

06/01/2016

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM  
UW-Milwaukee Union, 2200 East Kenwood Blvd., Milwaukee, Wisconsin

II.

**Friday, June 10, 2016**

**8:00 a.m. All Regents – 1<sup>st</sup> Floor, Fireside Lounge**

1. Calling of the roll
2. Closed Session  
Convene and move into closed to: (a) consider a faculty member request for review of a UW-Superior personnel-related decision, as permitted by s. 19.85(1)(f), Wis. Stats.; (b) consider a student request for review of a UW-Whitewater decision, as permitted by ss. 19.85(1)(a) and (g), Wis. Stats.; (c) consider a student request for review of a UW-Platteville decision, as permitted by ss. 19.85(1)(a) and (g), Wis. Stats.; (d) confer with legal counsel regarding pending or potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.; and (e) consider annual personnel evaluations, as permitted by s. 19.85(1)(c), Wis. Stats.

**9:00 a.m. All Regents – 2<sup>nd</sup> Floor, Wisconsin Room**

3. Approval of the minutes of the April 2016 meeting
4. Report of the President of the Board
  - a. Hospital Authority Board, Higher Educational Aids Board and Wisconsin Technical College System Board reports
  - b. Update on Tuition-setting Policy Task Force
  - c. Update on Campus Climate Task Force
  - d. Additional items that the President may report to the Board
5. Report of the President of the System
  - a. Update on recent events
  - b. Update on biennial budget process and timeline
  - c. Student spotlight
  - d. News from around the UW System
6. Report and approval of actions taken by the Audit Committee
7. Report and approval of actions taken by the Capital Planning and Budget Committee
8. Report and approval of actions taken by the Research, Economic Development and Innovation Committee
9. Report and approval of actions taken by the Business and Finance Committee
10. Report and approval of actions taken by the Education Committee
11. Approval of UW System Tenure Designations  
[Resolution II.11]

12. Presentation of the 2016 Regent Teaching Excellence Awards:
  - a. Program Award: Dr. Brenda O’Beirne, Chair, Counselor Educator Program, UW-Whitewater
  - b. Individual Award: Dr. William Mode, UW-Oskosh
  - c. Individual Award: Dr. Susan Huss-Lederman, UW-Whitewater
- Break—
13. Resolution of Appreciation for Regent Emeritus José Vásquez’s service on the UW System Board of Regents
14. Resolution of Appreciation for Regent Emeritus Nicolas Harsy’s service on the UW System Board of Regents
15. *Presentation and Discussion:* UW System Commitment to Operational Reform and Effectiveness (CORE) Project
16. *Presentation and Discussion:* UW-Milwaukee’s NCAA Division I Athletics 2016 Annual Report
17. Review and approval of 2017 Board of Regents meeting schedule  
[Resolution II.17.]
18. Review and approval of changes to Board of Regents bylaws to allow limited meeting-schedule changes at discretion of the Board President  
[Resolution II.18.]
19. Review and approval of a new Regent Policy Document on the addition, revision, removal and rescission of Regent Policy Documents  
[Resolution II.19.]
20. Annual election of officers of the Board of Regents
21. Resolution of appreciation to UW-Milwaukee for hosting the June meeting
22. Regent communications, petitions, and memorials

Followed by:

**All Regents – 1<sup>st</sup> Floor, Fireside Lounge**

23. Move into closed to consider annual personnel evaluations, as permitted by s. 19.85(1)(c), Wis. Stats.

Adjourn

2016 Report on Faculty Promotions,  
Tenure Designations, and  
Other Changes of Status

BOARD OF REGENTS

Resolution II.11:

That, upon recommendation of the respective Chancellors and the President of the University of Wisconsin System, the 2016 Report on Faculty Promotions, Tenure Designations, and Other Changes of Status be approved.

**UNIVERSITY OF WISCONSIN SYSTEM  
2016 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND  
OTHER CHANGES OF STATUS**

**BACKGROUND**

Each spring, the UW System Office of Academic and Student Affairs compiles data on tenure designations, promotions, and new tenured appointments made at the fifteen UW institutions. The names of those faculty members who have been newly tenured, promoted, and hired with tenure for academic year 2015-2016 are included with this document.

The Board of Regents approves institutional tenure designations pursuant to Regent Policy Document 20-23. Pursuant to UWS 3.06, Wis. Admin. Code, the criteria and procedures for promotion and the granting of tenure are established by each institution, and must include an evaluation of teaching, research, and professional and public service contributions to the institution. Affirmative recommendations must be made by an academic department and the chancellor. Institutional procedures typically provide for a multi-step review of candidates before a recommendation from the chancellors is forwarded to the Board of Regents.

In providing the UW System Office of Academic and Student Affairs with the names of the faculty tenured and promoted by their institutions, chancellors provide assurances that they have personally reviewed the dossiers of each of these faculty members and can certify as to the appropriateness of their tenure and promotion.

Regent action is the final step in the process by which faculty receive tenure.

**REQUESTED ACTION**

Adoption of Resolution II.11, approving the 2016 Report on Faculty Promotions, Tenure Designations, and Other Changes of Status.

**DISCUSSION**

The Annual Tenure and Promotion Report includes the names of those faculty members, arranged by institution, who have been newly tenured, promoted, or hired with tenure (see Appendix A). The Board of Regents has delegated to the President of the UW System the authority to grant out-of-cycle tenure, and the names of those faculty members who have been approved through the out-of-cycle process since the 2015 Report was issued are also included in the 2016 Report. Based on campus data provided to the UW System Office of Academic and Student Affairs, the 2016 Report shows that systemwide, Chancellors conferred tenure to 259 faculty. In Fiscal Year (FY) 2015, the UW System employed 4,560 tenured professors and 1,772 tenure-track professors.



## **RELATED REGENT AND UW SYSTEM POLICIES**

Regent Policy Document 20-9, Periodic Post-Tenure Review in Support of Tenured Faculty Development

Regent Policy Document 20-23, Faculty Tenure

Regent Policy Document 20-24, Procedures Relating to Financial Emergency or Program Discontinuance Requiring Faculty Layoff and Termination

UW System Unclassified Personnel Guideline (UPG) #5

**UNIVERSITY OF WISCONSIN SYSTEM**  
**2016 REPORT ON FACULTY PROMOTIONS, TENURE DESIGNATIONS, AND OTHER CHANGES OF STATUS**

INSTITUTION	NAME	DEPARTMENT	STATUS	CURRENT TITLE	ACTION TAKEN	PROPOSED STATUS
UW COLLEGES	PHILLIPS, CASSANDRA	ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW COLLEGES	SACKMAN, MARC	MUSIC	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW COLLEGES	HOLDHUSEN, MARK	COMPUTER SCIENCE, ENGINEERING, PHYSICS, ASTRONOMY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW COLLEGES	WEST, KEITH	GEOGRAPHY & GEOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	BUSH, CALEB	SOCIOLOGY & ANTHROPOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	PRAHL, KRIS	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	WENTZ, LAUREN	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	PLESSEL, KRISTIN	CHEMISTRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	WILKUM, KRISTI	COMMUNICATIONS & THEATRE ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	DOUGLAS, JAMIE	COMPUTER SCIENCE, ENGINEERING, PHYSICS, ASTRONOMY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	MALCUIT, WILLIAM	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	SHIPERS, CARRIE	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	VIERGE, QUENTIN	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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INSTITUTION	NAME	DEPARTMENT	STATUS	CURRENT TITLE	ACTION TAKEN	PROPOSED STATUS
UW COLLEGES	SHLAPAK, YURIY	MATH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	TIREL, CARRIE	MATH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	LIANG, YANTING	MATH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW COLLEGES	MENGIBAR, ANA CABALLERO	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-EAU CLAIRE	ANAND, ARI	GEOGRAPHY AND ANTHROPOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	DEGRAVE, ANALISA	LANGUAGES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	FAULKNER, DOUGLAS	GEOGRAPHY AND ANTHROPOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	FLOYD, CHRISTOPHER	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	FORMAN, PAMELA	SOCIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	GANNON, EDWARD	ART & DESIGN	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	HLAS, ANNE	LANGUAGES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	HLAS, CHRISTOPHER	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	JOHS-ARTISENSI, JENNIFER	MANAGEMENT AND MARKETING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	KALDJIAN, PAUL	GEOGRAPHY AND ANTHROPOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	IAZI, TARIQUE	SOCIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	WELLNITZ, TODD	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	YANG, THAO	CHEMISTRY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EAU CLAIRE	HINNANT, KATHERINE	LIBRARY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-EAU CLAIRE	AIRTH-KINDREE, NORAH	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	BROWN, JOSHUA	LANGUAGES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	CHEN, LIQIANG	INFORMATION SYSTEMS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-EAU CLAIRE	CLARK, SCOTT	GEOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	DAY, HERSCHEL	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	DEPIANTE, MARCELA	LANGUAGES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	HOLLARS, BENJAMIN	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	KASPER, ERIC	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	LEWIS, DANDRIELLE	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	MERKEL, RACHEL	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	MILLER, ROBIN	LIBRARY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	MUMFORD, KAREN	WATERSHED INSTITUTE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	OTTO, CAROLYN	MATHEMATICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	SORTEDAHL, CHARLOTTE	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	TSCHIDA, DAVID	COMMUNICATION AND JOURNALISM	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-EAU CLAIRE	VANWORMER, ARIN	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	JOHNSON, CHRISTOPHER	COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-EAU CLAIRE	WHITCHER, URSULA	MATHEMATICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE

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UW-EXTENSION	CALVERT, MATTHEW	YOUTH DEVELOPMENT	TENURE	ASSOC PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EXTENSION	GREEN, KARL	COMMUNITY RESOURCE DEV	TENURE	ASSOC PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EXTENSION	KROKOWSKI, KRISTIN	AGRICULTURE & LIFE SCIENCES	TENURE	ASSOC PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EXTENSION	LERSCH, ARTHUR	COMMUNITY RESOURCE DEV	TENURE	ASSOC PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-EXTENSION	DANIELS, SHERRY	FAMILY DEVELOPMENT	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	DEVINE-BARRIBEAU, LISA	YOUTH DEVELOPMENT	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	WANTOCH, KATIE	AGRICULTURE & LIFE SCIENCES	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	SCHILLING, MARY ANN	FAMILY DEVELOPMENT	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	IBARRA, ARMANDO	LABOR EDUCATION	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	STAWICKI, JULIEANN	YOUTH DEVELOPMENT	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	POLLEN, MELINDA	YOUTH DEVELOPMENT	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	PARDEE, MARY	COMMUNITY RESOURCE DEV	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	KIRKING, GARY	COMMUNITY RESOURCE DEV	TENURE TRACK	ASST PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-EXTENSION	CRONIN, WILLIAM	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR

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UW-EXTENSION	DAMPIER, JASON	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	DEMERS, ANNETTE	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	GREIL, AMY	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	HAUSLER, JASON	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	KLEMME, NEIL	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	STAPLETON-WELCH, BRIANNA	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	PROMOTION	ASSISTANT PROFESSOR
UW-EXTENSION	OBERSTADT, KAYLA	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	SARKADY, CINDY	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	HITZ, TENLEY	FAMILY DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	MALUAL, JOSEPH DENG	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	ANKLAM, JANE	AGRICULTURE & LIFE SCIENCES	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	DEUTSCH, ANNA	AGRICULTURE & LIFE SCIENCES	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	WATSON, ALLYSON	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	ALEXANDER, MYLES	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	WHITTY, JENNIFER	FAMILY DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	GEISLER, ELLEN	COMMUNITY RESOURCE DEV	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	DEWITT, CORRINE	YOUTH DEVELOPMENT	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR
UW-EXTENSION	YOUNG, AMANDA	AGRICULTURE & LIFE SCIENCES	TENURE TRACK	INSTRUCTOR	NEW APPOINTMENT	ASSISTANT PROFESSOR



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UW-GREEN BAY	GATES, ALISON	ARTS AND DESIGN	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	MALLOY, KAOIME	THEATRE AND DANCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	MARTIN, RYAN	HUMAN DEVELOPMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	MEACHAM, REBECCA	HUMANISTIC STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	WILSON-DOENGES, GEORJEANNA	HUMAN DEVELOPMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-GREEN BAY	FORSYTH, PATRICK	NATURAL AND APPLIED SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	HOLSTEA, JENELL	HUMAN DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-GREEN BAY	MORGAN, ERIC	DEMOCRACY AND JUSTICE STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-LA CROSSE	BENNIE, BARBARA	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	CASHION, MATTHEW	ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	DALE, TIMOTHY	POLITICAL SCIENCE & PUBLIC ADMINISTRATION	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	DIXON, ROBERT	PSYCHOLOGY	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	DOCAN,MORGAN, ANTHONY	COMMUNICATIONS STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	EPSTEIN, ANN	EDUCATIONAL STUDIES	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	PEIRCE JR, JAMES	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	RHEE, KENNETH	MANAGEMENT	TENURE	PROFESSOR	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-LA CROSSE	SALLMEN, SHAUNA	PHYSICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	SANDLAND, GREGORY	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	SCHENCK, HEATHER	CHEMISTRY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	SEDDON, JOHN	MUSIC	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	STOBB, WILLIAM	ENGLISH	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	STRAUSS, ERIC	BIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	SULTZBACH, KELLY	ENGLISH	TENURE	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE

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UW-LA CROSSE	TUTTLE ROSS, SHERYL	PHILOSOPHY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-LA CROSSE	ALLEN, MARTIN	COMPUTER SCIENCE	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	ARNEY, JEREMY	POLITICAL SCIENCE & PUBLIC ADMINISTRATION	TENURE TRACK	ASSISSTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	BEAUJOT, ARIEL	HISTORY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	BREAUX, RICHARD	ETHNIC AND RACIAL STUDIES	TENURE TRACK	ASSISSTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	COOPER STOLL, LAURIE	SOCIOLOGY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	DOCKTOR, JENNIFER	PHYSICS	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	GERRISH, GRETCHEN	BIOLOGY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	GULLEKSON, NICOLE	MANAGEMENT	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	HARMON, LAURLYN	RECREATION MANAGEMENT & THERAPEUTIC RECREATION	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	HAWKINS, TAVIARE	PHYSICS	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	KLEIN, BARRETT	BIOLOGY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	KLEIN, JENNIFER	BIOLOGY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	KOMISSAROV, SERGEY	ACCOUNTANCY	TENURE TRACK	ASSISSTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	MANN, STEPHEN	ENGLISH	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	MARSHIK, TESIA	PSYCHOLOGY	TENURE TRACK	ASSISSTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE

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UW-LA CROSSE	MCCOOL, JENNI	MATHEMATICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	MCDERMO, MAGGIE	MARKETING	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	MORRISO, HEIDI	HISTORY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	PANDE, VIVEK	ACCOUNTANCY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-LA CROSSE	TROST, JENNIFER	HISTORY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	VAN LIERE, ADAM	POLITICAL SCIENCE & PUBLIC ADMINISTRATION	TENURE TRACK	ASSISSTANT PROFESSOR	TENURED	ASSISTANT PROFESSOR W/ TENURE
UW-LA CROSSE	VIANDEN, JORG	STUDENT AFFAIRS ADMINISTRATION PROGRAM	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-LA CROSSE	WEISKOPF, JULIE	HISTORY	TENURE TRACK	ASSISSTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

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UW-MADISON	LESLEY BARTLETT	EDUCATIONAL POLICY STUDIES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JOHANNE BRUNET	ENTOMOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JOHN DIAMOND	EDUCATIONAL LEADERSHIP & POLICY ANALYSIS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RONALD GANGNON	POPULATION HEALTH SCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	AUDREY GASCH	GENETICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RUSSELL GROVES	ENTOMOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ANANTH KRISHNAMURTHY	INDUSTRIAL & SYSTEMS ENGINEERING	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BO LIU	SURGERY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	PAUL MARKER	SCHOOL OF PHARMACY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BRET PAYSEUR	GENETICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	DAVID RAKEL	FAMILY MEDICINE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SIMONE SCHWEBER	CURRICULUM & INSTRUCTION	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE

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UW-MADISON	CONSTANCE SQUIRE	CURRICULUM & INSTRUCTION	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KRISHNAN SURESH	MECHANICAL ENGINEERING	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TIMOTHY VAN DEELEN	FOREST & WILDLIFE ECOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	DOUGLAS WEIBEL	BIOCHEMISTRY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	XIAOJIN ZHU	COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	CLAIRE WENDLAND	ANTHROPOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	CECILE ANE	BOTANY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SARA HOTCHKISS	BOTANY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RANIA HUNTINGTON	EAST ASIAN LANGUAGES & LITERATURE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	HONGMING ZHANG	EAST ASIAN LANGUAGES & LITERATURE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JASON FLETCHER	LAFOLLETTE SCHOOL OF PUBLIC AFFAIRS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	LAURENTIU MAXIM	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE

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UW-MADISON	MENGGANG YU	BIostatISTICS & MEDICAL INFOMATICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MANISH PATANKAR	OBSTETRICS & GYNECOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JAMES CLEARY	MEDICINE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	SEBASTIEN ROCH	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	BENEDEK VALKO	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	DMYTRO ARINKIN	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ANKUR DESAI	ATMOSPHERIC & OCEANIC SCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	GALEN MCKINLEY	ATMOSPHERIC & OCEANIC SCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	DANIEL VIMONT	ATMOSPHERIC & OCEANIC SCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	IRINA SHEVELENKO	SLAVIC LANGUAGES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ROBERT FREELAND	SOCIOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ERIC GRODSKY	SOCIOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE

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UW-MADISON	GLEN CLOSE	SPANISH & PORTUGUESE	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ALFONSO MORALES	URBAN & REGIONAL PLANNING	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	AMY BELLMORE	EDUCATIONAL PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	RUTH BENEDICT	KINESIOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ANDREA MASON	KINESIOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	KATRINA THOMPSON	AFRICAN CULTURAL STUDIES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MARTIN FOYS	ENGLISH	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	TIMOTHY YU	ENGLISH	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JAMES WOLLACK	EDUCATIONAL PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	JYOTI WATTERS	COMPARATIVE BIOSCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	ERIC SANDGREN	PATHOBIOLOGICAL SCIENCES	TENURE	ASSOCIATE PROFESSOR W/TENURE	PROMOTION	PROFESSOR W/ TENURE
UW-MADISON	MANISH SHAH	EMERGENCY MEDICINE	NON-TENURE	VISITING ASSOCIATE PROFESSOR	NEW APPOINTMENT TENURE	ASSOCIATE PROFESSOR W/TENURE



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UW-MADISON	ENNO SIEMSEN	SCHOOL OF BUSINESS	NON-TENURE	VISITING PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	JOHN DUNNE	EAST ASIAN LANGUAGES & LITERATURE	NON-TENURE	VISITING PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	EILEEN KINTNER	SCHOOL OF NURSING	NON-TENURE	ASSOCIATE PROFESSOR W/TENURE	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	JOSEPH GABRIEL	SCHOOL OF PHARMACY	NON-TENURE	VISITING ASSOCIATE PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	RUTH O'REAGAN	MEDICINE	NON-TENURE	VISITING PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	WILLIAM KARPUS	PATHOLOGY & LABORATORY MEDICINE	NON-TENURE	PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	CHARLES RAISON	SCHOOL OF HUMAN ECOLOGY	NON-TENURE	VISITING PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/TENURE
UW-MADISON	DEBORAH EHRENTAL	OBSTETRICS & GYNECOLOGY	NON-TENURE	ASSOCIATE PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	ROBERT NIX	SCHOOL OF HUMAN ECOLOGY	NON-TENURE	VISITING ASSOCIATE PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	IVAN SHALIASTOVICH	WISCONSIN SCHOOL OF BUSINESS	NON-TENURE	ASSISTANT PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MELISSA SKALA	BIOMEDICAL ENGINEERING	NON-TENURE	ASSISTANT PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	LEV IOFFE	PHYSICS	NON-TENURE	DISTINGUISHED PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/ TENURE

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UW-MADISON	TOM LINSMEIER	SCHOOL OF BUSINESS	NON-TENURE	FORMER PROFESSOR-MEMBER OF THE FINANCIAL ACCOUNTING STANDARDS BOARD	NEW APPOINTMENT-TENURE	PROFESSOR W/ TENURE
UW-MADISON	JOSHUA MEDOW	NEUROLOGICAL SURGERY	NON-TENURE	ASSOCIATE PROFESSOR	NEW APPOINTMENT-TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PHILLIP NEWMARK	ZOOLOGY	NON-TENURE	PROFESSOR	NEW APPOINTMENT-TENURE	PROFESSOR W/ TENURE
UW-MADISON	ANTONIO PENTA	ECONOMICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	TROY RUNGE	BIOLOGICAL SYSTEMS ENGINEERING	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	DAVID BART	LANDSCAPE ARCHITECTURE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	LYNDA BARRY	ART	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	LEEMA BERLAND	CURRICULUM & INSTRUCTION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	ANITA WAGER	CURRICULUM & INSTRUCTION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PEGGY CHOY	DANCE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	XUELI WANG	EDUCATIONAL LEADERSHIP & POLICY ANALYSIS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	NICHOLAS HILLMAN	EDUCATIONAL LEADERSHIP & POLICY ANALYSIS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PETER STEINER	EDUCATIONAL PSYCHOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	SUSAN SMEDEMA	REHABILITATION & SPECIAL EDUCATION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

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UW-MADISON	LARISSA BACK	ATMOSPHERIC & OCEANIC SCIENCES	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	TIM BERTRAM	CHEMISTRY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	CATALINA TOMA	COMMUNICATION ARTS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MICHELLE CIUCCI	COMMUNICATION SCIENCES & DISORDERS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	CHAO FU	ECONOMICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	CATHERINE VIEIRA	ENGLISH	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	JENNIFER HIGGINS	GENDER & WOMEN'S STUDIES	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PERNILLE IPSEN	GENDER & WOMEN'S STUDIES	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	IAN BAIRD	GEOGRAPHY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	SONJA KLOCKE	GERMAN	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	VIREN MURTHY	HISTORY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	ALAN RUBEL	LIBRARY & INFORMATION STUDIES	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	JUN YIN	MATHEMATICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	RICHARD KENT	MATHEMATICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	BRIAN STREET	MATHEMATICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	SARAH PAUL	PHILOSOPHY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	BRIAN BALDO	PSYCHIATRY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	IGOR LUPYAN	PSYCHOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

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UW-MADISON	CHRISTOPHER WELLS	SCHOOL OF JOURNALISM & MASS COMMUNICATION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	JOHANNES WALLMANN	SCHOOL OF MUSIC	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MERCEDES ALCALA GALAN	SPANISH & PORTUGUESE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	RAJIV RAO	SPANISH & PORTUGUESE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PETER MCINTYRE	ZOOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	KEITH FINDLEY	LAW SCHOOL	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	ROZALYN ANDERSON	MEDICINE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	RASMUS BIRN	PSYCHIATRY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	NAM KIM	ANTHROPOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	CHRISTINA TREMONTI	ASTRONOMY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	PAMELA KREEGER	BIOMEDICAL ENGINEERING	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	DANIEL JACKSON	PEDIATRICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	XIN HUANG	NEUROSCIENCE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	WAN-JU LI	ORTHOPEDICS & REHABILITATION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	LARA COLLIER	SCHOOL OF PHARMACY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	KATHALEEN O'CONNOR-GILES	GENETICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MASATOSHI SUZUKI	COMPARATIVE BIOSCIENCES	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	SARAH CLAYTON	ANTHROPOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

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UW-MADISON	CHAD NAVIS	WISCONSIN SCHOOL OF BUSINESS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MONICA GRANT	SOCIOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	AIDA LEVY-HUSSEN	ENGLISH	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	BYUNG-JIN LIM	EAST ASIAN LANGUAGES & LITERATURE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MEGAN PIPER	MEDICINE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	JUAN ZALAPA	HORTICULTURE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	HEATHER JOHNSON	MEDICINE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	BRYAN BEDNARZ	MEDICAL PHYSICS	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	BAS ROKERS	PSYCHOLOGY	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	DAWN DAVIS	MEDICINE	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE
UW-MADISON	MARGARET BROOKS	ORTHOPEDICS & REHABILITATION	NON-TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/TENURE

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UW-MILWAUKEE	ADAMS, SCOTT	ECONOMICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	BUFF, RACHEL	HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	CAMPBELL-KYUREGHAYAN, NAIRA	INDUSTRIAL & MANUFACTURING ENGINEERING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	DRAME, ELIZABETH	EDUCATIONAL PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	DUMITRESCU, ADRIAN	ELECTRICAL ENGINEERING & COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	LEVINE, ELANA	JOURNALISM, ADVERTISING, AND MEDIA STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	LIN, TZU-CHU	MATHEMATICAL SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	PASTERNAK, DONNA	CURRICULUM & INSTRUCTION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	SOBOLEV, KONSTANTIN	CIVIL ENGINEERING & MECHANICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	SOMMERS, JEFFREY	AFRICOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	WUTZ, DARCY	DANCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	YUAN, YINGCHUN	MECHANICAL ENGINEERING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	ZHANG, BO	EDUCATIONAL PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-MILWAUKEE	HENDERSON, JAMES	MATHEMATICAL SCIENCES	TENURE	PROFESSOR	NEW APPOINTMENT	PROFESSOR w/TENURE
UW-MILWAUKEE	MERSKY, JOSHUA	SOCIAL WORK	TENURE	ASSOCIATE PROFESSOR	NEW APPOINTMENT	ASSOCIATE PROFESSOR w/TENURE
UW-MILWAUKEE	ALBERTO, FILIPE	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	BLAKEY, JOAN	SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR

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UW-MILWAUKEE	BONDS, ANNE	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	DEY, MADHUSUDAN	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	DONNELLY, ALISON	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	EVANS, ALLEN	MATHEMATICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	FLEISHER, NICHOLAS	LINGUISTICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	HANNULA, DEBORAH	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	HOEBEL, GERLINDE	BIOLOGICAL SCIENCES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	KATE, ROHIT	HEALTH INFORMATICS & ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	KWON, KYONGBOON	EDUCATIONAL PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	LAIOSA, MICHAEL	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	MEUNINCK-GANGER, JESSICA	ART & DESIGN	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	MILLER, TODD	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	NAMBISAN, PRIYA	HEALTH INFORMATICS & ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	NGUI, EMMANUEL	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	NOODIN, MARGARET	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	OTIENO, WILKISTAR	INDUSTRIAL & MANUFACTURING ENGINEERING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	PARK, HANYONG	LINGUISTICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	PRASAD, RASHMI	HEALTH INFORMATICS & ADMINISTRATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR

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UW-MILWAUKEE	RUSSEL, NICOLAS	FRENCH, ITALIAN, AND COMPARTIVE LITERATURE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	SCHNEIDER, ROBERT	URBAN PLANNING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	SILVAGGI, NICHOLAS	CHEMISTRY & BIOCHEMISTRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	SLAVENS, BROOKE	OCCUPATIONAL SCIENCE & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	SONG, JAE YUNG	LINGUISTICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	SPENCER, JOSHUA	PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	WANG, XUEXIA (HELEN)	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	WANG, YING-CHIH (INGA)	OCCUPATIONAL SCIENCE & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	WIPPLINGER, JONATHAN	FOREIGN LANGUAGES & LITERATURE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	YAN, FANG (ALICE)	PUBLIC HEALTH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR
UW-MILWAUKEE	TALSMA, AKKENEEL	NURSING	TENURE TRACK	ASSISTANT PROFESSOR	NEW APPOINTMENT	ASSOCIATE PROFESSOR W/TENURE



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UW-OSHKOSH	ARTZ, BEN	ECONOMICS	TENURE	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	BEHM, JEFFREY	RELIGIOUS STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	BELNAP, JASON	MATHEMATICS	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	COTTI, CHAD	ECONOMICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	CRAWFORD, KEVIN	CHEMISTRY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	FELDMAN, JAMES	ENVIRONMENTAL STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	FILAK, VINCENT	JOURNALISM	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	FONKEM, MICHAEL	HUMAN SERVICES LEADERSHIP	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	FURCY, DAVID	COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	GIESLER, EDNA (FREDI)	SOCIAL WORK	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	KROHN, ERIK	COMPUTER SCIENCE	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	KUENNEN, ERIC	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	KURTZ, COURTNEY	BIOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	LANCASTER, R. SHELLEY	NURSING	TENURE	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	LEE, SHU-YUEH	JOURNALISM	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-OSHKOSH	LISHNER, DAVID	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	LONG, COLIN	GEOGRAPHY & URBAN PLANNING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	MROTEK, LEIGH ANN	KINESIOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	MOUTON, MICHELLE	HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	PARROTT, AMY	MATHEMATICS	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	RENSING, SUSAN	HISTORY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	SKONING, STACEY	SPECIAL & EARLY CHILDHOOD EDUCATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	STRAUCH-NELSON, WENDY	ART	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-OSHKOSH	THOMAS, GEORGE	COMPUTER SCIENCE	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	WINTERROWD, ERIN	PSYCHOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-OSHKOSH	SMOCK, ANDREW	RADIO TV FILM	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

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UW-PARKSIDE	SIMON AKINDES	POLITICAL SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-PARKSIDE	LISA MARIE BARBER	ART	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-PARKSIDE	ROBERT DUCOFFE	BUSINESS	TENURE	PROFESSOR	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-PARKSIDE	MICHELE GEE	BUSINESS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-PARKSIDE	GREG MAYER	BIOLOGICAL SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-PARKSIDE	ROSS ASTORIA	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	SAHAR BAHMANI	ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	KENNETH FRENCH	GEOGRAPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	TARA PEDERSEN	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	DEREK RILEY	COMPUTER SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	JODY SEKAS	THEATER ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	SUZANNE SWIDERSKI	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	CAREY WATTERS	ART	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PARKSIDE	AARON CARLSTROM	PSYCHOLOGY	NON-TENURE	INSTRUCTIONAL ACADEMIC STAFF	CONVERSION TO FACULTY	ASSOCIATE PROFESSOR

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UW-PLATTEVILLE	LISA LANDGRAF	COMPUTER SCIENCE&SOFTWARE ENGINEERING	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	CHARLES STEINER	AGRICULTURE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	STEVE YUNCK	MEDIA STUDIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	PETER HADORN	HUMANITIES/ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-PLATTEVILLE	TODD CAROTHERS	BUSINESS	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	ERIC RIMEL	INDUSTRIAL STUDIES	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	GRIBB MOLLY	CIVIL & ENVIRONMENTAL ENGINEERING	TENURE	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-PLATTEVILLE	JEFFREY STRANGE	PERFORMING&VISUAL ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	GREGORY NELSON	PERFORMING&VISUAL ARTS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	RICHARD DHYANCHAND	BIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	REBECCA DOYLE-MORIN	BIOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	SCOTT WRIGHT	BUSINESS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	SOMA CHATTOPADHYAY	CHEMISTRY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE

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UW-PLATTEVILLE	SUSAN DAY	PERFORMING&VISUAL ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-PLATTEVILLE	HAO CHEN	BUSINESS-MEDIA STUDIES	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE

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UW-RIVER FALLS	MICHAEL MILLER	TEACHER EDUCATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-RIVER FALLS	MATHEW DOOLEY	GEOGRAPHY AND MAPPING SCIENCES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-RIVER FALLS	PETER MAK	ART	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-RIVER FALLS	JAMIE SCHNEIDER	CHEMISTRY AND BIOTECHNOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-RIVER FALLS	CAROLINE BAKER	COUNSELING AND SCHOOL PSYCHOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	MICHAEL FRONMUELLER	MANAGEMENT & MARKETING	TENURE	DEAN	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-RIVER FALLS	DAN PAULUS	ART	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	JORGE (FRED) BONILLA	BIOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	CATHERINE ROSS-STROUD	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	VERONICA JUSTEN	PLANT AND EARTH SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	AMY RADUNZ	ANIMAL AND FOOD SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-RIVER FALLS	KURT VOGEL	ANIMAL AND FOOD SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-STEVENS POINT	LACKEY, BRENDA	HUMAN DIMENSIONS OF NATURAL RESOURCES MANAGEMENT DISCIPLINE (HDNRM)	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	LARSON, MARSHA	HEALTH PROMOTION & HUMAN DEVELOPMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	LEWIS, JODY	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	LI, CUITING	HEALTH PROMOTION & HUMAN DEVELOPMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	McCARTY, DANIEL	HEALTH CARE PROFESSIONS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	MORGAN, LAWRENCE	ENGLISH	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	NELSON, NERISSA	LIBRARY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	RUSSELL, KEVEN	WILDLIFE DISCIPLINE/CNR	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	SCHALOW, CHRISTINE	BUSINESS & ECONOMICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	WERNER, LES	FORESTRY/CNR	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-STEVENS POINT	HERRMAN, KYLE	FISHERIES & WATER RESOURCES DISCIPLINE/CNR	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	HYGNSTROM, SCOT	WILDLIFE DISCIPLINE/CNR	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION & TENURE	PROFESSOR W/ TENURE
UW-STEVENS POINT	JO, JINMAN	ART & DESIGN	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	KLEKOVKINA, VERA	WORLD LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STEVENS POINT	KLINE, CELINE	HEALTH PROMOTION & HUMAN DEVELOPMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENS POINT	LUDWIG, LYNN	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-STEVENSON POINT	MAPES-MARTINS, BRAD	POLITICAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	MASTERS, RON	FORESTRY/CNR	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION & TENURE	PROFESSOR W/ TENURE
UW-STEVENSON POINT	McCHRYSTAL, CASSIDY "CAZ"	BUSINESS & ECONOMICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	REEJHSINGHANI, ANJU	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	ROLOFF, DAVID	ENGLISH	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STEVENSON POINT	SCHMIES, HOLLY	HEALTH CARE PROFESSIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	SNYDER, DAVID	CHEMISTRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	SPAULDING, CADE	COMMUNICATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	THOMPSON, AARON	HUMAN DIMENSIONS OF NATURAL RESOURCES MANAGEMENT DISCIPLINE (HDNRM)	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STEVENSON POINT	WRIGHT, TIM	EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE



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UW-STOUT	BASU, LOPAMUDRA	ENGLISH & PHILOSOPHY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	BECK, DAVID R	DESIGN	TENURE	ASSOCIATE PROFESSOR	Promoted 15-16, off-cycle	
UW-STOUT	BLAND, CYNTHIA KAY	ART & ART HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	BRANTMEIER, TAMARA J	ART & ART HISTORY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	BROWN, AMANDA L	SPEECH COMMUNICATION, FOREIGN LANGUAGES, THEATRE & MUSIC	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	FENTON, MARK G	BUSINESS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	GUILFOILE,PATRICK	BIOLOGY	TENURE	PROFESSOR	NEW APPOINTMENT	PROFESSOR W/ TENURE
UW-STOUT	MASON, TERRENCE R	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	MEISNER, ROBERT J	ENGINEERING & TECHNOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	RODRIGUEZ, GLENDALI	APPAREL & COMMUNICATION TECHNOLOGIES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	ROHRER, CYNTHIA A	FOOD & NUTRITION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR W/ TENURE
UW-STOUT	SCHEFFLER, JOHN L	ENGINEERING & TECHNOLOGY	TENURE	ASSOCIATE PROFESSOR	Promoted 15-16, off-cycle	
UW-STOUT	SLUPE, GREGORY T	ENGINEERING & TECHNOLOGY	TENURE	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	BARD, GREGORY V	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	BATES-MAVES, JULIE K	REHABILITATION & COUNSELING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

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UW-STOUT	BERG, DEVIN R	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	BERGSTRAND OTHMAN, LAMA IBRAHIM	SCHOOL COUNSELING, SCHOOL PSYCHOLOGY & SPECIAL EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	BERRIER, SETH F	MATHEMATICS, STATISTICS & COMPUTER SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	BLUMER, MARKIE	HUMAN DEVELOPMENT & FAMILY STUDIES	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	DEARMOND, ALEX	DESIGN	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	DIEBEL, SARAH E	ART & ART HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	EDENBORG, KATERINE E	ENGLISH & PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	ETZBACH, COLLEEN	REHABILITATION & COUNSELING	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	FREEMAN, CHRISTOPHER L	SOCIAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	KUCHTA, MATTHEW A	CHEMSTRY / PHYSICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	LEA, VIRGINIA MARY	TEACHING, LEARNING & LEADERSHIP	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	OENGA, IBRAHIM K	BUSINESS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	ONODERA, MASAKO	ART & ART HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	RAY, MATTHEW ALAN	CHEMSTRY / PHYSICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE

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UW-STOUT	RUEFMAN, DANIEL L	ENGLISH & PHILOSOPHY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	RUIZ-TRESGALLO, SILVIA	SPEECH COMMUNICATION, FOREIGN LANGUAGES, THEATRE & MUSIC	TENURE TRACK	ASSISTANT PROFESSOR	Tenure Clock Extended, 2016-17	
UW-STOUT	SCHULTZ, DEANNA	TEACHING, LEARNING & LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	SHI, WEI	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	SHIN, JOONGMIN	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	SHRINER, BETHANNE	HUMAN DEVELOPMENT & FAMILY STUDIES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-STOUT	STACHOWSKI, ALICIA	PSYCHOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	ZHENG, WEI	ENGINEERING & TECHNOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-STOUT	ZIMMERMAN, TODD A	CHEMISTRY / PHYSICS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-SUPERIOR	AMERMAN GOERDT, LYNN	HUMAN BEHAVIOR, JUSTICE AND DIVERSITY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	BOLTON HOLZ, KENNA	HUMAN BEHAVIOR, JUSTICE AND DIVERSITY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	BROWN, CAROL	EDUCATIONAL LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	CHURCHILL, MARY	EDUCATIONAL LEADERSHIP	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	COOK, PETER	NATURAL SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	EDWARDS, ERIC	SOCIAL INQUIRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	FAMULE, OLAWOLE	VISUAL ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-SUPERIOR	LACHANCE ADAMS, SARAH	SOCIAL INQUIRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	LEE-NICHOLS, MARY	EDUCATIONAL LEADERSHIP	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	MAGUIRE, MICHAEL	VISUAL ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	MANSBACH, DANIELA	SOCIAL INQUIRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	NIKOI, EPHRAIM	COMMUNICATING ARTS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	PAUL, JOHN	EDUCATIONAL LEADERSHIP	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	RIOS MENDOZA, LORENA	NATURAL SCIENCE	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE

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UW-SUPERIOR	SIMKINS, ZAMIRA	BUSINESS AND ECONOMICS	TENURE TRACK	ASSOCIATE PROFESSOR	TENURED	ASSOCIATE PROFESSOR W/ TENURE
UW-SUPERIOR	VON HAGEL, ALISA	SOCIAL INQUIRY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR
UW-SUPERIOR	WHITE-FARNHAM, JAMIE	WRITING AND LIBRARY SCIENCE	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION	ASSOCIATE PROFESSOR

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UW-WHITewater	ANNUCCI, MARILYN	LANGUAGES & LITERATURES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	BASU, CHOTON	INFORMATION TECHNOLOGY & SUPPLY CHAIN MANAGEMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	CHEN, XUEQING	MATHEMATICS	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	CHENOWETH, JOHN	INFORMATION TECHNOLOGY & SUPPLY CHAIN MANAGEMENT	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	COLLETT-KLINGENBERG, LANA	SPECIAL EDUCATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	ELROD, SUSAN	BIOLOGICAL SCIENCES	TENURE	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-WHITewater	JOHNSON, EDRIC	CURRICULUM & INSTRUCTION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	KARIM, AHMAD	MANAGEMENT	TENURE	PROFESSOR	TENURED	PROFESSOR W/ TENURE
UW-WHITewater	KIM, DANIEL	ART AND DESIGN	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	MELERO, PILAR	LANGUAGES & LITERATURES	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	SCHERR, TRACEY	PSYCHOLOGY	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	WILDERMUTH, SUSAN	COMMUNICATION	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	ZHANG, XIAOHONG	ART AND DESIGN	TENURE	ASSOCIATE PROFESSOR	PROMOTION	PROFESSOR
UW-WHITewater	BOOSTROM, ROBERT	MARKETING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	CELELLO, ERIN	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-WHITewater	DELANEY -KLINGER, KELLY	MANAGEMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	FAN, ZIAFENG	FINANCE & BUSINESS LAW	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	GERARD, JOSEPH	ACCOUNTING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	GHONEIM, HALA	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	HEIMER, LUCINDA	CURRICULUM & INSTRUCTION	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	HESSENAUER, SARAH	SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	JELLERSON, DONALD	LANGUAGES & LITERATURES	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	KING, ELIZABETH	EDUCATIONAL FOUNDATIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	KNESTING, KIMBERLY	PSYCHOLOGY	TENURE TRACK	ASSOCIATE PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	MINIKEL-LACOCQUE, JULIE	CURRICULUM & INSTRUCTION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	NEIMEIER, BRANDI	HEALTH, PHYSICAL EDUCATION, RECREATION & COACHING	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	PATTERSON, MOLLY	HISTORY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE

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UW-WHITewater	PETERSON, JENNIFER	EDUCATIONAL FOUNDATIONS	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	ROWE, JEANNINE	SOCIAL WORK	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	TILLET, WADE	CURRICULUM & INSTRUCTION/MATH EDUCATION	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	YOSHIDA, AKIKO	SOCIOLOGY, CRIMINOLOGY & ANTHROPOLOGY	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE
UW-WHITewater	YU, ANDY	MANAGEMENT	TENURE TRACK	ASSISTANT PROFESSOR	PROMOTION & TENURE	ASSOCIATE PROFESSOR W/ TENURE



## **COMMITMENT TO OPERATIONAL REFORM AND EFFECTIVENESS PROJECT**

### **BACKGROUND**

The UW System has historically been and remains well below national peer benchmarks in administrative costs. In FY 2014, administrative costs in the UW System were 6.2% and the national average of higher educational institutions was 8.8%. However, during a time of decreasing state funding it is more important than ever to reduce administrative costs and operate as efficiently and effectively as possible.

President Ray Cross initiated an agenda of streamlining, standardizing, and centralizing administrative operations in order to improve effectiveness and achieve greater efficiency. Through an evaluation process it was determined that efforts focused in four operational areas would produce the greatest impact: human resources, the budgeting system, information technology, and procurement. Streamlining in these four significant administrative operations serves a dual purpose of gaining efficiency and also increasing operational integrity.

Individual plans have been combined into a single initiative, now called the CORE (Commitment to Operational Reform and Effectiveness) Project. The presentation will describe each initiative's goals, tasks, and outcomes. While it is early to project savings from each program, a central goal is to reduce actual expenditures and the time spent on administrative tasks.

### **REQUESTED ACTION**

For information only.

### **DISCUSSION**

The CORE (Commitment to Operational Reform and Effectiveness) Project spans several functional areas: Budget, Human Resources, Information Technology, and Procurement. The various topics included in the CORE Project have distinct goals and tasks. While each area is unique, they are being tracked together and supported with shared resources. The CORE Project will be described during the June 10<sup>th</sup> Board meeting.

### **RELATED REGENT POLICIES**

None.

## **UW-MILWAUKEE NCAA DIVISION I ATHLETICS 2014-15 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 institutions of higher education, athletics provide valuable experiences for student athletes, opportunities to engage the broader community, and a public face for the institution. This visibility, as well as 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, UW-Madison, and UW-Milwaukee); one institution with a Division II athletics program (UW-Parkside); and nine institutions with Division III athletics programs (UW-Eau Claire, UW-La Crosse, UW-Oshkosh, UW-Platteville, UW-River Falls, UW-Stevens Point, UW-Stout, UW-Superior, and UW-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-Milwaukee has submitted its 2014-15 athletics report to the Board of Regents for discussion at the Board's June 2016 meeting. An overview of significant items in the report follows.

### ***I. Athletics***

The UW-Milwaukee Athletics Department's 2014-15 report to the Board of Regents states that the department provided educational support and athletic opportunities to more than 300 student athletes in 15 sports. UW-Milwaukee competed in the Horizon League.

The report highlights that the men's indoor track and field and the men's outdoor track and field teams captured the Horizon League championships during the 2014-15 season. In addition, eight other teams finished in second place in either the regular season or league tournament.

### ***II. Academics***

The UW-Milwaukee Athletics Department's 2014-15 report to the Board of Regents identifies two broad measures of academic progress of student athletes and lists benchmarks that the Athletics Department established for assessing each measure.

For Academic Progress Rate (APR), the data point the NCAA uses to hold institutions accountable for the academic progress of their student athletes, the Athletics Department established two benchmarks: 1) maintain a multi-year APR score that is at or higher than all Division I scores for each sport, and 2) achieve multi-year APR scores that are greater than average scores at other Horizon League institutions in each sport.

The UW-Milwaukee Athletics Department indicates that due to the inconsistent release date by the NCAA for the current APR reports, the Department is providing the APR data from previous years as part of this 2014-15 report to the Board. Based on APR scores for 2013-14, neither of the two benchmarks were met. On the first benchmark, nine of the 15 sports had a multi-year APR score that was at or higher than all Division I scores. On the second benchmark, UW-Milwaukee's multi-year APR scores for men's indoor and outdoor track and field were the league's highest. UW-Milwaukee had the second highest APR scores in the league for women's soccer and volleyball. UW-Milwaukee had the lowest multi-year APR score in the league for women's swimming.

With respect to graduation success rate (GSR) and other academic/admissions measures of academic progress, the UW-Milwaukee Athletics Department established seven benchmarks. The Department met three of the seven benchmarks.

- The first benchmark was to maintain a student-athlete graduation rate that is greater than that of UW-Milwaukee's general student body. The GSR for student athletes for the 2008 freshmen cohort, reported in the 2014-15 report to the Board, was 62 percent, compared to 48 percent for the general UW-Milwaukee student body.

- The second benchmark was to maintain a student-athlete graduation rate of greater than 75 percent. The overall graduation rate for UW-Milwaukee student athletes in 2014-15 was 74 percent.
- The third benchmark was to maintain an overall student-athlete GSR that is greater than the average for the Horizon League. The Horizon League's average GSR was 81 percent, and UW-Milwaukee's overall student-athlete GSR was 74 percent.
- The fourth benchmark was to maintain an overall federal graduation rate that is greater than the average for the Horizon League. The average federal graduation rate for the Horizon League was 65 percent, and UW-Milwaukee's overall federal graduation rate was 60 percent.
- The fifth benchmark was to maintain an overall student-athlete graduation rate that is greater than Horizon League institutions' average for each sport. The GSR for women's tennis was the highest in the league. The Women's Soccer GSR was the second highest in the league. UW-Milwaukee had the lowest GSR in the league in Baseball, Men's Basketball, and Women's Basketball.
- The sixth benchmark was to maintain a student-athlete cumulative grade point average (GPA) of greater than 3.0. The cumulative GPA for UW-Milwaukee student athletes in 2014-15 was 3.253.
- The final benchmark was to maintain an average standardized test score (i.e. ACT) and grade point average for incoming student athletes that is greater than the average test score and grade point average for the general student body's incoming class. The average GPA for incoming freshman student athletes was 3.436, and the average GPA for the general body incoming students was 3.10. The average ACT score for incoming student athletes was 23.5 compared to 22 for the general student body.

### ***III. Financial Situation***

The UW-Milwaukee Athletics Department's report to the Board includes the department's budget, actual revenues, actual expenses, balances, debt balances and payments, and endowments for Fiscal Year (FY) 2014-15. The report notes an operating surplus of \$604,400 for FY 2014-15, or 7.4 percent of 2014-15 expenditures. In comparison, the Athletics Department reported an operating deficit of \$799,550 in FY 2013-14. The report attributes the operating surplus in FY 2014-15 to a distribution from the Horizon League for NCAA tournament participation, an increase in the segregated fee distribution due to an increase in the segregated fee rate, an increase in game guarantee revenue, and lower salary and fringe expenses.

The UW-Milwaukee Athletics Department reported a cumulative deficit of \$10,956,870 at the end of FY 2014-2015. The report also outlines the fiscal plan the Athletics Department had put in place to address the deficit, as reported to the Board previously. The plan involves three strategies: 1) eliminating the structural operating deficit by the end of FY 2017; 2) operating with a balanced budget by the end of FY 2015; and 3) reducing the cumulative deficit over time.

The deficit remained unchanged from FY 2013-14. The report notes that UW-Milwaukee was not able to contribute central funds to pay down the deficit, as anticipated, due to the budget cuts

and tuition freeze. The report also notes that despite the cuts to the Department's FY 2015-16 and 2016-17 budgets, the Athletics Department projects it will end FY 2015-16 with a balanced budget and the deficit will remain stabilized.

#### ***IV. NCAA Rules Compliance***

The report to the Board identifies six self-reported NCAA violations in 2014-2015. The women's basketball and men's swimming programs reported two violations each. Volleyball and track both reported one violation. The report includes a certification that there are no investigations or reviews of the Athletics Department or personnel by the institution, NCAA, or law enforcement underway at this time.

Also included in the report are: 1) an NCAA-required report on Agreed-Upon Procedures, issued by UW System Administration Office of Internal Audit for the fiscal year ended on June 30, 2015; 2) a report of the 2014 Horizon League Financial Aid Review; and 3) a report of the Horizon League Compliance Review, dated 2011. The Office of Internal Audit found no material exceptions to most of the procedures. However, the Office of Internal Audit did report four findings and made recommendations related to faculty members engaged by the Athletics Department, taxable income reporting, verification of NCAA distributions, and budget estimates. The Agreed-Upon Procedures report was discussed at the April 2016 meeting of the BOR Audit Committee.

The Horizon League Financial Aid Review report and Compliance Review report, which were included in the Department's 2013-14 report and as reported to the Board in June 2015, highlights strengths with UW-Milwaukee's procedures and operations, notes UW-Milwaukee's commitments to rules compliance by all personnel, and makes a number of suggestions for improvement.

The 2014-15 report to the Board notes that the Horizon League has completed a Compliance Review in December 2015. However, the written report has not yet been completed.

#### **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-MILWAUKEE

# INTERCOLLEGIATE ATHLETICS

ANNUAL REPORT



June 9-10, 2016

Presented to UW Board of Regents

In order to ensure the Board of Regents is informed and knowledgeable about intercollegiate athletics at the University of Wisconsin-Milwaukee, the information included in this report addresses academic, fiscal, and compliance issues related to intercollegiate athletics

# ATHLETICS ANNUAL REPORT

PRESENTED TO UW BOARD OF REGENTS

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# INTRODUCTORY SECTION

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## *ATHLETIC DEPARTMENT MISSION AND VISION STATEMENTS*

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### **IT IS OUR MISSION TO:**

**PROMOTE** a spirit and pride in the University through positive athletic experiences for student-athletes, coaches and spectators.

**EMBRACE** the academic purpose of UWM while achieving athletic excellence.

**MAINTAIN** an athletics program of high quality through attracting, retaining and developing the best student-athletes, coaches and staff.

**ENGAGE** students, faculty, staff, alumni and the surrounding community.

### **IT IS OUR VISION TO:**

***BUILD A PASSIONATE AND PROUD UNIVERSITY OF WISCONSIN-MILWAUKEE THROUGH CHAMPIONSHIP EXPERIENCES IN ACADEMICS, ATHLETICS AND LEADERSHIP.***

**CHAMPIONSHIP EXPERIENCES IN ACADEMICS** represent the achievement of the highest standards in an academic environment conducive to the success and personal development of our student-athletes.

**CHAMPIONSHIP EXPERIENCES IN ATHLETICS** represent the highest standards of the Horizon League and the NCAA. Our achievements encourage a culture of excellence consistent with that of the University.

**CHAMPIONSHIP EXPERIENCES IN LEADERSHIP** represent a commitment to personal and team achievements and to service in our community by student-athletes, coaches and staff.

With **PASSION** and **PRIDE** we portray our spirit to the University and beyond.

## *UWM MISSION STATEMENT*

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### **UWM Select Mission Statement:**

To fulfill its mission as a major urban doctoral university and to meet the diverse needs of Wisconsin's largest metropolitan area, the University of Wisconsin–Milwaukee must provide a wide array of degree programs, a balanced program of applied and basic research, and a faculty who are active in public service. Fulfilling this mission requires the pursuit of these mutually reinforcing academic goals:

(a) To develop and maintain high quality undergraduate, graduate and continuing education programs appropriate to a major urban doctoral university.

(b) To engage in a sustained research effort which will enhance and fulfill the University's role as a doctoral institution of academic and professional excellence.



- (c) To continue development of a balanced array of high quality doctoral programs in basic disciplines and professional areas.
- (d) To attract highly qualified students who demonstrate the potential for intellectual development, innovation, and leadership for their communities.
- (e) To further academic and professional opportunities at all levels for women, minority, part-time, and financially or educationally disadvantaged students.
- (f) To establish and maintain productive relationships with appropriate public and private organizations at the local, regional, state, national, and international levels.
- (g) To promote public service and research efforts directed toward meeting the social, economic and cultural needs of the state of Wisconsin and its metropolitan areas.
- (h) To encourage others from institutions in the University of Wisconsin System and from other educational institutions and agencies to seek benefit from the University's research and educational resources such as libraries, special collections, archives, museums, research facilities, and academic programs.
- (i) To provide educational leadership in meeting future social, cultural, and technological challenges.

## NCAA CLASSIFICATION

The University of Wisconsin-Milwaukee and its predecessor institutions have offered some form of intercollegiate athletics for over 100 years.

(Reflects sport sponsorship figures for 2014-15)

Currently, UWM offers 15 sports at the NCAA Division I level, with more than 300 student-athletes in the sports of men's and women's basketball, men's and women's soccer, men's and women's cross country, men's and women's indoor and outdoor track and field, men's and women's swimming and diving, women's volleyball, women's tennis and baseball.

UWM moved all of its sports back into Division I in 1990 and previously had placed its sports at the NCAA Division I, II and III levels, as well as in the NAIA, the AIAW and the NCAA's "Small College" division.

Over the years, UWM has had three main conference affiliations – the Wisconsin State University Conference/Wisconsin Women's Intercollegiate Athletic Conference, the Mid-Continent Conference and the Midwestern Collegiate Conference/Horizon League. Men's soccer has always had Division I status with the NCAA.

SPORT	# OF MALE STUDENT-ATHLETES	# OF FEMALE STUDENT-ATHLETES
BASEBALL	43	-
BASKETBALL	18	13
CROSS COUNTRY	13	18
SOCCER	28	30
SWIMMING	34	39
TENNIS	-	9
TRACK INDOOR/OUTDOOR	40/43	41/42
VOLLEYBALL	-	17
TOTALS	219 (51%)	209 (49%)

There are a number of sports UWM has offered over the years that it does not offer anymore. Most notably, UWM had a football team through 1974 and won a number of WSUC championships. The school has also offered wrestling, men's tennis and men's volleyball, among other sports.

For more than a decade, UWM has been a dominant and successful presence in the Horizon League. The school has captured the league's all-sports award – the McCafferty Trophy – seven times. On the national stage, the men's basketball team advanced to the Sweet 16 of the NCAA Tournament in 2005 and to the second round of the tournament in both 2006 and 2014. In addition, the men's and women's soccer teams have been ranked in the top 10 nationally. In the classroom, Panther student-athletes have posted a combined 3.0 grade point average for 30 straight semesters following the 2014-15 academic year.

## **HORIZON LEAGUE**

In its 37th season of operation in the 2015-16 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 nine 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, and 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 10 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 golf, men's and women's soccer, softball, men's and women's tennis, women's volleyball and women's golf. 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 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.

## **DESCRIPTION OF ATHLETICS' ROLE AT UWM**

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The Athletics Department at UWM provides NCAA Division I competition for over 300 students in 15 varsity sports. Gifted student-athletes are attracted to the university because of these programs, and their talents are added to the diverse gifts of the student body. Besides adding to the diversity of the community, the intercollegiate athletics programs add distinction and identity to the University.

The value of the having an NCAA Division I Athletics program is reflected in the financial support the University provides. 101 Funding, tuition fee remissions, and room and board waivers are examples of campus resources used for daily operation of the Athletics Department.

Our student-athletes compete in over 250 athletic contests each year, representing the University in Horizon League and NCAA championship events. This adds value to the University brand and provides entertainment and gathering opportunities for students, faculty, staff, alumni and friends of the University. Over the past four years, an annual average of 11,000 students attended our athletic contests and promotional events. As UWM continues to evolve as a residential campus, the intercollegiate athletics programs will become an even more important force for driving enrollment and attracting positive interaction for the community.

UWM student-athletes are excellent role models for all students through their performance in the classroom. With 29 consecutive semesters of collectively achieving a better than 3.0 grade point average and a graduation rate of over 74%, Panther athletes demonstrate excellence in the classroom, while achieving championship results in the athletic arena.

The Intercollegiate Athletics programs at the University of Wisconsin-Milwaukee provide a shining example of academic and athletic excellence in proud and appropriate perspective. Add to this the lessons learned in preparation for and participation in competition by the student-athletes, the role of athletics at UWM is entirely consonant with the Mission and Core Values of the University and the Department of Athletics.

## ***DESCRIPTION OF “SUCCESS” IN ATHLETICS AT UWM***

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**OUR CORE VALUES FORM THE FOUNDATION FOR WHICH EVERYTHING WE DO MUST REFLECT. THESE SAME CORE VALUES DEFINE “SUCCESS” WITHIN OUR DEPARTMENT.**

**EDUCATION**

**EXCELLENCE**

**LEADERSHIP**

**RESPECT**

**INTEGRITY**

**PRIDE**

### **2014-15 ATHLETICS YEAR IN REVIEW**

The University of Wisconsin-Milwaukee continued to set the bar high for the entire league in the 2014-15 academic year.

Milwaukee claimed a pair of Horizon League championships, winning the indoor and outdoor men's track and field crowns, while eight other teams finished in second place in either the regular season or league tournament.

Success wasn't limited to the court or field, however, as Milwaukee student-athletes topped the 4,000-hour mark in community service for the second straight year with 4,185 hours. In the classroom, the Panthers posted a cumulative grade-point average of 3.00 or higher for a remarkable 29<sup>th</sup> consecutive semester in Spring 2015 and for the second straight year boasted at least one Academic All-American.

This year's accomplishments add to a long storyline of success in Panther athletics. UWM first broke through in winning the McCafferty Trophy following the 2000-01 school year and then claimed the award in three straight years from 2004-06. Milwaukee also won the all-sports honor in 2009, 2012 and 2014. On the women's side, UWM has won the league award 11 times in the last 15 years.

## **SUCCESS IN THE CLASSROOM**

- UWM averaged over 100 student-athletes on both the fall and spring league honor rolls during 2014-15.
- 69% of the student-athletes earned at least a 3.0 or above grade point average as of the end of the spring semester.
- The cumulative GPA for all Panther student-athletes is 3.253 - the 29th straight semester where the departmental GPA is above 3.0.
- Graduation success rate was at 74%, well above the percentage for the general student population.
- Student-Athletes log many hours of community service in Milwaukee and the surrounding area. Teams volunteer for community activities like Special Olympics, Ronald McDonald House, and the United Lutheran Soup Kitchen, among dozens of other agencies. The Athletics Department also partners with the Center for Community-Based Learning, Leadership and Research.

## **MILWAUKEE'S 2014-15 HORIZON LEAGUE CHAMPIONSHIPS**

- Men's Indoor Track & Field
- Men's Outdoor Track & Field

## **MCCAFFERTY TROPHY WINNERS**

2001, 2004, 2005, 2006, 2009, 2012, 2014

## **HORIZON LEAGUE WOMEN'S ALL-SPORTS AWARD**

2001, 2002, 2003, 2004, 2006, 2007, 2008, 2009, 2010, 2012, 2014

## **HORIZON LEAGUE MEN'S ALL-SPORTS AWARD**

2000, 2005, 2006

## **REPORTING STRUCTURE FOR DIRECTOR OF ATHLETICS**

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The Director of Intercollegiate Athletics at the University of Wisconsin–Milwaukee reports directly to Vice Chancellor for Student Affairs regarding the day-to-day operations of the department. For long-term strategic development and planning, the Director of Athletics reports directly to the Chancellor. The Director of Intercollegiate Athletics represents the Department of Athletics by sitting on both the Chancellor's Cabinet and the Vice Chancellor for Student Affairs Directors' Cabinet.

In addition, the UWM Director of Intercollegiate Athletics is an ex-officio member of the UWM Athletic Board. The UWM Athletic Board is made up of 13 elected or appointed faculty, academic staff, and student members. The Athletic Board meets monthly and takes an active role in providing oversight to the operations of the entire UWM athletics program.

# FINANCIAL INFORMATION

The Athletics Budget information on the next two pages includes only the revenues and expenses that are listed in the UW System financial reporting statements. It does not include UWM Foundation deposits and payments, in-kind donations, waivers for tuition, books, and room and board, and University indirect facilities and maintenance expenses. See Attachment B for the year-end June 30, 2015 NCAA Statement of Revenues and Expenses, which captures all UWM Athletics' financial transactions (including the below items) associated with operations.

## 2015-16 UNIVERSITY OF WISCONSIN - MILWAUKEE BUDGET REPORT

REVENUE	FY 16 BUDGET (Per VCO)
Student Fees	\$ 6,820,021
101 Funding	\$ 759,723
NCAA & Conference Distributions	\$ 630,238
Development	\$ 120,000
Corporate Sponsorships	\$ 425,000
Ticket Sales	\$ 280,000
Game Guarantees	\$ 130,000
228 Capital Transfer	\$ 946,000
Camps & Clinics	\$ 174,311
Other Revenue	\$ 36,282
<b>TOTAL REVENUE</b>	<b>\$ 10,321,575</b>

EXPENSES	FY 16 BUDGET (Per VCO)
128 Salaries and Fringe Benefits	\$ 4,938,569
101 Salaries	\$ 328,120
128 Operating Expenses	\$ 2,861,318
101 Operating Expenses	\$ 1,603
Capital	\$ 946,000
Athletic Student Aid	\$ 398,504
Indirect Expenses	\$ 740,177
<b>TOTAL EXPENSES</b>	<b>\$ 10,214,291</b>

Fiscal Year Operating Net	\$ 107,284
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## PREVIOUS FISCAL YEAR BUDGET vs. ACTUAL RESULTS

### 2014-15 UNIVERSITY OF WISCONSIN - MILWAUKEE BUDGET REPORT

REVENUE	FY 15 BUDGET	ACTUAL (Per VCO)
Student Fees	\$ 6,380,207	\$ 6,612,688
101 Funding	\$ 759,201	\$ 763,878
NCAA & Conference Distributions	\$ 593,689	\$ 548,874
Corporate Sponsorships	\$ 475,000	\$ 480,226
Ticket Sales	\$ 258,000	\$ 287,878
228 Capital Transfer	\$ 332,465	\$ 189,180
Development	\$ 170,000	\$ ----
Game Guarantees	\$ 155,000	\$ 314,500
Transfers	\$ (226,724)	\$ (214,730)
Camps & Clinics	\$ 174,000	\$ 216,429
Other Revenue	\$ 119,072	\$ 41,998
<b>TOTAL REVENUE</b>	<b>\$ 9,189,910</b>	<b>\$ 9,240,911</b>
EXPENSES	FY 15 BUDGET	ACTUAL (Per VCO)
128 Salaries and Fringe Benefits	\$ 4,867,083	\$ 4,431,905
101 Salaries and Fringe Benefits	\$ 327,598	\$ 333,873
128 Operating Expenses	\$ 2,353,544	\$ 2,463,493
101 Operating Expenses	\$ 430,000	\$ 430,000
Capital	\$ 332,465	\$ 189,180
101 Capital	\$ 0	\$ 0
Athletic Student Aid	\$ 368,985	\$ 370,039
Indirect Expenses	\$ 466,335	\$ 418,022
<b>TOTAL EXPENSES</b>	<b>\$ 9,146,010</b>	<b>\$ 8,636,512</b>
Fiscal Year Operating Net	\$ 43,900	\$ 604,400

\*\*\*Tuition fee waivers provided by the University and used as athletic student aid were \$3,156,155 but are not included in the amount above.

## EXTERNAL AUDIT REPORTS

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An external audit of the NCAA's Statement of Revenue and Expenses, for the year ending June 30, 2015, was performed by Paul Rediske, an Internal Auditor with the UW System Office. Please see Attachment A for the Independent Accountant's Report on the Agreed-Upon Procedures.

## CAPITAL RESERVE

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The Department of Athletics has reserves held in a Fund 228 Capital Account. The reserve balance is a result of a Student Senate Finance Committee Resolution (SFC0910-002), signed on December 14, 2009. This resolution instituted a \$25 per semester segregated fee for the purpose of approving a capital bonding project for Athletics. The resolution was further clarified by a Student Association Resolution Reaffirmation (SB1011-006), on June 7, 2010.

On May 8, 2014, the UWM Student Association voted on an amendment to the capital projects resolution to affirm the segregated fee collected can be used for athletic facility improvements. The Athletics Department Administration will present proposals for future facility developments and enhancements to Student Association executive staff.

UWM sought enumeration and \$11.8 million in Program Revenue Supported Bonding for a new Basketball Practice Facility in the 2015-17 Capital Budget. This request would have been funded by the capital projects segregated fee noted above. The request was approved by the Board of Regents but was not approved by the Legislature and Governor because of the limitation on any new bonding. In the meantime, the funding has continued to accumulate. UWM will again seek enumeration and Program Revenue Supported Bonding for this project in the 2017-19 Capital Budget. It is anticipated that because of the delay, the total project cost has increased to \$14.1 million. The amount to be bonded is expected to be less than \$9 million because of the accumulation of Program Revenue cash towards this project.

**Balance as of FY Year-End 2015: \$3,251,769**

**FY16 Capital Projects:**

\$145,000 Engelmann New Scoreboard

**FY17 Projected Expenditures:**

\$85,000 Engelmann Storage Shed

\$85,000 Engelmann Press Box

\$136,000 Klotsche Track Resurfacing

\$135,000 Klotsche Pool Scoreboard

\$100,000 Swimming and Diving Locker Rooms

\$534,000 Architectural and Engineering Design for Basketball Practice Facility

**FY18 Projected Expenditures:**

\$4,000,000 Basketball Performance Facility



## **INSTITUTIONAL PLAN FOR DEFICIT**

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As of the end of FY 2015, UWM's Department of Athletics had a cumulative deficit of \$10,956,870 in Fund 128. The debt began accumulating around FY 2000, and grew over the years as a result of significant changes taking place in Division 1 athletics, which includes a climate of increasing costs.

The Department of Athletics is a unit of the Division of Student Affairs, where the cumulative deficit is currently held. The Chancellor, Vice Chancellor for Student Affairs, and the Athletics Director are committed to resolving the deficit and developed a fiscal plan to do so.

The fiscal plan was outlined in prior years' Annual Athletics Report (May 2014 and 2015) as follows:

1. First eliminate the annual structural operating deficit. The annual structural operating deficit will be eliminated by the end of FY 2017.
2. Over a multiple-year period, operate annually with a balanced budget.
3. After successfully providing to be solvent on an annual basis, the camps will work with Athletics to reduce the cumulative deficit over time.

On May 15, 2014, then-Chancellor Michael Lovell agreed with the Department of Athletics that it would work to achieve a balanced budget as of the end of FY 2015, through the following measures:

- Continuation of the annual contribution to Athletics' operations by the campus until other alternative revenues are identified;
- Increasing the contribution from student segregated fees for FY 2015; and
- Careful management of expenses by the Department.

In addition, Chancellor Lovell stated that for each year the Department of Athletics achieves a balanced or positive budget as of the end of the year, starting at the end of FY 2015, UWM would consider contributing central campus funds to cover a portion of the negative cash balance. With the achievement of a consistently balanced budget by the Department, it was anticipated the deficit could potentially be reduced to zero over eight years. However, the speed of payoff of the balance would depend on the campus's overall fiscal situation and availability of funding in light of all campus needs and strategies.

The Department of Athletics ended fiscal year 2015 with a balanced budget and is also projecting that it will end fiscal year 2016 with a balanced budget. Unfortunately, given the unprecedented budget cut as of July 1, 2015, as well as the 3<sup>rd</sup> and 4<sup>th</sup> years of a tuition freeze, UWM has not be able to contribute central funds to pay down the negative balance to date. In addition, as part of the campus's overall budget reduction the Department of Athletics' base Fund 101 budget was cut by \$75,000 beginning in FY 2016 and by a total of \$243,000 beginning in FY 2017. The negative cumulative balance remains stabilized, however.

## ***YEAR-END UNRESTRICTED FUND BALANCES***

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**Athletics Department year-end unrestricted fund balances = \$182,927.52**

**This amount is held in the UWM Foundation in four different accounts:**

Intercollegiate Athletics  
Development Revenue  
Athletic Director's Excellence  
Panther Club

## ***TOTAL OUTSTANDING DEBT & ANNUAL DEBT SERVICE***

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**Total annual debt service on athletic facilities = \$1,577,058**

**Total debt outstanding on athletic facilities = \$10,441,504**

The outstanding debt on facilities is a result of the construction of the Pavilion, which is a shared facility between Recreation Sports, Athletics, Academics, and Parking. Designated segregated fees and user fees (non-athletic fee) provides the resources for the annual payment of the debt service.

## ***VALUE OF ENDOWMENTS FOR ATHLETICS***

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**Value of Endowments dedicated to the support of athletics = \$751,703.38**

All endowed amounts are held in five scholarship funds:

Nicholas Family Scholarship  
Kuehneisen Swim and Dive Scholarship  
D & E Bogenschild "Green Gulls" Scholarship  
Coach John Tierney Memorial Scholarship  
Dexter Riesch Memorial Scholarship

# ACADEMIC PROGRESS RATE (APR) DATA

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

Starting with the 2012-13 academic year data, each team needed to earn a 4-year APR score of 930 or higher. The data is released to the public each spring by the NCAA. Due to the uncertainty of when the NCAA will release the data each year, we will continue to report the APR data from the previous year.

**HOW TO CALCULATE APR SCORES:** Each term, a scholarship student-athlete 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 Attachment C for the official 2013-14 Academic Progress Rate Report from the NCAA.**

SPORT	2013-14 APR SCORE	4-YEAR APR SCORE	NCAA 4-YR AVERAGE
BASEBALL	958	966	969
MEN'S BASKETBALL	1000	940	961
WOMEN'S BASKETBALL	980	987	975
MEN'S CROSS COUNTRY	960	985	977
WOMEN'S CROSS COUNTRY	1000	990	986
MEN'S SOCCER	958	951	971
WOMEN'S SOCCER	1000	993	984
MEN'S SWIMMING	974	967	979
WOMEN'S SWIMMING	960	963	988
WOMEN'S TENNIS	1000	985	985
MEN'S INDOOR TRACK	985	985	967
MEN'S OUTDOOR TRACK	992	986	970
WOMEN'S INDOOR TRACK	979	980	980
WOMEN'S OUTDOOR TRACK	979	980	981
WOMEN'S VOLLEYBALL	1000	995	983

### THREE-YEAR APR TREND FOR HIGHEST REVENUE SPORTS

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The following lists the single year APR scores for the three highest revenue sports during the 2011-12, 2012-13, and 2013-14 academic years. Please see Attachment C for the official Academic Progress Rate Reports from the NCAA.

HIGHEST REVENUE SPORTS	2011-12	2012-13	2013-2014
MEN'S BASKETBALL	942	852	1000
WOMEN'S BASKETBALL	983	968	980
BASEBALL	981	991	958

### BENCHMARKS USED BY ATHLETICS TO ASSESS ACADEMIC PROGRESS DATA

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**Benchmark #1:** Maintain multi-year APR score that is at or higher than the all Division I score for each sport.

**Benchmark #2:** Achieve multi-year APR scores that are greater than average scores at other Horizon League institutions in each sport.

**Please see Attachment E for the list of Horizon League institutions and APR data.**

# GRADUATION SUCCESS RATE (GSR), ACADEMIC & ADMISSIONS DATA

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## **What is the Graduation Success Rate?**

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 that seeks to hold teams and institutions accountable for how well student-athlete progresses toward 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.

## **How does it differ from the Federal Graduation Rate?**

The Federal Graduation Rate (FGR) is compiled by the U.S. Department of Education and is used as an indicator of academic success for college student-athletes. FGR measures the percentage of first-time, full-time freshmen 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 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 are in good academic 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 of the Graduate Success Rate report that was submitted during the 2014-15 academic year. **Please see Attachment D for official Graduation Success Rate Report (2008 freshmen cohort) from the NCAA that was released in October, 2015.**

## 2005-08 COHORT GSR SCORES

Below is a summary of the 2005-08 cohort Graduate Success Rate report. **Please see Attachment D for official Graduation Success Rate Report from the NCAA that was released in October, 2015.**

SPORT	GRADUATION SUCCESS RATE	FEDERAL GRADUATION RATE
BASEBALL	67%	73%
MEN'S BASKETBALL	38%	27%
WOMEN'S BASKETBALL	73%	64%
MEN'S SOCCER	67%	32%
WOMEN'S SOCCER	86%	63%
MEN'S SWIMMING	76%	67%
WOMEN'S SWIMMING	90%	72%
WOMEN'S TENNIS	100%	70%
MEN'S TRACK/CROSS COUNTRY	57%	48%
WOMEN'S TRACK/XC	80%	65%
WOMEN'S VOLLEYBALL	78%	78%

## THREE-YEAR FEDERAL GRADUATION RATE TRENDS

The following is a summary of the Federal Graduation Rates for the University of Wisconsin-Milwaukee, reported during the 2012-13, 2013-14 and 2014-15 years. **Please see Attachment D for official Graduation Success Rate Report from the NCAA.**

### FEDERAL GRADUATION RATE FOR UWM STUDENT-ATHLETES & UWM'S GENERAL STUDENT BODY

ACADEMIC YEAR	GENERAL UWM STUDENT BODY FEDERAL GRADUATION RATE	UWM STUDENT-ATHLETE FEDERAL GRADUATION RATE
2006 FRESHMEN COHORT (reported in 2012-13)	42%	58%
2007 FRESHMEN COHORT (reported in 2013-14)	46%	56%
2008 FRESHMEN COHORT (reported in 14-15)	48%	62%

### FEDERAL GRADUATION RATE FOR THREE HIGHEST REVENUE WOMEN'S SPORTS

HIGHEST REVENUE WOMEN'S SPORTS	2012-13 (2006 freshmen cohort)	2013-14 (2007 freshmen cohort)	2014-15 (2008 freshmen cohort)
WOMEN'S BASKETBALL	64%	58%	64%
WOMEN'S VOLLEYBALL	100%	89%	78%
WOMEN'S SOCCER	67%	63%	63%

## FEDERAL GRADUATION RATE FOR THREE HIGHEST REVENUE MEN'S SPORTS

HIGHEST REVENUE MEN'S SPORTS	2012-13 (2006 freshmen cohort)	2013-2014 (2007 freshmen cohort)	2014-15 (2008 freshmen cohort)
MEN'S BASKETBALL	40%	22%	27%
BASEBALL	78%	88%	73%
MEN'S SOCCER	67%	47%	32%

## ADMISSION OF STUDENT-ATHLETES

Student-athletes admitted to UWM are expected to meet the same academic standards as other admitted students. Student-athletes are also, in general, expected to follow the same application process and adhere to the same deadlines as other applicants. However it is understood that in some cases, prospective student-athletes whom UWM wishes to recruit may not be identified, or may not make the decision to apply to UWM, until very late in the admissions cycle. In such cases, the office of admissions should be contacted about the student-athlete (name and contact information) so that the application process can be initiated.

- Policy updated in April 2015

## Admissions Data

	<i>Average Incoming Freshman High School GPA</i>	<i>Average Incoming Freshman ACT Score</i>
<i>Student-Athletes</i>	<b>3.436</b>	<b>23.5</b>
<i>General Student Body</i>	<b>3.10</b>	<b>22</b>



## GRADE POINT AVERAGE INFORMATION

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### GRADE POINT AVERAGE FOR ALL STUDENT-ATHLETES DURING THE 2014-2015 ACADEMIC YEAR:

Fall 2014: 3.196

Spring 2015: 3.214

### FALL 2014 STUDENT-ATHLETE GRADE POINT AVERAGE PER SPORT

ALL SPORTS	CUMULATIVE GPA	FALL 2014 GPA
Men's Baseball	3.215	3.108
Men's Basketball	3.048	3.078
Men's Cross Country	3.285	3.067
Men's Soccer	3.193	3.037
Men's Swimming and Diving	2.95	2.792
Men's Track and Field	3.122	3.234
Women's Basketball	3.215	3.268
Women's Cross Country	3.384	3.102
Women's Soccer	3.59	3.565
Women's Swimming and Diving	3.369	3.222
Women's Tennis	3.799	3.835
Women's Track and Field	3.090	3.310
Women's Volleyball	3.512	3.503
	<b>3.26</b>	<b>3.195</b>

SPORTS (HIGHEST TO LOWEST GPA)	CUMULATIVE GPA	FALL 2014 GPA
Women's Tennis	3.799	3.85
Women's Soccer	3.59	3.565
Women's Volleyball	3.512	3.503
Women's Track and Field	3.090	3.310
Women's Basketball	3.215	3.268
Men's Track and Field	3.122	3.234

Women's Swimming and Diving	3.369	3.222
Men's Baseball	3.215	3.108
Women's Cross Country	3.384	3.102
Men's Basketball	3.048	3.0787
Men's Cross Country	3.285	3.067
Men's Soccer	3.193	3.037
Men's Swimming and Diving	2.95	2.792

## SPRING 2015 STUDENT-ATHLETE GRADE POINT AVERAGE PER SPORT

ALL SPORTS	SPRING 2015 GPA	CUMULATIVE GPA
Men's Baseball	2.969	3.186
Men's Basketball	2.828	3.005
Men's Cross Country	3.045	3.284
Men's Soccer	3.185	3.198
Men's Swimming and Diving	2.908	2.966
Men's Track and Field	3.364	3.216
Women's Basketball	3.044	3.185
Women's Cross Country	3.231	3.372
Women's Soccer	3.52	3.583
Women's Swimming and Diving	3.402	3.368
Women's Tennis	3.696	3.777
Women's Track and Field	3.15	3.113
Women's Volleyball	3.459	3.504
	3.206	3.261

SPORT (HIGHEST TO LOWEST GPA)	SPRING 2015 GPA	CUMULATIVE GPA
Women's Tennis	3.96	3.777
Women's Soccer	3.52	3.583
Women's Volleyball	3.459	3.504
Women's Swimming and Diving	3.402	3.368
Men's Track and Field	3.364	3.216
Women's Cross Country	3.231	3.372

Men's Soccer	3.185	3.198
Women's Track and Field	3.150	3.113
Men's Cross Country	3.045	3.284
Women's Basketball	3.044	3.185
Men's Basketball	2.969	3.186
Men's Swimming and Diving	2.908	2.996
Men's Basketball	2.828	3.005

## DECLARED MAJORS OF STUDENT-ATHLETES

Below is a summary of the declared degree programs for student-athletes and the UWM general student body.

MAJOR	# OF STUDENT-ATHLETES	% OF STUDENT-ATHLETES	% OF UWM STUDENT BODY
ACCOUNTING	9	3.08%	2.53%
ACTUARIAL SCIENCE	3	1.03	.47
ARCHITECTURAL STUDIES	4	1.37	2.04
ART	5	1.71	2.78
ATHLETIC TRAINING	1	.34	.13
BIOCHEMISTRY	6	2.05	.72
BIOLOGICAL SCIENCES	10	3.42	3.19
BIOMEDICAL SCIENCES	8	2.74	3.23
BUSINESS	14	4.79	3.90
CHEMISTRY	2	.68	.53
CIVIL ENGINEERING	8	2.74	1.18
COMMUNICATION	2	.68	1.73
COMPUTER ENGINEERING	2	.68	.55
COMPUTER SCIENCE	3	1.03	1.21
CONSERVATION SCIENCE	3	1.03	1.17
CRIMINAL JUSTICE	8	2.74	1.18

<b>ECONOMICS</b>	3	1.03	.71
<b>EDUCATION</b>	17	5.82	5.03
<b>EDUCATIONAL STUDIES</b>	7	2.40	.20
<b>ELECTRICAL ENGINEERING</b>	1	.34	1.28
<b>ENGINEERING</b>	2	.68	.32
<b>EXCEPTIONAL EDUCATION</b>	2	.68	.37
<b>FILM</b>	3	1.03	.71
<b>FINANCE</b>	11	3.77	3.04
<b>GEOSCIENCES</b>	1	.34	.42
<b>HEALTH CARE ADMIN</b>	2	.68	.96
<b>HEALTH SCIENCES</b>	3	1.03	.41
<b>HISTORY</b>	1	.34	.75
<b>HUMAN RESOURCES</b>	3	1.03	1.47
<b>INDUSTRIAL ENGINEERING</b>	1	.34	.42
<b>INFORMATION RESOURCES</b>	2	.68	2.36
<b>INTERNATIONAL BUSINESS</b>	2	.68	.07
<b>JOURN. ADV MEDIA STUD</b>	6	2.05	2.53
<b>KINESIOLOGY</b>	26	8.9	1.98
<b>MANAGEMENT INFO SYSTEMS</b>	1	.34	1.06
<b>MARKETING</b>	19	6.51	4.42
<b>MATHEMATICS</b>	1	.34	.43
<b>MECHANICAL ENGINEERING</b>	15	5.14	2.97
<b>NURSING</b>	11	3.77	5.07
<b>NUTRITION</b>	1	.34	.58
<b>OCCUPATIONAL STUDIES</b>	2	.68	.87
<b>PHYSICS</b>	2	.68	.38
<b>POLITICAL SCIENCE</b>	2	.68	1.08
<b>PSYCHOLOGY</b>	16	5.48	4.56

SOCIAL WORK	1	.34	2.58
SOCIOLOGY	2	.68	.65
SPANISH	1	.34	.26
SUPPLY CHAIN & OPERATIONS MANAGEMENT	6	2.05	1.60
THEATRE	1	.34	.60
UNDECIDED	22	7.53	9.75

## ***BENCHMARKS USED TO ASSESS GSR, ADMISSIONS & ACADEMIC DATA***

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**Benchmark #1:** Maintain student-athlete NCAA graduation rate that is greater than UWM's general student body.

**Benchmark #2:** Maintain student-athlete NCAA graduation rate that is greater than 75%.

**Benchmark #3:** Maintain an overall student-athlete NCAA graduation rate that is greater than the average for Horizon League.

**Benchmark #4:** Maintain an overall student-athlete Federal graduation rate that is greater than the average for Horizon League.

**Benchmark #5:** Maintain student-athlete NCAA graduation rate that is greater than Horizon League institution's average for each sport.

**Benchmark #6:** Maintain a student-athlete cumulative GPA greater than 3.0.

**Benchmark #7:** Maintain average standardized test scores (i.e., ACT and SAT) and grade point average for incoming freshmen student-athletes that are greater than the average test scores and grade point average for UWM's general student body's incoming freshman class.

# AGREED-UPON PROCEDURES REPORT

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## **2014-15 INSTITUTIONAL AGREED-UPON PROCEDURES REPORT**

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The NCAA requires all Division I athletic programs to complete an annual *Statement of Revenues and Expenses*. The deadline to submit the *Statement of Revenues and Expenses* is January 15<sup>th</sup> for the preceding fiscal year. Prior to submission, agreed-upon procedures are performed by an independent accountant validating that the *Statement of Revenues and Expenses* are in compliance with the NCAA.

**Please see Attachments A for the Independent Accountant's Report on Agreed-Upon Procedures for UWM's NCAA Statement of Revenues and Expenses for the year ended June 30, 2015.**

# INTERCOLLEGIATE ATHLETICS BUDGET REPORT

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## *UWM'S AUDITED NCAA FINANCIAL REPORT FOR 2014-15*

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**Please see Attachment B for the NCAA Statement of Revenue and Expenses, which assigns all transactions to a predetermined revenue or expense category.**

It is important to note the *NCAA Statement of Revenues and Expenses* report looks very different from the UWM Athletics Budget previously provided in this report. The *NCAA Statement of Revenues and Expenses* includes all financial transactions associated with the operations of UWM Athletics for the year ended June 30, 2015. Many of the transactions included in *NCAA Statement of Revenues and Expenses* extend outside the Athletics Department's UW System financial statement reporting parameters.

Examples of transactions included in *NCAA Statement of Revenues and Expenses* which are not found in the Athletic Department's UW System financial statements are:

- a. University of Wisconsin – Milwaukee Foundation deposits and payments
- b. In-kind donations
- c. Tuition waivers provided by the University as part of student-athletes' aid awards
- d. On-campus room and board provided by Auxiliary Services as part of the student-athletes' grant in aid
- e. Book fees waived by the UWM Bookstore for full scholarship student-athletes
- f. University indirect facilities and maintenance costs allocated to Athletics

The *NCAA Statement of Revenues and Expenses* provides a more complete analysis of all the costs associated with operating the athletics program. The *NCAA Statement of Revenues and Expenses* data is used by the NCAA and multiple media outlets to compare and benchmark athletic financial information of one athletic program to another.

# OUTSIDE COMPLIANCE REVIEW

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## *HORIZON LEAGUE OUTSIDE COMPLIANCE REVIEW*

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The Horizon League staff offers, as a service but not a requirement, outside compliance reviews to all institutions in the Horizon League. Staff members from the Horizon League administered their review of athletic compliance in February of 2011. While on campus, Horizon League staff members met with coaching staff members, administrative staff, UWM's Financial Aid Office, Admissions, Registrar's Office and Chancellor Lovell. In addition, the following materials were requested and reviewed as part of the audit:

- Policies and Procedures Manual
- Sample coaching contract
- Sample letter of employment
- Coaches' performance evaluation
- Sample rules education materials
- Letter of renewal of financial aid
- Letter of nonrenewal of financial aid
- Appeals procedure for financial aid non-renewals or reductions
- Summer outside competition forms
- Promotional activities permission form
- SAAC agenda
- Sample booster education material
- Info provided to tutors
- NCAA certification report
- Complimentary ticket request form
- Student-Athlete handbook
- New Employee packet

The Horizon League staff completed a review of the Athletic Financial Aid policies and practices in January of 2014. This review was focused on only financial aid at the request of the institution as changes in practices were beginning discuss. The Horizon League staff members met with compliance office staff as well as UWM Financial Aid Office staff members.

The Horizon League staff was on-campus in December, 2015, and conducted a compliance review at that time. As of the date of this report, the written report from the review has not yet been completed by the Horizon League staff.

**Please see Attachment F for the Horizon League Compliance Review Report and the Horizon League Financial Aid Review Report.**



# NCAA VIOLATIONS REPORT

## 2015-16 SELF-REPORTED NCAA VIOLATIONS

SPORT	DESCRIPTION OF RULE	DATE	DESCRIPTION OF VIOLATION	ACTION TAKEN
<b>Men's Basketball</b>	17.31.4 requires a men's basketball student-athlete who is participating in an approved summer league to get approval from the Director of Athletics prior to beginning any participation.	8/25/2015	A men's basketball student-athlete competed in two dates of competition on an approved summer league team prior to receiving written approval from the Director of Athletics. The student-athlete had completed the form prior to participation but it had not yet been approved by the Director of Athletics.	<ul style="list-style-type: none"> <li>A letter of rules education was provided to the men's basketball staff.</li> <li>Information related to requirements for summer league participation will continue to be discussed with the entire team at the end of the year.</li> </ul>
<b>Other</b>	3.2.4.13 requires that the Faculty Athletics Representative approve the missed class time for men's basketball prior to the beginning of each semester.	9/10/2015	The missed class time approval form for men's basketball was not reviewed and approved by the Faculty Athletics Representative prior to the first day of the Fall semester.	<ul style="list-style-type: none"> <li>The missed class time approval form was provided to the FAR for her review and approval.</li> <li>The Assistant AD for Compliance will add a calendar reminder for each subsequent academic term for the form to be completed.</li> </ul>
<b>Women's Soccer</b>	13.4.1 permits coaches to send electronic correspondence, including text messages, to a prospective student-athlete starting September 1 of their junior year in high school.	9/10/2015	An assistant women's soccer coach sent an impermissible text message to a high school sophomore.	<ul style="list-style-type: none"> <li>A letter of education was provided to the women's soccer staff.</li> <li>The women's soccer staff will be precluded from having electronic correspondence with the PSA for two weeks once it is permissible to do so.</li> </ul>
<b>Women's Track</b>	13.1.3.1.2 permits track coaches to call prospective student-athletes beginning July 1 after their junior year of high school.	9/18/2015	An assistant track coach called a high school junior on one occasion.	<ul style="list-style-type: none"> <li>Letter of education was provided to the track coaching staff.</li> <li>The entire track coaching staff will be precluded from calling the PSA for two weeks starting July 1, 2016.</li> </ul>
<b>Women's Basketball</b>	13.5.4 permits an institutional staff to pick an incoming student-athlete up from the nearest major airport upon their initial arrival to campus to enroll in classes.	11/04/2015	The head women's basketball coach and one assistant coach picked up an incoming student-athlete at an airport other than the nearest major airport upon her initial arrival to campus.	<ul style="list-style-type: none"> <li>The student-athlete repaid the value of the benefit to a charity.</li> <li>The women's basketball staff received a letter of education.</li> <li>Bylaw 13.5 was featured in the Compliance Newsletter for all department staff.</li> </ul>

<b>Men's Track</b>	Bylaws 14.2.1 and 14.2.2 require a student-athlete to be enrolled full-time in order to be eligible for practice and competition.	2/24/2016	A men's track student-athlete practiced and competed in two competitions while enrolled in less than full-time due to an administrative drop from a class.	<ul style="list-style-type: none"> <li>The student-athlete was declared ineligible until he enrolled in another course.</li> <li>The student-athlete was withheld from two regular season competitions.</li> <li>The institution worked with the Registrar's Office to create a daily report on student-athlete enrolled in less than full-time.</li> </ul>
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## 2014-15 SELF-REPORTED NCAA VIOLATIONS

SPORT	DESCRIPTION OF RULE	DATE	DESCRIPTION OF VIOLATION	ACTION TAKEN
<b>MEN'S SWIMMING</b>	13.4.1.4.1 states that swimming coaches may not send electronic correspondence to a recruit until after they have signed an NLI-scholarship/offer of admission.	4/24/14	The assistant swim coach responded to a text message sent to him by a prospect that was on campus for an admissions event and unofficial visit. The prospect was a high school junior	<ul style="list-style-type: none"> <li>Letter of Education was provided to the swimming &amp; diving coaching staff</li> <li>Coach staff was precluded from sending any recruiting correspondence with the prospect for 2 weeks</li> </ul>
<b>WOMEN'S VOLLEYBALL</b>	13.1.6.2 states that recruiting contact may not be made with a prospect on the day of their competition until they have been officially released and departs the facility.	7/3/14	Assistant volleyball coach contacted a prospect after her team lost during a tournament. Assistant coach thought that since the prospect's team was no longer competing that she had been released. However, the prospect had not been released as she was required to stay and referee additional games	<ul style="list-style-type: none"> <li>Letter of education was provided to the entire volleyball coaching staff</li> <li>Rules education on the bylaw was included in the monthly Compliance Newsletter</li> </ul>
<b>WOMEN'S BASKETBALL</b>	11.7.1.1 states that only countable coaches may engage in providing technical or tactical instruction to student-athletes at any time.	12/10/14	Women's basketball video coordinator engaged in coaching activity during a competition. The video coordinator was yelling out instruction to student-athletes during the contest as well as providing instruction during timeouts	<ul style="list-style-type: none"> <li>Assistant AD for Compliance met in person with the video coordinator to discuss NCAA rules regarding non-coaching staff</li> <li>Letter of Education provided to women's basketball coaching staff</li> <li>Letter of Admonishment issued to video coordinator</li> <li>Bylaw 11 was the topic for the January mandatory compliance meeting</li> </ul>
<b>WOMEN'S TRACK/XC</b>	13.6.3 states that prior to making an official visit a prospect must be placed on an institution's Eligibility Center request list.	1/9/15	The compliance coordinator forgot to place two prospects on the institution's Eligibility Center request list prior to their official visit	<ul style="list-style-type: none"> <li>Letter of Education was provided to the compliance coordinator</li> <li>Coaches were reminded to follow up on official visit requests if they do not receive email approval</li> </ul>

<b>WOMEN'S BASKETBALL</b>	11.7.1.1 states that only a countable coach can engage in off-campus recruiting activities.	3/25/15	The director of women's basketball operations picked up a prospect's transcript from their high school, which is considered an evaluation by the NCAA. The director of operations was trying to help out an assistant coach who was busy that day and asked him to pick up the transcript for her. The director of operations did not have any contact with the prospect or her coach	<ul style="list-style-type: none"> <li>Letter of Education was issued to the women's basketball staff</li> <li>Rules education on the bylaw was included in the April Compliance Newsletter</li> <li>The number of permissible off-campus recruiters for women's basketball was reduced by 1 for 2 contact period days</li> </ul>
<b>Men's &amp; Women's Swimming</b>	17.1.7.1 allows student-athletes to engage in countable athletically related activity for no more than four hours per day while in-season.	6/5/15	Two student-athletes were allowed to exceed the 4 hour per day limit on athletically related activity during the 41-15 swimming season.	<ul style="list-style-type: none"> <li>Letter of admonishment was issued to the head coach.</li> <li>Rules education was provided to the head coach, all student-athletes and all coaches.</li> <li>One of the swim student-athletes who exceed their hourly limit will be withheld from 2 hours of practice each week during the 15-16 season (the other student-athlete had exhausted their eligibility.</li> </ul>

## ATTACHMENTS

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Independent Accountant's Report on Agreed-Upon Procedures.....Attachment A

NCAA Statement of Revenues and Expenses.....Attachment B

NCAA Academic Progress Rate (APR) Score Reports.....Attachment C

NCAA Graduation Success Rate (GSR) Score Reports.....Attachment D

Peer Institution's APR and GSR Data.....Attachment E

Outside Compliance Review, performed by the Horizon League.....Attachment F



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

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Office of Internal Audit

Report Control #2016-14  
January 15, 2016

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**Office of Internal Audit**

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## REPORT

January 15, 2016

Chancellor Mark A. Mone  
University of Wisconsin-Milwaukee  
Post Office Box 413  
Milwaukee, Wisconsin 53201

Dear Chancellor Mone:

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-Milwaukee (UWM or University) Athletics Department is in compliance with National Collegiate Athletics Association (NCAA) Bylaw 3.2.4.15 for Division I for the year ended June 30, 2015. UWM administration and staff are responsible for the SRE and the University's compliance with those requirements.

This 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.

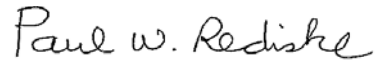
The NCAA requires this agreed-upon procedures engagement to be conducted by a qualified independent accountant. For purposes of this engagement, the NCAA considers the UW System Office of Internal Audit to be independent.

Our procedures and findings are explained in this report and its appendices. Reportable findings are defined as errors or misclassifications equal to or greater than \$700.

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 UWM, 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,

A handwritten signature in cursive script that reads "Paul W. Rediske".

Paul W. Rediske  
Director  
UW System Office of Internal Audit

Attachments

cc: Vice Chancellor, Robin Van Harpen  
Director of Athletics, Amanda Braun  
Senior Associate Athletics Director, Charles Gross  
UW System Chief Audit Executive, Lori Stortz

## SUMMARY OF AUDIT RESULTS

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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 – FACULTY MEMBER ENGAGED BY ATHLETICS

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#### **Audit Priority Rating: High**

**Observation:** During fiscal year 2015, an Assistant Professor employed in UWM’s College of Health Sciences did work for Athletics as a consulting nutritionist. She was paid \$4,800 by Athletics through the UW-Milwaukee Foundation. Since the Assistant Professor was not performing this work through a separate business entity, payments to her should have gone through UWM’s normal payroll process.

It is the practice of the UW-Milwaukee Foundation to issue 1099 year-end tax forms to non-UWM employees where appropriate. In this case, the Foundation did not know the \$4,800 was associated with a UWM employee. As a result, the Foundation issued a 1099.

UW System Policy F31, *Personal Service Payments*, states, “When an institution is determining whether to obtain an additional personal service, a unique service, or a consultant service, consideration must first be given to more effective use of personnel within the institution, within the UW System, and within other State agencies. In accordance with the Internal Revenue Code Section 3402€, if the individual is a current UW System employee, all payments for services are deemed to be wages and must be payrolled.”

See Procedure #4.

**Recommendation:** UW-Milwaukee Athletics should ensure that any future activities involving employees from other UWM or UW System departments are properly payrolled.

#### **Management’s Response:**

*Agree or Disagree:* Agree.

*Planned course of action:* UW-Milwaukee Athletics will work with the Assistant Professor to determine if there is a separate business entity. If so, payment will be made through the entity. If not, the Assistant Professor will be paid through UWM’s normal payroll. This same process will apply to similar activities in the future.

*Planned completion date:* Immediate.



Contact person: Director of Athletics, Amanda Braun

Contact's email/phone: [braun25@uwm.edu](mailto:braun25@uwm.edu), 414/229-6599

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## COMMENT 2 – REPORTING TAXABLE INCOME ON TAX FORM W-2

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### **Audit Priority Rating: Medium**

**Observation:** A corporate sponsorship agreement with Harley's Men's Wear provided clothing valued at \$8,000 to the Head Men's Basketball Coach. The value of this clothing is considered taxable income. However, it was not applied to the Coach's Tax Form W-2 for tax reporting purposes. When we brought this to the attention of UWM's Accounting Department, they initiated steps to update the W-2.

See Procedure #3.

**Recommendation:** UW-Milwaukee Athletics should take steps to ensure that all taxable income arising from agreements with in-kind provisions is properly reported.

### **Management's Response:**

*Agree or Disagree:* Agree.

*Planned course of action:* The Corporate Relations Coordinator's job responsibilities include tracking all trade and in-kind elements included in corporate sponsorship contracts. Moving forward, the Corporate Relations Coordinator will notify both the employee and the University when a taxable benefit is received by a staff member.

*Planned completion date:* Immediate.

Contact person: Director of Athletics, Amanda Braun

Contact's email/phone: [braun25@uwm.edu](mailto:braun25@uwm.edu), 414/229-6599

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## COMMENT 3 – VERIFICATION OF NCAA DISTRIBUTIONS

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### **Audit Priority Rating: Medium**

**Observation:** During fiscal year 2015, UW-Milwaukee Athletics received \$523,565 in NCAA distributions. UW-Milwaukee did not have a process or procedure to independently recalculate the propriety of the amount received.

See Procedure #16.

**Recommendation:** UW-Milwaukee Athletics should establish a process to independently recalculate the propriety of NCAA distributions.

**Management's Response:**

*Agree or Disagree:* Agree.

*Planned course of action:* The NCAA provides formulas to create estimates for distributions. Use of the formulas to recalculate the distributions has not occurred because taking a historical look at previous distributions has proven to be effective and accurate for budgeting purposes.

*Planned completion date:* The use of the NCAA provided formulas will be implemented for fiscal year 2016 to validate NCAA distributions.

*Contact person:* Director of Athletics, Amanda Braun

*Contact's email/phone:* [braun25@uwm.edu](mailto:braun25@uwm.edu), 414/229-6599

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**COMMENT 4 – BUDGET ESTIMATES**

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**Audit Priority Rating: Low**

**Observation:** Starting in 2014-15, NCAA agreed-upon procedures require that amounts reported in SRE revenue and expense categories be compared with budget estimates for those same categories. Certain variations from budget need to be explained in the agreed-upon procedures audit report. The UW-Milwaukee Athletics Department did not prepare budget estimates to correspond with SRE revenue and expense categories.

See Attachment D.

**Recommendation:** Starting in 2015-16, UW-Milwaukee Athletics should prepare budget estimates to correspond with categories in the SRE.

**Management's Response:**

*Agree or Disagree:* Agree.

*Planned course of action:* After the University budgeting process is completed in the spring each year, UW-Milwaukee Athletics will create estimates for all NCAA revenue and expense categories. Please note, the NCAA budget lines are not consistent with University budget lines. This requirement will be one more budgeting process in an already extensive process where 128 allocable, 128 non-allocable, 128 roll-up, 228 capital, and Foundation budget proposals are annually prepared.

*Planned completion date:* Budget amounts for each NCAA category will be determined in May 2016 for fiscal year 2016-17.

*Contact person:* Director of Athletics, Amanda Braun

*Contact's email/phone:* [braun25@uwm.edu](mailto:braun25@uwm.edu), 414/229-6599

## ATTACHMENT A: AUDIT COMMENT PRIORITY RATINGS

Audit Comment Priority Rating	Description
<b>High</b>	<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"> <li>• Significant internal control weakness</li> <li>• Significant policy or procedure exceptions</li> <li>• Significant risk exposure</li> <li>• Significant financial exceptions – loss, misstatement, errors, fraud</li> <li>• Significant law or regulatory violations</li> <li>• Significant potential opportunity – revenue, savings, efficiencies, improvements</li> </ul>
<b>Moderate</b>	<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"> <li>• Substantial internal control weakness</li> <li>• Substantial policy or procedure exceptions</li> <li>• Substantial risk exposure</li> <li>• Substantial financial exceptions – loss, misstatement, errors</li> <li>• Substantial law or regulatory violations</li> <li>• Substantial potential opportunity – revenue, savings, efficiencies, improvements</li> </ul>
<b>Low</b>	<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"> <li>• Minor internal control weakness</li> <li>• Minor policy or procedure exceptions</li> <li>• Limited risk exposure</li> <li>• Minor financial exceptions – loss, misstatement, errors</li> <li>• Minor law or regulatory violations</li> <li>• Limited potential opportunity – revenue, savings, efficiencies, improvements</li> </ul>

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

**UNIVERSITY OF WISCONSIN-MILWAUKEE  
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 Statement of Revenues and Expenses (SRE) to UWM'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 UWM's 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 UWM:
  - 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. We found that:
  - A corporate sponsorship agreement with Harley's Men's Wear provided clothing valued at \$8,000 to the Men's Basketball Head Coach. The value of this clothing is considered taxable

income. However, it was not applied to the Coach's W-2 for tax reporting purposes. See recommendation in Comment #2.

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.

During fiscal year 2015, an Assistant Professor employed in UWM's College of Health Sciences did work for Athletics as a consulting nutritionist. She was paid \$4,800 through the UW-Foundation. Since the Assistant Professor was not performing this work through a separate business entity, payments to her should have been handled through UWM's normal payroll process.

UW System Policy F31, *Personal Service Payments*, states, "When an institution is determining whether to obtain an additional personal service, a unique service, or a consultant service, consideration must first be given to more effective use of personnel within the institution, within the UW System, and within other State agencies. In accordance with the Internal Revenue Code Section 3402e, if the individual is a current UW System employee, all payments for services are deemed to be wages and must be payrolled." See recommendation in Comment #1.

#### **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 UWM 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. The NCAA agreed-upon procedures guidelines require that we compare direct state or other governmental support recorded by UWM during the reporting period with institutional authorizations and/or other corroborative supporting documentation.

The Athletics Department did not record any amounts for direct or other government support on the SRE.

7. Student Fees. 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 UWM 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 squad list, *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. Compared transfers back to the institution with permanent transfers back to the institution from the Athletics Department and recalculated totals.

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

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 contractual agreements pertaining to revenues derived from seven contests during the reporting period and agreed each selection to UWM's general ledger and the SRE and recalculated totals.

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

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. The NCAA agreed-upon procedure guidelines require that we compare gifts-in-kind recorded by the institution during the reporting period with a schedule of gifts-in-kind donations and recalculate totals.

The Athletics Department did not record any in-kind donations on the SRE.

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 UWM's 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 UWM's total media (broadcast, television, radio) rights received by the institution or through their conference offices as reported in the statement. Also, agreed-upon procedures require that we compare and agree the media right revenues to a summary statement of all media rights identified, if applicable, and UWM'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 0.5% 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. Inquired about UW-Milwaukee's process of verifying the correctness of the amounts in this category.

No material exceptions were noted as a result of these procedures; however, UWM does not independently verify distribution amounts. See recommendation in Comment #3.

17. Conference Distributions (Non-Media or Bowl). The NCAA agreed-upon procedure guidelines require that we obtain and inspect agreements related to UWM's Horizon League Conference 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 UWM's 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 0.5% of total revenue recorded on the SRE.

18. Program, Novelty, Parking and Concession Sales. The NCAA agreed-upon procedure guidelines require that we compare 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.

The Athletics Department did not record any Program, Novelty, Parking and Concession Sales on the SRE.

19. Royalties, Licensing, Advertisement and Sponsorships. The amount recorded in the SRE for this category was primarily generated from a single contract. For this contract, we obtained and inspected the agreement related to UWM'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 UWM's methodology for conducting camps and recording revenues. For camps related to one sport, obtained the roster of participants and fee schedule and agreed corresponding cash receipts to the UWM's general ledger and into the total recorded on the SRE.

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

21. Athletics Restricted Endowment and Investments Income. The NCAA agreed-upon procedure guidelines require that we obtain and inspect endowment agreements (if any) to gain an understanding of the relevant terms and conditions. Also, the agreed-upon procedures require that we compare and agree 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.

No procedures were required to be performed for this category since the amount recorded on the SRE for Athletic Restricted Endowment and Investment Income was less than 0.5% of total revenue recorded on the SRE.

22. Other Operating Revenue. The NCAA agreed-upon procedure guidelines require application of work as noted for all revenue in Step 2.

No procedures were required to be performed for this category since the amount recorded on the SRE for Other Operating Revenue was less than 0.5% of total revenue recorded on the SRE.

### **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. For those student athletes selected, traced to corresponding amounts recorded on Athletics supporting schedules and agreed totals for certain sports to 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 UWM for a sample of games during the reporting period and agreed related expenses to UWM's general ledger and/or the statement and recalculate totals. Also, the agreed-upon procedures 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 UWM in 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 0.5% 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 UWM 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 UWM 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 UWM 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. The 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 UWM 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 other compensation and benefits paid by a third party to expenses recorded by UWM 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 UWM 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 UWM and related entities expense recorded by UWM 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 agreed-upon procedures also require that we obtain and inspect reporting period payroll summaries. For each selection: compare and agree related payroll summaries to the related other compensation and benefit expenses recorded by UWM 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. Selected a sample of employees receiving severance payments by the institution during the reporting period and agreed each severance payment to the related termination letter or employment contract and recalculated totals.

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

30. Recruiting. Examined three expenditures/transactions to obtain and document an understanding of UWM'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 five expenditures/transactions to obtain and document an understanding of UWM'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 four expenditures/transactions 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 two transactions to validate existence of transaction and accuracy of recording and recalculated 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. Obtained general ledger detail and compared to the total expenses reported. Also, selected two transactions to validate existence of transaction and accuracy of recording and recalculated totals.

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

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 0.5% of total expenses recorded on the SRE.

37. Athletics Facilities, Debt Service, Leases and Rental Fees. Compared a sample of two 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. Selected 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. The 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 0.5% of total expenses recorded on the SRE.

42. Other Operating Expenses. Obtained general ledger detail and compare to the total expenses reported. Selected 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 UWM.

No discrepancies were noted.

# ATTACHMENT C

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

REVENUES:	MEN'S BASKETBALL	WOMEN'S BASKETBALL	OTHER SPORTS	NON- PROGRAM SPECIFIC	TOTAL	PRIOR YEAR	VARIANCE
1 Ticket Sales	\$ 266,393	\$ 8,359	\$ 35,770	\$ 0	\$ 310,523	\$ 217,284	\$ 93,239
2 Direct State or Other Government Support	0	0	0	0	0	0	0
3 Student Fees	0	0	0	6,801,868	6,801,868	5,518,966	1,282,902
4 Direct Institutional Support	409,392	278,679	2,908,285	763,719	4,360,075	4,201,940	158,135
5 Less Transfers	0	0	0	(582,143)	(582,143)	(221,607)	(360,536)
6 Indirect Facilities and Administrative Support	0	0	0	435,400	435,400	440,000	(4,600)
7 Guarantees	282,240	20,000	43,281	0	345,521	70,500	275,021
8 Contributions	73,168	59,208	233,312	305,197	670,884	542,535	128,349
9 In-Kind	0	0	0	0	0	0	0
10 Compensation and Benefits Provided by Third-Party	0	0	0	0	0	0	0
11 Broadcast, Television, Radio, and Internet Rights	0	0	0	2,224	2,224	0	2,224
12 NCAA/Conference Distributions	0	0	1,170	522,395	523,565	579,657	(56,092)
13 Conference Distributions	0	0	0	15,600	15,600	0	15,600
14 Program Sales, Concessions, Novelty Sales, and Parking	0	0	0	0	0	886	(886)
15 Royalties, Licensing, Advertisements, and Sponsorships	25,000	0	24,500	646,107	695,607	780,133	(84,526)
16 Sports Camp Revenues	39,096	28,606	59,207	(5,902)	121,007	182,165	(61,158)
17 Endowment and Investment Income	0	0	0	8,200	8,200	89,021	(80,821)
18 Other	0	0	2,540	6,691	9,231	21,887	(12,656)
19 Total Operating Revenue	\$ 1,095,289	\$ 394,852	\$ 3,308,065	\$ 8,919,355	\$ 13,717,562	\$ 12,423,367	\$ 1,294,195
EXPENSES:							
OPERATING EXPENSES							
20 Athletic Student Aid	\$ 456,965	\$ 364,049	\$ 2,956,992	\$ -	\$ 3,778,006	\$ 3,676,246	\$ 101,760
21 Guarantees	15,000	1,000	13,000	0	29,000	13,500	15,500
22 Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	873,724	403,957	1,145,925	0	2,423,606	2,498,433	(74,827)
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	121,918	123,926	15,025	2,340,550	2,601,418	2,591,780	9,638
25 Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party	0	0	0	0	0	0	0
26 Severance Payments	0	700	0	97,208	97,908	156,033	(58,125)
27 Recruiting	52,019	46,067	34,568	0	132,653	161,298	(28,645)
28 Team Travel	281,840	100,357	579,823	42,807	1,004,828	933,917	70,911
29 Equipment, Uniforms, and Supplies	55,094	34,102	335,581	85,995	510,773	565,343	(54,570)
30 Game Expenses	110,891	45,726	71,014	0	227,630	235,715	(8,085)
31 Fundraising, Marketing, and Promotion	88,739	39,797	19,669	460,458	608,662	543,991	64,671
32 Sport Camp Expenses	11,261	11,416	37,126	6,222	66,025	63,909	2,116
33 Spirit Groups	6,110	0	0	48,482	54,592	27,031	27,561
34 Direct Facilities, Maintenance, and Rental	236,294	0	80,216	2,180	318,690	389,053	(70,363)
35 Direct Overhead & Administrative Expenses	2,256	2,064	5,652	129,303	139,275	0	139,275
36 Indirect Facilities and Administrative Support	0	0	0	435,400	435,400	440,000	(4,600)
37 Medical Expenses and Medical Insurance	0	0	0	107,834	107,834	88,475	19,359
38 Membership and Dues	1,290	1,260	4,098	10,110	16,758	15,455	1,303
39 Other Operating Expenses	14,525	21,489	95,712	232,115	363,841	565,218	(201,377)
40 Total Operating Expenses	\$ 2,327,926	\$ 1,195,908	\$ 5,394,400	\$ 3,998,664	\$ 12,916,898	\$ 12,965,397	\$ (48,499)
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSES	\$ (1,232,636)	\$ (801,056)	\$ (2,086,335)	\$ 4,920,690	\$ 800,663	\$ (542,030)	\$ 1,342,693
41 Transfers to Institutions				\$ -	\$ -	\$ -	\$ -
42 Conference Realignment Expenses				\$ -	\$ -	\$ -	\$ -
43 Total Athletics Related Debt				\$ 11,436,353	\$ 12,396,607	\$ (960,254)	
44 Total Institutional Debt				\$ 94,284,652	\$ 99,021,906	\$ (4,737,254)	
45 Value of Athletics Dedicated Endowments				\$ 653,938	\$ -	\$ 653,938	
46 Value of Institutional Endowments				\$ 9,773,178	\$ 10,084,596	\$ (311,418)	

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 procedures 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 the prior year required an explanation:

NCAA Category	Current Amount	Prior Year Amount	Variance	Explanation
#3 Student Fees	\$6,801,868	\$5,518,966	\$1,282,902	The increase in segregated fees is a result of the segregated fee going from \$110 to \$138.45 per semester.

- 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, no expense account variances from the prior year required an explanation:

The UW-Milwaukee Athletic Department did not make budget estimates to correspond with the SRE's revenue and expense categories. Accordingly, comparisons with budget estimates could not be performed. See recommendation in Comment #4.

## ATTACHMENT E: NOTES TO STATEMENT OF REVENUES AND EXPENSES

### FOR THE YEAR ENDED JUNE 30, 2015

#### Note 1: Summary of Significant Accounting Policies

UWM 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. UWM 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 *Statement of Revenues and Expenses* 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 UWM 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 UWM 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 UWM 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 UWM as well as the accounts of its sole affiliated/outside organization, the UW-Milwaukee Foundation (an independent 501(c)(3) organization that is the official not-for-profit fundraising corporation for UWM). Contributions received by the UW-Milwaukee Foundation on behalf of the UWM Athletics Department are recognized and recorded on the SRE in the period received by the Foundation. Disbursements made from the UW-Milwaukee Foundation on behalf of the Athletics Department to third parties are recorded on the SRE in the period of disbursement.

#### Note 3: Contributions

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

Revenues from contributions (line 8 of the SRE) was \$670,884. The Athletics Department received two contributions that were 10% or more of all of contributions: \$67,000 from an individual donor and \$125,000 from a charitable trust.

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

<b>REVENUES:</b>	<b>MEN'S BASKETBALL</b>	<b>WOMEN'S BASKETBALL</b>	<b>OTHER SPORTS</b>	<b>NON- PROGRAM SPECIFIC</b>	<b>TOTAL</b>	<b>PRIOR YEAR</b>	<b>VARIANCE</b>
1 Ticket Sales	\$ 266,393	\$ 8,359	\$ 35,770	\$0	\$ 310,522	\$ 217,284	\$ 93,238
2 Direct State or Other Government Support	0	0	0	0	0	0	0
3 Student Fees	0	0	0	6,801,868	6,801,868	5,518,966	1,282,902
4 Direct Institutional Support	409,392	278,679	2,908,285	763,719	4,360,075	4,201,940	158,135
5 Less: Transfers to Institution	0	0	0	(582,143)	(582,143)	(221,607)	(360,536)
6 Indirect Institutional Support	0	0	0	435,400	435,400	440,000	(4,600)
7 Guarantees	282,240	20,000	43,281	0	345,521	70,500	275,021
8 Contributions	73,168	59,208	233,312	305,197	670,885	542,535	128,350
9 In-Kind	0	0	0	0	0	0	0
10 Compensation and Benefits Provided by a Third-Party	0	0	0	0	0	0	0
11 Media Rights	0	0	0	2,224	2,224	0	2,224
12 NCAA Distributions	0	0	1,170	522,395	523,565	579,657	(56,092)
13 Conference Distributions (Non Media or Bowl)	0	0	0	15,600	15,600	0	15,600
14 Program, Novelty, Parking and Concession Sales	0	0	0	0	0	886	(886)
15 Royalties, Licensing, Advertisement, and Sponsorships	25,000	0	24,500	646,107	695,607	780,133	(84,526)
16 Sports Camp Revenues	39,096	28,606	59,207	(5,902)	121,007	182,165	(61,158)
17 Athletics Restricted Endowment and Investment Income	0	0	0	8,200	8,200	89,021	(80,821)
18 Other	0	0	2,540	6,691	9,231	21,887	(12,656)
19 <b>Total Operating Revenue</b>	<b>\$ 1,095,289</b>	<b>\$ 394,852</b>	<b>\$ 3,308,065</b>	<b>\$ 8,919,356</b>	<b>\$ 13,717,562</b>	<b>\$ 12,423,367</b>	<b>\$ 1,294,195</b>
<b>EXPENSES:</b>							
20 Athletic Student Aid	\$ 456,965	\$ 364,049	\$ 2,956,992	\$0	\$ 3,778,006	\$ 3,676,246	\$ 101,760
21 Guarantees	15,000	1,000	13,000	0	29,000	13,500	15,500
22 Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	873,724	403,957	1,145,925	0	2,423,606	2,498,433	(74,827)
23 Coaching Salaries, Benefits and Bonuses 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	121,918	123,926	15,025	2,340,550	2,601,419	2,591,780	9,639
25 Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party	0	0	0	0	0	0	0
26 Severance Payments	0	700	0	97,208	97,908	156,033	(58,125)
27 Recruiting	52,019	46,067	34,568	0	132,654	161,298	(28,644)
28 Team Travel	281,840	100,357	579,823	42,807	1,004,827	933,917	70,910
29 Sports Equipment, Uniforms, and Supplies	55,094	34,102	335,581	85,995	510,772	565,343	(54,571)
30 Game Expenses	110,891	45,726	71,014	0	227,631	235,715	(8,084)
31 Fundraising, Marketing, and Promotion	88,739	39,797	19,669	460,458	608,663	543,991	64,672
32 Sport Camp Expenses	11,261	11,416	37,126	6,222	66,025	63,909	2,116
33 Spirit Groups	6,110	0	0	48,482	54,592	27,031	27,561
34 Athletics Facilities, Debt Service, Leases, and Rental Fees	236,294	0	80,216	2,180	318,690	389,053	(70,363)
35 Direct Overhead and Administrative Expenses	2,256	2,064	5,652	129,303	139,275	0	139,275
36 Indirect Institutional Support	0	0	0	435,400	435,400	440,000	(4,600)
37 Medical Expenses and Medical Insurance	0	0	0	107,834	107,834	88,475	19,359
38 Memberships and Dues	1,290	1,260	4,098	10,110	16,758	15,455	1,303
39 Other Operating Expenses	14,525	21,489	95,712	232,115	363,841	565,218	(201,377)
40 <b>Total Operating Expenses</b>	<b>\$ 2,327,926</b>	<b>\$ 1,195,910</b>	<b>\$ 5,394,401</b>	<b>\$ 3,998,664</b>	<b>\$ 12,916,901</b>	<b>\$ 12,965,397</b>	<b>\$ (48,496)</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSES</b>	<b>\$ (1,232,637)</b>	<b>\$ (801,058)</b>	<b>\$ (2,086,336)</b>	<b>\$ 4,920,692</b>	<b>\$ 800,661</b>	<b>\$ (542,030)</b>	<b>\$ 1,342,691</b>
41 Excess Transfers to Institutions					\$0	\$0	\$0
42 Conference Realignment Expenses					\$0	\$0	\$0
43 Total Athletics Related Debt					\$ 11,436,353	\$ 12,396,607	\$ (960,254)
44 Total Institutional Debt					\$ 94,284,652	\$ 99,021,906	\$ (4,737,254)
45 Value of Athletics Dedicated Endowments					\$ 653,938		
46 Value of Institutional Endowments					\$ 111,773,178		

## NOTES TO STATEMENT OF REVENUES AND EXPENSES FOR

THE YEAR ENDED JUNE 30, 2015

### Note 1: Summary of Significant Accounting Policies

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# 2013 - 2014 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/26/2015

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2010-11, 2011-12, 2012-13 and 2013-14 academic years.

*[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, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2013-2014 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
By Sport - Men's											
Baseball (300)	966	958	40th-50th	20th-30th	969	965	977	972		969	967
Basketball (350)	940	1000	10th-20th	1st-10th	961	958	967	965		957	962
Cross Country (315)	985	960	50th-60th	50th-60th	977	973	986	981		975	976
Football (249)	NA	NA	NA	NA	956	952	966	961		952	NA

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N/A = No APR or not applicable.

N = Number of teams represented.

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<sup>9</sup> Denotes that team's APR data is under review.

# 2013 - 2014 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/26/2015

Sport (N)	Multiyear APR	2013-2014 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Fencing (18)	NA	NA	NA	NA	985	975	989	979		990	986
Golf (302)	NA	NA	NA	NA	979	976	986	983		976	978
Gymnastics (15)	NA	NA	NA	NA	982	981	984	985		976	941
Ice Hockey (59)	NA	NA	NA	NA	985	982	988	986		992	980
Lacrosse (67)	NA	NA	NA	NA	976	973	977	984		972	976
Skiing (11)	NA	NA	NA	NA	982	978	989	987		987	968
Soccer (203)	951	958	10th-20th	10th-20th	971	966	976	971		974	970
Swimming (135)	967	974	10th-20th	20th-30th	979	974	986	979		982	977
Tennis (261)	NA	NA	NA	NA	978	975	982	980		975	979
Track, Indoor (259)	985	985	70th-80th	50th-60th	967	964	976	971		966	969
Track, Outdoor (280)	986	992	70th-80th	50th-60th	970	966	978	973		968	971
Volleyball (22)	NA	NA	NA	NA	984	981	988	984		985	982
Water Polo (22)	NA	NA	NA	NA	985	980	988	988		992	978
Wrestling (77)	NA	NA	NA	NA	963	963	964	968		962	962
By Sport - Women's											

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# 2013 - 2014 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/26/2015

Sport (N)	Multiyear APR	2013-2014 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Basketball (348)	987	980	70th-80th	60th-70th	975	972	983	975	975	977	975
Bowling (32)	NA	NA	NA	NA	975	973	979	991	991	970	980
Cross Country (346)	990	1000	40th-50th	60th-70th	986	983	991	987	987	984	986
Fencing (22)	NA	NA	NA	NA	986	972	993	982	982	993	984
Field Hockey (78)	NA	NA	NA	NA	988	986	990	986	986	991	985
Golf (263)	NA	NA	NA	NA	987	985	991	991	991	984	984
Gymnastics (61)	NA	NA	NA	NA	991	991	993	991	991	994	992
Ice Hockey (35)	NA	NA	NA	NA	990	987	991	991	991	993	987
Lacrosse (103)	NA	NA	NA	NA	988	986	990	993	993	987	986
Rowing (87)	NA	NA	NA	NA	988	986	989	986	986	990	989
Skiing (12)	NA	NA	NA	NA	987	983	992	980	980	992	988
Soccer (329)	993	1000	70th-80th	70th-80th	984	982	988	986	986	983	984
Softball (293)	NA	NA	NA	NA	981	978	988	985	985	977	982
Swimming (197)	963	960	1st-10th	20th-30th	988	986	990	988	988	989	986
Tennis (322)	985	1000	40th-50th	50th-60th	985	983	990	988	988	983	986

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# 2013 - 2014 NCAA Division I Academic Progress Rate Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/26/2015

Sport (N)	Multiyear APR	2013-2014 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Subdivision	Championship	Division I (Non-Football)
Track, Indoor (320)	980	979	40th-50th	40th-50th	980	977	987	981			978	982
Track, Outdoor (331)	980	979	40th-50th	40th-50th	981	978	988	982			980	983
Volleyball (333)	995	1000	70th-80th	80th-90th	983	981	989	985			982	983
Water Polo (32)	NA	NA	NA	NA	987	981	993	988			989	986
By Sport - Co-Ed												
Rifle (22)	NA	NA	NA	NA	980	978	1000	979			981	NA

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# 2012 - 2013 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/06/2014

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2009-10, 2010-11, 2011-12 and 2012-13 academic years.

*[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, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2012-2013 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
By Sport - Men's											
Baseball (297)	960	991	30th-40th	20th-30th	967	962	978	971		967	964
Basketball (346)	908	852	1st-10th	1st-10th	957	952	968	961		955	954
Cross Country (312)	995	1000	70th-80th	80th-90th	977	972	986	981		975	974
Football (244)	NA	NA	NA	NA	951	947	964	957		947	882

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# 2012 - 2013 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/06/2014

Sport (N)	Multiyear APR	2012-2013 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Fencing (18)	NA	NA	NA	NA	980	970	985	979		980	984
Golf (299)	NA	NA	NA	NA	975	971	983	983		972	969
Gymnastics (16)	NA	NA	NA	NA	981	981	989	983		986	951
Ice Hockey (59)	NA	NA	NA	NA	984	979	989	985		992	981
Lacrosse (63)	NA	NA	NA	NA	975	969	978	980		974	973
Skiing (11)	NA	NA	NA	NA	978	972	987	987		985	957
Soccer (203)	931	964	1st-10th	1st-10th	970	964	975	969		973	968
Swimming (134)	957	951	10th-20th	10th-20th	977	971	986	978		975	978
Tennis (261)	NA	NA	NA	NA	977	974	983	980		974	978
Track, Indoor (256)	977	979	60th-70th	40th-50th	967	961	981	969		966	967
Track, Outdoor (279)	977	979	50th-60th	40th-50th	969	964	982	971		969	969
Volleyball (22)	NA	NA	NA	NA	981	977	985	979		986	980
Water Polo (22)	NA	NA	NA	NA	983	978	986	989		988	976
Wrestling (77)	NA	NA	NA	NA	962	958	973	967		960	956

### By Sport - Women's

\* 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 teams represented.

<sup>1</sup> 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.

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

<sup>3</sup> Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

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

<sup>5</sup> Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

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

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

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<sup>9</sup> Denotes that team's APR data is under review.



# 2012 - 2013 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/06/2014

Sport (N)	Multiyear APR	2012-2013 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Basketball (344)	972	968	40th-50th	30th-40th	973	968	983	973		974	973
Bowling (34)	NA	NA	NA	NA	971	969	976	991		964	980
Cross Country (342)	975	978	20th-30th	40th-50th	985	982	991	985		984	984
Fencing (22)	NA	NA	NA	NA	987	980	990	983		992	986
Field Hockey (79)	NA	NA	NA	NA	988	985	990	986		991	984
Golf (261)	NA	NA	NA	NA	985	983	991	989		983	981
Gymnastics (61)	NA	NA	NA	NA	990	991	990	991		992	985
Ice Hockey (35)	NA	NA	NA	NA	990	987	991	990		992	989
Lacrosse (100)	NA	NA	NA	NA	986	981	989	990		987	982
Rowing (88)	NA	NA	NA	NA	988	986	989	986		991	985
Skiing (12)	NA	NA	NA	NA	990	988	993	983		993	995
Soccer (322)	989	984	60th-70th	60th-70th	982	980	987	984		981	982
Softball (290)	NA	NA	NA	NA	980	976	988	983		977	979
Swimming (196)	970	941	1st-10th	30th-40th	987	985	990	988		986	987
Tennis (321)	977	933	30th-40th	40th-50th	983	980	988	985		980	984

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N = Number of teams represented.

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

<sup>3</sup> 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.

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

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

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

<sup>9</sup> Denotes that team's APR data is under review.

# 2012 - 2013 NCAA Division I Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/06/2014

Sport (N)	Multiyear APR	2012-2013 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Track, Indoor (316)	971	945	20th-30th	30th-40th	978	974	988	979		977	979
Track, Outdoor (324)	971	945	20th-30th	30th-40th	980	975	989	980		978	981
Volleyball (329)	990	983	60th-70th	70th-80th	982	978	991	984		979	983
Water Polo (33)	NA	NA	NA	NA	983	976	991	987		983	983
By Sport - Co-Ed											
Rifle (22)	NA	NA	NA	NA	976	977	964	982		963	NA

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N/A = No APR or not applicable.

N = Number of teams represented.

<sup>1</sup> 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.

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

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

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

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

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

<sup>9</sup> Denotes that team's APR data is under review.



# 2012 - 2013 NCAA Division I Academic Progress Rate

## Penalty Summary

Institution: University of Wisconsin, Milwaukee

Date of Report: 05/06/2014

This report is based on data submitted by the institution for the 2009-10, 2010-11, 2011-12 and 2012-13 academic years.

### Access to Postseason Competition for the 2014 - 2015 Academic Year

The following teams at your institution are ineligible for postseason competition.

Men's Basketball

### Summary of Penalties for the 2014 - 2015 Academic Year

This report provides a summary of the teams identified at your institution that are subject to Level One, Level Two or Level Three penalties. The penalty structure has a cumulative effect that continues to apply each year as a team progresses through the structure. Each year a team fails to meet the APP requirements, another level of penalties will be added.

Sport	Multi year APR	Penalty Level	Penalty - Level One	Penalty - Level Two	Penalty - Level Three
Men's Basketball	908	Level One	In-season: Limited to 5 days and 16 hours of countable activity per week.		

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the APP General Summary document located on the Reports tab within the APP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

<sup>6</sup> The team's Level Two penalty has been waived.

<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The team's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2011 - 2012 Academic Progress Rate Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 06/09/2013

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2008-09, 2009-10, 2010-11 and 2011-12 academic years.

*[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, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups.

Sport (N)	Multiyear APR	2011-2012 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
By Sport - Men's											
Baseball (298)	961	981	30th-40th	20th-30th	965	959	977	970		961	963
Basketball (346)	941	942	30th-40th	1st-10th	952	945	967	957		947	953
Cross Country (315)	979	1000	40th-50th	40th-50th	975	971	983	979		970	976
Football (245)	NA	NA	NA	NA	949	944	964	954		943	NA
Fencing (18)	NA	NA	NA	NA	975	969	979	977		976	971

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N/A = No APR or not applicable.

N = Number of teams 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 team's demonstrated academic improvement. The "upper confidence boundary" of a team's APR must be below 900 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.

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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 that team's APR data is under review.



# NCAA Division I 2011 - 2012 Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 06/09/2013

Sport (N)	Multiyear APR	2011-2012 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Subdivision	Bowl	Football Championship Subdivision	Division I (Non-Football)
Golf (297)	NA	NA	NA	NA	974	971	981	983		970	969
Gymnastics (16)	NA	NA	NA	NA	979	979	975	980		986	965
Ice Hockey (58)	NA	NA	NA	NA	983	977	989	983		993	978
Lacrosse (61)	NA	NA	NA	NA	974	972	975	984		974	967
Skiing (11)	NA	NA	NA	NA	978	969	992	981		988	960
Soccer (203)	939	910	1st-10th	1st-10th	969	961	976	969		972	967
Swimming (137)	961	949	10th-20th	20th-30th	976	972	983	977		975	977
Tennis (261)	NA	NA	NA	NA	974	970	980	978		970	974
Track, Indoor (260)	950	951	20th-30th	10th-20th	965	958	980	967		961	967
Track, Outdoor (280)	954	951	20th-30th	10th-20th	968	961	982	969		964	970
Volleyball (22)	NA	NA	NA	NA	978	974	983	978		982	977
Water Polo (22)	NA	NA	NA	NA	980	978	981	989		991	968
Wrestling (77)	NA	NA	NA	NA	961	956	973	965		960	953
By Sport - Women's											
Basketball (344)	980	983	60th-70th	40th-50th	972	967	980	972		971	972

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# NCAA Division I 2011 - 2012 Academic Progress Rate Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 06/09/2013

Sport (N)	Multiyear APR	2011-2012 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Bowling (36)	NA	NA	NA	NA	964	957	977	981		955	984
Cross Country (343)	969	979	10th-20th	30th-40th	983	981	989	985		981	985
Fencing (22)	NA	NA	NA	NA	983	974	988	977		989	986
Field Hockey (79)	NA	NA	NA	NA	989	985	993	986		992	988
Golf (258)	NA	NA	NA	NA	986	984	991	988		984	986
Gymnastics (61)	NA	NA	NA	NA	989	989	988	989		992	981
Ice Hockey (34)	NA	NA	NA	NA	989	985	991	988		993	987
Lacrosse (93)	NA	NA	NA	NA	988	984	989	988		987	987
Rowing (86)	NA	NA	NA	NA	986	984	988	984		989	985
Skiing (12)	NA	NA	NA	NA	988	985	994	974		994	998
Soccer (322)	988	1000	60th-70th	60th-70th	981	978	987	983		978	982
Softball (289)	NA	NA	NA	NA	978	974	988	982		975	978
Swimming (197)	982	985	20th-30th	50th-60th	986	984	989	987		985	986
Tennis (322)	1000	1000	90th-100th	90th-100th	982	980	987	985		980	983

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# NCAA Division I 2011 - 2012 Academic Progress Rate

## Public Report

Institution: University of Wisconsin, Milwaukee

Date of Report: 06/09/2013

Sport (S)	Multiyear APR	2011-2012 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	P u b l i c Institutions	Private Institutions	Football Subdivision	Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Track, Indoor (314)	970	992	30th-40th	30th-40th	977	972	987	978		973	979
Track, Outdoor (322)	970	992	20th-30th	30th-40th	978	974	988	979		975	981
Volleyball (329)	965	981	10th-20th	20th-30th	980	976	990	982		977	982
Water Polo (34)	NA	NA	NA	NA	980	970	989	981		978	982
By Sport - Co-Ed											
Rifle (22)	NA	NA	NA	NA	976	977	964	981		965	NA

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# Graduation Success Rate Report

**2005 - 2008 Cohorts: University of Wisconsin, Milwaukee**

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	67	73	Basketball	73	64
Basketball	38	27	Bowling	-	-
CC/Track	57	48	CC/Track	80	65
Fencing	-	-	Crew/Rowing	-	-
Football	-	-	Fencing	-	-
Golf	-	-	Field Hockey	-	-
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	-	-	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	-	-
Skiing	-	-	Skiing	-	-
Soccer	67	32	Soccer	86	63
Swimming	76	67	Softball	-	-
Tennis	-	-	Swimming	90	72
Volleyball	-	-	Tennis	100	70
Water Polo	-	-	Volleyball	78	78
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# University of Wisconsin, Milwaukee

## FRESHMAN-COHORT GRADUATION RATES

2008-09 Graduation Rate	All Students 48%	Student-Athletes # 62%
Four-Class Average	44%	60%
Student-Athlete Graduation Success Rate		74%

### 1. Graduation-Rates Data

#### a. All Students

	Freshman Rate				Freshman Rate				Freshman Rate			
	Men				Women				Total			
	2008-09	4-Class	2008-09	4-Class	2008-09	4-Class	2008-09	4-Class	2008-09	4-Class	2008-09	4-Class
	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	6	0	47	17	9	33	66	30	15	20	113	25
Asian	88	51	276	42	85	64	241	48	173	57	517	45
Black	55	24	312	24	117	26	569	19	172	25	881	21
Hispanic	46	28	230	28	45	29	265	26	91	29	495	27
Nat. Haw./PI	***	***	114	25	***	***	138	25	***	***	252	25
N-R Alien	13	69	56	64	8	63	24	38	21	67	80	56
Two or More	73	48	117	60	107	46	154	52	180	47	271	55
Unknown	***	***	94	30	***	***	87	30	***	***	181	30
White	1312	48	6133	45	1383	52	6389	48	2695	50	12522	47
Total	1612	47	7379	43	1767	49	7933	44	3379	48	15312	44

#### b. Student-Athletes

	Freshman Rate						Freshman Rate						Freshman Rate					
	Men						Women						Total					
	2008-09	4-Class	GSR	2008-09	4-Class	GSR	2008-09	4-Class	GSR	2008-09	4-Class	GSR	2008-09	4-Class	GSR	2008-09	4-Class	GSR
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Asian	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Black	***	***	12	17	9	22	***	***	13	62	15	67	***	***	25	40	24	50
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	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
White	33	61	74	58	75	68	26	65	96	69	79	86	59	63	170	64	154	77
Total	37	57	95	51	91	63	29	69	114	68	98	84	66	62	209	60	189	74

c. Student-Athletes by Sport Category

Baseball				Men's Basketball				Men's CC/Track			
Freshman Rate				Freshman Rate				Freshman Rate			
2008-09	4-Class	GSR		2008-09	4-Class	GSR		2008-09	4-Class	GSR	
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	100-a	100-a	100-a
Asian	-	-	-	Asian	-	-	-	Asian	-	-	-
Black	-	-	-	Black	-	0-b	0-a	Black	0-a	0-a	0-a
Hispanic	-	-	-	Hispanic	-	-	-	Hispanic	-	-	-
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R Alien	-	-	-	N-R Alien	-	100-a	100-a	N-R Alien	-	-	-
Two or More	-	-	-	Two or More	-	-	-	Two or More	-	-	-
Unknown	-	-	-	Unknown	-	-	-	Unknown	0-a	0-a	0-a
White	40-a	73-c	67-d	White	67-a	50-a	50-b	White	75-b	55-e	60-d
Total	40-a	73-c	67-d	Total	67-a	27-c	38-c	Total	64-c	48-e	57-e
Football				Men's Other							
Freshman Rate				Freshman Rate							
2008-09	4-Class	GSR		2008-09	4-Class	GSR					
				Am. Ind./AN	-	-	-				
				Asian	-	-	-				
				Black	0-a	50-a	67-a				
				Hispanic	-	0-a	-				
				Nat. Haw./PI	-	-	-				
				N-R Alien	-	100-a	100-a				
				Two or More	-	-	-				
				Unknown	-	0-a	0-a				
				White	59-d	57-e	77-e				
				Total	56-d	52-e	73-e				
Women's Basketball				Women's CC/Track				Women's Other			
Freshman Rate				Freshman Rate				Freshman Rate			
2008-09	4-Class	GSR		2008-09	4-Class	GSR		2008-09	4-Class	GSR	
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	-	0-a	-
Asian	-	-	-	Asian	-	-	-	Asian	-	-	-
Black	-	67-b	71-b	Black	100-a	50-b	57-b	Black	-	100-a	100-a
Hispanic	-	-	-	Hispanic	-	-	-	Hispanic	100-a	100-a	100-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R Alien	-	-	-	N-R Alien	-	-	100-a	N-R Alien	100-a	100-a	100-a
Two or More	-	-	-	Two or More	-	-	-	Two or More	-	-	-
Unknown	-	-	-	Unknown	-	-	-	Unknown	-	50-a	100-a
White	100-a	63-b	75-b	White	57-b	70-d	88-d	White	65-d	69-e	87-e
Total	100-a	64-c	73-c	Total	63-b	65-e	80-e	Total	68-d	69-e	88-e

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



## 2. Undergraduate-Enrollment Data (All full-time students enrolled Fall )

a. All Students	Men	Women	Total	b. Student-athletes	Men	Women	Total
	N	N	N		N	N	N
Am. Ind./AN	44	61	105	Am. Ind./AN	0	0	0
Asian	620	563	1183	Asian	0	0	0
Black	735	1085	1820	Black	9	16	25
Hispanic	306	333	639	Hispanic	0	0	0
Nat. Haw./PI	8	8	16	Nat. Haw./PI	0	0	0
N-R Alien	528	274	802	N-R Alien	0	0	0
Two or More	929	1198	2127	Two or More	0	0	0
Unknown	20	19	39	Unknown	13	10	23
White	7510	7695	15205	White	109	116	225
Total	10700	11236	21936	Total	131	142	273

### 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	0
Black	5	0	4	0	0
Hispanic	0	0	0	0	0
Nat. Haw./PI	0	0	0	0	0
N-R Alien	0	0	0	0	0
Two or More	0	0	0	0	0
Unknown	0	2	3	0	8
White	8	26	31	0	44
Total	13	28	38	0	52

Women	Basketball	CC/Track	Other
Am. Ind./AN	0	0	0
Asian	0	0	0
Black	4	9	3
Hispanic	0	0	0
Nat. Haw./PI	0	0	0
N-R Alien	0	0	0
Two or More	0	0	0
Unknown	1	4	5
White	8	29	79
Total	13	42	87

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

## 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 distribute this sheet and the report to prospective student-athletes and parents.

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 in 2008. 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 six 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 or non-Hispanic and unknown (not included in one of the other eight groups or not available) and the total (all nine groups combined).

A 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. In addition, the GSR will subtract 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), as well as 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.]

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 2008-09, and the four-class average, which includes those who entered as freshmen in 2005-06, 2006-07, 2007-08 and 2008-09. The same rates are provided for women. The total for 2008-09 is the rate for men and women combined and the four-class average is for all students who entered in 2005-06, 2006-07, 2007-08 and 2008-09.

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 2014 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 2014-15 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.



# Graduation Success Rate Report

**2004 - 2007 Cohorts: University of Wisconsin, Milwaukee**

## Men's Sports

Sport	GSR	Fed Rate
Baseball	70	88
Basketball	50	22
CC/Track	63	50
Fencing	-	-
Football	-	-
Golf	-	-
Gymnastics	-	-
Ice Hockey	-	-
Lacrosse	-	-
Mixed Rifle	-	-
Skiing	-	-
Soccer	75	47
Swimming	63	53
Tennis	-	-
Volleyball	-	-
Water Polo	-	-
Wrestling	-	-
Men's Non-NCAA Sponsor. Sports	-	-

## Women's Sports

Sport	GSR	Fed Rate
Basketball	69	58
Bowling	-	-
CC/Track	86	73
Crew/Rowing	-	-
Fencing	-	-
Field Hockey	-	-
Golf	-	-
Gymnastics	-	-
W. Ice Hockey	-	-
Lacrosse	-	-
Skiing	-	-
Soccer	83	63
Softball	-	-
Swimming	83	70
Tennis	100	70
Volleyball	89	89
Water Polo	-	-
Women's Non-NCAA Sponsor. Sports	-	-

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## Graduation Success Rate Report

*2003 - 2006 Cohorts: University of Wisconsin, Milwaukee*

### Men's Sports

#### Sport

Baseball

Basketball

CC/Track

Fencing

Football

Golf

Gymnastics

Ice Hockey

Lacrosse

Mixed Rifle

Skiing

Soccer

Swimming

Tennis

Volleyball

Water Polo

Wrestling

Men's Non-NCAA Sponsor. Sports

GSR

Fed Rate

75

78

67

40

72

48

-

-

-

-

-

-

-

-

-

-

-

-

-

-

78

67

56

47

-

-

-

-

-

-

-

-

-

-

### Women's Sports

#### Sport

Basketball

Bowling

CC/Track

Crew/Rowing

Fencing

Field Hockey

Golf

Gymnastics

W. Ice Hockey

Lacrosse

Skiing

Soccer

Softball

Swimming

Tennis

Volleyball

Water Polo

Women's Non-NCAA Sponsor. Sports

GSR

Fed Rate

80

64

-

-

84

77

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

-

80

67

-

-

76

70

100

75

100

100

-

-

-

-

**Academic Progress Rate Comparison  
Horizon League 2013-2014**

	Cleveland State	Detroit	Green Bay	Oakland	UIC	Valpo	Wright State	Youngstown State	Milwaukee	UWM Rank	DI Average	Horizon League Ave
Baseball	NA	NA	NA	976	978	984	975	944	966	5/6	969	971
Men's Basketball	995	963	960	942	939	980	970	971	940	8/9	961	962
Men's Cross Country	NA	995	1000	971	950	1000	980	932	985	4/8	977	977
Men's Soccer	967	977	940	971	982	969	980	NA	951	7/8	971	967
Men's Swimming	994	NA	972	980	956	983	936	NA	967	5/7	979	957
Men's Track Indoor	NA	977	NA	974	933	958	NA	916	985	1/6	967	957
Men's Track Outdoor	NA	984	NA	979	938	958	NA	916	986	1/6	970	960
Women's Basketball	974	982	991	990	951	990	958	952	987	4/9	975	975
Women's Cross Country	1000	1000	1000	971	1000	1000	986	962	990	6/9	986	990
Women's Soccer	985	993	992	977	1000	986	966	989	993	T2/9	984	987
Women's Swimming	987	NA	993	988	997	991	982	987	963	8/8	988	986
Women's Tennis	1000	971	972	989	968	1000	982	952	985	4/9	985	980
Women's Track Indoor	1000	994	NA	980	1000	995	970	943	980	T5/8	980	983
Women's Track Outdoor	1000	994	NA	980	1000	995	969	943	980	T5/8	981	983
Volleyball	989	NA	1000	984	989	990	967	990	995	2/8	983	988
	Cleveland State	Detroit	Green Bay	Oakland	UIC	Valpo	Northern Kentucky	Wright State	Youngstown State	Milwaukee	UWM Rank	Horizon League Ave
Baseball	NA	NA	NA	976	978	984	927	975	944	966	5/7	964
Men's Basketball	995	963	960	942	939	980	980	970	971	940	9/10	964
Men's Cross Country	NA	995	1000	971	950	1000	960	980	932	985	4/9	975
Men's Soccer	967	977	940	971	982	969	967	980	NA	951	8/9	967
Men's Swimming	994	NA	972	980	956	983	NA	936	NA	967	5/7	970
Men's Track Indoor	NA	977	NA	974	933	958	962	NA	916	985	1/7	958
Men's Track Outdoor	NA	984	NA	979	938	958	962	NA	916	986	1/7	960
Women's Basketball	974	982	991	990	951	990	1000	958	952	987	5/10	978
Women's Cross Country	1000	1000	1000	971	1000	1000	966	986	962	990	6/10	988
Women's Soccer	985	993	992	977	1000	986	985	966	989	993	T2/10	987
Women's Swimming	987	NA	993	988	997	991	NA	982	987	963	8/8	986
Women's Tennis	1000	971	972	989	968	1000	980	982	952	985	4/10	980
Women's Track Indoor	1000	994	NA	980	1000	995	921	970	943	980	T5/9	976
Women's Track Outdoor	1000	994	NA	980	1000	995	930	969	943	980	T5/9	977
Volleyball	989	NA	1000	984	989	990	977	967	990	995	2/9	987



[illegible]



Cleveland State  
University

University of  
Detroit Mercy

University of  
Illinois at Chicago

Oakland  
University

Valparaiso  
University

University of  
Wisconsin-Green Bay

University of  
Wisconsin-Milwaukee

Wright State  
University

Youngstown State  
University

Amanda Braun  
Director of Athletics  
University of Wisconsin-Milwaukee  
3409 Downer Ave.  
Milwaukee, WI 53211

Dear Amanda:

Attached please find a copy of the 2014 Horizon League Financial Aid Review for Milwaukee. One of the biggest strengths of Milwaukee in the area of financial aid is the current system's multiple layers of checks and balances between the Financial Aid office and athletics. In addition, there is an immense amount of cooperation and communication between the Financial Aid Coordinator and the Athletic Department.

You will note that I have included several thoughts below about Milwaukee's financial aid process and procedure, especially the current strength of institutional control throughout the financial aid process. Specifically, this control is evidenced by the fact that the Financial Aid office is the department inputting and interpreting awards. One suggestion after being on campus for the review is to consider a switch to a uniform and consistent financial aid awarding system across all sports that will ease interpretation and entry of awards. I want to again remind you that all suggestions are voluntary, and are recommended actions that I believe would help improve or sustain your compliance department in the area of financial aid.

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 Jessica and Jill did a great job ensuring that Kyle and I had everything we needed for the review.

Sincerely,

*Christine Halstead*

Christine Halstead  
Assistant Commissioner—Governance/Compliance

Cc:

Jessica Kumke  
Jill Jurena



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2014 Horizon League Financial Aid Review  
January 4-5, 2014  
FINAL Report  
University of Wisconsin-Milwaukee

**C. Financial Aid Monitoring**

**Current Strengths:**

1. The Assistant Athletic Director for Compliance and the Financial Aid Coordinator communicate regularly regarding the aid received by student-athletes, changes in student-athletes' financial aid, and to inform each other of/monitor outside aid a student-athlete receives.
2. The Assistant Athletic Director for Compliance is the athletics liaison with the Financial Aid office. She communicates and works directly with Financial Aid Coordinator.
3. Athletics responsibilities are listed in the Financial Aid Coordinator's job description. The Financial Aid Coordinator is the sole designated person coordinating the awarding of financial aid to student-athletes.
4. The Financial Aid Coordinator enters student-athlete aid packages into the institutions financial aid module and PAWS. The Assistant Athletic Director for Compliance inputs the student-athlete financial aid information directly onto the CAi software. The Financial Aid office signs off on the NCAA squad lists after comparing the numbers in CAi to the institutional system. This system ensures that someone outside of athletics is entering financial aid data and double checking the data stored in CAi.
5. The Financial Aid office prints a spreadsheet including all financial aid information that has been entered into the university system or CAi software and compliance distributes the sheet to each coach. This task serves as another way to check the amount of athletics aid available for student-athletes.
6. All outside aid is held in the system and the Financial Aid Coordinator approves the outside aid before it is applied.
7. 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 and eligibility verification by compliance.
8. The institution has appropriate hearing procedures in place for dealing with issues arising out of financial aid disputes (i.e. nonrenewals, cancellations or gradations of aid), which are laid out in a recently updated student-athlete handbook.

- 
9. The Assistant Athletic Director for Compliance and the Financial Aid office have a good procedure in place for issuing nonrenewal and renewal letters. Nonrenewal letters are sent directly from the Financial Aid Department by the Executive Director for Financial Aid to the student-athletes.
  10. The Financial Aid office has set annual procedures to determine the institution's cost of attendance and value of a full grant-in-aid.
  11. Overall, the current system that is in place is very sound and keeps the institution within NCAA rules and regulations. Since the last Horizon League audit in 2011, the current process has not seen much change, as it has been solidly in place, the Financial Aid Coordinator is comfortable with athletics after working with the department for about twenty years, and multiple layers of checks/balances are evident.

**Suggestion for Improvement:**

1. It would be beneficial for the Financial Aid Coordinator to attend the NCAA Compliance Rules Seminars. It is important for the Financial Aid Coordinator to stay educated and knowledgeable about NCAA rules. The NCAA Compliance Rules Seminars offers a "financial aid track" that is a helpful learning opportunity.
2. We discussed a question regarding possibly changing the current financial aid process. The potential new process would require athletics to initially enter financial aid information for each student-athlete into the institution's financial aid module. The reason behind this question was regarding automation of entering data in a spreadsheet. In our opinion, the institution still needs to ensure that someone outside of athletics is inputting and interpreting final financial aid amounts. This suggestion is based on the NCAA principle that there has to be institutional controls set for financial aid awarding. Athletics should not be the sole department entering and interpreting financial aid awards for student-athletes, as they are not experts or well-versed in the nuances of awarding.
3. The athletics department should move all sports to a percentage based system of financial aid, which would allow for uniformity, easier NCAA limitations tracking and simpler conversions to dollar amounts when data is initially entered into any system.

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Rick Costello  
Director of Athletics  
University of Wisconsin-Milwaukee  
3409 Downer Ave.  
Milwaukee, WI 53211

Dear Rick:

Attached please find a copy of the 2011 Horizon League Compliance Review for Milwaukee. One of the biggest strengths of Milwaukee 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 two areas that are the most important to address right now are the following: The reorganization of the equipment issuance and retrieval process and supplying both the compliance and academic departments with some help, whether hired or in the form of interns.

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 Kevin did a great job ensuring that Stephanie and I had everything we needed for the review.

Sincerely,

Christine Halstead  
Director of Student-Athlete Affairs

Cc:  
Kevin Fitzgerald



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2011 Horizon League Compliance Review  
February 15-17, 2011  
Final Report  
University of Wisconsin-Milwaukee

A. Governance and Institutional Control

Current Strengths:

1. The Director of Athletics reports directly to the Chancellor and is part of his cabinet. The Chancellor meets twice a month 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. There is an established Athletics Board 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 board. The minutes are open to the public.
5. The Chancellor is involved with the hiring/firing of high profile coaches.
6. 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.
7. 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.

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8. The Chancellor is kept up to date on APR and academic success.
  9. The Chancellor approves and oversees the athletic budget.
  10. The athletic department receives outstanding support from the financial aid office and the enrollment services office, and the liaisons have established an excellent working relationship with the Assistant Athletic Director for Compliance.
  11. An outside audit firm reviews the athletic department on a periodic basis.
  12. The Athletic Department has an appropriate procedure in place to ensure any APR penalties are imposed if necessary.
  13. The institution has a missed classed policy that was approved by the faculty senate.
  14. The Faculty Athletic Representative has a written job description. The FAR is appointed by the chancellor and has bi-annual meeting. An annual performance review is conducted by the Athletic Board Chair and the Athletic Director who will communicate the results to the Chancellor.

#### **Suggestions for Improvement:**

1. The NCAA is requiring more monitoring in compliance than ever before. UWM 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 Faculty Athletic Representative should attend SAAC meetings and receive minutes from all meetings. The FAR should also help conduct some student-athlete exit interviews at the end of 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 Enrollment Services Liaison certify the eligibility of each student-athlete.
2. The Enrollment Services liaison receives a copy of the NCAA Eligibility Center Report for each incoming student-athlete and verifies their initial and continuing eligibility.

3. The academic advisor 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. 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. For eligibility purposes, the Enrollment Services Liaison inputs the student-athlete information into CAI.
8. The Enrollment Services Liaison attends the NCAA Compliance Rules Seminars. It is important for them to stay educated about NCAA rules and it is a good learning opportunity.
9. The Enrollment Services Liaison reviews and oversees the APR. This is a new procedure implemented from the last audit.

#### **Suggestions for Improvement:**

1. It would be valuable for the institution to hire an additional staff member in the area of academic advising. This individual can help insure that each athlete is receiving the necessary academic support.
2. Once a prospective student-athlete has signs a National Letter of Intent it would be beneficial they could be flagged as a student-athlete. This will aid compliance admissions liaison and monitor admission status.

#### **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.



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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. 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.
  5. The Assistant Athletic Director for Compliance inputs the student-athlete financial aid information directly onto the CAI software and the Financial Aid office signs off on it.
  6. The Financial Aid office creates a spreadsheet with financial aid information from the Assistant Athletic Director for Compliance for each coach.
  7. The Assistant Athletic Director for Compliance and the Financial Aid office have a good procedure in place for issuing nonrenewal and renewal letters. Both letters are sent directly from the Financial Aid Department to the student-athletes.
  8. The Financial Aid department includes an appeals process policy in the student-athlete handbook.

**Suggestion for Improvement:**

1. 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.
2. The Assistant Director for Financial Aid should be reviewing the CAI financial aid information at the beginning of the year.

**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.

**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.

**Suggestion for Improvement:**

1. Per bylaw 3.2.4.14, the FAR should approve the schedule prior to the beginning of each regular academic term for men's basketball in order to monitor missed class time.

**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.

**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. The Assistant Athletic Director for Compliance should give a presentation at the booster luncheon to provide in-person rules education.
4. All memorabilia and donation requests need to go through the Assistant Athletic Director for Compliance to ensure that each entity receiving a donation is acceptable per NCAA rules.

## NCAA Oversight Certification Letter

May 23, 2016

Regina Millner, Board of Regents President  
Ray Cross, UW System President  
Van Hise Hall  
1220 Linden Dr.  
Madison, Wisconsin 53706

Dear Presidents Millner and Cross:

In connection with your oversight of the UW-Milwaukee'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. A list of reported NCAA violations are listed in the Annual Report submitted on 5/19/16.
2. There are no known or suspected illegal acts or 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 May 1, 2008, and all aspects of the plan have been fully implemented.

6. We have processes in place to ensure background checks are performed on all coaches, assistance coaches, contractors, 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 UWM's Criminal Background Check Policy, last updated February 13, 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 student conduct rules.


Yours truly,



Mark Mone  
Chancellor



Amanda Braun  
Athletics Director



Jessica Kumke  
Athletics Compliance Officer



Cathy Rossi  
Athletics Financial Officer

Approval of 2017 UW System  
Board of Regents Regular  
Meeting Schedule

BOARD OF REGENTS

Resolution II.17.:

That, upon the recommendation of the Executive Director and Corporate Secretary, the Board of Regents adopts the attached regular-meeting schedule for 2017.

DRAFT 6/2/2016

**UW SYSTEM BOARD OF REGENTS  
REGULAR MEETING SCHEDULE – 2017**

February 2-3, 2017 – Hosted by UW-Madison

March 9, 2017 – In Madison\*

April 6-7, 2017 – Hosted by UW-Platteville

June 8-9, 2017 – Hosted by UW-Milwaukee

July 6-7, 2017 – In Madison\*

October 5-6, 2017 – Hosted by UW-Stout

November 9, 2017—In Madison\*

December 7-8, 2017 – In Madison\*

\*Hosted by the Board of Regents Office at Gordon Dining & Event Center

Approval of Changes to  
Board of Regents Bylaws  
Section on Regular Meetings

BOARD OF REGENTS

Resolution II.18.:

That, upon the recommendation of the President of the Board of Regents, the Board of Regents adopts the attached revisions to the Board of Regents Bylaws section on Regular Meetings.

## **REVISIONS TO BOARD OF REGENTS BYLAWS RELATED TO REGULAR MEETINGS**

### **BACKGROUND**

The Board of Regents' Bylaws describe, among other things, the number of regular meetings the Board is to hold each year. The Board's bylaws have changed over time to allow for different Board meeting structures. For example, up until 2008, the Board's meeting schedule included 12 regular meetings per year, two of which the Board voted to cancel, circumstances permitting.

The current bylaws call for six two-day meetings and two one-day meetings each calendar year. In general, the two-day meetings consist of committee meetings and two full-Board sessions; and the one-day meetings are reserved for full-Board, in-depth discussions of higher-education topics. Recent one-day topics have included: economic workforce trends in Wisconsin, systemwide accountability reports, what Wisconsin employers need from the UW System to help them be more competitive, instructional technology in the UW System, the System's role in developing global leaders, and a Regent retreat on system-level governance.

### **REQUESTED ACTION**

Adoption of resolution II.18., approving revisions to the Board of Regents Bylaws section on Regular Meetings.

### **DISCUSSION**

Board members have in recent years affirmed the current schedule. A February 2012 report on Board roles and responsibilities recommended moving to six two-day meetings each year, with two other days reserved for one-day meetings only if needed. The Board discussed this recommendation at both its February 2012 and October 2013 meetings, and Board members expressed a preference instead for maintaining the current schedule.

At the April 2016 meeting of the Board of Regents, President Millner noted that when the Board of Regents Office recently asked Regents about various alternative meeting schedules, Regents confirmed a preference for continuing the current schedule of six two-day and two one-day meetings. However, there was interest in providing flexibility to allow the Board President to convert a two-day meeting to a one day meeting, or to cancel a one-day meeting, if circumstances permit and with ample notice to Board members.

The proposed bylaws revisions would create an opportunity for the Board President to exercise his or her judgment in this regard, as long as Regents are provided reasonable notice. Changes in the length of meetings are expected to be rare. Also, because of the long-term

planning in which UW institutions engage when preparing to host a Board meeting, the campus-hosted meetings would not be adjusted.

Under recent practice, a decision to shorten a two-day meeting has meant that the meeting would still be held on Thursday afternoon and Friday morning to ensure conformance with the two-day requirement of the bylaws; the proposed change would allow an all-day Thursday meeting, for example.

The proposed additions to the bylaws are underlined in the following excerpt from the Board of Regents Bylaws:

### **Proposed Revisions to Chapter I, Section 2 of the Board's Bylaws**

#### **Regular Meetings**

Section 2. Unless otherwise specially ordered, regular meetings of the Board shall be held at regular intervals six times each calendar year on the Thursday and Friday following the first Monday in a month, except that the August meeting shall be held on the Thursday and Friday following the third Monday. In addition, twice each year, a one-day meeting shall be held on the Thursday following the first Monday in a month. Annually, the Board shall adopt a 12-month calendar of meeting dates and locations, after consideration of a related recommendation from the Secretary of the Board.

If, in the judgment of the President of the Board, the Board's business can be conducted during only one day of a previously-scheduled two-day meeting, then the President of the Board may cancel either the Thursday or Friday meeting, upon reasonable notice to the members of the Board. Similarly, if, in the judgment of the President of the Board, the business needs of the Board suggest that a previously-scheduled one-day meeting may be cancelled, then the President of the Board may cancel that one-day meeting, upon reasonable notice to the members of the Board. Such cancellations may occur for a regular meeting hosted by the Office of the Board of Regents, but not for a meeting hosted by a UW institution.

### **RELATED REGENT POLICIES**

Regent Policy Document 2-2, "Statement of Expectations of Board Members"



Approval of a New Regent Policy  
on Regent Policy Documents

BOARD OF REGENTS

Resolution II.19.:

That, upon the recommendation of the President of the Board of Regents and the President of the University of Wisconsin System, the Board of Regents approves the attached Regent Policy Document, entitled “Standards and Protocol for Regent Policy Documents,” codifying existing practices for reviewing and developing Board of Regents policies.

## **REGENT POLICY ON REGENT POLICY DOCUMENTS**

### **BACKGROUND**

The UW System Board of Regents policies are codified in Regent Policy Documents (RPDs) that have been adopted over time, some dating back to the creation of the UW System. The Board has adopted these policies under the authority granted in Chapter 36 of the Wisconsin Statutes which states that “The primary responsibility for governance of the system shall be vested in the board which shall enact policies and promulgate rules for governing the system...” The Regent Policy Documents address a wide array of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies.

In February 2011, the President of the Board of Regents formally announced the beginning of a process to review and update the RPDs. Policies have been analyzed in light of their original purpose, whether that purpose still exists, and the likely effects of any revisions. This process has resulted in updates and revisions to current policies, the elimination of obsolete policies, and the identification of areas in which new policies are needed.

### **REQUESTED ACTION**

Adoption of Resolution II.19., which creates a new Regent policy, entitled “Standards and Protocol for Regent Policy Documents” and codifies existing practices.

### **DISCUSSION**

Since February 2011, the Board of Regents Office has been working in collaboration with UW System Administration offices to review and update the body of RPDs. As a result, 41 policies have been analyzed and recommended for removal or rescission, 21 policies have been updated, and 11 new policies have been added.

The Office of the Board of Regents developed a set of guiding principles for the analysis of Regent Policy Documents, as well as a standard structure for all Regent Policy Documents and a process for the review and development of Regent policies. The principles, structure and process were included over time in Board of Regents meeting materials and distributed among the members of the System President’s cabinet. The attached RPD, entitled “Standards and Protocol for Regent Policy Documents,” codifies the practices that have been used during the past five years, and serves to document the process and structure to be used for all Board of Regents policies.

### **RELEVANT REGENT POLICY DOCUMENTS**

All

## **RPD 2-X STANDARDS AND PROTOCOL FOR REGENT POLICY DOCUMENTS**

### **SCOPE**

This policy applies to the development and review of Regent Policy Documents.

### **PURPOSE**

The purpose of this policy is to set standards for the type of policy statements appropriate for inclusion in the body of Regent Policy Documents. This policy also sets forth the protocol and format to be used when Regent Policy Documents are developed or revised.

### **POLICY STATEMENT**

It is the policy of the University of Wisconsin System Board of Regents that Regent Policy Documents (RPDs) provide broad and strategic statements that memorialize and communicate the Board's expectations for the UW System.

### **Standards**

The Board of Regents sets forth the following standards for Regent Policy Documents. A Regent Policy Document:

1. addresses the University of Wisconsin System as a whole, establishing fundamental principles as a basis and guide for later action;
2. serves as an enduring statement, rather than responding to a short-term issue;
3. is intended to address institutional risks, promote operational efficiency, or enhance the missions of the UW System or UW System institutions; and
4. promotes compliance with applicable laws and regulations while avoiding dictating policies and procedures that could be better determined by systemwide administrative policies or procedures or by individual UW institutions.

Existing Regent Policy Documents shall be reviewed on a regular basis to determine their continued applicability, in accordance with the standards outlined in this policy. As a result of such a review, the Board may vote to:

1. approve updates to the content or format of an existing policy;
2. rescind a policy that is contrary to or superseded by new policies; or

3. remove a policy that is no longer needed or does not meet the standards, as when a Board resolution was published as a policy but was of short-term effect or did not have the characteristics of a policy (e.g., a report does not constitute a policy).

New Regent Policy Documents may be developed as needed to address institutional risks, promote operational efficiency, enhance the missions of the UW System or UW System institutions, or respond to changes in applicable laws. Any new policy must conform with the RPD standards.

## **Protocol**

The typical protocol for reviewing or developing a Regent Policy Document includes:

1. research to determine the background of and reasons for an existing policy;
2. consideration of the recent experience with an existing policy, including current applicability, concerns, and stakeholders' feedback;
3. consultation with Board leadership and other Board members, the System President's cabinet, Chancellors, and other campus administrators and/or governance groups, depending on the content of the policy;
4. research on other university related systems' policies, as appropriate;
5. an analysis of the existing or proposed policy that addresses:
  - a. the history and original purpose of the policy and whether the purpose still exists,
  - b. whether the policy meets the RPD standards described above,
  - c. the relationship of the policy to federal laws or regulations, state statutes, administrative rules, or UW System policies, and
  - d. the ramifications of any proposed revisions, removal or rescission; and
6. preparation of a report for the Board describing the analysis and recommending action on the policy.

## **Format**

Regent Policy Documents shall conform to a prescribed format, as outlined below:

### **Scope**

The "Scope" section describes who or what is affected by the policy.

### **Purpose**

The "Purpose" section includes a reason or rationale for the policy and/or a description of the problem or conflict that the policy will resolve.

### **Policy Statement**

The "Policy Statement" includes the substance of the policy, including what is required, allowed or prohibited. This statement generally begins, "It is the policy

of the UW System Board of Regents that..." (Example: "...public records shall be properly managed in the UW System.")

### **Oversight, Roles, and Responsibilities**

The "Oversight, Roles and Responsibilities" section includes a brief description of which UW System offices or functional areas have responsibility for implementing or overseeing implementation of the policy.

### **Related Regent Policy Documents and Applicable Laws**

Related policies and laws include any other Regent Policy Documents or state statutes, administrative code chapters or federal laws or regulations or other federal requirements that affect or are affected by the Regent Policy Document.

### **History**

The "History" section includes Board of Regents resolutions that created or changed the policy and the date(s) they were adopted.

## **OVERSIGHT, ROLES & RESPONSIBILITIES**

The Office of the Board of Regents and the relevant subject-matter experts in UW System Administration share responsibility for the review or development of a Regent Policy Document. Parties affected by a policy document are generally consulted during this process. Subject-matter experts within UW System Administration are responsible for notifying the Board of Regents Office when initiating a new policy or the review of an existing policy, and for consulting with the Board Office during the review process. The Board of Regents Office has responsibility for confirming that new or revised policy proposals meet the stated standards before the proposals are submitted to the Board for consideration.

## **RELATED REGENT POLICY DOCUMENTS & APPLICABLE LAWS**

Section 36.09, Wis. Stats.  
All Regent Policy Documents.

## **HISTORY**

Res. xxxx, adopted on xx/xx/xxxx.