held at the UW-Green Bay Foundation. All other game guarantee payments received by UW-Green Bay Athletics during 2014-15 (\$102,300) were deposited in University accounts.

Since *Wisconsin State Statute* § 20.906(1) requires all moneys collected or received by any state agency, for or in behalf of the state, be turned into the state treasury, it is important to distinguish between UW-Green Bay funds and funds belonging to outside organizations. See recommendation in Comment #2.

12. Contributions. Obtained and reviewed supporting documentation for any contributions of money, goods or services received directly by the Athletics Department from any affiliated or outside organization that constituted 10% or more of all contributions received for inter-collegiate athletics.

No material exceptions were noted as a result of these procedures.

13. In-Kind. Compare the gifts-in-kind recorded by the institution during the reporting period with a schedule of in-kind donations and recalculate totals.

No material exceptions were noted as a result of these procedures.

14. Compensation and Benefits Provided by a Third Party. The NCAA agreed-upon procedure guidelines require that we obtain the summary of revenues from affiliated and outside organizations (the "Summary") as of the end of the reporting period from the institution and select a sample of funds from the Summary and compare and agree each selection to supporting documentation, the UW-Green Bay general ledger and/or the summary and recalculate totals.

The Athletics Department did not record any compensation and benefits provided by a third party on the SRE.

15. Media Rights. The NCAA agreed-upon procedure guidelines require that we obtain and inspect agreements to understand UW-Green Bay's total media (broadcast, television, radio) rights received by the institution or through their conference offices as reported in the statement. Also, the NCAA agreed-upon procedure guidelines require that we compare and agree the media right revenues to a summary statement of all media rights identified, if applicable, and UW-Green Bay's general ledger and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Media Rights was less than .5% of total revenue recorded on the SRE.

16. NCAA Distributions. Compared the amounts recorded in the SRE to general ledger detail for NCAA distributions and other corroborative supporting documents and recalculate totals.

No material exceptions were noted as a result of these procedures.

17. Conference Distributions (Non-Media or Bowl). The NCAA agreed-upon procedure guidelines require that we obtain and inspect agreements related to UW-Green Bay's distributions and participation in revenues from tournaments during the reporting period to gain an understanding of the relevant terms and conditions. Also, the agreed-upon procedures require that we compare and agree the related revenues to UW-Green Bay's general ledger, and the SRE and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Conference Distributions was less than .5% of total revenue recorded on the SRE.

18. Program, Novelty, Parking and Concession Sales. Compared the amount recorded in the revenue reporting category to general ledger detail of program sales, concessions, novelty sales and parking as well as any other corroborative supporting documents and recalculate totals.

No material exceptions were noted as a result of these procedures.

19. Royalties, Licensing, Advertisement and Sponsorships. For one sports marketing contract, we obtained and inspected the agreement related to UW-Green Bay's participation in revenues from royalties, licensing, advertisements and sponsorships during the reporting period to gain an understanding of the relevant terms and conditions. We also compared and agreed the related revenues to the SRE and recalculated totals.

No material exceptions were noted as a result of these procedures.

20. Sports Camp Revenues. Obtained an understanding of UW-Green Bay's methodology for conducting camps and recording revenues. For one camp, requested the roster of participants and fee schedule and searched for corresponding cash receipts to the UW-Green Bay general ledger and the SRE.

The following exception was noted as a result of these procedures:

With respect to volleyball camps held in July 2014, we were unable to account for any revenue deposited or any documentation regarding the number of registrants and the coach's contract. See recommendation in Comment #1.

21. Athletics Restricted Endowment and Investments Income. Obtained and inspected endowment agreements to gain an understanding of the relevant terms and conditions. Also, compared and agreed the classification and use of endowment and investment income reported in the SRE during the reporting period to the uses of income deferred within the related endowment agreement and recalculate totals.

The following exception was noted as a result of these procedures:

Scholarship/Endowment amounts were distributed to student athletes from University accounts but the corresponding transfer from the Endowment accounts at the UW-Green Bay Foundation did not take place until FY2016. The delay was due to a failure of UW-Green Bay Athletics to initiate the transfer in a timely manner. The SRE correctly reflects the proper dollar amounts. See recommendation in Comment #3.

22. Other Operating Revenue. For a sample of four transactions, performed minimum agreed-upon procedures referenced for all revenue in Procedure 2.

No material exceptions were noted as a result of these procedures.

Procedures Related to Expenses

23. Athletic Student Aid. Selected a sample of 10% of student athletes from the listing of student aid recipients during the reporting period. Obtained individual student account detail for each athlete selected. Performed a check of each student selected to ensure their information was reported accurately in the NCAA's Compliance Assistant (CA) software and recalculated totals for each sport and overall in the SRE.

No material exceptions were noted as a result of these procedures.

24. Guarantees. The NCAA agreed-upon procedure guidelines require that we obtain and inspect visiting institution's away-game settlement reports received by UW-Green Bay for a sample of games during the reporting period and agreed related expenses to UW-Green Bay's general ledger and/or the statement and recalculate totals. Also, the NCAA agreed-upon procedure guidelines require that we obtain and inspect contractual agreements pertaining to expenses recorded by the institution from guaranteed contests during the reporting period; and, compare and agree related amounts expensed by UW-Green Bay on the institution's general ledger and/or the statement and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Guarantees was less than .5% of total expenses recorded on the SRE.

25. Coaching Salaries, Benefits and Bonuses paid by the University and Related Entities. Obtained and inspected a listing of coaches employed by UW-Green Bay and related entities during the reporting period. Selected a sample of three coaches' contracts that included men's and women's basketball from the listing. Compared and agreed the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses recorded by UW-Green Bay and related entities in the statement during the reporting period. Obtained and inspected payroll summaries for the reporting year for each selection. Compared and agreed payroll summaries from the reporting period to the related coaching salaries, benefits and bonuses paid by UW-Green Bay and related entities expense recorded by the institution in the SRE. Compared and agreed the totals recorded to any employment contracts executed for the sample selected and recalculated totals.

No material exceptions were noted as a result of these procedures.

26. Coaching Salaries, Benefits and Bonuses paid by a Third Party. NCAA agreed-upon procedure guidelines require that we (1) obtain and inspect a listing of coaches employed by third parties during the reporting period. Select a sample of coaches' contracts that must include men's and women's basketball from the listing; (2) compare and agree the financial terms and conditions of each selection to the related coaching other compensation and benefits paid by a third party and recorded by UW-Green Bay in the statement during the reporting period; (3) obtain and inspect reporting period payroll summary registers for each selection; and (4) compare and agree related payroll summary register to the coaching other compensation and benefits paid by a third party expenses recorded by UW-Green Bay in the SRE during the reporting period and recalculate totals.

The Athletics Department did not record any coaching salaries, benefits and bonuses paid by a third party on the SRE.

27. Support Staff/Administrative Compensation, Benefits and Bonuses paid by the University and Related Entities. Selected a sample of two support staff/administrative personnel employed by UW-Green Bay and related entities during the reporting period. Obtained and inspected reporting period payroll summaries for each selection. Compared and agreed related summaries to the related support staff

administrative salaries, benefits and bonuses paid by UW-Green Bay and related entities expense recorded by UW-Green Bay on the SRE and recalculated totals.

No material exceptions were noted as a result of these procedures.

28. Support Staff/Administrative Compensation, Benefits and Bonuses paid by Third Party. The NCAA agreed upon procedure guidelines require that we select a sample of support staff/administrative personnel employed by the third parties during the reporting period. The NCAA agreed-upon procedure guidelines also require that we obtain and inspect reporting period payroll summaries. For each selection: compare and agree related payroll summaries to the related support staff administrative other compensation and benefits expense recorded by UW-Green Bay on the SRE and recalculate totals.

The Athletics Department did not record any support staff/administrative compensation, benefits and bonuses paid by a third party on the SRE.

29. Severance Payments. The NCAA agreed-upon procedure guidelines require that we select a sample of employees receiving severance payments by the institution during the reporting period and agree each severance payment to the related termination letter or employment contract and recalculate totals.

The Athletics Department did not record any severance payments on the SRE.

30. Recruiting. Examined four expenditures/transactions to obtain and document an understanding of UW-Green Bay's recruiting expense policies. Compared and agreed to existing institutional- and NCAA-related policies. Obtained general ledger detail and compared to the total expenses reported and recalculate totals.

No material exceptions were noted as a result of these procedures.

31. Team Travel. Examined four expenditures/transactions to obtain and document an understanding of UW-Green Bay's team travel policies. Compared and agreed to existing institutional- and NCAA-related policies. Obtained general ledger detail and compared to the total expenses reported and recalculate totals.

No material exceptions were noted as a result of these procedures.

32. Sports Equipment, Uniforms and Supplies. Obtained general ledger detail and compared to the total expenses reported. Selected one expenditure/transaction to validate existence of transaction and accuracy of recording and recalculate totals.

No material exceptions were noted as a result of these procedures.

33. Game Expenses. Obtained general ledger detail and compared to the total expenses reported. Selected one transaction to validate existence of transaction and accuracy of recording and recalculate totals.

No material exceptions were noted as a result of these procedures.

34. Fund Raising, Marketing and Promotion. Obtained general ledger detail and compare to the total expenses reported. Selected one transaction to validate existence of transaction and accuracy of recording and recalculate totals.

No material exceptions were noted as a result of these procedures.

35. Sports Camp Expenses. NCAA agreed-upon procedure guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transaction and accuracy of recording and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Sports Camp Expenses was less than .5% of total expenses recorded on the SRE.

36. Spirit Groups. The NCAA agreed-upon procedure guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transaction and accuracy of recording and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Spirit Groups was less than .5% of total expenses recorded on the SRE.

37. Athletics Facilities, Debt Service, Leases and Rental Fees. Obtained a listing of debt service schedules, lease payments and rental fees for athletics facilities for the reporting year. Compared a sample of facility payments including the top two highest facility payments to additional supporting documentation (e.g. debt financing agreements, leases, rental agreements). Also, compared amounts recorded to amounts listed in the general ledger detail and recalculate totals.

No material exceptions were noted as a result of these procedures.

38. Direct Overhead and Administrative Expenses. Obtained general ledger detail and compared to the total expenses reported. Selected one transaction to validate existence of transaction and accuracy of recording and recalculate totals.

No material exceptions were noted as a result of these procedures.

39. Indirect Administrative Support. Compared the indirect institutional support recorded by the institution during the reporting period with expense payments, cost allocation detail and other corroborative supporting documentation and recalculate totals.

No material exceptions were noted as a result of these procedures.

40. Medical Expenses and Insurance. Obtained general ledger detail and compared to the total expenses reported. Select one transaction to validate existence of transaction and accuracy of recording and recalculated totals.

No material exceptions were noted as a result of these procedures.

41. Memberships and Dues. NCAA agreed-upon procedure guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, select transactions to validate existence of transaction and accuracy of recording and recalculate totals.

No procedures were required to be performed for this category since the amount recorded on the SRE for Memberships and Dues was less than .5% of total expenses recorded on the SRE.

42. Other Operating Expenses. Obtained general ledger detail and compare to the total expenses reported. Select a sample of four transactions to validate existence of transaction and accuracy of recording and recalculate totals.

No material exceptions were noted as a result of these procedures.

Additional Minimum Agreed Upon Procedures

43. NCAA Membership Financial Reporting System. Compared and agreed the sports sponsored reported in the NCAA Membership Reporting System to the squad lists of UW-Green Bay.

No discrepancies were noted.

ATTACHMENT C: STATEMENT OF REVENUE AND EXPENSES

UNIVERSITY OF WISCONSIN-GREEN BAY ATHLETICS DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES
FOR THE YEAR ENDED JUNE 30, 2015

REVENUES:	MEN'S BASKETBALL	WOMEN'S BASKETBALL	OTHER SPORTS	NON- PROGRAM SPECIFIC	TOTAL	PRIOR YEAR	VARIANCE
1 Ticket Sales	\$ 508,522	\$ 232,076	\$ 7,302	\$ 0	\$ 747,900	\$ 994,999	\$ (217,099)
2 Direct State or Other Government Support	0	0	0	247,500	247,500	247,500	0
3 Student Fees	0	0	0	1,304,495	1,304,495	1,304,495	0
4 Direct Institutional Support	348,180	329,783	1,941,698	666,977	3,286,638	3,088,900	199,738
5 Less: Transfers to Institution	0	0	0	(6,156)	(6,156)	0	(6,156)
6 Indirect Institutional Support	0	0	0	374,734	374,734	359,044	15,690
7 Guarantees	170,000	18,000	4,300	0	192,300	95,500	96,800
8 Contributions	218,168	145,195	45,372	697,423	1,107,158	1,125,597	(18,439)
9 In-Kind	0	0	0	246,794	246,794	0	246,794
10 Compensation and Benefits Provided by Third-Party	0	0	0	0	0	0	0
11 Media Rights	0	0	0	15,000	15,000	6,000	9,000
12 NCAA Distributions	0	40,725	0	422,168	462,893	621,108	(158,215)
13 Conference Distributions	0	0	10,000	600	10,600	0	10,600
14 Program, Novelty, Parking and Concessions Sales	2,887	69,350	797	284	103,318	108,800	(5,582)
15 Royalties, Licensing, Advertisement, and Sponsorships	0	0	0	232,277	232,277	716,776	(484,499)
16 Sports Camp Revenues	0	4,020	30,844	1,501	36,365	45,440	(9,075)
17 Athletics Restricted Endowment and Investment Income	2,050	3,750	3,857	45,736	55,403	57,747	(2,344)
18 Other	701	287	18,496	200,685	221,369	83,403	137,966
19 Total Operating Revenue	\$ 1,251,508	\$ 873,186	\$ 2,063,676	\$ 4,450,218	\$ 8,638,687	\$ 8,823,409	\$ (184,822)
EXPENSES:							
20 Athletic Student Aid	\$ 315,070	\$ 275,388	\$ 1,900,423	\$ 0	\$ 2,490,879	\$ 2,514,877	\$ (23,998)
21 Guarantees	9,500	3,891	4,370	0	17,761	69,808	(52,047)
22 Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	688,807	452,816	559,342	0	1,698,965	1,530,941	168,024
23 Coaching Compensation and Benefits Paid By a Third Party	0	0	0	0	0	0	0
24 Support Staff/Administrative Salaries, Benefits, and Bonuses Paid by the University and Related Entities	33,727	31,014	6,700	960,499	1,031,940	901,527	130,413
25 Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party	0	0	0	0	0	0	0
26 Severance Payments	0	0	0	0	0	0	0
27 Recruiting	41,573	37,804	21,152	4,750	105,279	99,925	5,354
28 Team Travel	224,234	252,701	474,176	12,250	943,361	914,354	28,997
29 Sports Equipment, Uniforms, and Supplies	28,293	15,697	75,901	11,218	131,379	151,507	(20,128)
30 Game Expenses	116,018	71,882	52,481	5,153	245,534	454,068	(208,534)
31 Fundraising, Marketing, and Promotion	22,894	22,331	0	176,775	222,000	752,359	(530,359)
32 Sport Camp Expenses	0	817	3,570	0	4,387	3,190	1,197
33 Spirit Groups	4,416	0	0	11,692	16,108	17,100	(992)
34 Athletic Facilities, Debt Service, Leases, and Rental Fees	124,740	0	19,812	230,686	375,238	223,051	152,187
35 Direct Overhead and Administrative Expenses	9,745	8,296	16,022	172,558	206,621	0	206,621
36 Indirect Institutional Support	0	0	0	144,048	144,048	359,044	(214,996)
37 Medical Expenses and Medical Insurance	11,093	2,023	3,317	299,231	315,664	290,250	25,414
38 Membership and Dues	1,055	640	2,510	2,465	6,670	8,258	(2,588)
39 Other Operating Expenses	54,218	23,960	66,937	416,282	561,097	562,714	(1,617)
40 Total Operating Expenses	\$ 1,683,383	\$ 1,179,228	\$ 3,205,713	\$ 2,447,607	\$ 8,616,931	\$ 8,863,983	\$ (337,052)
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSES	\$ (431,875)	\$ (306,042)	\$ (1,143,037)	\$ 2,002,611	\$ 121,656	\$ (80,574)	\$ 162,230
Additional Information:							
41 Excess Transfers to Institution					\$ 0	\$ 0	\$ 0
42 Conference Realignment Expenses					\$ 0	\$ 0	\$ 0
43 Total Athletics Related Debt					\$ 6,874,604	\$ 7,153,699	(479,095)
44 Total Institutional Debt					\$ 7,822,335	\$ 8,247,919	(425,584)
45 Value of Athletics Dedicated Endowments					\$ 1,622,046		
46 Value of Institutional Endowments					\$ 27,000,000		

FOOTNOTES TO STATEMENT OF REVENUES AND EXPENSES - See Attachment E.

ATTACHMENT D: COMPARISONS OF MAJOR REVENUE AND EXPENSE CATEGORIES

FOR THE YEAR ENDED JUNE 30, 2015

Effective for the first time in fiscal year 2015, the NCAA agreed-upon procedure guidelines require the independent auditor to:

- a) Compare each major revenue account over 10% of the total revenues to prior period amounts and budget estimates. Obtain and document an understanding of any variations over the lessor of \$1M or 10%. Report the analysis as a supplement to the final agreed-upon procedures report.

Based upon the above-stated criteria, the following revenue account variance from budget required an explanation:

NCAA Category	14-15 Amount	14-15 Budget Amount	Variance	Explanation
#8 Contributions	\$1,107,158	\$611,150	\$496,008 over budget.	This amount was budgeted for amounts used to support current operations and did not include total gifts received.

- b) Compare each major expense account over 10% of the total expenses to prior period amounts and budget estimates. Obtain and document an understanding of any variations over the lessor of \$1M or 10%. Report the analysis as a supplement to the final agreed-upon procedures report.

Based upon the above-stated criteria, the following expense account variances from the prior year required an explanation:

NCAA Category	Current Amount	Prior Year Amount	Variance	Explanation
#22 Coaching Salaries, Benefits & Bonuses paid by University & Related Entities.	\$1,698,965	\$1,530,941	\$168,024 Increase over prior year.	Increased fringe benefits and new bonus structure for coaches increased FY2015 costs.

NCAA Category	Current Amount	Prior Year Amount	Variance	Explanation
#24 Support Staff/Administrative Compensation, Benefits & Bonuses paid by the University & Related Entities.	\$1,031,940	\$901,527	\$130,413 Increase over prior year.	Multiple high level positions were open during FY2014 and 2 new intern support positions and a ticketing position were created and filled in FY2015.

Based upon the above-stated criteria, the following major expense account variance from budget requires an explanation:

NCAA Category	14-15 Amount	14-15 Budget Amount	Variance	Explanation
#28 Team Travel	\$943,361	\$624,850	\$318,511 over budget	The budgeted amount was reduced in anticipation of State budget cuts and institutional changes to travel allowed.

ATTACHMENT E: NOTES TO STATEMENT OF REVENUES AND EXPENSES

FOR THE YEAR ENDED JUNE 30, 2015

Note 1: Summary of Significant Accounting Policies

UW-Green Bay uses a fund accounting system of financial reporting. The main premise of fund accounting is to facilitate the stewardship of financial resources and ensure that these resources are budgeted, received and expended in compliance with legal requirements. UW-Green Bay has established policies and procedures to ensure that all University assets, including those in the custody of Athletics are appropriately acquired, utilized and disposed.

The SRE has been prepared on the budgetary basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles (GAAP). The budgetary basis for the UW-Green Bay Athletics Department represents the accounting principles used in managing its operations in accordance with its budgetary procedures. The Government Accounting Standards Board establishes generally accepted accounting principles for states and local governmental units in the UW-Green Bay Athletics Department. The most significant differences between the budgetary basis and GAAP (full accrual basis) are as follows:

- Capital asset acquisitions funded by revenues are reported as expenditures rather than as capital assets.
- Depreciation on capital assets is not reported.

The format for the *Statement of Revenues and Expenses* is based upon the prescribed format of the NCAA.

Note 2: Reporting Entity

The UW-Green Bay Athletics Department is responsible for intercollegiate sports programs of the University. The Director of Athletics is responsible for the day-to-day operation of the Athletics Department. The Athletics Department is ultimately governed by the University's Chancellor through authority delegated by the Board of Regents of the University of Wisconsin System, which is a unit of the State of Wisconsin.

The SRE includes all functions related to intercollegiate athletics at UW-Green Bay as well as the accounts of its affiliated/outside organizations: (1) the UW-Green Bay Foundation (an independent 501(c)(3) organization that is the official not-for-profit fundraising corporation for UW-Green Bay) and (2) Phoenix Sports Properties, LLC (the exclusive multimedia rights holder for UW-Green Bay Athletics).

Contributions are received by the UW-Green Bay Foundation on behalf of UW-Green Bay Athletics. Contributions are recognized and recorded on the SRE in the period received by the Foundation. Disbursements made from the UW-Green Bay Foundation on behalf of the Athletics Department to third parties are recorded on the SRE in the period of disbursement.

UW-Green Bay Athletics' share of revenue generated by Phoenix Sports Properties, LLC is contractually agreed upon and included in the SRE in the period received.

Note 3: Contributions

The UW-Green Bay Athletics Department receives contributions in support of various intercollegiate sports programs. Donations can be made to the UW-Green Bay Athletics Department or the UW-Green Bay Foundation.

Contributions (line 4) include \$1,107,133 received by the UW-Green Bay Foundation on behalf of the Athletics Department. In fiscal year 2014-15, the UW-Green Bay Foundation did not receive contributions from any individual or organization constituting more than 10% of all contributions received.

Appendix A

**UNIVERSITY OF WISCONSIN-GREEN BAY ATHLETICS DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES
FOR THE YEAR ENDED JUNE 30, 2015
(Unaudited)**

<u>REVENUES:</u>	<u>MEN'S</u>	<u>WOMEN'S</u>	<u>OTHER</u>	<u>NON-</u>	<u>TOTAL</u>	<u>PRIOR</u>	<u>VARIANCE</u>
	<u>BASKETBALL</u>	<u>BASKETBALL</u>	<u>SPORTS</u>	<u>PROGRAM</u>		<u>YEAR</u>	
1 Ticket Sales	\$ 508,522	\$ 232,076	\$ 7,302	\$0	\$ 747,900	\$ 964,999	\$ (217,099)
2 Direct State or Other Government Support	0	0	0	247,500	247,500	247,500	0
3 Student Fees	0	0	0	1,304,495	1,304,495	1,304,495	0
4 Direct Institutional Support	348,180	329,783	1,941,698	666,977	3,286,638	3,086,900	199,738
5 Less: Transfers to Institution	0	0	0	(6,156)	(6,156)	0	(6,156)
6 Indirect Institutional Support	0	0	0	374,734	374,734	359,044	15,690
7 Guarantees	170,000	18,000	4,300	0	192,300	95,500	96,800
8 Contributions	219,168	145,195	45,372	697,423	1,107,158	1,125,597	(18,439)
9 In-Kind	0	0	0	246,794	246,794	0	246,794
10 Compensation and Benefits Provided by Third-Party	0	0	0	0	0	0	0
11 Media Rights	0	0	0	15,000	15,000	6,000	9,000
12 NCAA Distributions	0	40,725	0	422,168	462,893	621,108	(158,215)
13 Conference Distributions	0	0	10,000	600	10,600	0	10,600
14 Program, Novelty, Parking and Concessions Sales	2,887	99,350	797	284	103,318	108,900	(5,582)
15 Royalties, Licensing, Advertisement, and Sponsorships	0	0	0	232,277	232,277	716,776	(484,499)
16 Sports Camp Revenues	0	4,020	30,844	1,501	36,365	45,440	(9,075)
17 Athletics Restricted Endowment and Investment Income	2,050	3,750	3,867	45,736	55,403	57,747	(2,344)
18 Other	701	287	19,496	200,885	221,369	83,403	137,966
19 Total Operating Revenue	\$ 1,251,508	\$ 873,186	\$ 2,063,676	\$ 4,450,218	\$ 8,638,587	\$ 8,823,409	\$ (184,822)
<u>EXPENSES:</u>							
20 Athletic Student Aid	\$ 315,070	\$ 275,386	\$ 1,900,423	\$0	\$ 2,490,879	\$ 2,514,877	\$ (23,998)
21 Guarantees	9,500	3,891	4,370	0	17,761	69,808	(52,047)
22 Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	686,807	452,816	559,342	0	1,698,965	1,530,941	168,024
23 Coaching Compensation and Benefits Paid By a Third Party	0	0	0	0	0	0	0
24 Support Staff/Administrative Salaries, Benefits, and Bonuses Paid by the University and Related Entities	33,727	31,014	6,700	960,499	1,031,940	901,527	130,413
25 Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party	0	0	0	0	0	0	0
26 Severance Payments	0	0	0	0	0	0	0
27 Recruiting	41,573	37,804	21,152	4,750	105,279	99,925	5,354
28 Team Travel	224,234	232,701	474,176	12,250	943,361	914,364	28,997
29 Sports Equipment, Uniforms, and Supplies	28,293	15,967	75,901	11,218	131,379	151,507	(20,128)
30 Game Expenses	116,018	71,882	52,481	5,153	245,534	454,068	(208,534)
31 Fundraising, Marketing, and Promotion	22,894	22,331	0	176,775	222,000	752,359	(530,359)
32 Sport Camp Expenses	0	817	3,570	0	4,387	3,190	1,197
33 Spirit Groups	4,416	0	0	11,692	16,108	17,100	(992)
34 Athletic Facilities, Debt Service, Leases, and Rental Fees	124,740	0	19,812	230,686	375,238	223,051	152,187
35 Direct Overhead and Administrative Expenses	9,745	8,296	16,022	172,558	206,621	0	206,621
36 Indirect Institutional Support	0	0	0	144,048	144,048	359,044	(214,996)
37 Medical Expenses and Medical Insurance	11,093	2,023	3,317	299,231	315,664	290,250	25,414
38 Membership and Dues	1,055	640	2,510	2,465	6,670	9,258	(2,588)
39 Other Operating Expenses	54,218	23,660	66,937	416,282	561,097	562,714	(1,617)
40 Total Operating Expenses	\$ 1,683,383	\$ 1,179,228	\$ 3,206,713	\$ 2,447,607	\$ 8,516,931	\$ 8,853,983	\$ (337,052)
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSES	\$ (431,875)	\$ (306,042)	\$ (1,143,037)	\$ 2,002,611	\$ 121,656	\$ (30,574)	\$ 152,230

NCAA Division I 2015 - 2016 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Green Bay

Date of Report: 11/17/2016

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2012-13, 2013-14, 2014-15 and 2015-2016 academic years. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]

Sport	APR		Eligibility/Graduation		Retention		
	Multiyear Rate (N)	Multiyear Rate Upper Confidence Boundary	2015 - 2016 (N)	Multiyear Rate	2015 - 2016	Multiyear Rate	2015 - 2016
Men's Basketball	956 (52)	N/A	1,000 (13)	971	1,000	930	962
Men's Cross Country	1,000 (46)	N/A	1,000 (11)	1,000	1,000	1,000	1,000
Men's Golf	993 (39)	N/A	969 (9)	987	938	1,000	1,000
Men's Skiing	986 (36)	N/A	1,000 (8)	1,000	1,000	972	1,000
Men's Soccer	942 (87)	N/A	1,000 (22)	947	1,000	936	1,000
Men's Swimming	973 (110)	N/A	990 (26)	976	1,000	971	981
Men's Tennis	1,000 (38)	N/A	1,000 (8)	1,000	1,000	1,000	1,000
Women's Basketball	986 (52)	N/A	982 (14)	1,000	1,000	971	964
Women's Cross Country	1,000 (50)	N/A	1,000 (10)	1,000	1,000	1,000	1,000
Women's Golf	984 (33)	N/A	1,000 (6)	984	1,000	984	1,000

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.
N = Number of student-athletes represented.

- 1 Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.
- 2 Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.
- 3 Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.
- 4 Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.
- 5 Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.
- 6 Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.
- 7 Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.
- 8 Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.
- 9 Denotes APR that requires an APR Improvement Plan be created for this sport.

NCAA Division I 2015 - 2016 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Green Bay

Date of Report: 11/17/2016

Sport	APR			Eligibility/Graduation		Retention	
	Multiyear Rate (N)	Multiyear Rate Upper Confidence Boundary	2015 - 2016 (N)	Multiyear Rate	2015 - 2016	Multiyear Rate	2015 - 2016
Women's Softball	983 (91)	N/A	987 (20)	994	1,000	971	974
Women's Skiing	1,000 (35)	N/A	1,000 (7)	1,000	1,000	1,000	1,000
Women's Soccer	989 (99)	N/A	989 (24)	995	978	984	1,000
Women's Swimming	998 (110)	N/A	1,000 (26)	1,000	1,000	995	1,000
Women's Tennis	957 (30)	N/A	1,000 (7)	983	1,000	930	1,000
Women's Volleyball	990 (54)	N/A	1,000 (12)	1,000	1,000	980	1,000

⁴ Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.
N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

² Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

³ Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁴ Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

⁵ Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁶ Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁷ Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁸ Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.

⁹ Denotes APR that requires an APR Improvement Plan be created for this sport.

Appendix C

University of Wisconsin-Green Bay

FRESHMAN-COHORT GRADUATION RATES	All Students	Student-Athletes #
2009-10 Graduation Rate	47%	60%
Four-Class Average	49%	68%
Student-Athlete Graduation Success Rate		96%

1. Graduation-Rates Data

a. All Students

	Men				Women				Total			
	2009-10		4-Class		2009-10		4-Class		2009-10		4-Class	
	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	***	***	14	29	***	***	26	38	***	***	40	35
Asian	14	29	60	45	27	44	72	46	41	39	132	45
Black	7	14	22	36	4	50	23	30	11	27	45	33
Hispanic	6	17	23	35	12	42	43	30	18	33	66	32
Nat. Haw./PI	0	-	***	***	0	-	***	***	0	-	***	***
N-R Alien	7	43	22	41	6	67	11	73	13	54	33	52
Two or More	4	0	9	22	8	25	11	27	12	17	20	25
Unknown	***	***	***	***	***	***	***	***	***	***	***	***
White	346	44	1310	46	581	50	2367	51	927	48	3677	50
Total	390	42	1471	45	645	50	2570	51	1035	47	4041	49

b. Student-Athletes

	Men						Women						Total					
	2009-10		4-Class		GSR		2009-10		4-Class		GSR		2009-10		4-Class		GSR	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Asian	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Black	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hispanic	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Nat. Haw./PI	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
N-R Alien	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Two or More	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Unknown	0	-	***	***	***	***	0	-	***	***	***	***	0	-	***	***	***	***
White	18	56	64	67	52	92	40	65	131	70	105	98	58	62	195	69	157	96
Total	26	50	87	63	75	92	42	67	134	71	109	98	68	60	221	68	184	96

c. Student-Athletes by Sport Category

Baseball				Men's Basketball				Men's CC/Track			
%N				%N				%N			
2009-10 4-Class GSR				2009-10 4-Class GSR				2009-10 4-Class GSR			
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-
Asian	-	-	-	Asian	-	-	-	Asian	-	-	-
Black	0-a	29-b	80-a	Black	0-a	29-b	80-a	Black	-	-	-
Hispanic	-	0-a	-	Hispanic	-	0-a	-	Hispanic	-	-	-
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R.Alien	-	-	-	N-R.Alien	-	-	-	N-R.Alien	-	-	-
Two or More	-	-	-	Two or More	-	-	-	Two or More	-	-	-
Unknown	-	-	-	Unknown	-	-	-	Unknown	-	-	-
White	0-a	0-a	50-a	White	0-a	0-a	50-a	White	100-a	75-b	100-b
Total	0-b	17-c	71-b	Total	0-b	17-c	71-b	Total	100-a	75-b	100-b

Football				Men's Other			
%N				%N			
2009-10 4-Class GSR				2009-10 4-Class GSR			
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-
Asian	100-a	100-a	100-a	Asian	100-a	100-a	100-a
Black	-	100-a	100-a	Black	-	100-a	100-a
Hispanic	100-a	100-a	100-a	Hispanic	100-a	100-a	100-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R.Alien	33-a	44-b	92-c	N-R.Alien	33-a	44-b	92-c
Two or More	-	-	-	Two or More	-	-	-
Unknown	-	100-a	100-a	Unknown	-	100-a	100-a
White	55-c	71-e	93-e	White	55-c	71-e	93-e
Total	56-d	70-e	94-e	Total	56-d	70-e	94-e

Women's Basketball				Women's CC/Track				Women's Other			
%N				%N				%N			
2009-10 4-Class GSR				2009-10 4-Class GSR				2009-10 4-Class GSR			
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-
Asian	-	-	-	Asian	-	-	-	Asian	-	-	-
Black	100-a	100-a	100-a	Black	-	-	-	Black	-	-	-
Hispanic	-	-	-	Hispanic	-	-	-	Hispanic	-	100-a	100-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R.Alien	-	-	-	N-R.Alien	-	-	-	N-R.Alien	100-a	100-a	100-a
Two or More	-	-	-	Two or More	-	-	-	Two or More	-	-	-
Unknown	-	-	-	Unknown	-	-	-	Unknown	-	-	-
White	100-a	79-c	100-c	White	75-a	86-b	100-b	White	59-e	68-e	98-e
Total	100-a	80-c	100-c	Total	75-a	86-b	100-b	Total	61-e	69-e	98-e

Values for N (a. 1-5, b. 6-10, c. 11-15, d. 16-20, e. greater than 20)

Appendix C (cont.)

2. Undergraduate-Enrollment Data (All full-time baccalaureate-degree seeking students enrolled 2015-16)

a. All Students	Men	Women	Total	b. Student-athletes #	Men	Women	Total
	N	N	N		N	N	N
Am. Ind./AN	15	22	37	Am. Ind./AN	0	1	1
Asian	61	68	129	Asian	1	0	1
Black	37	27	64	Black	10	0	10
Hispanic	69	110	179	Hispanic	7	3	10
Nat. Haw./PI	0	4	4	Nat. Haw./PI	0	0	0
N-R.Alien	47	35	82	N-R.Alien	16	7	23
Two or More	36	69	105	Two or More	3	2	5
Unknown	1	0	1	Unknown	0	0	0
White	1115	2260	3375	White	58	113	171
Total	1381	2595	3976	Total	95	126	221

c. Student-Athletes # By Sports Category

Men	Basketball	Baseball	CC/Track	Football	Other
Am. Ind./AN	0	0	0	0	0
Asian	0	0	0	0	1
Black	7	0	0	0	3
Hispanic	0	0	1	0	6
Nat. Haw./PI	0	0	0	0	0
N-R.Alien	3	0	0	0	13
Two or More	2	0	1	0	0
Unknown	0	0	0	0	0
White	1	0	9	0	48
Total	13	0	11	0	71

Women	Basketball	CC/Track	Other
Am. Ind./AN	1	0	0
Asian	0	0	0
Black	0	0	0
Hispanic	0	0	3
Nat. Haw./PI	0	0	0
N-R.Alien	0	0	7
Two or More	0	0	2
Unknown	0	0	0
White	12	10	91
Total	13	10	103

#Only student-athletes receiving athletics aid are included in this report.

Appendix C (cont)

INFORMATION ABOUT THE GRADUATION RATES REPORT

Introduction.

This information sheet and the NCAA Graduation Rates Report have been prepared by the NCAA, based on data provided by the institution in compliance with NCAA Bylaw 18.4.2.2.1 (admissions and graduation-rate disclosure) and the federal Student Right-to-Know and Campus Security Act. The NCAA will make this report public on its website, www.ncaa.org.

The Graduation Rates Report provides information about two groups of students at the college or university identified at the top of the form: (1) all undergraduate students who were enrolled in a full-time program of studies for a baccalaureate degree; and (2) student-athletes who received athletics aid from the college or university for any period of time during their entering year. [Note: Athletics aid is a grant, scholarship, tuition waiver or other assistance from a college or university that is awarded on the basis of a student's athletics ability.]

The report gives graduation information about students and student-athletes entering as freshmen in 2009. This is the most recent graduating class for which the required six years of information is available. The report provides information about student-athletes who received athletics aid in one or more of eight sports categories: football, men's basketball, baseball, men's track/cross country, men's other sports and mixed sports, women's basketball, women's track/cross country and other women's sports. For each of those sports categories, it includes information in nine self-reported racial or ethnic groups: American Indian or Alaska Native, Asian, Black or African-American, Hispanic or Latino, Native Hawaiian or Pacific Islander, nonresident alien, two or more races, White non-Hispanic and unknown (not included in one of the other eight groups or not available) and the total (all nine groups combined).

The graduation rate (percent) is based on a comparison of the number (N) of students who entered a college or university and the number of those who graduated within six years. For example, if 100 students entered and 60 graduated within six years, the graduation rate is 60 percent. It is important to note that graduation rates are affected by a number of factors: some students may work part-time and need more than six years to graduate, some may leave school for a year or two to work or travel, some may transfer to another college or university or some may be dismissed for academic deficiencies.

Two different measures of graduation rates are presented in this report: (1) freshman-cohort rate; and (2) Graduation Success Rate (GSR). The freshman-cohort rate indicates the percentage of freshmen who entered during a given academic year and graduated within six years. The GSR adds to the first-time freshmen, those students who entered midyear, as well as student-athletes who transferred into an institution and received athletics aid. Both the freshman-cohort rate and the GSR subtracts students from the entering cohort who are considered allowable exclusions (i.e., those who either die or become permanently disabled, those who leave the school to join the armed forces, foreign services or attend a church mission). In addition, the GSR subtracts those who left the institution prior to graduation, had athletics eligibility remaining and would have been academically eligible to compete had they returned to the institution.

Graduation Rates Report.

1. Graduation Rates Data. The box at the top of the Graduation Rates Report provides freshman-cohort graduation rates for all students and for student-athletes who received athletics aid at this college or university. Additionally, this box provides GSR data for the population of student-athletes. [Note: Pursuant to the Student-Right-to-Know Act, anytime a cell containing cohort numbers includes only one or two students, the data in that cell and one other will be suppressed so that no individual can be identified.]

Appendix C (cont)

a. All Students. This section provides the freshman-cohort graduation rates for all full-time, degree-seeking students by race or ethnic group. It shows the rate for men who entered as freshmen in 2009-10 and the four-class average, which includes those who entered as freshmen in 2006-07 2007-08, 2008-09 and 2009-10. The same rates are provided for women. The total for 2009-10 is the rate for men and women combined, and the four-class average is for all students who entered in 2006-07, 2007-08, 2008-09 and 2009-10.

b. Student-Athletes. This section provides the freshman-cohort graduation rates and also the GSR for student-athletes in each race and ethnic group who received athletics aid. Information is provided for men and women separately and for all student-athletes.

c. Student-Athletes by Sports Categories. This section provides the identified graduation rates as in 1-b for each of the eight sports categories. (The small letters indicate the value of N).

2. Undergraduate Enrollment Data.

a. All Students. This section indicates the number of full-time, undergraduate, baccalaureate, degree-seeking students enrolled for the 2015 fall term and the number of men and women in each racial or ethnic group.

b. Student-Athletes. This section identifies how many student-athletes were enrolled and received athletics aid for the 2015-16 academic year and the number of men and women in each racial or ethnic group.

c. Student-Athletes by Sports Categories. This section provides the enrollment data as identified in 3-b for each of the eight sports categories.

Appendix D

2015-2016 Self-Reported NCAA Violations			
Sport	Date	Bylaw	Type of Violation
Women's Basketball	11/24/2015	13.1.3.1	During November 2015, women's basketball assistant coach had impermissible telephone contact with a women's basketball prospective student-athlete (PSA) prior to September 1 at the beginning of PSA's junior year in high school. Level III Violation.
Men's Swimming	2/3/2016	16.8.1/14.4.3.2	The SA was ineligible for competition in the years 2010-2011 and 2011-2012. The violation was uncovered during the institutions mandated NCAA APP Data Review. Level III Violation.
Women's Basketball	3/16/2015	12.5.1.6	A privately owned camp used the name of one women's basketball student-athlete to advertise its camp. Level III Violation.



November 17, 2015

GARY L. MILLER
Chancellor

Regent President Regina Millner,
UW System Board of Regents
POB 167
Madison, WI 53701-0167

President Ray Cross
UW System
1720 Van Hise Hall
1220 Linden Dr.
Madison, WI 53706

Dear Presidents Millner and Cross:

In connection with your oversight of the UW-Green Bay's intercollegiate athletics program, we confirm, to the best of our knowledge and belief, the following:

1. We have self-reported any known or suspected violations of NCAA rules and regulations. Reported NCAA violations are listed in the Annual Report submitted on November 28, 2016.
2. There are no known or suspected illegal acts of non-compliance with federal, state, or local law by individuals employed by the institution, or individuals who serve as an agent of the institution.
3. There are no investigations/monitoring reviews currently underway by the NCAA, law enforcement officials, or others.
4. We have no knowledge of any allegations of fraud or suspected fraud affecting intercollegiate athletics received in communications from employees, former employees, or others.
5. There have been no modifications to the institution's gender-equity plan from our previous self-study conducted in Spring 2011 and many aspects of the plan have been fully addressed and/or implemented.
6. We have a process in place to ensure background checks are performed on administrators, support staff, coaches, volunteers, student employees, and other individuals serving as an agent of the institution related to intercollegiate athletics. These processes apply to those involved with offering camps and clinics, and others who participate in activities involving children. Adverse outcomes of background checks are evaluated pursuant to UW-Green

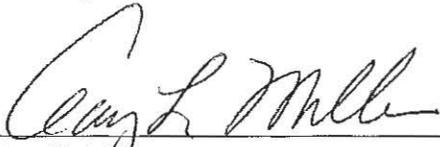
I N N O V A T I O N T R A N S F O R M A T I O N P L A C E

Regent President Regina Millner
UW System President Ray Cross
November 18, 2016
Page 2

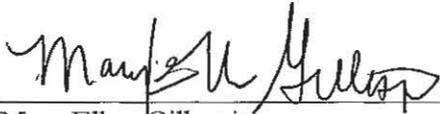
Bay's Criminal Background Check Policy, last updated March 1, 2013, which is consistent with the Board of Regents Policy 20-19 University of Wisconsin System Criminal Background Check Policy.

7. We understand our fiduciary responsibilities to act in the best interest of the institution even if it conflicts with the immediate interests of the athletic department.
8. The athletic department has not intervened when a student-athlete is being disciplined under regular conduct rules.

Sincerely,



Gary L. Miller
Chancellor



Mary Ellen Gillespie
Director of Intercollegiate Athletics



Kassie Batchelor
Assistant Athletic Director for Compliance & Student-Athlete Welfare/Senior Woman Administrator

Appendix F

Ken Bothof
Director of Athletics
University of Wisconsin-Green Bay
2420 Nicolet Drive
Green Bay, WI 54311

Dear Ken:

Attached please find a copy of the 2010 Horizon League Compliance Review for Green Bay. One of the biggest strengths of Green Bay in the area of compliance is the commitment to rules compliance by all institutional personnel. The Chancellor puts a strong emphasis on adherence to NCAA rules that is reflected in many areas, including the cooperation between non-athletic departments, such as Admissions and Financial Aid, and the Athletic Department. Athletic Administrators and coaches have a good understanding of the importance of rules compliance and appear committed to staying within the NCAA rules.

You will note that I have indicated several suggestions for improvement. I want to again remind you that all suggestions are voluntary, and are recommended actions that I believe would help improve your compliance department. The one area that is the most important to address right now is the following: The reorganization of the equipment issuance and retrieval process. I also would recommend supplying both the compliance and academic departments with some help, whether hired or in the form of interns who volunteer or receive credit.

Please feel free to contact me with any questions or concerns you may have. I also want to thank you and your entire staff for your hospitality during the review. Everyone was well prepared, and Justin did a great job ensuring that Christine and I had everything we needed for the review.

Sincerely,

Stephanie Jarvis
Associate Commissioner for Compliance and Legal Affairs

Cc:

Justin Pollnow
Christine Halstead

2010 Horizon League Compliance Review
November 8-10, 2010
Final Report
University of Wisconsin-Green Bay

A. Governance and Institutional Control

Current Strengths:

1. The Director of Athletics reports directly to the Chancellor. The Chancellor meets monthly with the Director of Athletics and is kept apprised of all important matters regarding NCAA rules compliance.
2. The Chancellor is notified of all issues that arise in the area of NCAA rules compliance in a timely manner and is involved in all major personnel decisions.
3. The Faculty Athletic Representative communicates regularly with the Director of Athletics, the Senior Woman Administrator, and the Assistant Athletic Director for Compliance regarding NCAA rules compliance, including, but not limited to: secondary violations, academic issues and the review of policies and procedures.
4. The Faculty Athletic Representative has a clearly written job description.
5. There is an established Intercollegiate Athletics Council which meets regularly to advise on issues related to athletics and student welfare. There is a good mix of faculty, students, and administrators on the council. The Chancellor receives the minutes from each meeting.
6. The Chancellor is involved with the hiring/firing of high profile coaches.
7. There are established procedures for the reporting and investigation of alleged rules violations, which have been followed in the most recent violations. The institution has also reported an appropriate number of secondary violations in past years. The Chancellor is kept apprised of all violations and wants to know if there are any trends.
8. Letters of appointment and coaches' contracts reference compliance with NCAA rules, and all performance evaluations contain an evaluation of their adherence to NCAA rules. Further, every new athletic staff member meets with the Assistant Athletics Director for Compliance to review NCAA compliance expectations and signs an agreement to comply with NCAA rules.
9. The Chancellor is kept up to date on APR and academic success.
10. The Chancellor approves and oversees the athletic budget.
11. The Faculty Athletic Representative periodically attends SAAC meetings and receives minutes from all meetings.

12. The athletic department receives outstanding support from the financial aid office and the admissions office, and the liaisons have established an excellent working relationship with the Assistant Athletic Director for Compliance.
13. An outside audit firms reviews the athletic department on a periodic basis.
14. The Athletic Department has an appropriate procedure in place to ensure any APR penalties are imposed if necessary.

Suggestions for Improvement:

1. The NCAA is requiring more monitoring in compliance than ever before. UWGB has a relatively small compliance staff and may not be able to adequately monitor everything that the NCAA requires. **It would be highly beneficial to the athletic department to hire an additional staff member in the area of compliance to help further monitor all sports.**
2. The FAR is appointed by the chancellor and should have a formal review and reappointment process included in the FAR job description. The FAR should also meet with the Chancellor periodically throughout the year.

B. Eligibility Certification

Current Strengths:

1. The institution has an excellent system for verifying the eligibility status of student-athletes. The Assistant Athletic Director for Compliance and the Registrar certify the eligibility of each student-athlete.
2. The committee receives a copy of the NCAA Eligibility Center Report for each incoming student-athlete and verifies their initial and continuing eligibility.
3. The academic advisors appointed through student services meets with student-athletes prior to registering for classes for each semester.
4. Student-Athletes are flagged in the system and there is a block in place to ensure student-athletes cannot drop below full-time. Student-athletes can't drop below 12 credits without the knowledge of the Registrar. Student-athletes are also given priority registration to enable them to schedule classes that will not conflict with competition or practice.
5. The Admissions office does not receive undue pressure from any athletics department staff members regarding the admissions status of prospective student-athletes.
6. The Admissions Office evaluates transcripts of prospective transfers to determine how many hours they have earned in conjunction with the academic advisors through student services and if necessary, the International Office, and then they are able to advise transfers of how many credits they need to take prior to transfer.

7. The Admissions Office periodically meets with prospective student-athletes on official visits to explain the admissions process and detail what the requirements for admission are.
8. For eligibility purposes, the Registrar inputs the student-athlete information into CAi. This is a new procedure implemented from the last audit.

Suggestions for Improvement:

1. The APR final calculations should be performed or at a minimum reviewed by someone outside of athletics, possibly institutional research, the registrar or FAR to further demonstrate institutional control.
2. It would be valuable for the institution to hire a staff member in the area of academic advising specifically for athletics. This individual can help insure that each athlete is receiving the necessary academic support.
3. It would be beneficial for the Registrar and Admissions liaison to athletics to attend the NCAA Compliance Rules Seminars. It is important for them to stay educated about NCAA rules and it is a good learning opportunity.

C. Financial Aid Monitoring

Current Strengths:

1. The Assistant Athletic Director for Compliance and the Assistant Director of Financial Aid communicate regularly regarding the aid received by student-athletes, and inform each other of any outside aid a student-athlete receives.
2. The institution has appropriate hearing procedures in place for dealing with issues arising out of financial aid disputes.
3. Athletics responsibilities are listed in the Assistant Director of Financial Aid's job description.
4. The institution has developed a good system to monitor the international student-athlete tax and uses the SAOF as appropriate.
5. Student-athletes are flagged in the system, which ensures that no money will accidentally be given to a student-athlete without prior knowledge of the office of Financial Aid. Checks will not be distributed without the approval from the financial aid office.
6. The Financial Aid Office inputs student-athlete financial aid information directly onto the CAi software.
7. The Financial Aid office creates a spreadsheet with financial aid information from the Assistant Athletic Director for Compliance for each coach.

Suggestion for Improvement:

1. Currently the Assistant Athletic Director for Compliance is issuing the renewal letters while the non-renewal letters are being sent from the Assistant Director for Financial Aid. **All letters, both renewal and nonrenewal should be sent directly from the Financial Aid Department to the student-athletes.**
2. The Financial Aid department should include an appeals process policy in the student-athlete handbook.
3. It would be beneficial for the Assistant Director of Financial Aid to attend the NCAA Compliance Rules Seminars. It is important for the assistant director of financial aid to stay educated about NCAA rules and it is a good learning opportunity.

D. Recruitment Monitoring

Current Strengths:

1. Official visit monitoring is very good. The student hosts are given written education about the do's and don'ts of hosting and are required to fill out a report detailing their activated after the visit.
2. Coaches are required to submit recruiting logs to the compliance office regularly. All coaches interviewed appeared to have a good system for ensuring the calls permitted per week rule was followed.
3. Unofficial visits are monitored and records are kept regarding complimentary admissions provided to prospects and reviewed by the compliance office.
4. The compliance office reviews all recruiting expense paperwork submitted by coaches to ensure compliance with recruiting rules. This is a new procedure implemented from the last audit.

Suggestion for Improvement:

1. Text messaging violations have become more prevalent in NCAA as of late and have led to significant penalties. The institution should monitor cell phone text message records.

E. Playing and Practice Season and Outside Competition

Current Strengths:

1. Coaches complete playing and practice season declarations in a timely manner and submit them to the compliance office for approval. Team captains sign the forms as well.

2. All student-athletes interviewed indicated that their coaches stayed within the permissible number of practice hours. Coaches are required to turn in regular logs detailing their CARA hours. In addition, all student-athletes interviewed indicated that summer workouts were not required or recorded by coaches.
3. Basketball student-athletes were informed about summer league through their coaches. They are required to fill out a summer league request form.

F. Rules Education

Current Strengths:

1. There are regular rules education meetings that all coaches and selected staff members are required to attend. The Director of Athletics is very supportive of the Rules Education provided by the compliance office.
2. Rules education is also done via email on topics of interest to the entire athletic department staff.
3. The institution provides NCAA rules education to all new employees. Additional information is given regarding their specific area of employment.
4. New coaches are given additional rules compliance and are educated on NCAA rules and institutional compliance policies. This is a new procedure implemented from the last audit.

Suggestion for Improvement:

1. All coaches, including part-time coaches must attend rules education meetings. Currently, part-time coaches do not attend rules ed meetings and are missing out on information which could lead to violations.

G. Amateurism, Extra Benefits, Boosters and Agents

Current Strengths:

1. Boosters are well educated about extra benefits. Educational material is provided on their website along with a booklet provided to boosters, as well as information that is distributed to all donors and to season ticket holders.
2. Student-athletes are well educated about permissible and non-permissible activities related to agents. Student-athletes who were interviewed said that their coaches had talked to them about agents and that they informed their coaches when they received correspondence.
3. Student-athletes are required to sign for all per diem money received during travel.
4. The Assistant Athletic Director for Compliance monitors the amateurism status of all incoming and current student-athletes.

5. The Assistant Athletic Director for Compliance receives travel rosters and reviews travel expense reports.

Suggestions for Improvement:

1. All sports should provide detailed lists of all apparel and equipment to the Assistant Athletic Director for Compliance who should monitor what is reusable or is nonreusable. Also, all sports need to submit a list regarding all equipment they have received to ensure proper monitoring. The institution should place a hold on student-athletes' accounts if required things are not returned.
2. The institution should have a written policy regarding what equipment is reusable.
3. Institution needs to have a system to monitor hard tickets provided to coaches for personal use.

H. Camps and Clinics

Current Strengths:

1. The compliance office has required forms relating to camps and clinics that must be filled out and returned prior to the camp or clinic.
2. Camp brochures are reviewed by the compliance office and sports information department prior to printing.
3. The compliance office reviews all camp employment forms and payments to ensure that high school/JC coaches nor athletes are receiving compensation that is not appropriate.

Suggestions for Improvement:

1. The business manager should review and audit the books of all coaches camps as all camps run by an institution's coach are considered to be institutional camps.

I. Student-Athlete Employment

Current Strengths:

1. All staff members are required to notify the compliance staff prior to hiring any students for work in the athletic department. All student employment from work study is communicated from the financial aid office to the compliance office.
2. There is appropriate monitoring of non-athletic employment. All student-athletes with jobs are required to complete paperwork detailing payment and other employment information.

J. Miscellaneous/Student-Athlete Welfare

Current Strengths:

1. All outside groups that wish to use to the UWGB athletic facilities are required to go through the facilities staff and not through the coaches. This process ensures that groups consisting of prospects do not get free or reduced rental of the facilities.
2. The institution training staff has developed a weight management policy for the department. This helps ensure the health and welfare of the student-athlete
3. The sports information department conducts media training with student-athletes

K. Review of Academic Support Services

Continuing Eligibility Support

Current Strengths:

1. The academic coordinator informs student-athletes at the beginning of each academic year about their eligibility status and what courses they will need to take.
2. Student-athletes interviewed indicated that the academic coordinator is very helpful in informing regarding eligibility requirements.

Academic Advising

Current Strengths:

1. The academic coordinator meets with all first year student-athletes on a regular basis and meets with all returning student-athletes on a periodic basis.
2. The academic coordinator tracks class attendance throughout the semester and gets periodic updates on academic progress from the professors. Coaches also indicated that they do unannounced class checks on attendance for their teams.

Academic Counseling

Current Strengths:

1. Freshmen are required to attend study table. Study table policies for subsequent semesters are determined based on g.p.a.
2. Student-athletes have good access to tutors. All student-athletes have an opportunity to meet with a tutor. Tutors receive rules education and adhere to University policies that ensure

3. appropriate tutorial guidance within university expectations that would comply with NCAA regulations as well.

Missed Class Time

Current Strengths:

1. Team travel schedules are given to class professors by the student-athletes in advance so that professors are aware of when student-athletes will be absent.
2. A university wide missed class policy is in place and is very effective.

Appendix G

NCAA SELF-STUDY REPORT

UWGB ATHLETICS SELF-STUDY REPORT

Athletics certification is meant to ensure the National Collegiate Athletic Association's (NCAA) fundamental commitment to integrity in intercollegiate athletics. The program is structured to achieve its goal in several ways: (a) by opening the affairs of athletics to the university community and the public; (b) by setting standards (called operating principles) for the operation of Division I athletics programs; and (c) by putting tough sanctions in place for institutions that fail to conduct a comprehensive self-study or to correct problems. Three subcommittees are identified by the NCAA to assist institutions in meeting the purpose and goals of the process. They are:

- Subcommittee on Governance and Commitment to Rules Compliance
- Subcommittee on Academic Integrity
- Subcommittee on Equity and Student Athlete Well-Being

An effective self-study benefits the University of Wisconsin-Green Bay by providing self-awareness, affirmation, and opportunities to improve. The ultimate goal is to have an athletics program that provides a superior experience for our student-athletes and that is fully integrated into the academic mission of the University.

The NCAA certification team visited UWGB's campus during fall 2007 in order to complete the NCAA Self-Study Report. The NCAA's final report was published spring 2008. Click to view UWGB's NCAA Self-Study Report: <http://www.greenbayphoenix.com/fls/22500/PDF/ncaa.pdf>

Appendix H

GSR Search

[Search Again](#)

Cohort Year	Institution	Conference	Sport	State	GSR	FOR	GSR Rpt	FOR Rpt
2009	Cleveland State University	Horizon League	Men's Basketball	OH	100	44		
2009	University of Detroit Mercy	Horizon League	Men's Basketball	MI	67	33		
2009	University of Illinois at Chicago	Horizon League	Men's Basketball	IL	56	38		
2009	Oakland University	Horizon League	Men's Basketball	MI	90	46		
2009	Valparaiso University	Horizon League	Men's Basketball	IN	77	38		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Basketball	WI	71	17		
2009	University of Wisconsin, Milwaukee	Horizon League	Men's Basketball	WI	36	17		
2009	Wright State University	Horizon League	Men's Basketball	OH	83	56		
2009	Youngstown State University	Horizon League	Men's Basketball	OH	80	38		

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GSR Search[Search Again](#)

Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Men's Golf	OH	83	57		
2009	University of Detroit Mercy	Horizon League	Men's Golf	MI	88	78		
2009	Oakland University	Horizon League	Men's Golf	MI	57	27		
2009	Valparaiso University	Horizon League	Men's Golf	IN	100	67		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Golf	WI	100	80		
2009	Wright State University	Horizon League	Men's Golf	OH	86	71		
2009	Youngstown State University	Horizon League	Men's Golf	OH	100	71		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	University of Wisconsin-Green Bay	Horizon League	Men's Skiing	WI	100	67		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Men's Soccer	OH	81	68		
2009	University of Detroit Mercy	Horizon League	Men's Soccer	MI	82	69		
2009	University of Illinois at Chicago	Horizon League	Men's Soccer	IL	67	50		
2009	Oakland University	Horizon League	Men's Soccer	MI	77	42		
2009	Valparaiso University	Horizon League	Men's Soccer	IN	90	61		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Soccer	WI	85	64		
2009	University of Wisconsin, Milwaukee	Horizon League	Men's Soccer	WI	66	25		
2009	Wright State University	Horizon League	Men's Soccer	OH	93	52		
2009	Belmont University	Ohio Valley Conference	Men's Soccer	TN	94	76		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Men's Swimming and Diving	OH	84	81		
2009	University of Illinois at Chicago	Horizon League	Men's Swimming and Diving	IL	89	89		
2009	Oakland University	Horizon League	Men's Swimming and Diving	MI	79	83		
2009	Valparaiso University	Horizon League	Men's Swimming and Diving	IN	53	41		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Swimming and Diving	WI	95	83		
2009	University of Wisconsin, Milwaukee	Horizon League	Men's Swimming and Diving	WI	72	62		
2009	Wright State University	Horizon League	Men's Swimming and Diving	OH	84	76		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Men's Tennis	OH	67	75		
2009	University of Detroit Mercy	Horizon League	Men's Tennis	MI	100	67		
2009	University of Illinois at Chicago	Horizon League	Men's Tennis	IL	86	80		
2009	Valparaiso University	Horizon League	Men's Tennis	IN	86	80		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Tennis	WI	100	67		
2009	Wright State University	Horizon League	Men's Tennis	OH	96	43		
2009	Youngstown State University	Horizon League	Men's Tennis	OH	67	26		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	University of Detroit Mercy	Horizon League	Men's Track	MI	96	82		
2009	University of Illinois at Chicago	Horizon League	Men's Track	IL	60	64		
2009	Oakland University	Horizon League	Men's Track	MI	68	68		
2009	Valparaiso University	Horizon League	Men's Track	IN	67	67		
2009	University of Wisconsin-Green Bay	Horizon League	Men's Track	WI	100	75		
2009	University of Wisconsin, Milwaukee	Horizon League	Men's Track	WI	64	60		
2009	Wright State University	Horizon League	Men's Track	OH	88	75		
2009	Youngstown State University	Horizon League	Men's Track	OH	74	72		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Basketball	OH	82	82		
2009	University of Detroit Mercy	Horizon League	Women's Basketball	MI	91	46		
2009	University of Illinois at Chicago	Horizon League	Women's Basketball	IL	88	71		
2009	Oakland University	Horizon League	Women's Basketball	MI	100	71		
2009	Valparaiso University	Horizon League	Women's Basketball	IN	94	83		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Basketball	WI	100	80		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Basketball	WI	83	76		
2009	Wright State University	Horizon League	Women's Basketball	OH	82	64		
2009	Youngstown State University	Horizon League	Women's Basketball	OH	82	60		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Golf	OH	100	89		
2009	University of Detroit Mercy	Horizon League	Women's Golf	MI	100	87		
2009	Oakland University	Horizon League	Women's Golf	MI	96	83		
2009	Valparaiso University	Horizon League	Women's Golf	IN	75	75		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Golf	WI	83	45		
2009	Youngstown State University	Horizon League	Women's Golf	OH	100	71		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Softball	OH	84	71		
2009	University of Detroit Mercy	Horizon League	Softball	MI	79	69		
2009	University of Illinois at Chicago	Horizon League	Softball	IL	83	72		
2009	Oakland University	Horizon League	Softball	MI	81	64		
2009	Valparaiso University	Horizon League	Softball	IN	100	84		
2009	University of Wisconsin-Green Bay	Horizon League	Softball	WI	100	76		
2009	Wright State University	Horizon League	Softball	OH	82	67		
2009	Youngstown State University	Horizon League	Softball	OH	94	72		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	University of Wisconsin-Green Bay	Horizon League	Women's Skiing	WI	100	64		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Soccer	OH	94	89		
2009	University of Detroit Mercy	Horizon League	Women's Soccer	MI	82	78		
2009	Oakland University	Horizon League	Women's Soccer	MI	81	69		
2009	Valparaiso University	Horizon League	Women's Soccer	IN	79	62		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Soccer	WI	93	46		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Soccer	WI	82	66		
2009	Wright State University	Horizon League	Women's Soccer	OH	84	72		
2009	Youngstown State University	Horizon League	Women's Soccer	OH	80	56		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Swimming and Diving	OH	84	68		
2009	University of Illinois at Chicago	Horizon League	Women's Swimming and Diving	IL	89	88		
2009	Oakland University	Horizon League	Women's Swimming and Diving	MI	80	67		
2009	Valparaiso University	Horizon League	Women's Swimming and Diving	IN	96	73		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Swimming and Diving	WI	100	89		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Swimming and Diving	WI	81	59		
2009	Wright State University	Horizon League	Women's Swimming and Diving	OH	85	63		
2009	Youngstown State University	Horizon League	Women's Swimming and Diving	OH	86	76		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Tennis	OH	100	76		
2009	University of Detroit Mercy	Horizon League	Women's Tennis	MI	76	43		
2009	University of Illinois at Chicago	Horizon League	Women's Tennis	IL	83	83		
2009	Oakland University	Horizon League	Women's Tennis	MI	100	100		
2009	Valparaiso University	Horizon League	Women's Tennis	IN	76	60		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Tennis	WI	100	76		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Tennis	WI	100	76		
2009	Wright State University	Horizon League	Women's Tennis	OH	100	80		
2009	Youngstown State University	Horizon League	Women's Tennis	OH	83	60		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Track	OH	100	83		
2009	University of Detroit Mercy	Horizon League	Women's Track	MI	83	69		
2009	University of Illinois at Chicago	Horizon League	Women's Track	IL	92	80		
2009	Oakland University	Horizon League	Women's Track	MI	72	56		
2009	Valparaiso University	Horizon League	Women's Track	IN	100	33		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Track	WI	100	86		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Track	WI	81	71		
2009	Wright State University	Horizon League	Women's Track	OH	93	93		
2009	Youngstown State University	Horizon League	Women's Track	OH	88	76		

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GSR Search

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Cohort Year	Institution	Conference	Sport	State	GSR	FGR	GSR Rpt	FGR Rpt
2009	Cleveland State University	Horizon League	Women's Volleyball	OH	100	92		
2009	University of Illinois at Chicago	Horizon League	Women's Volleyball	IL	100	100		
2009	Oakland University	Horizon League	Women's Volleyball	MI	77	57		
2009	Valparaiso University	Horizon League	Women's Volleyball	IN	100	100		
2009	University of Wisconsin-Green Bay	Horizon League	Women's Volleyball	WI	100	78		
2009	University of Wisconsin, Milwaukee	Horizon League	Women's Volleyball	WI	80	78		
2009	Wright State University	Horizon League	Women's Volleyball	OH	86	58		
2009	Youngstown State University	Horizon League	Women's Volleyball	OH	100	69		

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Appendix I

SCHEDULE OF SELF AMORTIZING G.O. BONDS PAYABLE FISCAL YEAR 2015 (ATHLETIC FACILITIES ONLY)

	Balance 7-01-14	Additions	Prior Period Adjustment	Principal Payments			Refundings	Balance 6-30-15	
				Prior Years	FY2015	Adjustments			Total
GREEN BAY (Athletic Facilities Only)									
2007-A									
GBY Phoenix Sports Center (#03D1R)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2007-C									
GBY Phoenix Sports Center (#03D1R)	1,429,722.46	0.00	0.00	370,277.54	72,949.46	0.00	443,227.00	(1,115,306.55)	241,466.45
2008-A									
GBY Phoenix Sports Center (#03D1R)	158,860.11	0.00	0.00	41,139.89	8,106.28	0.00	49,246.17	(108,633.63)	42,120.20
BOND 2011-2 Refunding									
GBY - PHOENIX SPORTS CENTER (#03D1R)	127,772.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127,772.28
BOND 2012-2 Refunding									
GBY - PHOENIX SPORTS CENTER (03D1R)	263,654.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	263,654.78
BOND 2013-1 Refunding									
GBY - PHOENIX SPORTS CENTER (03D1R)	3,222,858.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,222,858.00
BOND 2014-2 Refunding									
2014-22									
GBY - PHOENIX SPORTS CENTER (03D1R)	1,610,709.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,610,709.91
BOND 2014-3 Refunding									
GBY - PHOENIX SPORTS CENTER (03D1R)	0.00	455,987.93	0.00	0.00	0.00	0.00	0.00	0.00	455,987.93
BOND 2014-4 Refunding									
GBY - PHOENIX SPORTS CENTER (03D1R)	0.00	696,425.13	0.00	0.00	0.00	0.00	0.00	0.00	696,425.13
BOND 2015-1 (G1112) Refunding									
GBY - PHOENIX SPORTS CENTER (03D1R)	0.00	13,609.63	0.00	0.00	0.00	0.00	0.00	0.00	13,609.63
TOTAL GREEN BAY (Athletic Facilities Only)	6,813,577.54	1,166,022.69	0.00	411,417.43	81,055.74	0.00	492,473.17	(1,223,940.18)	6,674,604.31

**UNIVERSITY OF WISCONSIN SYSTEM
TASK FORCE ON SEXUAL VIOLENCE AND HARASSMENT**

BACKGROUND

In July 2014, University of Wisconsin System President Ray Cross charged the UW System Task Force on Sexual Violence and Harassment to lead and coordinate systemwide efforts to strengthen the UW System's capacity to prevent sexual violence and harassment and to provide safe classroom, living, and campus environments across the UW System and adjacent campus communities. President Cross appointed Vicki Washington, then Associate Vice President for Inclusivity, Diversity, Equity and Student Success, and Anne Bilder, Senior System Legal Counsel, to co-chair the Task Force.

President Ray Cross identified a three-fold purpose to guide the work of the Task Force when it was first established: (1) ensure compliance with the new and existing requirements established by state and federal laws and the expectations of enforcement agencies related to this area; (2) advance continued efforts on campus to promote a culture of prevention, timely reporting, and effective response to allegations of sexual misconduct; and (3) serve as a clearinghouse for resources concerning training, research, and best practices.

In identifying members of the Task Force, President Cross and the Co-Chairs sought to achieve representation based on consideration of the following factors: practitioner experience in relevant areas, field or discipline; geographic distribution; institutional home; and diversity of background (including race/ethnicity, gender, life experiences, etc.). President Cross solicited nominations from each Chancellor for membership on the Task Force and asked select employees of the University of Wisconsin System Administration (UWSA) to support the work of Task Force as ex-officio members.

At the December Board of Regents meeting, Ms. Bilder, along with Petra Roter, Senior Special Assistant to the Vice President for Academic and Student Affairs, will present an overview of the Task Force's work.

REQUESTED ACTION

For information.

DISCUSSION

The prevalence and persistence of incidents of sexual violence and harassment on college and university campuses is a complex, multi-faceted problem which has recently received increased attention as a result of more survivors and advocates speaking up about the problem. This attention has resulted in new laws and guidance from the federal government, public discussion about the proper allocation of responsibilities of law enforcement and the university, consideration of new and existing scholarly research exploring the parameters of the problem,

and attentiveness to the personal stories of survivors, which can, among other functions, help inform policy and practices.

This wealth of information, however, has proven to be both helpful and challenging as college and university administrators attempt to identify the most effective approaches to raise awareness, and to prevent and respond to incidents of sexual violence and harassment on their campuses, in an ever-shifting landscape that can reflect competing interests. Among the challenges is the need for fiscal support in some areas to ensure best practices are in place.

In its report, the Task Force presents a series of recommendations for President Cross's approval. The Executive Summary from the report is Attachment A, and the full report is available at: [Report of the Task Force on Sexual Violence and Harassment](#).

RELATED REGENT POLICIES

RPD 14-3, "Equal Opportunities in Education: Elimination of Discrimination Based on Gender"

RPD 14-6, "Discrimination, Harassment, and Retaliation"

RPD 14-7, "Implementation of Statute on Discrimination Against Students"

RPD 14-8, "Consensual Relationships"

UPS Operational Policy GEN 8, "Consensual Relationships"

UPS Operational Policy GEN 28, "Sexual Misconduct"

ATTACHMENT A

EXCERPTED FROM:

University of Wisconsin System
TASK FORCE ON SEXUAL VIOLENCE AND HARASSMENT
Report and Recommendations
Submitted to UW System President Ray Cross
December 2016

I. Executive Summary

In July 2014, University of Wisconsin System President Ray Cross charged the UW System Task Force on Sexual Violence and Harassment (Task Force) to lead and coordinate systemwide efforts to strengthen the UW System's capacity to prevent sexual violence and harassment and to provide safe classroom, living, and campus environments across the UW System and adjacent campus communities. President Cross appointed Vicki Washington, Associate Vice President for Inclusivity, Diversity, Equity and Student Success (now the office of Student Affairs and Student Success)¹, and Anne Bilder, Senior System Legal Counsel, to co-chair the Task Force. Members of the Task Force were appointed to serve two years, the timeframe for accomplishing its goals, and charged with submitting a report with recommendations to President Cross.

The Task Force organized itself into six workgroups to accomplish its goals: Policies; Training and Professional Development; Survivor Resources; Communications; Outreach/Partnership and Funding; and Assessment. The Task Force met regularly to continue its education on issues relating to sexual violence and harassment on campuses, and to formulate its recommendations.

In sum, the recommendations of the Task Force are as follows:

Policies

Board of Regents policies, institution policies, and state law addressing sexual violence and harassment require updates to be in compliance with federal laws – such as Title IX and the Violence Against Women Act Reauthorization (VAWA) – and guidance issued by the Office for Civil Rights (OCR), and further to reflect evidence-based best practices for raising awareness of, preventing, and responding to sexual violence and harassment. To that end, the Task Force recommends:

¹ Vicki Washington retired in August 2016. Petra Roter, Senior Special Assistant to the UW System's Vice President for Academic and Student Affairs, was asked to serve as Ms. Washington's replacement as co-chair of the Task Force.

1. UW System President Ray Cross recommend that the Board of Regents (BOR) adopt the new Regent Policy Document on sexual violence and sexual harassment, adopt revisions to Regent Policy Document 14-8, "Consensual Relationships," and require each Chancellor to ensure that their institution implements these policies in a consistent manner. Regent Policy Document 14-2, "Sexual Harassment Policy Statement and Implementation," would be repealed.
2. President Cross and the Board of Regents support efforts to explore changes to the following state laws:
 - a. Amend § 36.11(22), Wis. Stats. to avoid confusing overlap in the reporting of sexual assault, to remove concerning language, and to permit institutions to offer education relating to sexual assault in a manner consistent with its culture and evidence-based best practices.
 - b. Amend § 36.35, Wis. Stats. to allow the Board and institutions to enact one uniform policy covering all aspects related to sexual violence and harassment and to permit the university to respond nimbly to the evolving law and policy in this area.
3. President Cross designate the two Task Force Co-Chairs, with appropriate assistance, to provide oversight, guidance, support, and coordination for the systemwide implementation of these recommendations, and to further these efforts as described in more detail in the Report.

Training and Professional Development

The importance of providing comprehensive, accessible training concerning sexual violence and harassment to members of the university community cannot be overstated, and is consistent with the overall educational mission of the university. Providing uniform basic training across the UW System promotes a consistent understanding of the issues and provides a platform for inter-institutional assessment. The Task Force recommends that President Cross require Chancellors to:

1. Ensure that all current employees and students complete the appropriate web-based training modules covering the general topics of sexual violence and harassment at institutions as follows:
 - a. All students complete the training within the first six (6) weeks of the start of their first semester enrolled at the institution and complete a refresher training annually.
 - b. All employees complete the training by June 30, 2017, and complete a refresher training at least once every three (3) years.
 - c. Ensure that all new employees complete the training within one month of their start date.
2. Provide in-depth training, whether web-based or face-to-face, for employees with higher-level responsibilities at each institution, such as supervisors, managers, directors, responsible employees, investigators, hearing examiners and panels, and campus police.

Survivor Resources

Insufficient information and inconsistent access points complicate the navigation of resources available to UW System students and employees who are survivors of sexual violence and harassment. The Task Force recommends that President Cross require each Chancellor to:

1. Ensure their institution provides visible, accessible, and inclusive information about resources available to survivors and victims of sexual violence and harassment.
2. Ensure their institution develops memorandums of understanding (MOU) with local law enforcement agencies, victim services agencies, and state coalitions on sexual and domestic violence to support the institution's efforts in the areas of prevention, training, and advocacy.
3. Ensure their institution adopts trauma-informed principles to guide its policies, practices, trainings, victim response protocols, and reporting options.

In addition, the Task Force recommends that President Cross, through the continuing efforts of the Task Force Co-Chairs and staff:

4. Provide support to institutions in their efforts by outlining best-practice models in the following areas: responses to sexual violence and harassment, and victim services.

Communications

Communications strategies can enhance education, prevention, and response initiatives, as well as help to promote cultural change. The Task Force recommends that President Cross support the ongoing efforts to:

1. Create and actively maintain a UW System Sexual Violence and Harassment – Awareness, Prevention and Response website, accessible through the UW System's website, to serve as a gateway for internal and external stakeholders to efficiently and effectively locate information about sexual violence and harassment, including governing statutes, policies and procedures, and links to resources at each UW institution.
2. Require all UW institutions to develop a crisis communication plan involving key personnel, to include Chancellors, Title IX Coordinators, Public Information Officers (PIOs), Senior Student Affairs Officers (SSAOs), Clery Act Compliance Officers, and Chiefs of Police, among others.

The Task Force further requests that President Cross provide support through the Task Force Co-Chairs and UW System Office of University Relations to:

3. Develop and implement a comprehensive communication plan for internal and external stakeholders that conveys the finalized recommendations of UW System President Ray Cross and the work product of the UW System Task Force on Sexual Violence and Harassment.

Outreach/Partnership and Funding

Prevention and educational efforts will be enhanced by collaboration with community agencies and other educational institutions (K-12, technical colleges, private colleges) to reduce risk as students enroll in higher education, and to promote cultural change around the important issues of sexual violence and

assault. The Task Force recommends that President Cross support the ongoing efforts to:

1. Develop an inter-educational workgroup on sexual violence and harassment, to include members representing the Wisconsin Technical College System, the Wisconsin Association of Independent Colleges and Universities, and the Wisconsin Department of Public Instruction.
2. Encourage institutions to develop partnerships with local K-12 schools and community agencies to focus on primary risk factors for sexual violence and other programs.
3. Pursue collaborative efforts with grant officers across the UW System and the UW System's Office of Federal Relations to seek funding opportunities to support programs and initiatives that address sexual violence and harassment, and strengthen services to support victims/survivors.

Assessment

It is imperative that UW System institutions proactively integrate empirically informed assessment and evaluations into sexual violence and harassment prevention and awareness programs to measure whether they are achieving the intended outcomes. The Task Force recommends that President Cross require all UW System institutions:

1. Implement a study that seeks to gather data and information concerning sexual violence and harassment on or near campus at least once every three (3) years. It is recommended that institutions adopt a common survey – the Administrator-Researcher Campus Climate Collaborative (ARC3) – to allow for systemwide assessment.
2. Implement mechanisms to ensure that quality assessment and evaluation are included in all intervention programs in order to use resources efficiently and provide maximum impact.

In addition, the Task Force recommends President Cross, through the Task Force Co-Chairs:

3. Support these efforts by providing guidance on best practices and legal mandates as they develop, as well as supporting institutions in creating, selecting, and implementing assessment and evaluation tools for intervention programs.

Global Recommendation

The Task Force recognizes that the foregoing will require a renewed commitment of financial and human resources to carry out the recommendations. Accordingly, the Task Force recommends President Cross provide leadership and support to the Chancellors in their efforts to evaluate existing and potential resources and encourage reallocation of funds where appropriate.