

01/28/2020

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### **I. All Regents**

Thursday, February 6, 2020  
1:00 p.m.

Varsity Hall II, 2<sup>nd</sup> Floor, Union South  
1308 W. Dayton Street  
Madison, Wisconsin

1. Calling of the Roll
2. Updates and Introductions
3. Host-campus Presentation by Rebecca Blank, Chancellor, UW-Madison: "How UW-Madison is Navigating the Rapidly Changing World of Higher Education"
4. Presentation and Discussion: Wisconsin's Achievement/Opportunity Gap Challenges
5. Closed Session – Varsity Hall I  
Move into closed session to:
  - A. Consider strategies for crime detection and prevention as permitted under s. 19.85(1)(d), Wis. Stats.
  - B. Confer with legal counsel regarding potential litigation in which it is likely to become involved regarding contracts, as permitted by s. 19.85(1)(g), Wis. Stats.

*The closed session agenda also may be considered on Friday, February 7, 2020, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.*

**WISCONSIN'S ACHIEVEMENT/OPPORTUNITY GAP CHALLENGES**

**REQUESTED ACTION**

For information only.

**SUMMARY**

The achievement gap between white students and underrepresented minority students is a national issue with significant moral and economic consequences. Wisconsin's challenges are significant.

The Board will hear multiple presentations that will allow members to learn about the extent of the issue as well as to what can and should be done to address it.

The first presentation is led by Tim Sheehy, President of the Metropolitan Milwaukee Association of Commerce (MMAC). His presentation will focus on regional efforts to address the achievement gap and its real-life and long-term implications for workforce challenges in Wisconsin. The presentation will discuss efforts MMAC has made with regional employers to encourage a diversified workforce, and how UW System, as part of the educational pipeline, is vital to that goal.

Tim Renick, Senior Vice President for Enrollment and Student Success at Georgia State University, will address evidence-based ways to address the achievement gap, including more intentional use of advisors (precollege and on campus) and what resources it takes to make significant progress.

Dr. Angela Byars-Winston will then present on national STEMM (science, technology, engineering, mathematics, and medical) mentoring programs and practices at undergraduate and graduate levels. Dr. Byars-Winston is the first African American to achieve the rank of tenured Professor in the Department of Medicine at UW-Madison. She investigates the impact of culture on career development for women and underrepresented racial/ethnic groups in STEMM fields. Dr. Byars-Winston will discuss her research, evidence-informed effective and inclusive mentorship, and implications for policy and practice.

Regent Eve Hall, President and CEO of the Milwaukee Urban League, will moderate a strategic discussion on opportunities to mitigate achievement gaps with all the presenters.

## **Presenters**

- Tim Sheehy, President, Metropolitan Milwaukee Association of Commerce
- Tim Renick, Senior Vice President for Enrollment and Student Success, Georgia State University
- Dr. Angela Byars-Winston, Professor, Department of Medicine, UW-Madison
- *(Panel Moderator)* Regent Eve Hall, President and CEO, Milwaukee Urban League

## **BACKGROUND**

The achievement gap between white students and underrepresented minority (URM) students is a national challenge, which is even greater in Wisconsin. A 2016 report from the National Center for Education Statistics found that among first-time, full-time undergraduate students who began seeking a bachelor's degree at a 4-year degree granting institution in fall 2007, the 6-year graduation rate was 63% for white students and 41% for both African American students and American Indian/Alaska native students, a 22% gap. (<https://nces.ed.gov/pubs2016/2016007.pdf>)

Gaps also exist between all underrepresented minority groups and white students and students who qualify for Pell grants because of their low-income status.

### **UW System: Achievement Gap**

- In the last 10 years, the 6-year graduation rate gap between African American and white students has increased:
  - 32.0% of 2002 African American freshman enrollees graduated in 6 years compared to 60.7% of white freshman, a gap of 28.7 points;
  - 35.5% of 2012 African American freshman enrollees graduated in 6 years compared to 65.4% of white freshman, a gap of 29.9 points.
- Of freshman enrollees in 2012:
  - 45.6% of underrepresented minorities graduated in 6 years compared to 65.6% of non-underrepresented minorities;
  - 51.5% of Pell grant recipients graduated in 6 years compared to 68.0% of non-Pell grant recipients.
- The retention rate (year 1 to year 2) gap between African American and white students remains in double digits despite closing slightly:

- 67.4% of African American freshmen in 2007 enrolled the next year compared to 79.7% of white freshman, a gap of 12.3 points
- 70.9% of African American freshmen in 2017 enrolled the next year compared to 82.3% of white freshman, a gap of 11.4 points
- The retention rate gap:
  - Widened between Pell and non-Pell recipients, from 6.8 points in 2007 to 7.5 points in 2017
  - Widened between underrepresented minorities and other students, from 6.6 points in 2007 to 7.1 points in 2017

**Dr. Angela Byars-Winston** is an Associate Director of the Collaborative Center for Health Equity, tenured Professor in the UW Department of Medicine, Director of Research and Evaluation in the UW Center for Women’s Health Research, and Faculty Lead in the Center for the Improvement of Mentored Experiences in Research. Her research examines cultural influences on academic and career development, especially for historically minoritized groups in the sciences, engineering, and medicine with the aim of broadening their participation in STEMM fields.

**Timothy Renick** is Senior Vice President for Student Success and Professor of Religious Studies at Georgia State University. At Georgia State, he has served as Chair of the Department of Religious Studies and Director of the Honors Program. Since 2008, he has directed the student success and enrollment efforts of the university, overseeing among the fastest improving graduation rates in the nation and the elimination of all achievement gaps based on students' race, ethnicity, or income level.

**Timothy R. Sheehy** is President of the Metropolitan Milwaukee Association of Commerce (MMAC). Prior to being named president, he served as Executive Vice President. He also serves on the board of the Milwaukee Development Corporation, an MMAC affiliate and is a past Chair of the Association of Chamber of Commerce Executives. Sheehy serves as Chair of the Milwaukee Economic Development Corporation and as a director of the State of Wisconsin Investment Board.

### **Previous Action or Discussion**

The UW System Board of Regents in December 2018 entered into a five-year contract with the Education Advisory Board (EAB) to use the company’s Navigate Student Success Collaborative software to improve undergraduate retention and guide students on a path toward graduation, a key goal of UW System President Ray Cross’s 360 Advising initiative.

The software leverages technology to allow advisors, student success staff, and faculty to provide more targeted, personalized, and timely support to students.

Using a system of predictive analytics based on key factors such as class attendance and performance, major status, and financial factors, UW System advisors and faculty will be able to better build effective support around students and provide them personalized guidance at key moments on the path to graduation. Students will be able to access mobile planning and career guidance tools to help them connect with campus resources, schedule meetings with advisors, and make decisions about their college goals.

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### **II. All Regents**

Friday, February 7, 2020  
9:00 a.m.

Varsity Hall II, 2<sup>nd</sup> Floor, Union South  
1308 W. Dayton Street  
Madison, Wisconsin

1. Calling of the Roll
2. Approval of the record of the December 5-6, 2019 meeting of the UW System Board of Regents and the January 21, 2020 meeting of the Executive Committee
3. Report of the Board President
  - A. Report(s) of the Wisconsin Technical College System Board
  - B. Update on the UW-Green Bay chancellor search process
  - C. Update on the UW System President search process
  - D. Research in the Rotunda
  - E. All in Wisconsin
4. Report of the System President
  - A. News from Around the UW System
  - B. Student spotlight
  - C. Tribal consultation
  - D. Legislative update
  - E. Update on responses to Coronavirus
5. Resolution of appreciation for Regent Emeritus Tony Evers' service on the UW System Board of Regents
6. Report of the Research, Economic Development & Innovation Committee
7. Report of the Audit Committee
8. Report and approval of actions taken by the Business & Finance Committee
9. Report and approval of actions taken by the Education Committee
10. Report and approval of actions taken by the Capital Planning & Budget Committee
11. Presentation of Board of Regents 2020 Diversity Awards
  - Dr. Arijit Sen, UW-Milwaukee – Individual Award
  - Fostering Success, UW-Stout – Program Award
  - Department of Chemistry, UW-Madison – Program Award

12. Presentation: Annual NCAA Division I Athletics Report – UW-Madison
13. Presentation: Overview of Wisconsin Public Media
14. Approval of Administrative Code Proposed Rule Order, Economic Impact Analysis and Fiscal Estimate, Notice of Submittal to the Legislative Council, and Notice of Public Hearing for Ch. UWS 17, Wis. Admin. Code, “Nonacademic Student Misconduct.”
15. Approval of Administrative Code Proposed Rule Order, Economic Impact Analysis and Fiscal Estimate, Notice of Submittal to the Legislative Council, and Notice of Public Hearing for Ch. UWS 18, Wis. Admin. Code, “Conduct on University Lands.”
16. Resolution of appreciation to UW-Madison for hosting the February 2020 meeting
17. Regent communications, petitions, and memorials
18. Optional Closed Session

#### Adjourn

*The closed session agenda for Thursday, February 6, 2020, may also be considered on Friday, February 7, 2020, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.*

## II. All Regents

Friday, February 7, 2019

Item 12.

### UW-MADISON NCAA DIVISION I ATHLETICS 2018-19 REPORT

#### REQUESTED ACTION

This item is for discussion purposes only.

#### SUMMARY

UW-Madison sponsors 23 sports, providing more than 800 student-athletes with the opportunity to participate in college athletics. The Division of Intercollegiate Athletics (Athletics Department) employs nearly 400 full-time staff. UW-Madison is a member of the NCAA, a charter member of the Big Ten Conference, and a member of the Western Collegiate Hockey Association (WCHA).

The Athletics Department operates as a departmental unit within the University. The Chancellor has delegated authority for the day-to-day administration of the intercollegiate program to the Athletic Director. UW-Madison's Athletics Board provides faculty oversight to the program as part of UW-Madison's shared-governance system.

#### 2018-19 Achievements

Seventeen of UW-Madison's 23 sports advanced to postseason competition. Highlights include a fifth national championship for women's hockey, and the fifth consecutive bowl win for football. UW-Madison finished 16<sup>th</sup> in the Learfield Directors' Cup, the highest finish in the last 25 years.

#### Financial Situation

The Athletics Department reported \$138,115,841 in actual revenues and \$137,954,603 in expenses in 2018-19, resulting in an operating surplus of \$161,237. The report notes that the program had an unrestricted fund balance of \$2,364,720, or 1.7% of actual expenditures for the 2018-19 fiscal year. UW-Madison also reports the Athletics



Department had outstanding debt of \$83,682,268 as of June 30, 2019, with debt service payments of \$11,056,168 in the 2018-19 fiscal year.

### Academics

The Athletics Department uses various means to monitor the academic progress of student-athletes including the Academic Progress Rate, the Graduation Success Rate, and the Federal Graduation Rate.

**Academic Progress Rate.** The Academic Progress Rate (APR) is a term-by-term calculation of the eligibility and retention of all student-athletes. A score of 1000 means every student-athlete on a particular team remained eligible and returned to school. Teams lose points for student-athletes who are not eligible and/or are not retained.

UW-Madison expects all teams to achieve both a single-year and multiyear APR above 930. Under NCAA rules, teams must maintain a minimum multiyear APR above 930 to participate in postseason competition.

The APR for UW-Madison student-athletes exceeded 930 in all sports in both the single-year and multiyear measures. Single-year APRs ranged from 964 to 1000, with nine of 21 sports teams achieving an APR of 1000. Multiyear APRs ranged from 974 to 1000, with three of 21 teams achieving an APR of 1000.

The APR for the three largest revenue generating sports—football, men’s basketball, and men’s hockey—were 974, 981, and 983 respectively, for 2017-18.

**Graduation Rates.** UW-Madison uses both the Federal Graduation Rate (FGR) and the Graduation Success Rate (GSR) to monitor student-athlete graduation rates. The FGR is compiled by the U.S. Department of Education and measures the percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution. The GSR differs from the FGR in that it excludes from the denominator those student-athletes who leave the institution in good academic standing and includes in the numerator those who transfer into the institution and go on to graduate.

UW-Madison uses three benchmarks related to the FGR to monitor student-athlete graduation rates. UW-Madison expects student-athletes to maintain an FGR that is equal to or greater than the FGR for (1) all UW-Madison students; (2) all student-athletes in the Big Ten Conference; and (3) all Division I student-athletes. UW-Madison student-athletes had an FGR of 68% for 2019, a decrease from the FGR of 73% in 2018. The student-athlete

FGR fell short of the FGR for all UW-Madison students (87%), and Big Ten Conference student-athletes (74%) but matched the FGR for all NCAA Division I student-athletes (68%).

UW-Madison monitors student-athletes' graduation success using two benchmarks related to the GSR. UW-Madison expects student-athletes to achieve a GSR (1) equal to or greater than the median GSR for the Big Ten Conference; and (2) greater than the GSR of all NCAA Division I athletes. In 2018, the GSR for UW-Madison student-athletes was 90%, just under the median GSR for the Big Ten Conference (91%), and two percentage points higher than the GSR for all NCAA Division I student-athletes (89%).

UW-Madison's student-athletes carried a 3.14 cumulative grade-point average (GPA) at the end of the Spring 2019 term. Between the Fall 2018 and Spring 2019 semesters, a total of 317 student-athletes earned Academic All-Big Ten honors. During the 2018-19 academic year, 130 student-athletes graduated with either a Bachelor's or Master's degree.

### NCAA Rules Compliance

The Athletics Department reported no Level I or Level II violations (formerly classified as "major" violations) and 21 Level III or Level IV violations (formerly classified as "secondary" violations) to the NCAA in 2018-19. UW-Madison's report includes a detailed list of Level III and Level IV violations in Appendix J.

The report includes a copy of the Athletics Department's Standards for Safeguarding Institutional Governance of Intercollegiate Athletics. The Big Ten Council of Presidents/Chancellors adopted the standards in response to issues at Penn State University. The standards, which went into effect on August 1, 2015, demonstrate a commitment by Big Ten institutions to maintaining the "integrity of governance in athletics programs." The report notes that a required internal annual review found that UW-Madison has maintained compliance with the standards.

The report also includes the transmittal letter and audit comments from the most recent NCAA Compliance review conducted by UW-System's Office of Internal Audit (Appendix H), which includes a comment related to lack of tracking unofficial visits by one of the teams. The report also includes a copy of the NCAA-required report on "Agreed-Upon Procedures" issued by independent auditor Baker Tilly, for the year ended June 30, 2019 (Appendix L).

### **Presenter(s)**

- Barry Alvarez, Director of Athletics, UW-Madison
- Chris McIntosh, Deputy Athletic Director, UW-Madison

## **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.

In 2012, the Association of Governing Boards of Colleges and Universities (AGB) issued a report, "Trust, Accountability, and Integrity: Board Responsibilities for Intercollegiate Athletics," that highlighted the important role of higher education governing boards in providing proper oversight of athletics programs. That same year, the Board of Regents established a reporting framework for institutions that participate in NCAA Division I athletics.

Under the Regents' Accountability Reporting Framework, each UW System Division I athletics program is required to provide information to the Board annually describing the extent to which the program: 1) adheres to any performance standards implemented by an institution or its athletic board; 2) safeguards the welfare of all students; 3) maintains NCAA compliance; and 4) assures fiscal integrity. The Accountability Reporting Framework provides the Board with consistent information about each NCAA Division I athletics program, enhancing the Board's ability to effectively monitor the activities of UW System's Division I athletics programs.

### **Related Policies**

- [Regent Policy Document 10-1, "Endorsement of the Statement of Principles from the Knight Foundation Commission on Intercollegiate Athletics"](#)
- [Accountability Reporting Framework for Board of Regents Oversight of NCAA Intercollegiate Athletics Programs](#)

## **ATTACHMENTS**

- A) 2018-19 Report to Board of Regents on Intercollegiate Athletics at UW-Madison

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# 2018-19

## REPORT TO BOARD OF REGENTS ON INTERCOLLEGIATE ATHLETICS AT UW-MADISON



February 6, 2020

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## **2018-19 Executive Summary to Board of Regents**

### **Introduction**

This report provides information about University of Wisconsin-Madison intercollegiate athletics for the Board of Regents. It addresses fiscal responsibility, academics, and compliance.

### **The Athletics Department: Makeup, Mission, & Membership**

The Division of Intercollegiate Athletics, generally referred to as the “Athletics Department,” is a departmental unit within the University governed by the policies of UW-Madison (“UW”). While retaining ultimate authority, subject to the general oversight of the Board of Regents of the University of Wisconsin System, the Chancellor has delegated the authority, responsibility, and accountability for the day-to-day administration of intercollegiate athletics to the Athletic Director. There are no exceptions to this delegation. The Athletic Board exercises the authority of the faculty as part of the University’s shared-governance system.<sup>1</sup>

The Athletics Department dedicates itself to the mission of providing athletic opportunities to a wide range of students and providing an environment in which all student-athletes can achieve their academic and competitive goals.

The Athletics Department is a member institution of the National Collegiate Athletic Association (NCAA), the Big Ten Conference, and the Western Collegiate Hockey Association (WCHA). Therefore, the Athletics Department abides by the rules and regulations promulgated by these organizations.

### **On-Field Achievements**

The UW experienced another successful season in 2018-19. Of the UW’s 23 sports, 17 advanced to postseason competition. Headlining the year was a fifth national championship for women’s hockey, and the fifth consecutive bowl win for football – a Big Ten record. Individually, UW had an unprecedented number of standout performances. Women’s soccer student-athlete Rose Lavelle made a splash on the global stage as a standout member of Team USA, the 2018 World Cup champions; Beata Nelson was named National Swimmer of the Year; Alicia Monson was a national champion in track; and Morgan McDonald won national championships across three sports (cross country, indoor track, and outdoor track). In all, UW boasted 37 All-Americans on its way to a 16<sup>th</sup>-place finish in the Learfield Directors’ Cup – equaling UW’s highest finish in the last 25 years.

### **Financial Highlights**

The full report contains the final budget, debt balances and payments, and endowments for the 2018-19 fiscal year (see Appendices C and D). The annual budget for the Athletics Department supports 23 sports and more than 800 student-athlete participation opportunities. The Athletics Department employs nearly 400 full-time staff. The Athletics Department hosts more than 1.8 million spectators each year and its economic impact has been estimated at \$610 million annually, with nearly 4,500 jobs supported and created. There is no deficit from 2018-19 operations.

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<sup>1</sup> For a more detailed elaboration on the authority over intercollegiate athletics, please see Appendix A: “University of Wisconsin-Madison Standards for Safeguarding Institutional Governance of Intercollegiate Athletics.” These standards were prepared in response to the standards adopted by the Big Ten’s Council of Presidents/Chancellors (Appendix B).

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## **Academic Measures**

The figures presented in the executive summary are also located in each of the corresponding sections. Please refer to later sections if there are questions regarding the sources of this information.

The Athletics Department uses various means to monitor the academic progress of the student-athletes. The Federal Graduation Rate (FGR), Graduation Success Rate (GSR), and Academic Progress Rate (APR) are the most recognizable of these measures.

The FGR is compiled by the U.S. Department of Education and measures the percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution. The GSR differs from the FGR in that it excludes from the denominator those student-athletes who leave the institution in good academic standing and includes in the numerator those who transfer into the institution and go on to graduate. Lastly, the APR is a term-by-term calculation of the eligibility and retention of all student-athletes. A score of 1,000 means every student-athlete on that particular team stayed eligible and returned to school. Teams begin losing points for student-athletes who are not eligible and/or are not retained.

Of the 6 student-athletes in the 2012-13 single-year FGR cohort for the three highest revenue men's and women's sports who did not graduate from the UW in six years, two transferred to other institutions and earned their degrees, two left early to pursue professional opportunities, and two student-athletes did not transfer or graduate.

The APR for UW student-athletes – used by the NCAA to hold institutions accountable for the academic progress of their student-athletes – was above 930 in all sports in both the multiyear and single year measures. The GSR for UW student-athletes was 90% in 2018-19, which was two percentage points higher than the GSR for all NCAA Division I student-athletes (88%). The UW student-athlete four-year average FGR was 71% in 2018-19, compared to 75% for the Big Ten Conference, and 68% for all NCAA Division I student-athletes. The graduation rate for all UW-Madison students is 87%.

The Academic Support staff also utilizes its own additional measures to track success. For example, the Athletics Department considers a student-athlete successful who matriculates at UW and receives Athletics aid, but graduates from another institution. This rate is compared to that of the general student population at both a six- and ten-year mark.

University of Wisconsin student-athletes carried a 3.14 cumulative grade-point average (GPA) at the end of the Spring 2019 term. After the Spring 2019 semester, nine student-athletes carried a perfect 4.00 cumulative GPA. Between the Fall 2018 and Spring 2019 semesters, a total of 317 student-athletes earned Academic All-Big Ten honors.

UW undergraduate student-athletes currently major in 83 diverse areas of study. Personal Finance, Economics, Business: Finance, Investment & Banking, Life Sciences Communication, and Communication Arts are the most common majors among undergraduate student-athletes. Additionally, of these 83 areas of study, there are currently 62 different areas in which 10 or fewer student-athletes have declared as majors. A total of 130 student-athletes graduated with either a Bachelor's or Master's degree during the 2018-19 academic year.

The UW does not employ a special admissions process for student-athletes. Student-athletes progress through the admissions process in the same manner as other applicants. The UW utilizes a holistic, competitive, and selective admissions review.

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## **Agreed-Upon Procedures & Intercollegiate Athletics Budget Report**

The full report contains reports from an independent auditor on the Athletics Department's agreed-upon procedures and budget report for the 2018-19 fiscal year.

### **Compliance**

The Athletics Department recently underwent a compliance review by the UW System Administration Office of Internal Audit for the 2018-19 academic year. The review identified one compliance matter related to the tracking of unofficial visits as an opportunity for improvement. For the full report, see **Appendix H**.

The Athletics Department reported no Level I or Level II violations (formerly classified as “major” violations) and 21 Level III or Level IV violations (formerly classified as “secondary” violations) to the NCAA and Big Ten in 2018-19. These numbers are consistent with reporting statistics from previous years. For a detailed list of reported violations, see **Appendix J**.



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# INTERCOLLEGIATE ATHLETICS REPORT

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## **INTRODUCTION**

The purpose of this report is to provide annual information of intercollegiate athletics and the functions outlined by the Faculty Senate to the Board of Regents. In the first section, information is provided about the NCAA, the Big Ten, and the Intercollegiate Athletics Department. The subsequent sections outline specific information addressing academics, fiscal responsibility, and compliance regulation.

### **I. DIVISION OF INTERCOLLEGIATE ATHLETICS**

The Division of Intercollegiate Athletics, generally referred to as the “Athletics Department,” is a departmental unit within the University governed by the policies of the University of Wisconsin-Madison (“UW”). While retaining ultimate authority subject to the general oversight of the Board of Regents of the University of Wisconsin System, the Chancellor has delegated the authority, responsibility, and accountability for the day-to-day administration of intercollegiate athletics to the Athletic Director. There are no exceptions to this delegation. The Athletic Board exercises the authority of the faculty as part of the UW’s shared-governance system.<sup>2</sup>

#### **A. Mission of Intercollegiate Athletics**

The Athletics Department dedicates itself to the mission of providing athletic opportunities to a wide range of students and creating an environment in which all student-athletes can achieve their academic and competitive goals. The Athletics Department strives to provide equitable opportunities for all student-athletes and staff regardless of gender or ethnic backgrounds. To honor its academic mission and that of the UW, the Athletics Department supports the educational aspirations, academic progress, and general welfare of the student-athlete. In competition, the Athletics Department fosters principles of sportsmanship, respect, fair play, and athletic excellence. In all of its activities, the Athletics Department insists on integrity, ethical conduct, and accountability.

The Athletics Department’s mission on behalf of the...

- **Student-Athletes** - Provide the resources for student-athletes to pursue their academic and athletic dreams, while shaping their development into adulthood.
- **University** - Operate all areas of the Athletics Department with class and quality while accepting our role as a source of school spirit and pride for all faculty, staff, students, and alumni of the UW.
- **Citizens of the State** - Support the community by participating in a variety of public service projects, hosting events that provide good entertainment and contribute positively to the economy, and serving as a source of state pride through the academic achievement of our student-athletes and successful performance in their athletic pursuits.

This mission is derived from the overall mission of the UW to provide the opportunity for highest achievement in all areas of human knowledge and endeavor: intellectual, artistic, and physical. Intercollegiate athletics is a part of the UW’s total educational purpose: (1) through values; (2) through diversity and outreach; (3) through cultural appreciation; and (4) through physical human development. In addition to these four explicit interactions with the UW’s purpose, intercollegiate athletics is aligned with the UW’s mission through tradition.

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<sup>2</sup> For a more detailed elaboration on the authority over intercollegiate athletics, please see **Appendix A**: “University of Wisconsin-Madison Standards for Safeguarding Institutional Governance of Intercollegiate Athletics.” These standards were prepared in response to the standards adopted by the Big Ten’s Council of Presidents/Chancellors (**Appendix B**).

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## **B. National Collegiate Athletic Association (NCAA)**

The colleges, universities, and conferences, referred to as “members,” make up the NCAA. The members appoint volunteer representatives who serve on committees that introduce and vote on rules called bylaws. The members also establish programs to govern, promote, and further the purposes and goals of intercollegiate athletics.

Approximately 500 paid professionals who implement the rules and programs established by the membership make up the “national office.” The national office staff is located primarily at the NCAA headquarters office in Indianapolis, Indiana. The entire organization, comprised of members and staffs, is referred to as the NCAA.

The NCAA's core ideology consists of two notions: core purpose – the organization's reason for being – and core values – essential and enduring principles that guide the organization. Its purpose is to govern competition in a fair, safe, equitable, and sportsmanlike manner and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount. The NCAA – through its member institutions, conferences, and national office staff – shares a belief in and commitment to:

- The collegiate model of athletics in which students participate as an avocation, balancing their academic, social, and athletics experiences.
- The highest levels of integrity and sportsmanship.
- The pursuit of excellence in both academics and athletics.
- The supporting role that intercollegiate athletics plays in the higher education mission and in enhancing the sense of community and strengthening the identity of member institutions.
- An inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds.
- Respect for institutional autonomy and philosophical differences.
- Presidential leadership of intercollegiate athletics at the campus, conference, and national levels.

For more information regarding the NCAA, visit <http://www.ncaa.org/>.

## **C. History of Intercollegiate Athletics**

The creation of athletic teams occurred just 25 years after the UW was founded in 1848. By the end of the 19<sup>th</sup> century, the UW joined six other schools to form the Western Conference (now known as the Big Ten Conference). As a charter member of the Big Ten, the UW has a long and proud athletic history.

Men's sports dominated the scene at the UW until the late 1960s when women's athletics began to grow. Naming Kit Saunders as the administrator of the women's sports program in 1967 and the enactment of Title IX of the Educational Amendments Act of 1972 both helped vault UW women's athletics into the mainstream. That movement, along with the growing popularity of sports on college campuses around the nation, catapulted the Athletics Department into the college culture.

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Today, the UW sponsors 23 sports programs supporting approximately 900 student-athlete participation opportunities at any given time, depending on roster changes. The UW experienced another successful season in 2018-19. Of the UW's 23 sports, 17 advanced to postseason competition. Headlining the year was a fifth national championship for women's hockey, and the fifth consecutive bowl win for football – a Big Ten record. Individually, UW had an unprecedented number of standout performances. Women's soccer student-athlete Rose Lavelle made a splash on the global stage as a standout member of Team USA, the 2018 World Cup champions; Beata Nelson was named National Swimmer of the Year; Alicia Monson was a national champion in track; and Morgan McDonald won national championships across three sports (cross country, indoor track, and outdoor track). In all, UW boasted 37 All-Americans on its way to a 16<sup>th</sup>-place finish in the Learfield Directors' Cup – equalling UW's highest finish in the last 25 years.

For more information regarding the Athletics Department, visit [www.uwbadgers.com](http://www.uwbadgers.com).

The Athletics Department is a member institution of the National Collegiate Athletic Association (NCAA), the Big Ten Conference, and the Western Collegiate Hockey Association (WCHA). Therefore, the Athletics Department abides by the rules and regulations promulgated by these organizations.

### **Big Ten Conference**

The Big Ten Conference is an association of 14 world-class universities whose member institutions share a common mission of research, graduate, professional, and undergraduate teaching, and public service. Intercollegiate athletics has an important place within the Big Ten's common mission. Conference institutions sponsor broad-based athletic programs supporting more than 300 teams.

Founded in 1896, the Big Ten Conference has sustained a comprehensive set of shared practices and policies that enforce the priority of academics in student-athletes' lives and emphasize the values of integrity, fairness, and competitiveness. Big Ten universities provide nearly \$200 million in athletic scholarship aid to more than 9,500 men and women student-athletes who compete for 28 championships – 14 for men and 14 for women.

The Big Ten Conference institutions provide an avenue for thousands of young men and women to pursue higher education while competing in sport. The Big Ten Conference sponsors the following 28 sports:

#### **Men's Sports**

Baseball  
Basketball  
Cross Country  
Football  
Golf  
Gymnastics  
Ice Hockey  
Lacrosse  
Soccer  
Swimming & Diving  
Tennis  
Indoor Track & Field  
Outdoor Track & Field  
Wrestling

#### **Women's Sports**

Basketball  
Cross Country  
Field Hockey  
Golf  
Gymnastics  
Lacrosse  
Rowing  
Soccer  
Softball  
Swimming & Diving  
Tennis  
Indoor Track & Field  
Outdoor Track & Field  
Volleyball

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For more information regarding the Big Ten Conference, visit [www.bigten.org](http://www.bigten.org).

### **Western Collegiate Hockey Association (WCHA)**

The Big Ten Conference does not sponsor women's hockey; thus the Athletics Department is a member of the Western Collegiate Hockey Association (WCHA).

From the WCHA's founding days as the Midwest Collegiate Hockey League (MCHL) from 1951-53, as the Western Intercollegiate Hockey League (WIHL) from 1953-58, and ultimately as the Western Collegiate Hockey Association in 1959, this prestigious association has maintained a tradition of excellence that is second to none. With a noteworthy past that spans seven decades, three overriding characteristics that have continued to define the WCHA over its existence are history, tradition, and success.

For more information regarding the WCHA, visit <http://www.wcha.com/>.

### **D. Athletics Department Annual Report**

On a yearly basis the Athletics Department creates an Annual Report that provides an overview of the Athletics Department's accomplishments and progress towards specific performance goals. The Athletics Department has embraced the following core values to guide future decision making:

<p style="text-align: center;"><b>EXCELLENCE</b> in <b>Academics</b> and <b>Athletic Competition</b></p> <p style="text-align: center;"><b>COMMITMENT</b> to <b>Fiscal Responsibility, Compliance, and Diversity and Gender Equity</b></p> <p style="text-align: center;"><b>PERSONAL DEVELOPMENT</b> of <b>Student-Athletes</b></p> <p style="text-align: center;"><b>SERVICE AND CONNECTION</b> to <b>Community and Campus</b></p> <p style="text-align: center;"><b>PROFESSIONAL DEVELOPMENT</b> of <b>Staff</b></p> <p style="text-align: center;"><b>RECOGNITION</b> of <b>Department Success</b></p>
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The 2018-19 report is found online at <https://issuu.com/uwathletics/docs/1819annualreport>.

## **II. FINANCIAL HIGHLIGHTS**

### **A. 2018-19 Final Budget Report**

Please see **Appendix C** for the detailed report.

### **B. 2018-19 Debt Balances & Payments Report**

Please see **Appendix D** for the detailed report.

**C. 2018-19 Value of Endowments Dedicated to Support Athletics**

	Market Value	Cash/Interest
June 2019	\$109,354,864	\$3,734,608
June 2018	\$97,998,613	\$2,982,223

**III. MEASURES & BENCHMARKS USED TO ASSESS STUDENT-ATHLETE ACADEMIC PROGRESS**

**A. Measure 1: Academic Progress Rate (APR)**

Please see **Appendix E** for the detailed NCAA 2017-18 report. \*\*The 2017-18 NCAA report is the most current publicly available data.

**Definition:** A term-by-term calculation of the eligibility and retention of all student-athletes. Each student-athlete receiving athletically related financial aid earns 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 score.

**Benchmark:** Achieve a multiyear Academic Progress Rate (APR) above 930 for all sports.

**Benchmark:** Achieve a single-year Academic Progress Rate (APR) above 930 for all sports.

**Number of Sports with a Multiyear APR below 930**

Year	APR < 930
2018	0 sports
2017	0 sports
2016	0 sports

**APR by Sport**

Single-Year = 2017-18 academic year  
 Multiyear = 2014-15, 2015-16, 2016-17, 2017-18 (avg. of single-year rates)

Men’s Sports	Single-Year APR	Multiyear APR	Multiyear DI NCAA Sport APR
Basketball	981	980	967
Cross Country	1,000	988	982
Football	974	979	964
Golf	1,000	974	985
Hockey	983	982	986
Rowing	-	-	-
Soccer	968	996	979
Swimming & Diving	1,000	992	982
Tennis	1,000	1,000	983
Track (I/O)	982	977	973
Wrestling	1,000	994	976

Women's Sports	Single-Year APR	Multiyear APR	Multiyear DI NCAA Sport APR
Basketball	982	996	982
Cross Country	1,000	1,000	989
Golf	1,000	1,000	991
Hockey	979	987	991
Rowing	995	998	989
Soccer	990	997	989
Softball	1,000	996	986
Swimming & Diving	992	993	993
Tennis	971	993	990
Track (I/O)	983	987	983
Volleyball	1,000	995	987

Three-Year single-year APR trend for the three largest revenue-generating sports

	Football	M. Basketball	M. Hockey
2017-2018	974	981	983
2016-2017	978	1,000	991
2015-2016	985	1,000	991

#### B. Measure 2: Graduation Success Rate (GSR)

Please see **Appendix F** for the most recent published report.

**Definition:** The percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution, excluding from the denominator those student-athletes who leave the institution in good academic standing and including in the numerator those who transfer into the institution and go on to graduate.

**Benchmark:** Achieve a GSR for student-athletes that is equal to or greater than the median GSR for the Big Ten Conference. Note: 2019 reporting year represents multi-year GSR of 2009-2012 cohorts.

#### UW Student-Athletes vs. Median of Big Ten Conference

Year	UW S-A	Big Ten S-A
2019	90%	91%
2018	90%	90%
2017	86%	89%

**Benchmark:** Achieve a GSR for student-athletes that is equal to or greater than the GSR for all NCAA Division I student-athletes. Note: 2019 reporting year represents multi-year GSR of 2009-2012 cohorts.

### UW Student-Athletes vs. All Division I Student-Athletes

Year	UW S-A	D1 S-A
2019	90%	88%
2018	90%	87%
2017	86%	86%

### C. Measure 3: Federal Graduation Rate

**Definition:** The percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution.

#### Three-Year single-year Federal Graduation Rate Trend for the Three Highest Revenue Men's Sports\*

	Football	Basketball	Hockey
2018-2019 (2012-2013 Cohort)	88%	50%	67%
2017-2018 (2011-2012 Cohort)	89%	25%	43%
2016-2017 (2010-2011 Cohort)	65%	100%	80%

#### Three-Year single-year Federal Graduation Rate Trend for the Three Highest Revenue Women's Sports\*

	Basketball	Hockey	Volleyball
2018-2019 (2012-2013 Cohort)	80%	88%	100%
2017-2018 (2011-2012 Cohort)	50%	100%	100%
2016-2017 (2010-2011 Cohort)	67%	80%	75%

\*There were 36 student-athletes in the 2012-2013 single-year FGR cohort for the three highest revenue men's and women's sports. Thirty of these student-athletes graduated from the UW in six years; of the other six, two transferred to other institutions and earned their degrees, two left early to pursue professional opportunities, and two student-athletes did not transfer or graduate.

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for all UW-Madison students. Note: The 2019 reporting year represents 2012-13 entering freshman cohort. The four-class average combines the current cohort with the three previous freshman classes, using date from previous years.

### UW Student-Athletes vs. All UW Madison Students

Year	Graduation Rate		Four-Class Average	
	UW S-A	UW	UW S-A	UW
2019	68%	87%	71%	86%
2018	73%	87%	72%	86%
2017	68%	85%	70%	85%

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for the Big Ten Conference. Note: The 2019 reporting year represents 2012-13 entering freshman cohort. The four-class average combines the current cohort with the three previous freshman classes, using data from previous years.

**UW Student-Athletes vs. Median of Big Ten Conference**

Year	Graduation Rate		Four-Class Average	
	UW S-A	Big Ten S-A	UW S-A	Big Ten S-A
2019	68%	74%	71%	75%
2018	73%	76%	72%	74%
2017	68%	76%	70%	73%

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for all Division I student-athletes. Note: The 2019 reporting year represents 2012-13 entering freshman cohort. The four-class average combines the current cohort with the three previous freshman classes, using data from previous years.

**UW Student-Athletes vs. All NCAA Division I Student-Athletes**

Year	Graduation Rate		Four-Class Average	
	UW S-A	D1 S-A	UW S-A	D1 S-A
2019	68%	68%	71%	68%
2018	73%	68%	72%	67%
2017	68%	68%	70%	67%

**D. Additional Information: GPA & Major Selection**

UW student-athletes carried a 3.14 cumulative grade-point average (GPA) at the end of the Spring 2019 term. After the Spring 2019 semester, nine student-athletes carried a perfect 4.00 cumulative GPA. Between the Fall 2018 and Spring 2019 semesters, a total of 317 student-athletes earned Academic All-Big Ten honors.

UW undergraduate student-athletes currently major in 83 diverse areas of study. Personal Finance, Economics, Business: Finance, Investment & Banking, Life Sciences Communication, and Communication Arts are the most common majors among undergraduate student-athletes. Additionally, of these 83 areas of study, there are currently 62 different areas in which 10 or fewer student-athletes have declared as majors. A total of 130 student-athletes graduated with either a Bachelor's or Master's degree during the 2018-19 academic year.

For a full list of majors, please see **Appendix G**. This chart is a breakdown of student-athletes' declared majors (by percentage) compared against the percentage of UW students who are majoring in each of those areas. The categories of majors were predetermined by the report of major breakdowns that is produced by the UW-Madison Registrar's Office. The total number of student-athlete majors is representative of the number of majors rather than the number of student-athletes, because a student-athlete with a declared double major is counted twice.



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## **E. Additional Information: Special Admissions of Student-Athletes**

The UW does not employ a special admissions process for student-athletes. Student-athletes progress through the admissions process in the same manner as other applicants. The UW utilizes a holistic, competitive, and selective admissions review. The Athletics Department's goal is to recruit, admit, and enroll a high quality and diverse student body. The academic record always comes first in our review, but we also consider written statements, standardized test scores, extracurricular activities, leadership involvement, and optional letters of recommendation.

## **IV. COMPLIANCE PROCEDURES REVIEW**

Please see **Appendix H** for the full audit report issued by the UW System Administration Office of Internal Audit for the 2018-19 academic year.

## **V. NCAA SELF-STUDY REPORT**

The NCAA self-study report requirement no longer exists. In lieu of this report, please see **Appendix I** for the UW's 2018-19 review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics, as required by the Big Ten Conference.

## **VI. LIST OF LEVEL III & LEVEL IV NCAA VIOLATIONS & NCAA OVERSIGHT CERTIFICATION LETTER**

Please see **Appendix J** for the detailed report, and **Appendix K** for the letter.

## **VII. AGREED UPON PROCEDURES REPORT & INTERCOLLEGIATE ATHLETIC BUDGET REPORT**

Please see **Appendix L** for the full report.

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## Appendix A

### UNIVERSITY OF WISCONSIN-MADISON

#### STANDARDS FOR SAFEGUARDING INSTITUTIONAL GOVERNANCE OF INTERCOLLEGIATE ATHLETICS

##### Introduction

At its June 1, 2014 meeting, the Big Ten Council of Presidents/Chancellors adopted “The Big Ten Conference Standards for Safeguarding Institutional Governance of Intercollegiate Athletics” (the “Conference Standards”). The Conference Standards embody the firm and common commitment of each Big Ten Conference member institution to the core principle that intercollegiate athletics must be properly aligned with the institution’s overall educational mission. The University of Wisconsin-Madison fully supports the Conference Standards, and adopts this document to demonstrate its commitment to the principles contained therein. While many of the requirements of the Conference Standards are current University policy and practice, the University is pleased to adopt this document and to fully implement the Conference Standards. To the extent any existing policies or practices at the University are contrary to the principles and standards contained in this document, this document controls.

##### Basic Principles

In accordance with the principles set forth by both the Conference Standards and the Big Ten Handbook, the University affirms that intercollegiate athletics is an integral part of the educational mission of the institution, and that accordingly, governance of intercollegiate athletics should be consistent with, and not independent from, the governance applicable to other University units and programs.

##### Organizational Governance Standards

The Chancellor of the University, subject to the general oversight of the Board of Regents of the University of Wisconsin System, and working within the constructs of the principles of shared governance, has ultimate authority, responsibility, and accountability for the administration of intercollegiate athletics. There are no exceptions to this authority, responsibility, or accountability.

While retaining ultimate authority, the Chancellor has delegated the authority, responsibility and accountability for the day-to-day administration of intercollegiate athletics to the Athletic Director. There are no exceptions to this delegation.

The Athletic Board exercises the authority of the faculty as part of the University’s shared-governance system. The Athletic Board is a University Committee with membership, functions

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and responsibilities set forth in the University's Faculty Policies and Procedures.<sup>1</sup> The "authority of the faculty" in the University's shared-governance system must be understood in the context of the Chancellor being ultimately responsible for the institutional control of athletics. However, Wisconsin law recognizes that chancellors are expected to consult with faculty in discharging their responsibilities and recognizes the role of the faculty in governance.<sup>2</sup> In this way, University faculty has the shared responsibility for academic and educational activities and faculty personnel matters.<sup>3</sup>

### **Operational Standards for Athletics**

The University reaffirms its policies and operational standards in the following areas: 1) Academic Support; 2) Institutional, Conference, and NCAA Rules Compliance; 3) Admissions; 4) Student Discipline and Codes of Conduct; 5) Medical and Athletic Training Services; and 6) Cost of Attendance.

#### **1. Academic Support**

##### *Academic Success*

The University is committed to providing student-athletes with academic support and counseling (e.g., academic advising) that is adequate and appropriate for their progress toward a degree and graduation.<sup>4</sup> The personal and academic well-being of every student-athlete is the primary concern of the University and the Athletic Board.

##### *Academic Integrity*

The University is committed to both the detection and prevention of (a) academic fraud and misconduct, and (b) abusive use of independent study or clustering of student-athletes in particular courses or majors.<sup>5</sup>

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<sup>1</sup> Appendix 1, University of Wisconsin-Madison Faculty Policies and Procedures ("FPP"), Section 6.26.

<sup>2</sup> Wisconsin Statute Section 36.09(4).

<sup>3</sup> For more information regarding the Role of the Athletic Board, see Appendix 2, Faculty Document 2114, "Role of the Athletic Board."

<sup>4</sup> For a detailed review of the steps the University takes to provide student-athletes with academic support, see Appendix 3, Office of Academic Services Handbook ("OAS Handbook"), pgs. 25 ("Advisors"), 27 ("Learning Specialists"), 29 ("Mentors"), 33 ("Individual Tutoring & Drop-In Study Groups"); see also Appendix 4, 2008-2009 Division 1 Athletics Certification Self-Study Instrument ("Self Study"), pgs. 33-35 (point 8) and pgs. 65-91 ("Operating Principle 2.2, Academic Support"); see also Appendix 5, 2013-2014 Badger Student-Athlete Handbook and Planner ("SA Handbook") pgs. 10 ("The Shared Responsibility of Academic Success" and "Staff"), and 12 ("Services and Programs").

<sup>5</sup> For a detailed review of the steps the University takes to detect and prevent such academic problems, see Appendix 3, OAS Handbook, pgs. 14 ("Academic Misconduct"), 20 ("Writing and Editing Guidelines"), 21 ("Ethical Conduct"), 25 ("Advisors"), 36 ("Class Checking"), and 37 ("Directed Study"); see also Appendix 5, SA Handbook, pgs. 60-64, ("Academic Misconduct Guide for Students"); see also Appendix 9, Coaches Orientation Handbook ("Coaches Handbook"), pgs. 61-64 ("Directed Study Policy").

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### *Prevention of Improper Influence*

In order to ensure that athletic academic support staff members are free from potential improper influence, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the academic support staff. Further, coaches shall not attempt to inappropriately influence any member of the academic support staff in order to obtain or maintain the academic eligibility of a student athlete. While a coach may have input or be otherwise involved in the hiring or evaluation of the performance of an academic support staff member, the ultimate authority for hiring and supervising academic support staff will reside with the Associate Athletic Director for Student Services.

In addition, coaches shall not attempt to inappropriately influence any faculty member. To prevent the potential for improper influence, communication between the athletics department staff and faculty regarding a student-athlete's performance in class shall be conducted through the Associate Athletic Director for Student Services, the staff members of the Office of Academic Services, staff members of the Office of Compliance, or through the Faculty Athletics Representative.<sup>6</sup>

In addition to reporting to the Athletic Director, the Associate Athletic Director for Student Services reports monthly to the Athletic Board, chaired by the Faculty Academics Representative, regarding academic performance and support.

## 2. Institutional, Conference, and NCAA Rules Compliance

### *Compliance Success*

The University is committed to the detection and prevention of breaches of institutional, conference and NCAA rules.<sup>7</sup> The University does and will maintain appropriate and adequate compliance staffing in order to maintain a compliant environment. In addition to the five full-time employees devoted exclusively to compliance issues, compliance is considered to be a shared responsibility at the University. That is, other athletics department personnel, the

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<sup>6</sup> Coaches are instructed at yearly coaches meetings not to contact campus instructional faculty or staff. See Appendix 9, Coaches Handbook, pg. 7 ("Academic Services will make all contact with professors."); see also, Appendix 6, University of Wisconsin, Division of Intercollegiate Athletics, Compliance Education for New Staff ("Compliance Education") (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

<sup>7</sup> For a detailed review of the steps the University takes to detect and prevent such breaches, see Appendix 4, Self Study, pgs. 17-23; see also Appendix 5, SA Handbook, pgs. 39-54 ("Big Ten/NCAA Rules & Regulations"); see also Appendix 6, Compliance Education; see also Appendix 7, Compliance Manual, The University of Wisconsin Division of Intercollegiate Athletics ("Compliance Manual").

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Faculty Athletics Representative, and the head coaches and administrators outside of the athletic department who are responsible for the certification of student-athletes for financial aid and practice and competition eligibility, are all expected to assume a primary role in ensuring compliance with all rules.<sup>8</sup>

#### *Prevention of Improper Influence*

In order to ensure that athletic compliance staff members are free from potential improper influence, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the athletic compliance staff. Further, coaches shall not attempt to influence inappropriately any member of the athletic compliance staff in any way. While a coach may have input or be otherwise involved in the hiring or evaluation of the performance of an athletic compliance staff member, the ultimate authority for hiring and supervising athletic compliance staff will reside with the Associate Athletic Director for Compliance. Communication between the athletics department staff and such compliance constituents as the Registrar's Office, the Student Financial Services Office, Big Ten and NCAA regarding the application of NCAA or Big Ten rules shall be conducted through the Associate Athletic Director for Compliance or staff members of the Office of Compliance.

In addition to reporting to the Athletic Director, the Associate Athletic Director for Compliance reports monthly, for oversight purposes, to the Chair of the Athletic Board, (which is chaired by the Faculty Academics Representative), regarding institutional, Big Ten and NCAA compliance. The Assistant Athletic Director for Compliance shall also make available any information or reports that may be requested by the Vice Chancellor for Legal Affairs.

### 3. Admissions

#### *Admission Decisions*

The final decision-making authority for the admission of potential student-athletes resides in the same office that admits other undergraduate applicants to the University, the Office of Admissions and Recruitment ("Admissions"). Student-athletes progress through the admissions process in the same manner as other applicants.<sup>9</sup> Admissions utilizes a holistic, competitive, and selective review process. The goal is to recruit, admit, and enroll a high quality and diverse freshman class. Admissions seeks students from groups that are underrepresented at the University, including not only ethnic minorities, but international students, those from rural Wisconsin farm backgrounds, first-generation college students, women and men who have

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<sup>8</sup> For more information regarding this shared responsibility, see Appendix 6, Compliance Education; see also Appendix 7, Compliance Manual pgs. 6 ("Institutional Control") and 7 ("Compliance Philosophy").

<sup>9</sup> For more information regarding admission of potential student-athletes, see Appendix 3, OAS Handbook, pgs. 46-63 ("Admissions"); see also Appendix 8, "Requirements and Expectations" document created and maintained by the Office of Admissions; see also Appendix 9, Coaches Handbook pgs. 40-41 ("Admissions Information").

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served our country in the armed forces, and women interested in STEM (science, technology, engineering, or math) majors. Admissions seeks students with special talent in music, dance, art, athletics, or other areas of the University community.

*Prevention of Improper Influence*

In order to prevent the potential for improper influence, communication between athletics department staff, and either Admissions or Admissions personnel from individual schools and colleges regarding prospective student-athletes, shall be conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.<sup>10</sup>

4. Student Discipline and Codes of Conduct

*University and Athletic Department Discipline*

Under the authority of the University's Division of Student Life, student-athletes shall be subject to general disciplinary rules and codes of conduct applicable to other students at the University, and shall be subject to the same procedures and sanctions.<sup>11</sup> In addition to, and independent from the process managed by the Division of Student Life, student-athletes are further subject to the Student-Athlete Discipline Policy and to individual team rules.<sup>12</sup>

*Prevention of Improper Influence*

In order to prevent the potential for improper influence, communication between athletics department staff and the Division of Student Life regarding student-athletes shall be conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.<sup>13</sup>

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<sup>10</sup> Coaches are instructed at yearly coaches meetings not to contact Admissions. See Appendix 9, Coaches Handbook, pg. 7 ("Academic Services will make all contact with the Office of Admissions."); see also, Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

<sup>11</sup> For more information regarding the application of general disciplinary rules of the University to student athletes, see Appendix 5, SA Handbook pgs. 60 ("Academic Misconduct Guide for Students"), and 64 ("Institutional Discipline" and "Violations of University Regulations").

<sup>12</sup> For a detailed explanation of the Student Athlete Discipline Policy, see SA Handbook, pgs. 67-71 ("Athletic Department Rules and Policies") and pg. 72 ("Violations of Team Rules").

<sup>13</sup> Coaches are instructed at yearly coaches meetings not to contact the University's Division of Student Life. See Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

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## 5. Medical and Athletic Training Services

### *Medical Decisions*

The University places priority on a student-athlete's health over other considerations.<sup>14</sup> The personal and academic well-being of every student-athlete is the primary concern of the University and the Athletic Board. Health-related policies, procedures and protocols, including those related to student-athlete concussions,<sup>15</sup> will be followed.

Medical Services to student-athletes at the University are offered in a medical model of care under which the diagnosis and treatment of student-athletes is the ultimate responsibility of the physicians employed by the University of Wisconsin School of Medicine and Public Health, administratively managed by its Division of Sports Medicine in the Department of Orthopedics and Rehabilitation. The Athletic Department's licensed athletic trainers practice under the supervision of these physicians and the Assistant Athletic Director for Sports Medicine. Each Head Team Physician is appointed by the Chair of the Department of Orthopedics and Rehabilitation. The Head Team Physician and the Assistant Athletic Director for Sports Medicine assume joint responsibility for quality assurance and the monitoring of student-athlete care on an ongoing basis. A Medical Advisory Committee reviews and advises policies and procedures related to the delivery of medical services to student-athletes. The committee consists of the Chair of the Division of Sports Medicine, the Head Team Physician, Athletic Department administrators, a representative from UW Hospital and Clinics and two members of the Athletic Board.

### *Prevention of Improper Influence*

The final decision regarding student-athlete participation, in practice or competition, resides with the medical and athletic training staff.<sup>16</sup> In order to ensure that medical and athletic training staff are able to exercise their best professional judgment in caring for student-athletes, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the medical or athletic training staff who works with the coach's own team. Further, coaches shall not attempt to influence

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<sup>14</sup> See Appendix 5, SA Handbook, pg. 79 ("Sports Medicine Policy" and "Pregnancy Policy"); see also Appendix 10, Competition and Practice Injury Management Plan; see also Appendix 11, Concussion Management Plan.

<sup>15</sup> See Appendix 10, Competition and Practice Injury Management Plan; see also Appendix 11, Concussion Management Plan.

<sup>16</sup> Coaches' employment contracts each state that "[c]oach hereby understands and agrees that the final decision regarding student-athlete participation in organized practices and/or competitions shall be made by the Division's medical and training room staff," and that "[t]his provision is essential to this Employment Agreement and violation thereof may be considered just cause for termination."



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inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student athlete.

## 6. Cost of Attendance

### *Determination of Cost of Attendance*

The process for determining the cost of attendance for student-athletes shall be essentially the same process utilized for all students. Cost of attendance is determined by the Office of Student Financial Aid.<sup>17</sup>

### *Prevention of Improper Influence*

Coaches shall not attempt to inappropriately influence any member of the Financial Aid staff in order to adjust cost of attendance values to better serve recruiting or other athletically-related interests.<sup>18</sup> In order to prevent the potential for improper influence, communication between athletics department staff, and the Office of Student Financial Aid, shall be conducted through the Associate Athletic Director for Compliance. The Director of Financial Aid should notify the Chancellor or designee of any inappropriate communication relating to financial aid policy received from any booster or official of the University of staff member in the Athletics Department.

### Concern Reporting

The University recognizes that ensuring compliance with the six areas of operational standards set forth above necessarily requires that individuals have the ability to report concerns, free from fear of retaliation, regarding whether these standards are being followed. Individuals can and should report any concerns they have in relation to these standards to the Athletic Director, the Associate Athletic Director for Compliance, Compliance staff or the Faculty Athletics Representative, with the knowledge that no retaliation will occur as a result of voicing such concerns. Indeed, the University encourages individuals to report any concerns they may have.

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<sup>17</sup> For the current breakdown of University Cost of Attendance, see Appendix 12, Office of Student Financial Aid, Undergraduate Cost of Attendance, 2015-16.

<sup>18</sup> Coaches are instructed at yearly coaches meetings not to contact the University's Office of Student Financial Aid. See Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.")

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## Ongoing Obligations

### 1. Annual Review

The University will conduct an annual internal review of the effectiveness of these Conference Standards.

### 2. Reporting Requirements

Following the internal annual review, the University will report to the Big Ten Conference Office on how it is achieving compliance with the Conference Standards, and how it is taking action to avoid governance-related problems in athletics. Within this report, the University will describe to the Big Ten Conference Office any violation of the Conference Standards.<sup>49</sup> The University will report to the Big Ten Conference Office any revisions to this document, or any material revisions to any incorporated Appendix, within thirty days of the adoption of any such revision.

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<sup>49</sup> Within this requirement, it is understood that identifying and addressing violations in a timely manner is a characteristic of a properly functioning compliance system—indicative of a system that is working as opposed to a system that is malfunctioning. Accordingly, violations of these standards that are properly identified and addressed in a timely manner are to be accounted for in the annual report within the context of demonstrating the effectiveness of the standards. By contrast, violations that are indicative of systemic failures of the standards (e.g., system malfunctions) are to be reported to the conference office within a timeframe that is contemporaneous to the time at which such failures are discovered.

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## Appendix B

### THE BIG TEN CONFERENCE

### STANDARDS FOR SAFEGUARDING INSTITUTIONAL GOVERNANCE OF INTERCOLLEGIATE ATHLETICS

#### **Introduction**

The Big Ten Conference's history demonstrates that high-level athletic programs can be successfully maintained at top research universities and advance the mission of such universities. Incorporating athletic competition within the broader framework of higher education also presents challenges, however, particularly given the visibility of intercollegiate athletics and the passion it engenders. Good governance of athletics within the structure of each Big Ten Conference Member Institution is essential to manage these challenges. The public's trust in a Member Institution and the value of its intercollegiate athletics program are eroded when the Institution fails to implement sound governance principles applicable to its athletics programs, principles that are reflective of those applied to its academic programs and consistent with the values of higher education.

While not alone in this regard, Big Ten Member Institutions have experienced lapses in achieving sound governance of their athletic programs. All Member Institutions are affected when any Member Institution fails to maintain proper control over its intercollegiate athletics programs. Recognizing this, the Big Ten Council of Presidents/Chancellors (COPC) directed the Conference "to initiate an immediate review of the fundamental issues and systems affecting intercollegiate athletics, including the serious issues relating to control of athletics."

Institutions that affiliate in an athletics conference should have common values and common objectives. The Conference's attention to maintaining institutional integrity and earning public trust predates the activities of the NCAA, which did not begin in earnest until the 1960's. Members of the Big Ten Conference have traditionally come together to deal with important matters of common concern. For example, in 1972, the Conference formed an Advisory Commission on the Integration of African-American Athletes to advance their opportunities for participation in intercollegiate athletics at Member Institutions. In 1992, the Conference was a national leader in adopting measures and making concerted efforts to advance gender equity of student-athletes at the Member Institutions. The Conference has had a long history of establishing academic standards governing eligibility of student-athletes, and the Conference office and the Member Institutions have regularly interacted in a constructive manner to improve practices at Member Institutions, especially those involving academic and compliance matters. Conference attention to the integrity of the governance of athletic programs is clearly consistent with this tradition.

#### **The Risks Associated with Failure to Implement Good Governance Policies**

To be successful in their objectives, Member Institutions depend in large measure on public trust and confidence. The failure effectively to govern any part or program of the Institution, including athletics, undermines public trust and confidence in the Institution.

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Because of the high level of public interest in Big Ten sports, the risks of departures from good governance procedures in athletics are significant, and the impact of such departures on public trust and confidence may prove to be severe.

The loss of public trust in a Member Institution because of governance problems affecting its athletics programs has many negative consequences:

- the reputations of the individual Member Institution and all other Member Institutions in the Conference are damaged;
- injury to reputation reduces support for athletics and other programs among the Member Institution's various constituencies (faculty, staff, students, alumni, donors, fans, legislators, and the general public);
- lack of public confidence invites outside intervention in the Member Institution's affairs;
- student-athletes may lose opportunities for lessons in teamwork, effort, fair play, and the pursuit of excellence because of program-related sanctions;
- the Member Institution may suffer financial losses and additional costs when it is difficult for the Institution to absorb them.

The visibility, competitiveness, and passion associated with intercollegiate athletics combine to create a high-risk, high-reward environment which places great pressures on good governance procedures. At Member Institutions, athletics departments are expected to produce revenue streams through successful sports programs that will be sufficient to fund broad-based athletic programs without additional institutional support. Fans and boosters have high expectations and higher hopes, coaches and administrators seek the job security winning programs provide, the extraordinary popularity of athletics grows every year, and the financial consequences of success and failure are very high, both individually and institutionally. Fans or boosters, in pursuit of personal agendas or through a misplaced desire to "help" their favorite programs, are drawn to interact with coaches and student-athletes in ways that may circumvent ordinary procedures or violate the rules governing athletics. Some participants, by their celebrity status, obtain concentrated power far beyond that held by other employees or students. Successful coaches, major donors, and other persons of influence can seek to circumvent normal lines of authority and to exercise undue and improper influence over the actual responsible or accountable decision-makers. All of these problems are exacerbated if authority over athletic decision-making is unclear or is not formalized in official institutional policies.

For all of these reasons, the COPC proposes to address collectively the issues of integrity in intercollegiate athletics by encouraging the adoption by Member Institutions of clearer governance standards and to engage the Conference office to assist Member Institutions in implementing these standards.

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## Basic Principles

The Big Ten Conference Standards for Safeguarding Institutional Governance of Intercollegiate Athletics (Conference Standards) conform to the following basic principles:

1. Conference policies for governance of athletics should reflect a common commitment to integrity and good governance practice while recognizing the autonomy of the Member Institutions in fashioning their own organizational structures and allocating authority, responsibility, and accountability to their own officials.
2. Each Member Institution should have a set of governance standards that clearly define the authority over, and responsibility and accountability for, the governance of its athletic programs. Each Member Institution should be expected to comply fully with its own standards.
3. Intercollegiate athletics is an integral part of each Member Institution. Accordingly, athletic governance should be consistent with, and not independent from, the governance applicable to other university units and programs. For example, each Member Institution in the Big Ten provides that the President or Chancellor of the Institution is the chief executive officer and is responsible and accountable for the general administration of the Institution, subject to the general oversight of a Governing Board or a Systems Administration or both. Absent specific policies to the contrary, the President or Chancellor should, therefore, be the responsible and accountable officer for decisions made with respect to athletics.

## Organizational Governance Standards

Each Member Institution shall have written standards relating to the allocation of authority, responsibility, and accountability for intercollegiate athletics at its Institution. These standards shall prescribe the governance structure for athletics at the Member Institution. It is anticipated that, at a minimum, the standards shall:

1. a. Provide, expressly or by general description, that the President or Chancellor, subject to the general oversight of the Governing Board or Systems Administration or both, and working within the constructs of the principles of shared governance held by each Member Institution, has ultimate authority, responsibility, and accountability for the administration of intercollegiate athletics, and
- b. State any exceptions to this authority, responsibility, or accountability.
2. a. Provide, expressly or by general description, that the President or Chancellor has delegated authority, responsibility, and accountability for the administration of the Athletics Department to the Athletics Director, and
- b. State any exceptions to that delegation.

3. State the role and responsibility of any other institutional officer, board, or committee with responsibility for issues relating to intercollegiate athletics, including those officers, boards, or committees who or which play an advisory role to the Athletics Director or to the President or Chancellor relating to intercollegiate athletics.
4. Establish procedures to implement the expectation that those with authority and responsibility to govern the athletic programs of the Member Institution do so without improper influence from others within or outside the Institution.

### Operational Standards for Athletics

The integrity of the governance of a Member Institution's intercollegiate athletics program is threatened when improper influence is brought to bear on Member Institution officials to make a decision that is not in the best interest of the Institution or, in more egregious cases, that violates the Institution's, the Conference's, or the NCAA's rules. Certainly, the line between providing advice or appropriate advocacy on the one hand and undue or improper influence on the other is not a bright one, but, at one time or another, that line has been crossed at various Member Institutions. Operational standards that address the exercise of improper influence on important decision-making affecting athletic programs at each Member Institution should reduce the risk that such situations will recur.

Each Member Institution shall, therefore, have written standards with respect to the operation of its Athletics Department and units within the Institution that interact with its Athletics Department. The purpose of these operational standards shall, at a minimum, be to:

1. Assure that the unit that provides academic support services for student-athletes operates without undue influence by Athletics Department staff, including coaching staff. Each Institution's operational standards shall, therefore, be designed to:
  - a. Prevent coaches from: (i) having direct responsibility for, or exercising undue or improper influence over, the hiring or supervision of any member of the academic support staff, and (ii) attempting to influence inappropriately any member of the academic support staff or any faculty member in order to obtain or maintain the academic eligibility of a student-athlete.
  - b. Detect and prevent (i) academic fraud and misconduct, and (ii) abusive use of independent study or clustering of student-athletes in particular courses or majors.
  - c. Provide student-athletes with academic support and counseling that is adequate and appropriate for their progress toward a degree and graduation.
  - d. Route communications between Athletics Department staff and faculty regarding student-athletes' performance in classes through the Director of Academic Support Services or his/her designee(s) or through the FAR.

In addition, good practice suggests that the Director of Academic Support Services should report to an academic administrator outside the Athletics Department, such as the Provost or FAR, either exclusively or as a dual report to that administrator and the Athletics Director.

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2. Assure that the units that enforce compliance with the rules and regulations of the Member Institution, Conference, and NCAA have sufficient independence from athletics staff to meet their responsibilities. Each Institution's operational standards shall, therefore, be designed to:
    - a. Prevent coaches from (i) having direct responsibility for, or exercising undue or improper influence over, the hiring or supervision of any member of the athletics compliance staff, and (ii) attempting to influence inappropriately any member of the athletics compliance staff.
    - b. Detect and prevent breaches of the Institution's, the Conference's, and the NCAA's rules.
    - c. Provide adequate and appropriate athletics compliance staffing for the Institution.

In addition, good practice suggests that, for oversight purposes, the Director of Compliance should report to an administrator outside the Athletics Department, such as the Campus Compliance/Integrity Officer, General Counsel, or FAR, either exclusively or as a dual report to that administrator and the Athletics Director.

3. Assure that the admission process for student-athletes is essentially the same as that for other applicants with special talents. Each Institution's operational standards shall, therefore, be designed to:
  - a. Place final decision-making authority for the admission of student-athletes in the same office that admits other undergraduate applicants to the Member Institution.
  - b. Route all communications regarding prospective student-athletes between Athletics Department staff and the admissions office through the Athletics Director or his/her designee(s).

In addition, good practice suggests that the Director of Admissions should notify the President or Chancellor or his/her designee(s) of any inappropriate communication relating to the admission of a prospective student-athlete received from any booster or official of the Member Institution or from any staff member in the Athletics Department.

4. Assure that student-athletes are subject to general disciplinary rules and codes of conduct applicable to other students at the Member Institution. Each Institution's operational standards shall, therefore, be designed to:
  - a. Apply such rules and codes, including the same procedures and sanctions, as well as any Athletics Department policies applicable specifically to student-athletes and any team rules, to student-athletes.
  - b. Route communications regarding student-athletes between Athletics Department staff and student disciplinary staff through the Athletics Director or

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his/her designee(s).

In addition, good practice suggests that the Dean of Students or his/her designee should notify the President or Chancellor or his/her designee(s) of any inappropriate communication on behalf of a student-athlete in connection with a disciplinary decision, especially if that communication is from a booster or official of the Member Institution or from any staff member in the Athletics Department.

5. Assure that the medical and athletic training staff who provide medical services to student-athletes are able to exercise their best professional judgment in caring for student-athletes. Each Institution's operational standards shall, therefore, be designed to:
  - a. Prevent coaches from (i) having direct responsibility for, or exercising undue or improper influence over, the hiring or supervision of any member of the medical or athletic training staff who works with the coach's own team, and (ii) attempting to influence inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student-athlete.
  - b. Allow for effective implementation of and adherence to institutional policies, procedures, and/or protocols regarding student-athlete concussions.
  - c. Place priority on the student-athlete's health over other considerations.

In addition, good practice suggests that the Director of Sports Medicine Services should report to an academic or medical administrator outside the Athletics Department, either exclusively or as a dual report to the administrator and the Athletics Director.

6. Assure that the process for determining an institution's cost of attendance for student-athletes is essentially the same as that for all students, and that the unit that determines an institution's cost of attendance values for financial aid purposes operates without undue influence by Athletics Department staff, including coaching staff. Each Institution's operational standards shall, therefore, be designed to:
  - a. Prevent coaches from attempting to influence inappropriately any member of the financial aid staff in order to adjust an institution's cost of attendance values to better serve recruiting or other athletically related interests.
  - b. Route all communications regarding financial aid between Athletics Department staff and the financial aid office through the Athletics Director or his/her designee(s).

In addition, good practice suggests that the Director of Financial Aid should notify the President or Chancellor or his/her designee(s) of any inappropriate communication relating to financial aid policy received from any booster or official of the Member Institution or from any staff member in the Athletics Department.



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## Enforcement of the Policies

The Member Institutions recognize that the integrity of the governance of intercollegiate athletics is important for the Conference as well as for intercollegiate athletics generally and that failures of one Member Institution affect the reputation of all Member Institutions. Accordingly, the Member Institutions agree to the following relating to enforcement of these Conference Standards:

1. **Annual Review - Members.** Each Member Institution will conduct an annual internal review of the effectiveness of the standards it has implemented in fulfillment of these Conference Standards.
2. **Reports to/by Conference.**
  - a. After conducting its internal review, each Member Institution will report annually to the Conference on how it is achieving compliance with these Conference Standards and taking action to avoid governance-related problems in athletics. It will attach to that report copies of the standards it has implemented in fulfillment of these Conference Standards. Each Member Institution will also submit copies of any revisions to its standards to the Conference within thirty (30) days after their adoption.
  - b. After reviewing the reports from the Member Institutions, the Conference will prepare a summary in which it will draw on the reports to provide information to the Member Institutions that will assist them in complying with these Conference Standards. The Conference will submit the summary to the COPC for review and discussion at a COPC meeting. The Conference summary may include recommendations for changes in the Conference Standards for consideration by the COPC.
3. **Compliance.**
  - a. Each Member Institution will comply with the standards it has implemented in fulfillment of these Conference Standards.
  - b. If the Conference receives a report or allegation that a Member Institution is not in compliance with these Conference Standards, (i) it shall so advise the Member Institution and require that it file a detailed response to the report or allegation, including means to achieve compliance if the Member Institution determines that the report or allegation is, in one or more respects, accurate; and (ii) it may conduct its own investigation of the report or allegation. The Member Institution will cooperate with the Conference's investigation.
  - c. Each Member Institution will report to the Conference any violation of the standards it has implemented in fulfillment of these Conference Standards.

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#### 4. Enforcement.

- a. **Informal Actions.** The purpose of these Conference Standards is to enhance the integrity of the governance of intercollegiate athletics among the Member Institutions. In the event a Member Institution does not achieve complete compliance with these Conference Standards, the initial response should be that the Conference and the Member Institution engage in constructive conversations whose goal is greater compliance with these Conference Standards by the Member Institution.
- b. **Formal Actions.** In cases where a Member Institution persistently fails to comply with these Conference Standards, the Commissioner may recommend corrective action to the COPC. The COPC may request information from the Member Institution, which the Member Institution will provide, and the Commissioner, may, if so instructed by the COPC, conduct a more formal hearing on the matter. The COPC may adopt the Commissioner's recommendation or any other corrective action designed to enhance the Member Institution's compliance with these Conference Standards. Such corrective action may include:
  - i. Financial penalties, including a reduction of Conference distributions.
  - ii. Probation, under terms that reasonably relate to correcting the failure to comply.
  - iii. Suspension from participation in a particular sport, or from membership in general, for a stated period of time.
  - iv. Expulsion from membership.

The Big Ten Conference is a voluntary association of Member Institutions. The Conference Bylaws provide that suspension of membership, expulsion from the Conference, or placement on probation each requires a vote of at least 70% of the Membership. It is extraordinarily unlikely that a Member Institution would be expelled unless the failure to comply with these standards was so persistent and serious that it indicated the Member Institution no longer subscribes to the common values and objectives of the Conference and the other Member Institutions.

#### 5. Effective Date

These Conference Standards were approved by the COPC on June 1, 2014 effective for the Conference and all Member Institutions on August 1, 2015. Between the approval date and the effective date, the Conference will assist each Member Institution in preparing to comply fully with the Conference Standards as of the effective date.

## 2018-19 Wisconsin Athletics Budget Report

	2018-19	
	Budget	Actual
<b>REVENUE</b>		
Concessions & Catering	\$5,070,000	\$5,411,720
Conference Distributions	\$53,286,000	\$54,487,742
Events	\$4,005,500	\$4,769,153
Gift Funds	\$27,775,000	\$17,800,000
Multi Media	\$18,515,000	\$18,796,849
Other Revenue	\$10,572,600	\$11,954,544
Post Season	\$2,600,000	\$2,690,608
Ticket Sales	\$31,670,000	\$32,003,376
Transfers to Institution	(\$9,800,100)	(\$9,798,150)
<b>TOTAL REVENUE</b>	<b>\$143,694,000</b>	<b>\$138,115,841</b>
<b>EXPENSE</b>		
All Salaries & Fringe Benefits	\$59,157,644	\$55,864,348
Capital Projects	\$12,598,000	\$10,683,561
Debt Service	\$11,153,093	\$11,056,168
Financial Aid	\$11,500,000	\$10,007,993
Operational Expenses	\$46,137,633	\$47,284,094
Post Season Participation	\$3,000,000	\$3,058,439
<b>TOTAL EXPENSE</b>	<b>\$143,546,390</b>	<b>\$137,954,603</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$147,610</b>	<b>\$161,237</b>

**There is no deficit from 2018-19 operations**

Ending Cash Balance                      \$2,364,720  
(Unrestricted Fund Balance)

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Appendix D

**2018-19 University of Wisconsin Athletics Department Debt Balances & Payments Report**

<u>Project</u>	<u>Outstanding Debt, as of 6/30/19</u>	<u>Debt Service Payment FY '19</u>
Kohl Center	73,260	70,627
Goodman Softball Complex	0	51,880
Camp Randall Stadium Renovation	28,584,510	6,908,734
Crew House	1,981,261	476,859
Nielsen Tennis Stadium Floor	1,786	980
University Ridge Golf Course	96,777	9,976
Hockey/Swimming Facility	7,500,788	554,614
Student Athlete Performance Center	45,443,886	<u>2,982,499</u>
Total Debt Service - GO Bonds	83,682,268	11,056,168

# NCAA Division I 2017 - 2018 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Madison

Date of Report: 05/06/2019

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2014-15, 2015-16, 2016-17 and 2017-18 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	2017-2018 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Private Institutions	Public Institutions	Football		Division I (Non-Football)
								Subdivision	Bowl Subdivision	
<b>By Sport - Men's</b>										
Men's Basketball (351)	980	981	70th-80th	30th-40th	967	963	973	969	963	968
Men's Cross Country (315)	988	1,000	50th-60th	50th-60th	982	978	989	986	977	982
Football (253)	979	974	70th-80th	30th-40th	964	962	971	968	961	NA
Men's Golf (297)	974	1,000	20th-30th	20th-30th	985	983	989	988	982	986
Men's Ice Hockey (60)	982	983	30th-40th	30th-40th	986	984	989	987	994	985

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the APP General Summary document located on the Report 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, athletic 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>7</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>8</sup> The team's Postseason Ineligibility has been waived.

<sup>9</sup> The team's penalty waiver request is pending.

<sup>10</sup> Denotes that team's APR data is under review.

# NCAA Division I 2017 - 2018 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Madison

Date of Report: 05/06/2019

Sport (N)	Multiyear APR	2017-2018 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Subdivision	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Men's Soccer (203)	996	968	80th-90th	70th-80th	979	974	983	977	981	981	978
Men's Swimming and Diving (131)	992	1,000	70th-80th	60th-70th	982	982	981	984	984	984	977
Men's Tennis (253)	1,000	1,000	90th-100th	80th-90th	983	981	987	984	984	984	982
Men's Track (286)	977	982	40th-50th	20th-30th	973	968	983	974	969	969	977
Men's Wrestling (75)	994	1,000	90th-100th	70th-80th	976	975	980	979	976	976	973
<b>By Sport - Women's</b>											
Women's Basketball (349)	996	982	80th-90th	70th-80th	982	979	988	983	980	980	983
Women's Cross Country (348)	1,000	1,000	90th-100th	80th-90th	989	987	992	992	984	984	990
Women's Rowing (87)	998	995	80th-90th	80th-90th	989	988	990	989	992	992	986
Women's Golf (267)	1,000	1,000	90th-100th	80th-90th	991	991	992	994	987	987	992
Women's Ice Hockey (35)	987	979	20th-30th	50th-60th	991	988	993	992	994	994	994

<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>7</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>8</sup> The team's Postseason ineligibility has been waived.

<sup>9</sup> The team's penalty waiver request is pending.

<sup>10</sup> Denotes that team's APR data is under review.

# NCAA Division I 2017 - 2018 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Madison

Date of Report: 05/06/2019

Sport (N)	Multiyear APR	2017 - 2018 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football - Bowl Subdivision	Football - Championship Subdivision	Division I (Non-Football)
Sofball (295)	996	1,000	80th-90th	70th-80th	986	984	990	987	984	986
Women's Soccer (333)	997	990	80th-90th	80th-90th	989	987	993	991	986	989
Women's Swimming and Diving (194)	993	992	40th-50th	60th-70th	993	992	993	993	994	992
Women's Tennis (314)	993	971	50th-60th	60th-70th	990	989	991	991	989	989
Women's Track (338)	987	983	50th-60th	50th-60th	983	980	989	985	978	986
Women's Volleyball (333)	995	1,000	60th-70th	70th-80th	987	986	991	991	985	986

By Sport - Co-Ed

<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, athletic 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.

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<sup>8</sup> The team's Postseason ineligibility has been waived.

<sup>9</sup> The team's penalty waiver request is pending.

<sup>10</sup> Denotes that team's APR data is under review.

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Appendix F

## Graduation Success Rate Report

*2009 - 2012 Cohorts: University of Wisconsin-Madison*

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	-	-	Basketball	100	64
Basketball	78	64	Bowling	-	-
CC/Track	84	65	CC/Track	92	64
Fencing	-	-	Crew/Rowing	95	81
Football	90	77	Fencing	-	-
Golf	100	56	Field Hockey	-	-
Gymnastics	-	-	Golf	100	71
Ice Hockey	78	62	Gymnastics	-	-
Lacrosse	-	-	W. Ice Hockey	95	83
Mixed Rifle	-	-	Lacrosse	-	-
Skiing	-	-	Skiing	-	-
Soccer	89	62	Soccer	96	84
Swimming	85	50	Softball	100	94
Tennis	75	71	Swimming	100	68
Volleyball	-	-	Tennis	86	40
Water Polo	-	-	Volleyball	100	91
Wrestling	81	70	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-



## Appendix G

### UW Student-Athlete Majors vs. UW Student Body Majors (as of 8/7/19)

Major	# S-A Majors*	S-A %	# UW Majors*	UW %
Agricultural & Applied Economics	5	0.68%	53	0.15%
Agricultural Business Management	11	1.50%	72	0.21%
Agronomy	1	0.14%	21	0.06%
Animal Sciences	3	0.41%	147	0.43%
Art	3	0.41%	217	0.63%
Astronomy-Physics	2	0.27%	72	0.21%
Biochemistry	6	0.82%	597	1.74%
Biological Systems Engineering**	5	0.68%	219	0.63%
Biology	20	2.73%	1,199	3.49%
Biomedical Engineering	8	1.09%	530	1.54%
Bus: Accounting	4	0.55%	443	1.29%
Bus: Actuarial Science	3	0.41%	264	0.77%
Bus: Finance, Investment & Banking	40	5.46%	1,171	3.41%
Bus: International Business	6	0.82%	145	0.42%
Bus: Management & Human Resources	19	2.60%	394	1.15%
Bus: Marketing	18	2.46%	740	2.16%
Bus: Operations & Technology Management	2	0.27%	161	0.47%
Bus: Real Estate & Urban Land Economics	17	2.32%	471	1.37%
Bus: Risk Management & Insurance	7	0.96%	333	0.97%
Chemical Engineering	4	0.55%	546	1.59%
Chemistry	4	0.55%	213	0.62%
Civil and Environmental Engineering MS*	1	0.14%	-	-
Civil Engineering	11	1.50%	407	1.19%
Classical Humanities	4	0.55%	33	0.10%
Communication Arts	34	4.64%	692	2.02%
Communication Sciences & Disorders**	7	0.96%	200	0.58%
Community & Environmental Sociology	1	0.14%	61	0.18%
Community & Nonprofit Leadership	9	1.23%	148	0.43%
Computer Engineering	2	0.27%	410	1.20%
Computer Sciences	13	1.78%	1,792	5.22%
Conservation Biology	3	0.41%	135	0.39%
Economics	41	5.60%	1,129	3.29%
Education Studies	2	0.27%	72	0.21%
Educational Leadership & Policy Analysis MS*	3	0.41%	-	-
Electrical Engineering	4	0.55%	421	1.23%
Elementary Education**	5	0.68%	274	0.80%
Engineering Mechanics	2	0.27%	183	0.53%
English	3	0.41%	371	1.08%
Environmental Sciences	3	0.41%	162	0.47%
Environmental Studies	11	1.50%	256	0.75%
Food Science	2	0.27%	103	0.30%
Gender and Women's Studies	1	0.14%	82	0.24%

Major	# S-A Majors*	S-A %	# UW Majors*	UW %
Genetics & Genomics	5	0.68%	353	1.03%
Geography	2	0.27%	78	0.23%
Geological Engineering	3	0.41%	74	0.22%
Geology & Geophysics	3	0.41%	110	0.32%
German	1	0.14%	42	0.12%
History	10	1.37%	329	0.96%
Human Development & Family Studies	23	3.14%	415	1.21%
Industrial Engineering	10	1.37%	366	1.07%
Interior Architecture**	4	0.55%	167	0.49%
International Public Affairs MS*	1	0.14%	-	-
International Studies	1	0.14%	227	0.66%
Journalism	9	1.23%	513	1.50%
Kinesiology**	26	3.55%	440	1.28%
Legal Studies	10	1.37%	231	0.67%
Life Sciences Communication	39	5.33%	161	0.47%
Materials Science and Engineering	1	0.14%	172	0.50%
Mathematics	4	0.55%	649	1.89%
Mechanical Engineering	9	1.23%	816	2.38%
Microbiology	6	0.82%	249	0.73%
Neurobiology	13	1.78%	651	1.90%
Nuclear Engineering	1	0.14%	77	0.22%
Nursing**	6	0.82%	793	2.31%
Nutritional Sciences	4	0.55%	229	0.67%
Personal Finance	45	6.15%	281	0.82%
Philosophy	2	0.27%	132	0.38%
Physical Education**	6	0.82%	32	0.09%
Physics	1	0.14%	142	0.41%
Political Science	16	2.19%	928	2.70%
Psychology	22	3.01%	1,194	3.48%
Rehabilitation Psychology**	12	1.64%	199	0.58%
Retailing & Consumer Behavior	26	3.55%	382	1.11%
Scandinavian Studies	1	0.14%	19	0.06%
Social Work	1	0.14%	79	0.23%
Sociology	13	1.78%	197	0.57%
Soil Science	1	0.14%	10	0.03%
Spanish	6	0.82%	416	1.21%
Special Education	1	0.14%	110	0.32%
Statistics	5	0.68%	390	1.14%
Textiles and Fashion Design	1	0.14%	86	0.25%
Wildlife Ecology	1	0.14%	62	0.18%
Zoology	4	0.55%	156	0.45%
<b>Total*</b>	<b>705</b>	<b>96.38%</b>	<b>34,308</b>	<b>78.36%</b>

Note: As students with more than one major are counted as one unit in each major, the total number of majors may exceed the total number of students. Students who have not declared majors are not included in these calculations.

\* Graduate degrees are not included in the undergraduate student body percentage calculation.

\*\*Number of majors includes students who are declared in pre-majors.

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## Appendix H



Office of Internal Audit  
780 Regent Street, Suite 200  
Madison, Wisconsin 53715  
(608) 263-4397  
[www.wisconsin.edu/offices/audit/](http://www.wisconsin.edu/offices/audit/)

October 29, 2019

Barry Alvarez, Director of Athletics  
University of Wisconsin-Madison  
Kellner Athletic Office Building  
1440 Monroe Street  
Madison, WI 53711

Dear Mr. Alvarez:

We have completed an internal audit of *National Collegiate Athletic Association (NCAA) Compliance* at the University of Wisconsin-Madison (UW-Madison) for the period of July 1, 2018 through June 30, 2019. During the course of performing the audit, we identified one comment and recommendation that should be brought to your attention.

This communication is intended solely for the information of management of UW-Madison and UW System Administration. This restriction is not intended to limit the distribution of this communication, which upon final issuance, is a matter of public record.

We greatly appreciate the assistance and cooperation of staff at UW-Madison, who provided information during the conduct of this audit.

Best regards,

A handwritten signature in cursive script that reads "Amanda Nehmer".

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Amanda Nehmer, CPA  
Director, Office of Internal Audit

cc: Rebecca Blank, Chancellor  
Katie Smith, Associate Athletic Director - Compliance  
Brady Minter, Associate Director of Compliance  
Laurent Heller, Vice Chancellor for Finance and Administration  
Dan Langer, Assistant Vice Chancellor and Controller  
Lori Stortz, Chief Audit Executive  
Chris Delsandro, Auditor-Senior

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## BACKGROUND

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The Office of Internal Audit performed an internal audit of *NCAA Compliance* in accordance with the 2019 Audit Plan, as approved by the Audit Committee of the Board of Regents. The objective of this audit was to determine whether internal controls are adequately designed and operating effectively in order to ensure the UW-Madison Athletic Department's conformity with regulations outlined in the *NCAA 2018-2019 Division I Manual (manual)* for the selected topics.

Our examination included the recommended audit procedures suggested by the comprehensive program in the *NCAA Division I Compliance Audit Guide* published by the Association of College and University Auditors (ACUA). This comprehensive program provides a general understanding of the compliance system and prescribes substantive work involving testing and data examination. This year's examination included the compliance areas as identified below.

1. Academic Performance
2. Initial Eligibility
3. Continuing Eligibility
4. Transfer Eligibility
5. General Eligibility
6. Financial Aid Administration
7. Recruiting
  - *On-Campus Recruiting*
  - *Off-Campus Recruiting*
8. Camps and Clinics
9. Rules Education
10. Playing and Practice Seasons
11. Student-Athlete Employment
12. Commitment to Compliance
  - *Head Coach Responsibility*
  - *Coaching Staff Limits & Contracts*
  - *Individuals Associated with Prospects*
13. Investigations and Self-Reporting
14. Sexual Violations and Harassment

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## REPORTING INTERNAL AUDIT RESULTS

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The completion of the audit will be communicated to the Audit Committee. Management's response to the written observation and recommendation included herein will be evaluated after the response planned completion date included herein.

The Office of Internal Audit will review the corrective action, perform follow-up testing, and report periodically to the Audit Committee of the Board of Regents on management's progress.

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## COMMENT 1 – TRACKING UNOFFICIAL VISITS

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**Criteria:** 2018-2019 NCAA Division I Bylaw 13.7.3.1 states, “During an unofficial visit, the institution may not pay any expenses or provide any entertainment except a maximum of three complimentary admissions (issued only through a pass list) to a home athletics event at any facility within a 30-mile radius of a member institution’s main campus in which the institution’s intercollegiate team practices or competes. Such complimentary admissions are for the exclusive use of the prospective student-athlete and those persons accompanying the prospective student athlete on the visit and must be issued on an individual-game basis. Such admissions may provide seating only in the general seating area of the facility used for conducting the event. Providing seating during the conduct of the event (including intermission) for the prospective student-athlete or those accompanying the prospective student-athlete in the facility’s press box, special seating box(es) or bench area is specifically prohibited.”

2018-2019 NCAA Division I Bylaw 13.7.1.2 states, “A prospective student-athlete on an unofficial visit to an institution may pay the actual cost of meals (or the regular cost of training-table meals) and eat with other prospective student-athletes who are on their official visits or with enrolled student-athletes.”

2018-2019 NCAA Division I Bylaw 13.7.1.3 states, “A prospective student-athlete on an unofficial visit may stay in an enrolled student-athlete’s dormitory room only if the prospective student-athlete pays the regular institutional rate for such lodging.”

2018-2019 NCAA Division I Bylaw 13.5.1 states, “An institution may not provide transportation to a prospective student-athlete other than on an official paid visit or, on an unofficial visit, to view a practice or competition site in the prospective student-athlete’s sport and other institutional facilities and to attend a home athletics contest at any local facility when accompanied by an institutional staff member.”

**Observation:** The Women’s Cross Country Team does not maintain a log to track the unofficial visits of prospects. As a result, there is no record to positively confirm that NCAA bylaws, regarding unofficial on campus visits, are properly adhered.

**Recommendation:** We recommend UW-Madison Athletics require unofficial visit logs for all NCAA sports to track the relevant data required in the NCAA bylaws.

**Management’s Response:**

*Planned course of action:* The Compliance Office will review the tracking process for unofficial visits and will institute improvements as needed.

*Planned completion date:* Spring 2020

*Contact person:* Brady Minter, Associate Director of Compliance

*Contact’s email/phone:* [bsm@athletics.wisc.edu](mailto:bsm@athletics.wisc.edu); 608-262-9125

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## Appendix I

### **Standards for Safeguarding Institutional Governance of Intercollegiate Athletics University of Wisconsin- Madison's Annual Report for 2018-2019**

As required by the Big Ten Conference and University of Wisconsin-Madison's Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), the University has conducted its annual review of the effectiveness of the Standards. The time period covered by this review is August 1, 2018 through July 31, 2019. A copy of the University's Standards (Appendix omitted), is included with this Annual Report as Exhibit 1.

#### Organizational Governance Standards

The allocation of authority, responsibility and accountability for intercollegiate athletics at the University remains as stated in the University's Standards. The Chancellor of the University, subject to the general oversight of the Board of Regents of the University of Wisconsin System, and working within the constructs of the principles of shared governance, continues to have ultimate authority, responsibility, and accountability for the administration of intercollegiate athletics. While retaining ultimate authority, the Chancellor has delegated the authority, responsibility and accountability for the day-to-day administration of intercollegiate athletics to the Athletic Director. The University's Athletic Board continues to exercise the authority of the faculty as part of the University's shared-governance system.

#### Operational Standards

In order to determine whether the University achieved compliance with the Operational Standards, the Office of Legal Affairs reviewed the Standards with the following members of the University community, who would be in a position to verify such compliance and identify any deviations from the requirements of the Standards:

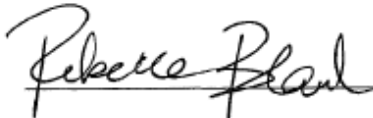
- Senior Associate Athletic Director for Student Services, Mr. Doug Tiedt;
- Senior Associate Athletic Director for Compliance, Ms. Katie Smith;
- Registrar, Mr. Scott Owczarek;
- Director of the Office of Admissions and Recruitment, Mr. André E. Phillips;
- Former Interim Associate Dean of Students, Mr. Mick Miyamoto;
- Assistant Athletic Director for Sports Medicine, Mr. Michael Moll;
- Head Team Physician, Dr. David T. Bernhardt; and
- Director of Financial Aid, Mr. Derek Kindle.

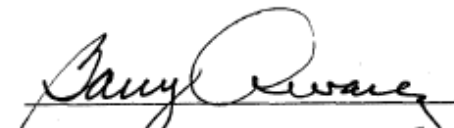
Each of these members of the University community has provided a written statement comparing their own experiences with the requirements of the Standards. These written statements have also been attached to this Annual Report as Exhibit 2.

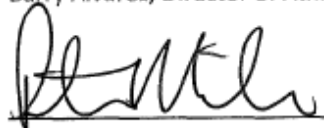
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Conclusion

Based upon our review of the statements contained in Exhibit 2, we believe that the University is achieving compliance with the Standards and taking action to avoid governance-related problems in intercollegiate athletics. The University will remain vigilant regarding continuing compliance, and will report any revisions to its Standards document to the Conference within thirty days of the adoption of any such revision.

 9/25/2019  
\_\_\_\_\_  
Rebecca Blank, Chancellor (date)

 9/24/19  
\_\_\_\_\_  
Barry Alvarez, Director of Athletics (date)

 9/24/19  
\_\_\_\_\_  
Peter Miller, Athletic Board Chair (date)

UNIVERSITY OF WISCONSIN-MADISON  
STANDARDS FOR SAFEGUARDING INSTITUTIONAL GOVERNANCE  
OF  
INTERCOLLEGIATE ATHLETICS

Introduction

At its June 1, 2014 meeting, the Big Ten Council of Presidents/Chancellors adopted "The Big Ten Conference Standards for Safeguarding Institutional Governance of Intercollegiate Athletics" (the "Conference Standards"). The Conference Standards embody the firm and common commitment of each Big Ten Conference member institution to the core principle that intercollegiate athletics must be properly aligned with the Institution's overall educational mission. The University of Wisconsin-Madison fully supports the Conference Standards, and adopts this document to demonstrate its commitment to the principles contained therein. While many of the requirements of the Conference Standards are current University policy and practice, the University is pleased to adopt this document and to fully implement the Conference Standards. To the extent any existing policies or practices at the University are contrary to the principles and standards contained in this document, this document controls.

Basic Principles

In accordance with the principles set forth by both the Conference Standards and the Big Ten Handbook, the University affirms that intercollegiate athletics is an integral part of the educational mission of the Institution, and that accordingly, governance of intercollegiate athletics should be consistent with, and not independent from, the governance applicable to other University units and programs.

Organizational Governance Standards

The Chancellor of the University, subject to the general oversight of the Board of Regents of the University of Wisconsin System, and working within the constructs of the principles of shared governance, has ultimate authority, responsibility, and accountability for the administration of intercollegiate athletics. There are no exceptions to this authority, responsibility, or accountability.

While retaining ultimate authority, the Chancellor has delegated the authority, responsibility and accountability for the day-to-day administration of intercollegiate athletics to the Athletic Director. There are no exceptions to this delegation.

The Athletic Board exercises the authority of the faculty as part of the University's shared-governance system. The Athletic Board is a University Committee with membership, functions

EXHIBIT 1



and responsibilities set forth in the University's Faculty Policies and Procedures.<sup>1</sup> The "authority of the faculty" in the University's shared-governance system must be understood in the context of the Chancellor being ultimately responsible for the institutional control of athletics. However, Wisconsin law recognizes that chancellors are expected to consult with faculty in discharging their responsibilities and recognizes the role of the faculty in governance.<sup>2</sup> In this way, University faculty has the shared responsibility for academic and educational activities and faculty personnel matters.<sup>3</sup>

#### Operational Standards for Athletics

The University reaffirms its policies and operational standards in the following areas: 1) Academic Support; 2) Institutional, Conference, and NCAA Rules Compliance; 3) Admissions; 4) Student Discipline and Codes of Conduct; 5) Medical and Athletic Training Services; and 6) Cost of Attendance.

#### 1. Academic Support

##### *Academic Success*

The University is committed to providing student-athletes with academic support and counselling (e.g., academic advising) that is adequate and appropriate for their progress toward a degree and graduation.<sup>4</sup> The personal and academic well-being of every student-athlete is the primary concern of the University and the Athletic Board.

##### *Academic Integrity*

The University is committed to both the detection and prevention of (a) academic fraud and misconduct, and (b) abusive use of independent study or clustering of student-athletes in particular courses or majors.<sup>5</sup>

<sup>1</sup> Appendix 1, University of Wisconsin-Madison Faculty Policies and Procedures ("FPP"), Section 6.26.

<sup>2</sup> Wisconsin Statute Section 36.09(4).

<sup>3</sup> For more information regarding the Role of the Athletic Board, see Appendix 2, Faculty Document 2114, "Role of the Athletic Board."

<sup>4</sup> For a detailed review of the steps the University takes to provide student-athletes with academic support, see Appendix 3, Office of Academic Services Handbook ("OAS Handbook"), pgs. 25 ("Advisors"), 27 ("Learning Specialists"), 29 ("Mentors"), 33 ("Individual Tutoring & Drop-In Study Groups"); see also Appendix 4, 2008-2009 Division 1 Athletics Certification Self-Study Instrument ("Self Study"), pgs. 33-35 (point 8) and pgs. 65-91 ("Operating Principle 2.2, Academic Support"); see also Appendix 5, 2013-2014 Badger Student-Athlete Handbook and Planner ("SA Handbook") pgs. 10 ("The Shared Responsibility of Academic Success" and "Staff"), and 12 ("Services and Programs").

<sup>5</sup> For a detailed review of the steps the University takes to detect and prevent such academic problems, see Appendix 3, OAS Handbook, pgs. 14 ("Academic Misconduct"), 20 ("Writing and Editing Guidelines"), 21 ("Ethical Conduct"), 25 ("Advisors"), 36 ("Class Checking"), and 37 ("Directed Study"); see also Appendix 5, SA Handbook, pgs. 60-64, ("Academic Misconduct Guide for Students"); see also Appendix 9, Coaches Orientation Handbook ("Coaches Handbook"), pgs. 61-64 ("Directed Study Policy").

### *Prevention of Improper Influence*

In order to ensure that athletic academic support staff members are free from potential improper influence, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the academic support staff. Further, coaches shall not attempt to inappropriately influence any member of the academic support staff in order to obtain or maintain the academic eligibility of a student athlete. While a coach may have input or be otherwise involved in the hiring or evaluation of the performance of an academic support staff member, the ultimate authority for hiring and supervising academic support staff will reside with the Associate Athletic Director for Student Services.

In addition, coaches shall not attempt to inappropriately influence any faculty member. To prevent the potential for improper influence, communication between the athletics department staff and faculty regarding a student-athlete's performance in class shall be conducted through the Associate Athletic Director for Student Services, the staff members of the Office of Academic Services, staff members of the Office of Compliance, or through the Faculty Athletics Representative.<sup>6</sup>

In addition to reporting to the Athletic Director, the Associate Athletic Director for Student Services reports monthly to the Athletic Board, chaired by the Faculty Academics Representative, regarding academic performance and support.

## 2. Institutional, Conference, and NCAA Rules Compliance

### *Compliance Success*

The University is committed to the detection and prevention of breaches of institutional, conference and NCAA rules.<sup>7</sup> The University does and will maintain appropriate and adequate compliance staffing in order to maintain a compliant environment. In addition to the five full-time employees devoted exclusively to compliance issues, compliance is considered to be a shared responsibility at the University. That is, other athletics department personnel, the

<sup>6</sup> Coaches are instructed at yearly coaches meetings not to contact campus instructional faculty or staff. See Appendix 9, Coaches Handbook, pg. 7 ("Academic Services will make all contact with professors."); see also, Appendix 6, University of Wisconsin, Division of Intercollegiate Athletics, Compliance Education for New Staff ("Compliance Education") (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

<sup>7</sup> For a detailed review of the steps the University takes to detect and prevent such breaches, see Appendix 4, Self Study, pgs. 17-23; see also Appendix 5, SA Handbook, pgs. 39-54 ("Big Ten/NCAA Rules & Regulations"); see also Appendix 6, Compliance Education; see also Appendix 7, Compliance Manual, The University of Wisconsin Division of Intercollegiate Athletics ("Compliance Manual").

Faculty Athletics Representative, and the head coaches and administrators outside of the athletic department who are responsible for the certification of student-athletes for financial aid and practice and competition eligibility, are all expected to assume a primary role in ensuring compliance with all rules.<sup>8</sup>

#### *Prevention of Improper Influence*

In order to ensure that athletic compliance staff members are free from potential improper influence, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the athletic compliance staff. Further, coaches shall not attempt to influence inappropriately any member of the athletic compliance staff in any way. While a coach may have input or be otherwise involved in the hiring or evaluation of the performance of an athletic compliance staff member, the ultimate authority for hiring and supervising athletic compliance staff will reside with the Associate Athletic Director for Compliance. Communication between the athletics department staff and such compliance constituents as the Registrar's Office, the Student Financial Services Office, Big Ten and NCAA regarding the application of NCAA or Big Ten rules shall be conducted through the Associate Athletic Director for Compliance or staff members of the Office of Compliance.

In addition to reporting to the Athletic Director, the Associate Athletic Director for Compliance reports monthly, for oversight purposes, to the Chair of the Athletic Board, (which is chaired by the Faculty Academics Representative), regarding institutional, Big Ten and NCAA compliance. The Assistant Athletic Director for Compliance shall also make available any information or reports that may be requested by the Vice Chancellor for Legal Affairs.

### 3. Admissions

#### *Admission Decisions*

The final decision-making authority for the admission of potential student-athletes resides in the same office that admits other undergraduate applicants to the University, the Office of Admissions and Recruitment ("Admissions"). Student-athletes progress through the admissions process in the same manner as other applicants.<sup>9</sup> Admissions utilizes a holistic, competitive, and selective review process. The goal is to recruit, admit, and enroll a high quality and diverse freshman class. Admissions seeks students from groups that are underrepresented at the University, including not only ethnic minorities, but international students, those from rural Wisconsin farm backgrounds, first-generation college students, women and men who have

<sup>8</sup> For more information regarding this shared responsibility, see Appendix 6, Compliance Education; see also Appendix 7, Compliance Manual pgs. 6 ("Institutional Control") and 7 ("Compliance Philosophy").

<sup>9</sup> For more information regarding admission of potential student-athletes, see Appendix 3, OAS Handbook, pgs. 46-63 ("Admissions"); see also Appendix 8, "Requirements and Expectations" document created and maintained by the Office of Admissions; see also Appendix 9, Coaches Handbook pgs. 40-41 ("Admissions Information").

served our country in the armed forces, and women interested in STEM (science, technology, engineering, or math) majors. Admissions seeks students with special talent in music, dance, art, athletics, or other areas of the University community.

#### *Prevention of Improper Influence*

In order to prevent the potential for improper influence, communication between athletics department staff, and either Admissions or Admissions personnel from individual schools and colleges regarding prospective student-athletes, shall be conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.<sup>10</sup>

#### 4. Student Discipline and Codes of Conduct

##### *University and Athletic Department Discipline*

Under the authority of the University's Division of Student Life, student-athletes shall be subject to general disciplinary rules and codes of conduct applicable to other students at the University, and shall be subject to the same procedures and sanctions.<sup>11</sup> In addition to, and independent from the process managed by the Division of Student Life, student-athletes are further subject to the Student-Athlete Discipline Policy and to individual team rules.<sup>12</sup>

#### *Prevention of Improper Influence*

In order to prevent the potential for improper influence, communication between athletics department staff and the Division of Student Life regarding student-athletes shall be conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.<sup>13</sup>

<sup>10</sup> Coaches are instructed at yearly coaches meetings not to contact Admissions. See Appendix 9, Coaches Handbook, pg. 7 ("Academic Services will make all contact with the Office of Admissions."); see also, Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

<sup>11</sup> For more information regarding the application of general disciplinary rules of the University to student athletes, see Appendix 5, SA Handbook pgs. 60 ("Academic Misconduct Guide for Students"), and 64 ("Institutional Discipline" and "Violations of University Regulations").

<sup>12</sup> For a detailed explanation of the Student Athlete Discipline Policy, see SA Handbook, pgs. 67-71 ("Athletic Department Rules and Policies") and pg. 72 ("Violations of Team Rules").

<sup>13</sup> Coaches are instructed at yearly coaches meetings not to contact the University's Division of Student Life. See Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.").

## 5. Medical and Athletic Training Services

### *Medical Decisions*

The University places priority on a student-athlete's health over other considerations.<sup>14</sup> The personal and academic well-being of every student-athlete is the primary concern of the University and the Athletic Board. Health-related policies, procedures and protocols, including those related to student-athlete concussions,<sup>15</sup> will be followed.

Medical Services to student-athletes at the University are offered in a medical model of care under which the diagnosis and treatment of student-athletes is the ultimate responsibility of the physicians employed by the University of Wisconsin School of Medicine and Public Health, administratively managed by its Division of Sports Medicine in the Department of Orthopedics and Rehabilitation. The Athletic Department's licensed athletic trainers practice under the supervision of these physicians and the Assistant Athletic Director for Sports Medicine. Each Head Team Physician is appointed by the Chair of the Department of Orthopedics and Rehabilitation. The Head Team Physician and the Assistant Athletic Director for Sports Medicine assume joint responsibility for quality assurance and the monitoring of student-athlete care on an ongoing basis. A Medical Advisory Committee reviews and advises policies and procedures related to the delivery of medical services to student-athletes. The committee consists of the Chair of the Division of Sports Medicine, the Head Team Physician, Athletic Department administrators, a representative from UW Hospital and Clinics and two members of the Athletic Board.

### *Prevention of Improper Influence*

The final decision regarding student-athlete participation, in practice or competition, resides with the medical and athletic training staff.<sup>16</sup> In order to ensure that medical and athletic training staff are able to exercise their best professional judgment in caring for student-athletes, coaches shall not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the medical or athletic training staff who works with the coach's own team. Further, coaches shall not attempt to influence

<sup>14</sup> See Appendix 5, SA Handbook, pg. 79 ("Sports Medicine Policy" and "Pregnancy Policy"); see also Appendix 10, Competition and Practice Injury Management Plan; see also Appendix 11, Concussion Management Plan.

<sup>15</sup> See Appendix 10, Competition and Practice Injury Management Plan; see also Appendix 11, Concussion Management Plan

<sup>16</sup> Coaches' employment contracts each state that "[c]oach hereby understands and agrees that the final decision regarding student-athlete participation in organized practices and/or competitions shall be made by the Division's medical and training room staff," and that "[t]his provision is essential to this Employment Agreement and violation thereof may be considered just cause for termination."

Inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student athlete.

#### 6. Cost of Attendance

##### *Determination of Cost of Attendance*

The process for determining the cost of attendance for student-athletes shall be essentially the same process utilized for all students. Cost of attendance is determined by the Office of Student Financial Aid.<sup>17</sup>

##### *Prevention of Improper Influence*

Coaches shall not attempt to inappropriately influence any member of the Financial Aid staff in order to adjust cost of attendance values to better serve recruiting or other athletically-related interests.<sup>18</sup> In order to prevent the potential for improper influence, communication between athletics department staff, and the Office of Student Financial Aid, shall be conducted through the Associate Athletic Director for Compliance. The Director of Financial Aid should notify the Chancellor or designee of any inappropriate communication relating to financial aid policy received from any booster or official of the University of staff member in the Athletics Department.

#### Concern Reporting

The University recognizes that ensuring compliance with the six areas of operational standards set forth above necessarily requires that individuals have the ability to report concerns, free from fear of retaliation, regarding whether these standards are being followed. Individuals can and should report any concerns they have in relation to these standards to the Athletic Director, the Associate Athletic Director for Compliance, Compliance staff or the Faculty Athletics Representative; with the knowledge that no retaliation will occur as a result of voicing such concerns. Indeed, the University encourages individuals to report any concerns they may have.

<sup>17</sup> For the current breakdown of University Cost of Attendance, see Appendix 12, Office of Student Financial Aid, Undergraduate Cost of Attendance, 2015-16.

<sup>18</sup> Coaches are instructed at yearly coaches meetings not to contact the University's Office of Student Financial Aid. See Appendix 6, Compliance Education (As part of the hiring process, all coaches are told to utilize the resources available and warned not to "directly contact individuals from the Registrar, Housing, Admissions, Big Ten, etc.")

## Ongoing Obligations

### 1. Annual Review

The University will conduct an annual internal review of the effectiveness of these Conference Standards.

### 2. Reporting Requirements

Following the internal annual review, the University will report to the Big Ten Conference Office on how it is achieving compliance with the Conference Standards, and how it is taking action to avoid governance-related problems in athletics. Within this report, the University will describe to the Big Ten Conference Office any violation of the Conference Standards.<sup>19</sup> The University will report to the Big Ten Conference Office any revisions to this document, or any material revisions to any incorporated Appendix, within thirty days of the adoption of any such revision.

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<sup>19</sup> Within this requirement, it is understood that identifying and addressing violations in a timely manner is a characteristic of a properly functioning compliance system—indicative of a system that is working as opposed to a system that is malfunctioning. Accordingly, violations of these standards that are properly identified and addressed in a timely manner are to be accounted for in the annual report within the context of demonstrating the effectiveness of the standards. By contrast, violations that are indicative of systemic failures of the standards (e.g., system malfunctions) are to be reported to the conference office within a timeframe that is contemporaneous to the time at which such failures are discovered.

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## Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

### Statement of Doug Tiedt

#### To Whom It May Concern:

As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Senior Associate Athletic Director for Student Services. I would expect to be made aware of any problems related to student-athlete academic support, admission, discipline or medical and training services.

With regard to Section 1 of the Standards, "Academic Support;" Section 3 of the Standards, "Admissions;" Section 4 of the Standards "Student Discipline and Codes of Conduct;" and Section 5 of the Standards, "Medical and Athletic Training Services;" I am not aware of any instances of non-compliance with these Standards. More specifically, in my role as Senior Associate Athletic Director for Student Services, I confirm the following:

- The University is committed to both the detection and prevention of academic fraud and misconduct and abusive use of independent study or clustering of student-athletes in particular courses or majors;
- While, as a result of sport calendars and team schedules, multiple student-athletes may end up taking the same classes, there has been no abusive use of clustering that would bring into question the academic integrity of any of those classes;
- No coach had direct responsibility for, or exercised undue or improper influence over, the hiring or supervision of any member of the academic support staff;
- No coach attempted to inappropriately influence any member of the academic support staff in order to obtain or maintain the academic eligibility of a student-athlete;
- The ultimate authority for hiring and supervising academic support staff resided, and will continue to reside, with me;
- I am not aware of any coach attempting to inappropriately influence any faculty member;
- All communication between the Athletic Department staff and faculty regarding a student-athlete's performance in class was conducted through me, the staff members of my office, the staff members of the Office of Compliance, or through the Faculty Athletics Representative;
- The final decision-making authority for the admission of potential student-athletes resides in the Office of Admissions and Recruitment ("Admissions"), which is the same office that admits other undergraduate applicants to the University;

EXHIBIT 2

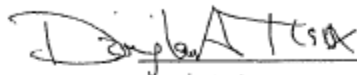


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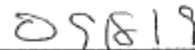
Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

- Student-athletes progressed, and will continue to progress, through the admissions process in the same manner as other applicants;
- Communication between Athletic Department staff, and either Admissions or Admissions personnel from individual schools and colleges regarding prospective student-athletes has been appropriately conducted through my office;
- While coaches are occasionally invited by Admissions to provide insight regarding an applicant for admission, I am not aware of any coach attempting to assert undue influence over the admissions process;
- Under the authority of the Division of Student Life, student-athletes were, and continue to be, subject to general disciplinary rules and codes of conduct applicable to other students at the University, and were, and continue to be subject to the same procedures and sanctions;
- Any actions taken by the Athletic Department under its own Student-Athlete Discipline Policy or under any individual team rules were in addition to, and independent from, the process managed by the Division of Student Life;
- Communication between Athletic Department staff and the Division of Student Life regarding student-athletes was, and will continue to be, conducted through my office;
- I am not aware of any coach attempting to influence inappropriately any member of the staff of the Division of Student Life;
- The final decision regarding student-athlete participation, in practice or competition, resided, and will continue to reside, with the medical and athletic training staff;
- Coaches did not have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the medical or athletic training staff; and
- I am not aware of any coach attempting to influence inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student-athlete.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.



Doug Tiedt



(date)

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## Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of Katie Smith

To Whom It May Concern:

As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Senior Associate Athletic Director for Compliance and Senior Woman Administrator. I would expect to be made aware of any problems related to compliance with institutional, conference or NCAA rules and any problems related to eligibility of student-athletes.

With regard to Section 1 of the Standards, "Academic Support;" Section 2 of the Standards, "Institutional, Conference, and NCAA Rules Compliance;" and Section 6 of the Standards "Cost of Attendance," I am not aware of any instance of non-compliance with these Standards. More specifically, in my role as Senior Associate Athletic Director for Compliance, I confirm the following:

- I am not aware of any coach attempting to inappropriately influence any member of the academic support staff in order to obtain or maintain the academic eligibility of a student athlete;
- I am not aware of any coach attempting to inappropriately influence any faculty member;
- All communication between the Athletic Department staff and faculty regarding a student-athlete's performance in class was conducted through the Senior Associate Athletic Director for Student Services, the staff members of the Office of Academic Services, the staff members of my office, or through the Faculty Athletics Representative;
- No coach had direct responsibility for, or exercised undue or improper influence over, the hiring or supervision of any member of the athletic compliance staff;
- No coach attempted to influence inappropriately any member of the athletic compliance staff in any way;
- The ultimate authority for hiring and supervising athletic compliance staff resided, and will continue to reside, with me;
- Communication between the Athletic Department staff and such compliance constituents as the Registrar's Office, the Student Financial Services Office, Big Ten and NCAA regarding the application of NCAA or Big Ten rules was and will continue to be conducted through my office;
- I am not aware of any coach attempting to inappropriately influence any member of the Financial Aid staff in order to adjust cost of attendance values to better serve recruiting or other athletically-related interests; and

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Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

- Communication between Athletic Department staff, and the Office of Student Financial Aid has been conducted through my office.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.

 9/18/19  
Katie Smith (date)

Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of Scott Owczarek

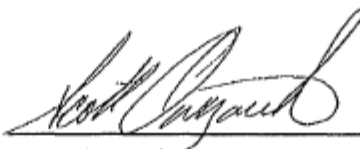
To Whom It May Concern:

As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the University's Registrar. In that role, both the Athletic Eligibility Certification Officer and the Athletic Academic Eligibility Coordinator report to me through the Assistant Registrar for Administration, Reporting, and Eligibility Services. I would expect to be kept informed of any issues or problems related to monitoring of student-athlete compliance with institutional requirements, NCAA and B1G Ten policies regarding progress toward degree status, certification of eligibility (for incoming freshman, transfer and continuing student-athletes), and the completion and submission of two annual reports required by the NCAA, the Academic Performance Plans and Graduation Success Rates. I am unaware of any instance in which a coach or any other member of the Athletic Department exerted any inappropriate influence in any of these areas.

With regard to Section 1 of the Standards, "Academic Support" and Section 2 of the Standards, "Institutional, Conference, and NCAA Rules Compliance," I am not aware of any non-compliance during the year under review. More specifically, in my role as University Registrar, I confirm that my office's communication with the Athletic Department in those areas has appropriately been through either the Senior Associate Athletic Director for Student Services or the Associate Athletic Director for Compliance.

I further confirm that my staff and I are familiar with the "Concern Reporting" section of the Standards, and we are encouraged to report any future concerns we may have regarding compliance with the Standards.

  
Scott Owczarek (date) 16 SEP 19

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Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of André E. Phillips

To Whom It May Concern:

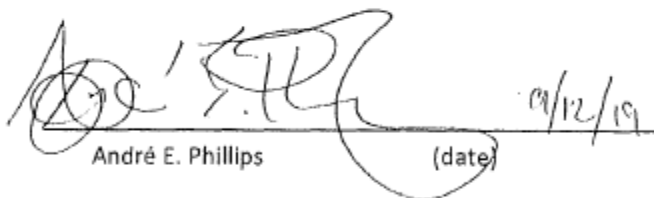
As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Director of the Office of Admissions and Recruitment. The individuals responsible for making decisions regarding the admission of potential students to the University report to me. I expect to be kept informed of any issues or problems related to the admission of student-athletes to the University.

With regard to Section 3 of the Standards, "Admissions," I am not aware of any non-compliance during the year under review. More specifically, in my role as Director, I confirm the following:

- Student-athletes progressed, and will continue to progress, through the admissions process in the same manner as other applicants;
- The final decision-making authority for the admission of potential student-athletes resides in my office, which is the same office that admits other undergraduate applicants to the University;
- Communication between Athletic Department staff, and my office, including admissions personnel from individual schools and colleges regarding prospective student-athletes, has been appropriately conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services; and
- While coaches are occasionally invited by my office to provide insight regarding an applicant for admission, no coach has attempted to assert undue influence over the admissions process.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.

  
André E. Phillips (date) 09/12/19

Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of Mick Miyamoto

To Whom It May Concern:


As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Interim Director of Recreation and Wellbeing. For the year under review I served as the Interim Associate Dean of Students within the Division of Student Life. In that role I oversaw the Division's Office of Student Conduct and Community Standards ("OSCCS") and the individuals responsible for investigating and adjudicating student conduct at the University reported to me. In this position I have been made aware of potential issues related to student conduct throughout the year under review and was informed of any issues or problems related to student-athlete conduct at the University.

With regard to Section 4 of the Standards, "Student Discipline and Codes of Conduct," I am not aware of any non-compliance during the year under review. More specifically, in my role as Interim Associate Dean of Students, I confirm the following:

- Under the authority of the OSCCS, student-athletes were, and continue to be, subject to general disciplinary rules and codes of conduct applicable to other students at the University, and were, and continue to be subject to the same procedures and sanctions;
- Any actions taken by the Athletic Department under its own Student-Athlete Discipline Policy or under any individual team rules were in addition to, and independent from, the process managed by the OSCCS;
- Communication between Athletic Department staff and the OSCCS regarding student-athletes was conducted through the Associate Athletic Director for Student Services or the staff members of the Office of Academic Services; and
- Coaches did not attempt to influence inappropriately any member of the staff of the OSCCS.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.



Mick Miyamoto

9/12/19

(date)

Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of Michael Moll

To Whom It May Concern:

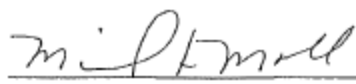
As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Assistant Athletic Director for Sports Medicine. In that role, I oversee the Athletic Trainers for the University's athletic teams. As Assistant Athletic Director, I would expect to be kept informed of any issues or problems a team Athletic Trainer may be having with regard to student-athlete care.

With regard to Section 5 of the Standards, "Medical and Athletic Training Services," I am not aware of any non-compliance during the year under review. More specifically, in my role as Assistant Athletic Director, I confirm the following:

- I am not aware of any policies, procedures or protocols affecting the health or well-being of a student-athlete, including those related to student-athlete concussions, which have not been followed;
- The final decision regarding student-athlete participation, in practice or competition, resided, and continues to reside, with the medical and athletic training staff;
- Coaches did not, and do not, have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the athletic training staff; and
- Coaches did not attempt to influence inappropriately any member of the athletic training staff regarding the medical treatment of any student-athlete.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.

 9-20-2019  
Michael Moll (date)

Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Statement of Dr. David T. Bernhardt

To Whom It May Concern:

As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Team Physician for Women's Volleyball, Women's Crew, Women's Lightweight Crew, Women's Cross Country, Men's Cross Country and Men's Basketball. I am also the Head Team Physician, overseeing the medical care provided by the Team Physicians for the University's other programs. In my role as Team Physician, I have direct experience with the management and treatment of student-athlete injuries. As Head Team Physician, I would expect to be kept informed of any issues or problems another Team Physician may be having with regard to student-athlete medical care.

With regard to Section 5 of the Standards, "Medical and Athletic Training Services," I am not aware of any non-compliance during the year under review. More specifically, in my role as Head Team Physician, I confirm the following:

- Health-related policies, procedures and protocols, including those related to student-athlete concussions, have been followed;
- The final decision regarding student-athlete participation, in practice or competition, resided, and continues to reside, with the medical and athletic training staff;
- Coaches did not, and do not, have direct responsibility for, or exercise undue or improper influence over, the hiring or supervision of any member of the medical staff; and
- Coaches did not attempt to influence inappropriately any member of the medical staff regarding the medical treatment of any student-athlete.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards.

 9-13-19  
Dr. David T. Bernhardt (date)

University of Wisconsin Orthopedics and Rehabilitation

Medical Foundation Centennial Building  
1685 Highland Avenue  
Madison, WI 53705-2281

South Park Orthopedics  
1 South Park Street  
Madison, WI 53715

UW Health at The American Center  
4602 Eastpark Boulevard  
Madison, WI 53718





Office of  
Student Financial Aid  
UNIVERSITY OF WISCONSIN-MADISON

**Statement of Derek Kindle on Standards for  
Safeguarding Institutional Governance of Intercollegiate Athletics**

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To Whom It May Concern:

As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2018 through July 31, 2019.

I am the Director of Student Financial Aid. The individual responsible for compiling and determining the University's cost of attendance is the Associate Director for Federal Awards, who reports to me. I would expect to be kept informed of any issues or problems related to the calculation of cost of attendance or application of cost of attendance to a student-athlete at the University.

With regard to Section 6 of the Standards, "Cost of Attendance," I am not aware of any non-compliance during the year under review, and have confirmed the same with the Associate Director for Federal Awards. In my role as Director of Student Financial Aid, I confirm the following:

- The process for determining the cost of attendance for student-athletes was, and will continue to be the same process utilized for all students, as determined by the Office of Student Financial Aid;
- No coach or member of the Athletic Department staff has attempted to inappropriately influence any member of the Office of Student Financial Aid in order to adjust cost of attendance values to better serve recruiting or other athletically-related interests; and
- Communication between Athletic Department staff, and the Office of Student Financial Aid has been conducted through the Associate Athletic Director for Compliance.

I further confirm that I am familiar with the "Concern Reporting" section of the Standards, and that I am encouraged to report any future concerns I may have regarding compliance with the Standards. More specifically, I agree to notify the Chancellor or Chancellor's designee of any inappropriate communication relating to financial aid policy received from any booster or official of the University or staff member in the Athletic Department

9/16/2019

Derek Kindle

(date)

## Appendix J

# 2018-19 Summary of Big Ten & Level III/IV NCAA Violations

Sport/Department	Occurred	Bylaw(s) Involved	Violation
Women's Rowing	3/31/2018	17.1.7.6.5	The Women's Rowing team did not take a day off during their declared week that coincided with spring break during the Spring 2018 semester
<b>OUTSIDE COMPETITION</b>	Summer 2018	<b>Rule 14.6</b>	Outside Competition
Women's Swimming & Diving	7/16/2018	13.1.3.1.1	The Assistant Swimming & Diving Coach initiated a phone call to a sophomore prospect.
Women's Volleyball	8/8/2018	17.02.19	The Assistant Director of Athletic Communications tweeted a video of current Women's Volleyball student-athletes engaging in voluntary athletically-related activities.
Women's Rowing	9/21/2018	12.5.2.1	A Women's Rowing student-athlete was featured in an apparel company's social media post advertising the company's product.
Women's Rowing	10/8/2018	13.10.2.8	A Women's Rowing non-coaching staff member quoted and commented on the Instagram post of an unsigned prospect.
Men's Tennis	10/10/2018	13.10.2.8	An Athletic Communications intern quoted and commented on the tweet of an unsigned prospect.
Football	8/9/2018	11.4.4, 11.4.4.1, 13.8.3.5, 13.8.3.5.1	UW Football Strength and Conditioning hired an individual associated with a prospective student-athlete as a volunteer strength and conditioning intern within a two-year period after the prospective student-athlete's enrollment.
Men's Track & Field	10/23/2018	13.4.1	The Director of Cross Country and Track & Field mistakenly sent an email to the entire Men's Track & Field recruit database, which included four sophomore prospects.
Football	10/6/2018	13.2.1	During a prospect's official visit to UW, a current Football student-athlete allowed the prospect to take his game-used gloves from the locker room after the completion of the UW football game.
Women's Rowing	11/28/2018	13.1.3.1	The Assistant Women's Rowing Coach returned a phone call to a sophomore prospect.
Wrestling	6/25/2018	17.1.7.2.1; 17.27.6.2; 17.27.7; 17.02.19	Members of the Wrestling coaching staff were impermissibly present during voluntary strength and conditioning workouts
Women's Hockey	7/1/2018	Rule 15.5.B	After her medical hardship waiver was approved, a Women's Ice Hockey student-athlete was required to receive a notification of renewal of her athletics aid at the average of the previous four years by July 1, 2018. This required renewal offer resulted in the Women's Hockey team being over-offered for the 2018-19 academic year, even though the student-athlete did not plan to accept the offer.
Men's Cross Country, Men's Tennis, Women's Swimming & Diving	9/14/2018	16.8.1; 12.1.1.1.3; 12.1.1.1.3.1; 12.1.1.1.3.2	Prior to receiving final amateurism certification, three UW student-athletes were allowed to travel, compete, and practice beyond the 45-day temporary certification period.
Men's Basketball	10/6/2018	13.7.1.2	The Men's Basketball staff provided an unofficial visit to three 2022 prospects.
Men's Hockey	12/16/2019	13.1.2.1	A Men's Hockey Coach attended a prospect's contest with a UW Men's Hockey alum who lived in the area of the contest. The Men's Hockey Coach was not aware that the alum's presence at the prospect's contest would constitute an impermissible recruiter.
Men's Hockey	12/29/2019	12.7.3; 14.2.1.1	Prior to his official admittance to UW and his completion of the NCAA Drug Testing Consent Form, a transfer student-athlete practiced for two days with the Men's Hockey team. The violation occurred due to a misunderstanding, as the Admissions Office had communicated that the student-athlete would be admitted, but his formal admittance had yet to occur.
<b>OUTSIDE COMPETITION</b>	Fall 2018	<b>Rule 14.6</b>	Outside Competition
Wrestling	7/18/2018	13.1.1.1.5; 13.1.1.3; 13.1.3.1	A Wrestling Coach engaged in impermissible contact with current student-athletes at another institution
Women's Hockey	6/14/2019	6/14/2019	In the presence of media, a member of the Athletic Board mentioned the name of a PSA prior to her official commitment to the institution
Men's Hockey	9/8/2018	4/10/2019	Two coaches made a total of four phone calls to three PSAs prior to the permissible age for the PSAs to receive such calls

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## Appendix K



February 6, 2020

Mr. Andrew S. Petersen, President, University of Wisconsin Board of Regents  
Mr. Raymond W. Cross, President, University of Wisconsin System  
1720 Van Hise Hall  
1220 Linden Drive  
Madison, WI 53706

Presidents:

In connection with your oversight of the University of Wisconsin-Madison's intercollegiate athletics program, we are confirming via this letter and supporting documents, to the best of our knowledge and belief, the following pertaining to 2018-19.

There were no instances of any major Level I or Level II compliance violations. We are aware of twenty-one Level III or Level IV secondary violations of non-compliance with NCAA or Big Ten rules and regulations which were reported during 2018-19.

There were no illegal acts or non-compliance with federal, state, or local law by individuals employed by the institution or representatives of the University of Wisconsin-Madison's athletics interests.

There are no monitoring reviews currently underway by the NCAA, law enforcement officials, or others, except for routine audits done annually or periodically.

There are no allegations of fraud or suspected fraud affecting intercollegiate athletics received in communication from employees, former employees, or others.

The institution has evaluated and updated its gender-equity plan from our previous self-study, dated 2008-2009.

We have processes in place to ensure background checks are performed on all coaches, assistant coaches, contractors, volunteers, student employees, and any 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 by Human Resources.

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.

The athletic department has not intervened when a student-athlete is being disciplined under regular student conduct rules.

Very truly yours,

  
Chancellor

  
Athletic Director

  
Athletics Compliance Officer

  
Deputy Athletic Director

University of Wisconsin • Intercollegiate Athletics

Kellner Hall • 1440 Monroe Street • Madison, Wisconsin 53711  
(608) 262-1866 • [www.uwbadgers.com](http://www.uwbadgers.com)

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

Madison, Wisconsin

STATEMENT OF REVENUES AND  
EXPENDITURES – BUDGETARY BASIS

For the Year Ended June 30, 2019

TOGETHER WITH INDEPENDENT AUDITORS' REPORT

AND INDEPENDENT ACCOUNTANTS' REPORT ON  
AGREED-UPON PROCEDURES  
REQUIRED BY THE PROVISIONS OF  
NCAA BYLAW 3.2.4.15

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

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For the Year Ended June 30, 2019

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INDEPENDENT AUDITORS' REPORT

To the Chancellor  
University of Wisconsin - Madison  
Madison, Wisconsin

**Report on the Financial Statements**

We have audited the accompanying statement of revenues and expenditures - budgetary basis of the University of Wisconsin - Madison Division of Intercollegiate Athletics (the "Athletic Department"), for the year ended June 30, 2019, and related notes to the statement of revenues and expenditures - budgetary basis.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the basis of accounting described in Note 1.B.; this includes determining that the basis of accounting described in Note 1.B. is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Athletic Department's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Athletic Department's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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*Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the revenues and expenditures of the Athletic Department for the year ended June 30, 2019 in accordance with the basis of accounting described in Note 1.B.

*Emphasis of Matter*

As discussed in Note 1.A., the statement of revenues and expenditures - budgetary basis of the Athletic Department is intended to present the changes in financial position that are attributable to the transactions of the Athletic Department. The financial statement does not purport to, and does not, present fairly the financial position of the University of Wisconsin - Madison, as of June 30, 2019, the changes in its financial position, or, where applicable, its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

*Basis of Accounting*

We draw attention to Note 1.B. to the financial statements, which describes the basis of accounting. The financial statements are prepared on the budgetary basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

*Baker Tilly Virchow Krause, LLP*

Madison, Wisconsin  
January 6, 2020

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

**STATEMENT OF REVENUES AND EXPENDITURES - BUDGETARY BASIS  
For the Year Ended June 30, 2019**

	Football	Men's Basketball	Men's Hockey	Women's Volleyball	Women's Basketball	Other Sports	Not Team Related	Totals
<b>REVENUES</b>								
Ticket sales	\$ 24,016,166	\$ 5,905,832	\$ 2,365,794	\$ 519,472	\$ 128,594	\$ 276,363	\$ 52,988	\$ 33,285,209
Direct institutional support	2,113,170	321,361	408,967	345,764	365,134	2,905,551	76,360	6,536,207
Less - transfers to institution	(6,082,717)	(1,113,406)	(82,467)	-	(82,467)	-	804,850	(6,536,207)
Indirect institutional support	-	-	-	-	-	-	3,029,000	3,029,000
Guarantees	-	175,517	15,750	-	-	-	-	191,267
Contributions	8,292,547	1,223,985	1,159,208	8,100	1,161,152	1,667,114	2,590,403	16,102,509
In-kind	334,085	131,409	842	-	-	2,100	-	1,678,338
Media rights	45,666,622	9,770,781	541,459	135,365	-	-	-	56,114,227
NCAA distributions	-	332,052	-	15,350	-	-	-	2,616,430
Conference distributions	(429,476)	-	-	-	-	67,800	-	33,747
Conference distributions of bowl-generated revenue	7,138,967	-	-	-	-	-	-	7,138,967
Program, novelty, parking, and concession sales	5,349,765	2,239,277	1,518,847	387,413	265,154	392,237	(2,668,053)	7,464,640
Royalties, licensing, advertisements, and sponsorships	535,642	99,905	71,903	71,945	94,493	862,494	11,846,999	13,403,361
Sports camp revenues	136,170	282,317	139,250	648,575	114,342	1,492,473	388,534	3,201,661
Athletes restricted endowment and investments income	-	-	-	-	-	-	-	3,235,927
Other operating revenue	601,880	26,503	10,476	12,731	23,812	98,106	4,557,045	5,330,555
Bowl revenues	2,291,795	-	-	-	-	-	-	2,291,795
<b>Total Revenues</b>	<b>89,944,636</b>	<b>21,701,868</b>	<b>6,168,929</b>	<b>2,144,715</b>	<b>2,070,214</b>	<b>8,022,623</b>	<b>27,606,112</b>	<b>157,660,097</b>
<b>EXPENDITURES</b>								
Athletic student aid	4,389,367	713,515	1,025,078	662,866	807,112	8,405,430	646,452	16,649,820
Guarantees	3,100,000	570,000	28,000	15,000	97,900	44,100	-	3,854,600
Head coaching salaries, benefits, and bonuses paid by the University and related entities	-	-	-	-	-	-	-	-
Coaches salaries, benefits, and bonuses paid by the University and related entities	4,137,592	2,589,743	617,010	444,446	744,695	3,062,616	-	11,596,102
Support staff administrative salaries, benefits, and bonuses paid by the University and related entities	4,946,027	966,004	635,717	316,325	546,767	3,458,746	-	10,860,586
Severance payments	2,507,468	401,817	323,480	347,622	296,766	597,312	29,816,897	34,291,152
Recruiting	431,352	81,503	103,601	79,064	145,681	596,701	30,725	1,468,847
Team travel	1,328,775	1,321,816	943,972	504,279	532,866	4,205,484	81,733	8,919,927
Sports equipment, uniforms, and supplies	1,126,533	160,171	217,647	92,357	106,326	1,469,674	5,511	3,200,719
Game expenditures	1,063,890	279,894	216,809	85,256	199,965	376,450	3,134,960	5,361,224
Fundraising, marketing, and promotion	500	6,000	-	592	-	1,337	3,287,092	3,295,541
Sports camp expenditures	31,525	159,133	47,736	349,338	56,201	553,070	93,706	1,290,709
Spirit groups	-	-	-	341	-	-	198,075	198,416
Athletic facilities debt service, leases, and rental fees	8,758,771	236,062	223,360	-	31,201	2,368,344	36,013	11,633,741
Direct overhead and administrative expenditures	4,335,414	636,778	677,780	70,875	633,705	3,643,604	12,455,477	22,453,633
Indirect institutional support	-	-	-	-	-	-	-	3,029,000
Medical expenditures and insurance	376,881	60,622	82,966	48,297	54,241	2,344,258	2,967,265	2,967,265
Memberships and dues	8,315	1,190	275	170	1,242	13,067	54,308	78,567
Student athlete meals	277,554	60,947	50,578	46,796	36,307	235,058	864,049	1,571,288
Other operating expenditures	1,169,448	326,434	57,679	53,228	72,685	370,388	7,024,976	9,073,898
Bowl expenditures	2,175,072	-	-	-	-	-	-	2,175,072
Bowl expenditures - coaching compensation/bonuses	242,819	-	-	-	-	-	-	242,819
<b>Total Expenditures</b>	<b>40,412,323</b>	<b>8,572,032</b>	<b>5,502,473</b>	<b>3,119,939</b>	<b>4,364,052</b>	<b>31,992,241</b>	<b>-</b>	<b>154,621,824</b>
<b>Excess of Revenue Over (Under) Expenditures</b>	<b>\$ 49,532,313</b>	<b>\$ 13,129,836</b>	<b>\$ 667,456</b>	<b>\$ (975,224)</b>	<b>\$ (2,293,838)</b>	<b>\$ (23,869,618)</b>	<b>\$ (33,152,652)</b>	<b>\$ 3,038,273</b>

See accompanying notes to statement of revenues and expenditures - budgetary basis.



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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

INDEX TO NOTES TO STATEMENT OF  
REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

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**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

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The accompanying statement of revenues and expenditures – budgetary basis 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 University of Wisconsin-Madison Division of Intercollegiate Athletics represents the accounting principles used in managing its operations in accordance with its budgetary procedures. The Governmental Accounting Standards Board establishes generally accepted accounting principles for states and local governmental units, including the University of Wisconsin-Madison Division of Intercollegiate Athletics. 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.
- > Capital asset acquisitions funded by debt proceeds or from the State of Wisconsin are not reported.
- > Depreciation on capital assets is not reported.
- > Long-term debt proceeds are not reported as other financing sources or as a liability.
- > Principal payments on long-term debt are reported as expenditures rather than as a reduction of a liability.
- > In-kind contributions are reported as revenues and expenditures in the year the goods were received or services provided to the Division of Intercollegiate Athletics.

See also Note 1B.

The format of the statement of revenues and expenditures – budgetary basis is based upon the prescribed format of the National Collegiate Athletic Association (NCAA).

**A. REPORTING ENTITY**

The Division of Intercollegiate Athletics (the "Athletic Department") of the University of Wisconsin-Madison (the "University") is responsible for intercollegiate sports programs of the University. The Athletic Director is responsible for the day to day operation of the Athletic Department. The Athletic Department is ultimately governed by the University's Chancellor through the authority delegated by the Board of Regents of the University of Wisconsin System, which is part of the State of Wisconsin.

This report includes the statement of revenues and expenditures – budgetary basis of the Athletic Department's intercollegiate sports programs. All functions related to these intercollegiate sports programs are included.

Officially recognized booster organizations have been established to aid the Athletic Department with its outreach booster efforts. These organizations are not component units of the University and are not under the direct accounting control of the University or Athletic Department. As such, the accompanying statement of revenues and expenditures – budgetary basis excludes the financial activity of these booster organizations. However, upon satisfying all donor restrictions, the accompanying statement of revenues and expenditures – budgetary basis includes those cash or in-kind contributions made to the Athletic Department by the recognized booster organizations.

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

---

**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

---

**A. REPORTING ENTITY (cont.)**

Expenditures of these organizations are excluded from the accompanying statements. The recognized booster organizations for the fiscal year ended June 30, 2019 are as follows:

Badger Basketball Boosters  
Mendota Gridiron Club, Inc. (dissolved January 31, 2019)

**B. BASIS OF ACCOUNTING**

The accompanying statement of revenues and expenditures – budgetary basis has been prepared on the budgetary basis of accounting which is a comprehensive basis of accounting other than generally accepted accounting principles (GAAP). Under the budgetary basis of accounting, revenues are recorded when susceptible to accrual, i.e., both measurable and available. Available means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period. For this purpose, the Athletic Department considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Significant revenues susceptible to accrual include most operating revenues. Contributions from recognized booster organizations generally are recorded as revenues when received in cash or in-kind because they are not measurable or available until actually received. Cash receipts from advance ticket sales related to athletic events to be held in the subsequent year are deferred and will be recognized as revenues during the year the event takes place.

Expenditures are recorded when the related fund liability is incurred, except for unmatured interest on long-term debt, claims, judgments, compensated absences, and pension expenditures, which are recorded as a liability when expected to be paid with expendable available financial resources. Guaranteed payments to nonconference football opponents are reported as expenditures. Ticket sales shared with conference opponents are netted against gross ticket revenues.

Consistent with the budgetary basis of accounting, revenue and expenditures for sports camps are recorded and included in these statements based on a June 1, 2018 through May 31, 2019 fiscal year.

Tuition waivers are recorded as athletic student aid. The value of the Under Armour merchandise received is reported under the sports or other team expenditure categories while revenue is recorded under corporate sponsorships.

**C. MEASUREMENT FOCUS**

The measurement focus of the statement of revenues and expenditures – budgetary basis is the flow of current financial resources concept. Under this concept, sources and uses of financial resources, including capital outlays funded by operating revenues and debt retirements are reflected in operations. Resources not available to finance expenditures and commitments of the current period are not recognized as revenue. Liabilities for claims, judgments, compensated absences and pension contributions which will not be currently liquidated using expendable available financial resources are not recognized as current expenditures. These related expenditures are recognized when the liabilities are liquidated.

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

---

**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

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**D. CAPITAL ASSETS**

Capital assets acquired for Athletic Department purposes are recorded as expenditures in the statement of revenues and expenditures – budgetary basis when they are funded by operating revenues. Capital assets funded by debt issued by the State of Wisconsin are recorded as expenditures as the debt repayments are made by the Athletic Department.

Depreciation is not reflected in the statement of revenues and expenditures – budgetary basis. Depreciation is accounted for and reported in Note 8. Depreciation is calculated using the straight-line method.

The range of estimated useful lives by type of asset is as follows:

Buildings and fixtures	20 - 40 years
Improvements other than buildings	10 - 20 years
Equipment	5 - 15 years

**E. COMPENSATED ABSENCES**

Under terms of employment, employees are granted sick leave and vacations in varying amounts. Employees are allowed to accumulate unused sick leave and vacation time and carry it forward to future periods. The Athletic Department is charged for sick leave by the State of Wisconsin as the sick leave is earned. Amounts are accumulated by the State of Wisconsin in the accumulated sick leave fund in the state's Comprehensive Annual Financial Report. Therefore, no sick leave liability exists for the Athletic Department. Total vested vacation time and other compensated absences at June 30, 2019 were \$2,409,012.

Payments for vacation and sick leave will be made at rates in effect when the benefits are used. Vested benefit liabilities are determined on the basis of current salary rates and include salary related payments.

**F. OTHER POSTEMPLOYMENT BENEFITS**

The State of Wisconsin's health insurance program, a cost-sharing multiple employer, defined benefit plan, is an employer-sponsored program offering group medical coverage to eligible employees and retirees of the State of Wisconsin. Under this plan, retired employees of the State are allowed to pay the same healthcare premium as active employees creating an implicit rate subsidy for retirees. This implicit rate subsidy, which is calculated to cover pre-age 65 retirees, is treated as an Other Postemployment Benefit (OPEB) and results in an actuarial determined liability and expense in the State of Wisconsin's Comprehensive Annual Financial report. Details of the plan are included in the Comprehensive Annual Financial Report of the State of Wisconsin for the year ended June 30, 2019. The liability and expense is computed for the entire State of Wisconsin and is not separately calculated for the Athletic Department.

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

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**NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

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*G. CLAIMS AND JUDGMENTS*

Claims and judgments are recorded as expenditures if all the conditions of Governmental Accounting Standards Board pronouncements are met. There were no significant claims or judgments at year-end.

The Athletic Department is a unit of a state governmental body. The Board of Regents of the University of Wisconsin System and Athletic Department, as a unit of this state agency, cannot be sued because they have governmental immunity. Claims arising out of employment or agency (excluding employment discrimination claims) must be brought against state employees or agents individually under § 895.46 of the Wisconsin Statutes.

*H. CONTRIBUTIONS*

The Athletic Department receives contributions in support of various intercollegiate sports programs. All contributions for the Athletic Department are remitted to the University of Wisconsin Foundation (the "Foundation") which is the official not-for-profit fund raising corporation for the University of Wisconsin-Madison.

The Athletic Department applies some of the contributions for capital outlay (capital assets). Other contributions are used to support the annual operations of the Athletic Department including scholarship support. These contributions are reported as contribution revenues, which are recorded as revenues when they are drawn from the Foundation.

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**NOTE 2 – LONG-TERM DEBT**

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The State of Wisconsin has issued various general obligation bonds, portions of which were for construction of various Athletic Department projects. Total University debt as of June 30, 2019 is \$792,628,701.

The general obligation bonds are backed by the full faith and credit of the State of Wisconsin. The Athletic Department's share of these bonds will be retired by Athletic Department program revenues.

For the year ended June 30, 2019, the Athletic Department's debt service payments consisted of the following:

Principal on bonds	\$ 7,149,884
Interest on bonds	<u>3,906,284</u>
Total	<u>\$ 11,056,168</u>

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

**NOTE 2 – LONG-TERM DEBT (cont.)**

The following represents the unpaid balance of all long-term general obligation debt for which the Athletic Department is financially responsible:

	Issue Year	Original Debt	Maturity Date	Average Interest Rates	Balance 6/30/19
Environmental Management Center					
	2007	\$ 48,746	4/15/20	5.00%	\$ 8,764
	2011	26,763	10/17/22	5.00%	26,763
	2014	199,349	4/15/20	5.00%	37,733
Total Environmental Management Center					<u>\$ 73,260</u>
Camp Randall					
	2007	\$17,362,138	4/15/20	5.00%	\$ 3,101,643
	2011	431,577	4/15/22	5.00%	431,577
	2011	16,816,187	10/17/22	5.00%	13,847,100
	2012	7,690,868	4/15/25	5.00%	7,004,606
	2013	5,744,354	4/15/25	5.00%	4,199,584
Total Camp Randall					<u>28,584,510</u>
Nielsen Stadium					
	2007	31,802	4/15/20	5.00%	814
	2011	511	4/15/21	5.00%	129
	2014	3,166	4/16/18	2.70%	838
	2015	717	4/16/24	5.00%	5
Total Nielsen Stadium					<u>1,786</u>
Crew House					
	2007	2,030,000	4/15/20	5.00%	377,898
	2011	1,194,973	10/17/22	5.00%	1,194,973
	2012	408,390	4/15/25	5.00%	408,390
Total Crew House					<u>1,981,261</u>
University Ridge Golf Course					
	2014	39,301	10/17/23	5.00%	39,301
	2014	62,443	4/14/28	5.00%	57,476
Total University Ridge Golf Course					<u>96,777</u>

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

**NOTE 2 – LONG-TERM DEBT (cont.)**

	Issue Year	Original Debt	Maturity Date	Average Interest Rates	Balance 6/30/19
<b>Hockey/Swim Facility</b>					
	2011	9,000,000	4/15/31	5.00%	361,324
	2014	10,696	4/14/28	5.00%	10,696
	2015	276,685	4/16/27	4.00%	276,686
	2016	988,642	10/15/27	4.00%	988,642
	2016	5,819,190	10/17/30	4.00%	5,819,190
	2017	44,250	10/17/28	4.00%	44,250
	<b>Total Hockey/Swim Facility</b>				<u>7,500,788</u>
<b>Student Athlete Performance Center</b>					
	2012	\$ 31,422,857	4/16/42	5.50%	\$ 24,723,214
	2012	8,647,637	4/15/33	5.50%	8,257,286
	2012	6,474,464	5/03/21	5.50%	1,862,647
	2013	1,467,596	5/03/21	5.50%	434,956
	2015	1,327,671	4/16/35	5.00%	145,062
	2015	352,770	4/16/21	5.00%	138,918
	2016	2,426,096	10/15/27	4.00%	2,426,095
	2017	1,495,866	04/16/36	4.00%	1,495,866
	2017	1,888,621	10/17/25	4.00%	1,888,621
	2017	514,981	04/14/23	4.00%	351,445
	2017	2,275,911	10/17/31	4.00%	2,275,911
	2017	151,559	04/16/38	4.00%	151,559
	2017	299,142	10/17/28	4.00%	299,142
	2017	840,265	10/17/34	4.00%	840,265
	2018	135,511	04/15/36	4.00%	129,347
	2018	23,552	04/15/36	4.00%	23,552
	<b>Total Student Athlete Performance Center</b>				<u>45,443,886</u>
	<b>Total</b>				<u>\$ 83,682,268</u>

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

**NOTE 2 – LONG-TERM DEBT (cont.)**

Future general obligation debt repayment schedule:

<u>Fiscal Year Ended June 30</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2020	\$ 6,853,842	\$ 3,652,115	\$ 10,505,957
2021	7,274,868	3,226,611	10,501,479
2022	7,212,838	2,841,274	10,054,112
2023	7,293,948	2,525,251	9,819,199
2024	7,033,418	2,243,335	9,276,753
2025 – 2029	9,963,109	8,462,570	18,425,679
2030 – 2034	21,167,774	5,495,447	26,663,221
2035 – 2039	9,994,792	2,554,261	12,549,053
2040 – 2042	6,887,679	560,021	7,447,700
Totals	<u>\$ 83,682,268</u>	<u>\$ 31,560,885</u>	<u>\$ 115,243,153</u>

**NOTE 3 – LONG-TERM CAPITAL LEASES**

The State of Wisconsin (State) established a facility in 1992 that provides lease purchase financing for property and certain service items acquired by state agencies. This facility is the Third Amended and Restated Master Lease between the State acting by and through the Wisconsin Department of Administration and U.S. Bank National Association. Lease purchase obligations under the Master Lease are not general obligations of the State, but are payable from appropriations of State agencies participating in the Master Lease Program, subject to a separate determination. Pursuant to terms of the Master Lease, the Trustee for the facility issues parity Master Lease certificates of participation that evidence proportionate interest of the owners thereof in lease payments.

The capital leases that are the responsibility of University Ridge Golf Course are for various equipment capital assets with terms ranging from 48 to 60 months. Equipment under capital leases is included in capital assets as follows:

Equipment under capital leases	\$ 428,015
Less: Accumulated depreciation	<u>114,387</u>
Totals	<u>\$ 313,628</u>

Following is a schedule of future minimum lease payments required under these capital leases:

<u>Fiscal Year Ended June 30</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2020	\$ 91,763	\$ 9,311	\$ 101,074
2021	66,459	4,996	71,455
2022	<u>50,648</u>	<u>1,710</u>	<u>52,358</u>
Totals	<u>\$ 208,870</u>	<u>\$ 16,017</u>	<u>\$ 224,887</u>



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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

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**NOTE 4 – EMPLOYEES' RETIREMENT SYSTEM**

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All eligible Athletic Department employees participate in the Wisconsin Retirement System ("system"), a cost-sharing defined benefit multiple-employer public employee retirement system (PERS).

All permanent employees expected to work over 600 hours a year are eligible to participate in the system. Covered employees are required by statute to contribute 6.55% of their salary to the plan.

Details of the plan are included in the State of Wisconsin's Comprehensive Annual Financial Report.

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**NOTE 5 – COMMITMENTS AND CONTINGENCIES**

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During the ordinary course of business, the Athletic Department enters into various long-term commitments with third parties. These commitments vary in duration and in the amount of resources required to fulfill each commitment. A description of the major commitments in effect at June 30, 2019, and the expiration date of the current agreements are summarized below:

<u>Description of Long-Term Commitment</u>	<u>Expiration Date of Current Agreement</u>
Employment contract – football head coach	January 31, 2024
Employment contract – men's basketball head coach	May 31, 2024
Employment contract – men's hockey head coach	June 30, 2024
Employment contract – women's basketball head coach	May 31, 2024
Employment contract – men's track head coach	June 30, 2022
Employment contract – wrestling head coach	May 31, 2022
Employment contract – volleyball head coach	January 31, 2024
Employment contract – women's hockey head coach	June 30, 2024
Employment contract – men's crew head coach	June 30, 2022
Employment contract – director of strength and conditioning	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – assistant football coach	June 30, 2020
Employment contract – men's tennis head coach	May 31, 2022

From time to time, the Athletic Department is party to various pending claims and legal proceedings. Although the outcome of such matters cannot be forecasted with certainty, it is the opinion of management and the Legal Affairs Office that the likelihood is remote that any such claims or proceedings will have a material adverse effect on the Athletic Department's statement of revenues and expenditures – budgetary basis.

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

**NOTE 6 – UNDER ARMOUR CONTRACT**

A 10-year contract with Under Armour Promotional Retail Operators was entered into effective July 1, 2016. During each contract year, Under Armour shall be the exclusive supplier of athletic footwear and apparel to UW Intercollegiate Athletic teams, and Under Armour shall provide compensation in the form of goods, services and monetary contributions to benefit the University, Athletic Department and the Madison community.

**NOTE 7 – RELATED PARTY TRANSACTIONS**

The University provides various administrative and accounting services to the Athletic Department. The cost of these services is charged to the Athletic Department. In addition, the Foundation provides various administrative and accounting services to the Athletic Department. The Athletic Department pays the Foundation for these costs.

**NOTE 8 – CAPITAL ASSETS**

A summary of changes in capital assets follows:

	Balance 7/01/18	Additions	Deletions	Balance 6/30/19
Land	\$ 10,651,178	\$ -	\$ -	\$ 10,651,178
Buildings and fixtures	365,443,230	5,694,534	-	371,137,764
Construction in progress	-	1,299,000	-	1,299,000
Improvements other than buildings	18,435,022	1,473,873	-	19,908,895
Equipment	16,842,824	1,206,290	304,695	17,744,419
<b>Total Capital Assets</b>	<b>411,372,254</b>	<b>9,673,697</b>	<b>304,695</b>	<b>420,741,256</b>
Less: Accumulated depreciation for:				
Buildings and fixtures	120,670,560	9,379,262	-	130,049,822
Improvements other than buildings	10,142,218	279,165	-	10,421,383
Equipment	8,963,096	1,497,912	417,894	10,043,114
<b>Total Accumulated Depreciation</b>	<b>139,775,874</b>	<b>11,156,339</b>	<b>417,894</b>	<b>150,514,319</b>
<b>Capital Assets, Net of Depreciation</b>	<b><u>\$271,596,380</u></b>			<b><u>\$270,226,937</u></b>

The total Athletic Department related capital expenditures for the year is \$10,683,561.

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

NOTES TO STATEMENT OF REVENUES AND EXPENDITURES – BUDGETARY BASIS  
For the Year Ended June 30, 2019

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**NOTE 9 – RISK MANAGEMENT**

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The Athletic Department participates in the State of Wisconsin's Risk Management Fund. It is the general policy of the State not to purchase commercial insurance for the risks of losses to which it is exposed. Instead, the State manages its risks internally and sets aside assets for claim settlement in its Risk Management Fund. The fund services most claims for risk of loss to which the State is exposed, including damage to State owned property, liability for property damages and injuries to third parties, and worker's compensation.

In addition, the Athletic Department participates in the Wisconsin Department of Employee Trust Funds. The Wisconsin Department of Employee Trust Funds operates four public entity risk pools: health insurance, group income continuation insurance, protective occupation duty disability insurance, and long-term disability insurance. Information regarding these risk pools can be found in the State's Comprehensive Annual Financial Report.

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**NOTE 10 – CONTRIBUTIONS AND ENDOWMENTS HELD BY THE UNIVERSITY OF WISCONSIN FOUNDATION**

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As of June 30, 2019, the Athletic Department had \$190,033,364 of fundraising, endowment and other investments held at the Foundation. The total value of the Athletic Department's dedicated endowments being held at the Foundation for the year is \$109,354,864. The Athletic Department will draw funds from the Foundation as needed, and according to the Memorandum of Agreement upon approval, to finance expenditures of the Athletic Department. The total value of University endowments as of June 30, 2019 is \$3,152,578,151.

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**NOTE 11 – SUITES AND TICKETS GIVEN TO UNIVERSITY**

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In fiscal year 2018-2019, the Athletic Department contributed \$655,950 to the University in the form of event tickets, suite access, and parking for events. The Athletics Department also waived donation requirements in the amount of \$136,200 for suites, premium seating, and parking.

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**NOTE 12 – EXCESS TRANSFERS TO INSTITUTION**

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For the fiscal year ended June 30, 2019, the Athletic Department transferred \$3,261,943 to the Institution in excess of those funds allowed to be reported with the "Less – transfers to Institution" category on the Statement of Revenues and Expenditures – Budgetary Basis.

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**NOTE 13 – SUBSEQUENT EVENT**

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Effective August 1, 2019, the NCAA bylaw referenced throughout this report changed from 3.2.4.15 to 3.2.4.17. The provisions of the bylaw were not modified.

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OTHER REPORTS (UNAUDITED)

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON  
PROCEDURES FOR AFFILIATED AND OUTSIDE ORGANIZATIONS

To the Chancellor  
University of Wisconsin-Madison  
Madison, Wisconsin

We have performed the procedures enumerated below, which were agreed to by the University of Wisconsin-Madison Division of Intercollegiate Athletics (the "Athletic Department") and the National Collegiate Athletic Association (the "NCAA"), solely to assist you with respect to complying with NCAA Bylaw 3.2.4.15 for the year ended June 30, 2019. The University of Wisconsin-Madison Division of Intercollegiate Athletics is responsible for compliance with the requirements of NCAA Bylaw 3.2.4.15 for the year ended June 30, 2019. The sufficiency of the procedures is solely the responsibility of the parties specified in this report. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

The procedures we performed are summarized as follows:

- a. We obtained a list of recognized booster organizations ("organizations") and related statements of changes in cash of recognized organizations presented in Exhibit A for the year ended June 30, 2019. No audit procedures were performed on these statements in connection with our audit of the statement of revenues and expenditures – budgetary basis.
- b. We confirmed with the appropriate office of the recognized booster organizations the cash receipts and disbursements of the organizations for the year ended June 30, 2019 as shown in Exhibit A.

The results of these procedures are summarized in the following statement of changes in cash of recognized booster organizations.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to, and did not, conduct an audit, the objective of which would be the expression of an opinion on the accompanying statement of changes in cash of recognized booster organizations for the year ended June 30, 2019. 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.

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This report is intended solely for the information and use of the Chancellor, management of the Athletic Department, or an authorized representative of the NCAA and is not intended to be, and should not be, used by anyone other than these specified parties.

*Baker Tilly Vichan Krause, LLP*

Madison, Wisconsin  
January 6, 2020

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

**STATEMENT OF CHANGES IN CASH OF RECOGNIZED BOOSTER ORGANIZATIONS**  
For the Year Ended June 30, 2019

	Beginning Cash Balance	Revenue Transfers From/(To) Foundation	Booster Cash Receipts	Expenditures On Behalf of Athletics	Expenditures On Behalf of Booster Organization	Ending Cash Balance
Badger Basketball Boosters	\$ 135,198	\$ -	\$ 161,792	\$ -	\$ (175,962)	\$ 121,028
Mendota Gridiron Club, Inc.	<u>30,824</u>	<u>(3,028)</u>	<u>130,773</u>	<u>(1,072)</u>	<u>(157,497)</u>	<u>-</u>
<b>TOTALS</b>	<u>\$ 166,022</u>	<u>\$ (3,028)</u>	<u>\$ 292,565</u>	<u>\$ (1,072)</u>	<u>\$ (333,459)</u>	<u>\$ 121,028</u>

See independent accountants' report on applying agreed-upon procedures for affiliated and outside organizations and notes to statement of changes in cash of recognized booster organizations.

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

**NOTES TO STATEMENT OF CHANGES IN CASH OF  
RECOGNIZED BOOSTER ORGANIZATIONS  
For the Year Ended June 30, 2019**

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**(1) Cash Receipts**

Cash receipts represent funds deposited by recognized booster organizations in their checking accounts during their fiscal year. These amounts are proceeds from club activities. Individual gifts made in support of particular sports are made directly to the University of Wisconsin Foundation and, therefore, are not reflected as a booster organization receipt in the Statement of Changes in Cash of Recognized Booster Organizations. These amounts are recognized as revenues when they are transferred to the Athletic Department.

**(2) Expenditures**

Cash disbursements are made by the recognized booster organizations for various purposes.

The Athletic Department may expend funds from specific Foundation funds to assist support organizations in their club activities. These amounts are included in the Athletic Department's statement of revenues and expenditures – budgetary basis.



INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES FOR THE  
UNIVERSITY OF WISCONSIN – MADISON DIVISION OF INTERCOLLEGIATE ATHLETICS

To the Chancellor  
University of Wisconsin-Madison  
Madison, Wisconsin

We have performed the procedures enumerated below, which were agreed to by the University of Wisconsin-Madison Division of Intercollegiate Athletics (the "Athletic Department") and the National Collegiate Athletic Association (the "NCAA"), solely to assist you with respect to complying with NCAA Bylaw 3.2.4.15 for the year ended June 30, 2019. The University of Wisconsin-Madison Division of Intercollegiate Athletics is responsible for compliance with the requirements of NCAA Bylaw 3.2.4.15 for the year ended June 30, 2019. The sufficiency of the procedures is solely the responsibility of the parties specified in this report. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

The procedures we performed are summarized as follows:

**MINIMUM AGREED-UPON PROCEDURES FOR REVENUES**

**General**

- > We compared and agreed each operating revenue category reported in the Statement of Revenues and Expenditures – Budgetary Basis ("Statement") during the reporting period to supporting schedules provided by the Athletic Department. If a specific reporting category was less than 4.0% of the total revenues, no procedures were required for that specific category.
- > We compared and agreed a sample of operating revenue receipts obtained from the above operating revenue supporting schedules to supporting documentation.
- > We compared each major revenue account over 10% of the total revenues to prior period amounts and budget estimates. We obtained an explanation from management of any variations greater than 10%. We reported the analysis as Exhibit B within the supplementary information.

No findings were noted.

The above referenced testing included the following procedures for specific revenue sources:

**Ticket Sales**

- > We compared tickets sold during the reporting period, complimentary tickets provided during the reporting period, and unsold tickets to the related revenue reported by the Athletic Department in the statement and the related attendance figures and recalculated totals.

No findings were noted.

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**MINIMUM AGREED-UPON PROCEDURES FOR REVENUES (cont.)**

***Student Fees***

- > There were no student fees reported on the Statement, no procedures were performed.

***Direct State or Other Governmental Support***

- > There was no direct state or other governmental support reported on the Statement, no procedures were performed.

***Direct Institutional Support***

- > We compared the direct institutional support recorded by the Athletic Department during the reporting period with the institutional supporting budget transfers documentation and other corroborative supporting documentation and recalculated totals.

No findings were noted.

***Transfers Back to Institution***

- > We compared the transfers back to the institution with permanent transfers back to the institution from the Athletic Department and recalculated totals.

No findings were noted.

***Indirect Institutional Support***

- > Total indirect institutional support reported on the Statement was less than 4% of total revenues, no procedures were required to be performed.

***Guarantees***

- > Total guarantees reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

***Contributions***

- > We requested information regarding any contributions of monies, goods, or services received directly by an intercollegiate athletics program from any affiliated or outside organization, agency, or group of individuals (two or more) not included above (e.g., contributions by corporate sponsors) that constitutes 10 percent or more in aggregate for the reporting year of all contributions received for intercollegiate athletics during the reporting periods. We obtained supporting documentation for each contribution and recalculated totals.

No findings were noted.

***In-Kind***

- > Total in-kind reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

---

**MINIMUM AGREED-UPON PROCEDURES FOR REVENUES (cont.)**

***Compensation and Benefits Provided by a Third-Party***

- > There were no compensation and benefits provided by a third party reported on the Statement, no procedures were performed.

***Media Rights***

- > We obtained and inspected agreements explaining the Athletic Department's total media (broadcast, television, radio) rights received by the Athletic Department or through the Big 10 conference offices as reported in the statement.
- > We compared and agreed the media right revenues to a summary statement of all media rights identified, if applicable, and the Athletic Department general ledger and recalculated totals.

No findings were noted.

***NCAA Distributions***

- > Total NCAA distributions reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

***Conference Distributions and Conference Distributions of Bowl Generated Revenue***

- > We obtained and inspected agreements related to the Athletic Department's conference distributions and participation in revenues from tournaments during the reporting period for relevant terms and conditions.
- > We compared and agreed the related revenues to the Athletic Department's general ledger, and/or the statement and recalculated totals.

No findings were noted.

***Program Sales, Concessions, Novelty Sales, and Parking***

- > We compared the amount recorded in the revenue reporting category to a general ledger detail of program sales, concessions, novelty sales, and parking as well as any other corroborative supporting documents and recalculated totals.

No findings were noted.

***Royalties, Licensing, Advertisements, and Sponsorships***

- > We obtained and inspected agreements related to the Athletic Department's participation in revenues from royalties, licensing, advertisements, and sponsorships during the reporting period.
- > We compared and agreed the related revenues to the Athletic Department's general ledger, and/or the statement and recalculated totals.

No findings were noted.

***Sports Camp Revenues***

- > Total sports camp revenues reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

---

**MINIMUM AGREED-UPON PROCEDURES FOR REVENUES (cont.)**

***Athletics Restricted Endowment and Investment Income***

- > Total athletics restricted endowment and investment income reported on the Statement was less than 4% of total revenues; no procedures were required to be performed.

***Other***

- > Total other revenues reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

***Bowl Revenues***

- > Total bowl revenues reported on the Statement were less than 4% of total revenues, no procedures were required to be performed.

**MINIMUM AGREED-UPON PROCEDURES FOR EXPENDITURES**

***General***

- > We compared and agreed each expenditure category reported in the statement during the reporting period to supporting schedules provided by the Athletic Department. If a specific reporting category was less than 4.0% of the total expenditures, no procedures were required for that specific category.
- > We compared and agreed a haphazardly selected sample of 25 expenditures obtained from the statement to supporting documentation.
- > We compared each major expenditure account over 10% of the total expenditures to prior period amounts and budget estimates. We obtained an explanation from management of any variations greater than 10%. We reported the analysis as Exhibit B within the supplementary information.

No findings were noted.

The above referenced testing included the following procedures for specific expenditure categories:

***Athletic Student Aid***

- > We haphazardly selected a sample of 60 students from the listing of institutional student aid recipients during the reporting period.
- > We obtained individual student account detail for each selection and compared total aid allocated from the related aid award letter to the student's account.
- > We compared information for each student selected for consistency with information entered into the NCAA Membership Financial Reporting System using the criteria specified by the NCAA.
- > We recalculated totals for each sport and overall.

No findings were noted.

***Guarantees***

- > Total guarantees reported on the Statement were less than 4% of total expenditures; no procedures were required to be performed.

---

**MINIMUM AGREED-UPON PROCEDURES FOR EXPENDITURES (cont.)**

***Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities***

- > We obtained and inspected a listing of coaches employed by the Athletic Department and related entities during the reporting period. We selected a sample of nine coaches' contracts including football, and men's and women's basketball from the listing.
- > We compared and agreed the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses recorded by the Athletic Department and related entities in the statement during the reporting period.
- > We obtained and inspected payroll summary registers for the reporting year for each selection. We compared and agreed payroll summary registers from the reporting period to the related coaching salaries, benefits, and bonuses paid by the Athletic Department and related entities expenditures recorded by the Athletic Department in the statement during the reporting period.
- > We compared and agreed the totals recorded to any employment contracts executed for the sample selected and recalculated totals.

No findings were noted.

***Coaching Other Compensation and Benefits Paid by a Third Party***

- > There were no coaching other compensation and benefits paid by a third party reported on the Statement, no procedures were performed.

***Support Staff/Administrative Salaries, Benefits and Bonuses Paid by the University and Related Entities***

- > We haphazardly selected a sample of 25 support staff/administrative personnel employed by the Athletic Department and related entities during the reporting period.
- > We obtained and inspected reporting period summary payroll registers for each selection. We compared and agreed related summary payroll registers to the related support staff administrative salaries, benefits, and bonuses paid by the Athletic Department and related entities expenditure recorded by the Athletic Department in the statement during the reporting period and recalculated totals.

No findings were noted.

***Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party***

- > There were no support staff/administrative other compensation and benefits paid by a third party reported on the Statement, no procedures were performed.

***Severance Payments***

- > Total severance payments reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Recruiting***

- > Total recruiting expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

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**MINIMUM AGREED-UPON PROCEDURES FOR EXPENDITURES (cont.)**

***Team Travel***

- > We obtained a copy of the Athletic Department's team travel policies.
- > We compared and agreed to existing institutional- and NCAA-related policies.
- > We obtained general ledger detail and compared to the total expenditures reported and recalculated totals.

No findings were noted.

***Equipment, Uniforms, and Supplies***

- > Total equipment, uniforms, and supplies expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Game Expenditures***

- > Total game expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Fund Raising, Marketing, and Promotion***

- > Total fund raising, marketing, and promotion expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Sports Camp Expenditures***

- > Total sports camp expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Spirit Groups***

- > Total spirit groups expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Athletic Facilities Debt Service, Leases, and Rental Fees***

- > We obtained a listing of debt service schedules, lease payments, and rental fees for athletics facilities for the reporting year. We compared a sample of 6 facility payments including the top two highest facility payments to additional supporting documentation (e.g., debt financing agreements, leases, rental agreements).
- > We compared amounts recorded to amounts listed in the general ledger detail and recalculated totals.

No findings were noted.

***Direct Overhead and Administrative Expenditures***

- > We obtained general ledger detail and compared to the total expenditures reported. We haphazardly selected a sample of 12 transactions to validate the existence of the transaction and accuracy of recording and recalculated totals.

No findings were noted.

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**MINIMUM AGREED-UPON PROCEDURES FOR EXPENDITURES (cont.)**

***Indirect Institutional Support***

- > See the revenue section – Indirect Institutional Support.

No findings were noted.

***Medical Expenditures and Medical Insurance***

- > Total medical expenditures and medical insurance reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Memberships and Dues***

- > Total membership and dues expenses reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Other Operating Expenditures and Transfers to Institution***

- > We obtained general ledger detail and compared to the total expenditures reported. We haphazardly selected a sample of 2 transactions to validate the existence of the transaction and accuracy of recording and recalculated totals.

No findings were noted.

***Student-Athlete Meals (non-travel)***

- > Total student-athlete meals (non-travel) expenditures reported on the Statement were less than 4% of total expenditures, no procedures were required to be performed.

***Bowl Expenses***

- > Total bowl expenditures reported on the Statement were less than 4% of total expenses, no procedures were required to be performed.

**ADDITIONAL MINIMUM AGREED-UPON PROCEDURES**

- > We compared and agreed the sports sponsored reported in the NCAA Membership Financial Reporting System to the squad lists of the Athletic Department.
- > We compared current year Grants-in-Aid revenue distribution equivalencies to prior year reported equivalencies per the Membership Financial Report Form. We inquired and documented an explanation for any variance greater than +/- 4%.
- > We obtained the Athletic Department's Sports Sponsorship and Demographics Forms Report for the reporting year and compared the countable NCAA sports reported to the minimum requirements set forth in Bylaw 20.9.6.3 for the number of contests and the number of participants in each contest that is counted toward meeting the minimum-contest requirement. We compared what the Athletic Department reported for these sports as countable, for revenue distribution purposes, within the NCAA Membership Financial Reporting System to the Sports Sponsorships and Demographics Forms report.
- > We compared current year number of Sports Sponsored to prior year reported total per the Membership Financial Report submission. We inquired and documented an explanation for any variance.

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**ADDITIONAL MINIMUM AGREED-UPON PROCEDURES (cont.)**

- > We agreed the total number of Division I student-athletes who, during the academic year, received a Pell Grant award and the total value of these Pell Grants reported in the NCAA Membership Financial Reporting System to a report, generated out of the Athletic Department's financial aid records, of all student-athlete Pell Grants.
- > We compared current year Pell Grants total to prior year reported total per the Membership Financial Report submission. We inquired and documented an explanation for any variance greater than +/- 20 grants.

No findings were noted.

**SUPPLEMENTAL AGREED-UPON PROCEDURES**

- > We selected a sample of 25 operating expenditures to compare to supporting documentation for University of Wisconsin Foundation disbursements on behalf of the Athletic Department.

No findings were noted.

- > We obtained the Athletic Department's schedule of capital assets, including additions and deletions summarized by type.

No findings were noted.

- > We obtained support for and disclosed the source of funds, goods, and services, as well as the value associated with individual contributions of monies, goods, or services received directly by the Athletic Department from any affiliated or outside organization within the notes to the financial statements if they exceeded 10 percent of all contributions.

We performed this procedure and determined that there were no significant contributions meeting this criteria. Therefore, no disclosure was included in the notes to the Statement of Revenues and Expenditures – Budgetary Basis.

**MINIMUM AGREED-UPON PROCEDURES PROGRAM FOR OTHER REPORTING ITEMS**

***Excess Transfers to Institution and Conference Realignment Expenses***

- > We obtained general ledger detail and compared to the total expenditures reported. We haphazardly selected a sample of one transaction to validate the existence of the transaction and accuracy of recording and recalculated totals.

No findings were noted.

***Total Athletics Related Debt***

- > We obtained repayment schedules for all outstanding intercollegiate athletics debt during the reporting period and recalculated annual maturities.
- > We agreed the total annual maturities and total outstanding athletic related debt to supporting documentation and the Athletic Department's general ledger.

No findings were noted.



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**MINIMUM AGREED-UPON PROCEDURES PROGRAM FOR OTHER REPORTING ITEMS (cont.)**

***Total Institutional Debt***

- > We agreed the total outstanding institutional debt to supporting documentation and the institution's audited financial statements, if available, or the institution's general ledger.

No findings were noted.

***Value of Athletics Dedicated Endowments***

- > We obtained a schedule of all athletics dedicated endowments maintained by athletics, the institution, and affiliated organizations and agreed the fair market value in the schedule(s) to supporting documentation, the general ledger(s) and audited financial statements, if available.

No findings were noted.

***Value of Institutional Endowments***

- > We agreed the total fair market value of institutional endowments to supporting documentation, the institution's general ledger and/or audited financial statements, if available.

No findings were noted.

***Total Athletics Related Capital Expenditures***

- > We obtained a schedule of athletics related capital expenditures made by athletics, the institution, and affiliated organizations during the reporting period.
- > We obtained general ledger detail and compared to the total expenditures reported. We selected capital asset additions greater than \$25,000 and reconciled the recorded costs to supporting documentation. We recalculated totals.

No findings were noted.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to, and did not, conduct an audit, the objective of which would be the expression of an opinion on the accompanying analysis of major revenue and expenditure accounts with variations greater than ten percent. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the Chancellor, management of the University of Wisconsin and Athletic Department, or an authorized representative of the NCAA and is not intended to be, and should not be, used by anyone other than these specified parties.

*Baker Tilly Virchow Krause, LLP*

Madison, Wisconsin  
January 6, 2020

**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

ANALYSIS OF MAJOR\* REVENUE AND EXPENDITURE ACCOUNTS  
For the Year Ended June 30, 2019

Revenue Account	Current Actual	Budgeted	Prior Actual	Explanations
Contributions	\$16,102,509 **		\$14,055,347	The primary increase in contributions was due to: > The use of more of the budgeted suite and club seat donations in FY19 compared to FY18.

\* As defined within the Minimum Agreed-Upon Procedures.

\*\* The University of Wisconsin – Madison Division of Intercollegiate Athletics budgets by units that differ from those categories presented for NCAA reporting.

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**UNIVERSITY OF WISCONSIN-MADISON**  
**DIVISION OF INTERCOLLEGIATE ATHLETICS**  
Madison, Wisconsin

COMMUNICATION TO THOSE CHARGED WITH  
GOVERNANCE AND MANAGEMENT

For the Year Ended June 30, 2019

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**UNIVERSITY OF WISCONSIN-MADISON  
DIVISION OF INTERCOLLEGIATE ATHLETICS**

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**REQUIRED COMMUNICATION OF INTERNAL CONTROL RELATED MATTERS  
IDENTIFIED IN THE AUDIT TO THOSE CHARGED WITH GOVERNANCE**

To the Chancellor  
University of Wisconsin-Madison  
Madison, Wisconsin

In planning and performing our audit of the statement of revenues and expenditures – budgetary basis of the University of Wisconsin-Madison Division of Intercollegiate Athletics (Athletic Department) for the year ended June 30, 2019, in accordance with auditing standards generally accepted in the United States of America, we considered the Athletic Department's internal control over financial reporting (internal control) as a basis for designing our auditing procedures for the purpose of expressing our opinion on the statement of revenues and expenditures – budgetary basis, but not for the purpose of expressing an opinion on the effectiveness of the Athletic Department's internal control. Accordingly, we do not express an opinion on the effectiveness of the Athletic Department's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

This communication is intended solely for the information and use of the Chancellor, management of the Athletic Department, or an authorized representative of the National Collegiate Athletic Association, and is not intended to be, and should not be, used by anyone other than these specified parties.  
UW-Wisconsin Athletic DepartmentUW-Wisconsin Athletic Department



Madison, Wisconsin  
January 6, 2020

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OTHER COMMUNICATIONS TO THOSE CHARGED WITH GOVERNANCE

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## **TWO WAY COMMUNICATION REGARDING YOUR AUDIT**

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As part of our audit of your Statement of Revenues and Expenditures – Budgetary Basis, we are providing communications to you throughout the audit process. Auditing requirements provide for two way communication and are important in assisting the auditor and you with more information relevant to the audit.

As this past audit is concluded, we use what we have learned to begin the planning process for next year's audit. It is important that you understand the following points about the scope and timing of our next audit:

- a. We address the significant risks of material misstatement, whether due to fraud or error, through our detailed audit procedures.
- b. We will obtain an understanding of the five components of internal control sufficient to assess the risk of material misstatement of the Statement of Revenues and Expenditures – Budgetary Basis whether due to error or fraud, and to design the nature, timing, and extent of further audit procedures. We will obtain a sufficient understanding by performing risk assessment procedures to evaluate the design of controls relevant to an audit of the Statement of Revenues and Expenditures – Budgetary Basis and to determine whether they have been implemented. We will use such knowledge to:
  - > Identify types of potential misstatements.
  - > Consider factors that affect the risks of material misstatement.
  - > Design tests of controls, when applicable, and substantive procedures.

We will not express an opinion on the effectiveness of internal control over financial reporting or compliance with laws, regulations, and provisions of contracts or grant programs.

- c. The concept of materiality recognizes that some matters, either individually or in the aggregate, are important for fair presentation of the Statement of Revenues and Expenditures – Budgetary Basis in conformity with generally accepted accounting principles while other matters are not important. In performing the audit, we are concerned with matters that, either individually or in the aggregate, could be material to the Statement of Revenues and Expenditures – Budgetary Basis. Our responsibility is to plan and perform the audit to obtain reasonable assurance that material misstatements, whether caused by errors or fraud, are detected.

We are very interested in your views regarding certain matters. Those matters are listed here:

- a. We typically will communicate with your top level of management unless you tell us otherwise.
- b. We understand that the Athletic Department is ultimately governed by the University's Chancellor through the authority delegated by the Board of Regents of the University of Wisconsin System. The Athletic Director and others within management have the responsibility for achieving the objectives of the entity.
- c. We need to know your views about your organization's objectives and strategies, and the related business risks that may result in material misstatements.
- d. Which matters do you consider warrant particular attention during the audit, and are there any areas where you request additional procedures to be undertaken?
- e. Have you had any significant communications with regulators or grantor agencies?
- f. Are there other matters that you believe are relevant to the audit of the Statement of Revenues and Expenditures – Budgetary Basis?



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**TWO WAY COMMUNICATION REGARDING YOUR AUDIT (cont.)**

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Also, is there anything that we need to know about the attitudes, awareness, and actions of the Athletic Department concerning:

- a. The Athletic Department's internal control and its importance in the entity, including how those charged with governance oversee the effectiveness of internal control?
- b. The detection or the possibility of fraud?

We also need to know if you have taken actions in response to developments in financial reporting, laws, accounting standards, governance practices, or other related matters, or in response to previous communications with us.

With regard to the timing of our audit, here is some general information. Our final fieldwork is scheduled for late October or early November to best coincide with your readiness and report deadlines. After fieldwork, we wrap up our audit procedures at our office and review drafts of your report as prepared by your staff. Final copies of your report and other communications are issued after approval by your staff. This is typically in December or early January, but may vary depending on a number of factors.

Keep in mind that while this communication may assist us with planning the scope and timing of the audit, it does not change the auditor's sole responsibility to determine the overall audit strategy and the audit plan, including the nature, timing, and extent of procedures necessary to obtain sufficient appropriate audit evidence.

We realize that you may have questions on what this all means, or wish to provide other feedback. We welcome the opportunity to hear from you.

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REQUIRED COMMUNICATIONS BY THE AUDITOR TO THOSE CHARGED WITH GOVERNANCE

To the Chancellor  
University of Wisconsin-Madison  
Madison, Wisconsin

Thank you for using Baker Tilly Virchow Krause, LLP as your auditor.

We have completed our audit of the statement of revenues and expenditures – budgetary basis (“financial statements”) of the University of Wisconsin-Madison Division of Intercollegiate Athletics (Athletic Department) for the year ended June 30, 2019, and have issued our report thereon dated January 6, 2020. This letter presents communications required by our professional standards.

***OUR RESPONSIBILITY UNDER AUDITING STANDARDS GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA***

The objective of a financial statement audit is the expression of an opinion on the financial statements. We conducted the audit in accordance with auditing standards generally accepted in the United States of America. These standards require that we plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the financial statements prepared by management with your oversight are free of material misstatement, whether caused by error or fraud. Our audit included examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement, assessing accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. Our audit does not relieve management or those charged with governance of their responsibilities.

As part of the audit we obtained an understanding of the entity and its environment, including internal control, sufficient to assess the risks of material misstatement of the financial statement and to design the nature, timing and extent of further audit procedures. The audit was not designed to provide assurance on internal control or to identify deficiencies in internal control.

***OTHER INFORMATION IN DOCUMENTS CONTAINING AUDITED FINANCIAL STATEMENTS***

The statement of revenues and expenditures – budgetary basis has been audited. Our responsibilities are addressed in the Independent Auditors’ Report. Also included in the bound document is the statement of changes in cash of recognized booster organizations, and the analysis of major revenue and expenditure accounts. We have not audited these documents and our responsibilities are addressed in the Independent Accountants’ Report on Applying Agreed-Upon Procedures.

***PLANNED SCOPE AND TIMING OF THE AUDIT***

We performed the audit according to the planned scope and timing previously communicated to you in the Communication to Those Charged with Governance and Management dated January 11, 2019 and our meeting with the Finance, Facilities, and Operations Committee on February 13, 2019.

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**QUALITATIVE ASPECTS OF THE ENTITY'S SIGNIFICANT ACCOUNTING PRACTICES**

***Accounting Policies***

Management has the responsibility for selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Athletic Department are described in Note 1 to the statement of revenues and expenditures – budgetary basis. We noted no transactions entered into by the Athletic Department during the year that were both significant and unusual, and of which, under professional standards, we are required to inform you, or transactions for which there is a lack of authoritative guidance or consensus.

***Accounting Estimates***

Accounting estimates are an integral part of the statement of revenues and expenditures – budgetary basis prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. We are not aware of any particularly sensitive accounting estimates utilized by management in its financial statement process.

***Financial Statement Disclosures***

The disclosures in the notes to the financial statement are neutral, consistent, and clear.

***DIFFICULTIES ENCOUNTERED IN PERFORMING THE AUDIT***

We encountered no significant difficulties in dealing with management in performing our audit.

***CORRECTED AND UNCORRECTED MISSTATEMENTS***

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management.

There were no such misstatements identified.

***DISAGREEMENTS WITH MANAGEMENT***

For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter that could be significant to the statement of revenues and expenditures – budgetary basis or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

***CONSULTATIONS WITH OTHER INDEPENDENT ACCOUNTANTS***

In some cases, management may decide to consult with other accountants about auditing and accounting matters. If a consultation involves application of an accounting principle to the governmental unit's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

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**MANAGEMENT REPRESENTATIONS**

We have requested certain representations from management that are included in the management representation letter. This letter follows this required communication.

**INDEPENDENCE**

We are not aware of any relationships between Baker Tilly Virchow Krause, LLP and the Athletic Department that, in our professional judgment, may reasonably be thought to bear on our independence.

Relating to our audit of the financial statements of for the year ended June 30, 2019, Baker Tilly Virchow Krause, LLP hereby confirms that we are, in our professional judgment, independent with respect to the Athletic Department in accordance with the Code of Professional Conduct issued by the American Institute of Certified Public Accountants, and provided no services to the Athletic Department other than audit services provided in connection with the audit of the current year's financial statement, the agreed-upon procedures, and the GAAP consulting project, which in our judgment do not impair our independence.

**OTHER AUDIT FINDINGS OR ISSUES**

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Athletic Department's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

**RESTRICTION ON USE**

This information is intended solely for the use of the Chancellor, management of the Athletic Department, or an authorized representative of the National Collegiate Athletic Association, and is not intended to be, and should not be, used by anyone other than the specified parties.

We welcome the opportunity to discuss the information included in this letter and any other matters. Thank you for allowing us to serve you.

*Baker Tilly Virchow Krause, LLP*

Madison, Wisconsin  
January 6, 2020

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**MANAGEMENT REPRESENTATIONS**



January 6, 2020

Baker Tilly Virchow Krause, LLP  
Ten Terrace Court  
P.O. Box 7398  
Madison, WI 53707-7398

Dear Baker Tilly Virchow Krause, LLP:

We are providing this letter in connection with your audit of the Statement of Revenues and Expenditures-Budgetary Basis of the University of Wisconsin Madison Division of Intercollegiate Athletics for the year ended June 30, 2019 for the purpose of expressing an opinion as to whether the Statement of Revenues and Expenditures-Budgetary Basis presents fairly, in all material respects, the revenues and expenditures of the University of Wisconsin Madison Division of Intercollegiate Athletics, in conformity with the budgetary basis of accounting. We confirm that we are responsible for the fair presentation of the previously mentioned Statement of Revenues and Expenditures-Budgetary Basis in conformity with the budgetary basis of accounting. We are also responsible for adopting sound accounting policies, establishing and maintaining internal control, and preventing and detecting fraud.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, the following representations made to you during your audit.

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter.
2. The financial statements referred to above are presented in conformity with the budgetary basis of accounting which is an other comprehensive basis of accounting. This basis of accounting is not in accordance with accounting principles generally accepted in the United States of America. We have engaged you to advise us in fulfilling that responsibility.
3. We have provided you with:
  - a. Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as financial records and related data, documentation, and other matters.
  - b. Additional information that you have requested from us for the purpose of the audit
  - c. Unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
  - d. Minutes of the meetings of the Athletic Board and Finance Committee or summaries of actions of recent meetings for which minutes have not yet been prepared.
4. There have been no communications from the NCAA or other regulating agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
5. All material transactions have been recorded in the accounting records and are reflected in the financial statements.

**University of Wisconsin • Intercollegiate Athletics**

Kellner Hall • 1440 Monroe Street • Madison, Wisconsin 53711  
(608) 262-1866 • [www.uwbadgers.com](http://www.uwbadgers.com)

Baker Tilly Virchow Krause, LLP

January 6, 2020

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6. We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
7. We are not aware of any known actual, possible, pending, or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be recorded or disclosed in the financial statements in accordance with accounting principles generally accepted in the United States of America, and we have not consulted a lawyer concerning litigation, claims, or assessments.
8. We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
9. We have no knowledge of any fraud or suspected fraud affecting the entity involving
  - a. Management,
  - b. Employees who have significant roles in internal control, or
  - c. Others where the fraud could have a material effect on the financial statements.
10. We have no knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, analysts, regulators, or others.
11. Significant assumptions we used in making accounting estimates, if any, are reasonable
12. Related party relationships and transactions, including revenues, expenditures, loans, transfers, leasing arrangements, and guarantees, and amounts receivable from or payable to related parties have been appropriately accounted for and disclosed in accordance with the requirements of accounting principles generally accepted in the United States of America.
13. Guarantees, whether written or oral, under which the University of Wisconsin-Madison Division of Intercollegiate Athletics is contingently liable, if any, have been properly recorded or disclosed
14. We are responsible for compliance with the laws, regulations, and provisions of contracts and grant and debt agreements applicable to us; and we have identified and disclosed to you all laws, regulations and provisions of contracts and grant agreements that we believe have a direct and material effect on the determination of financial statement amounts.
15. We have a process to track the status of audit findings and recommendations.
16. We have identified to you any previous financial audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
17. We have provided our views on reported findings, conclusions, and recommendations, as well as our planned corrective actions, for our report.
18. There are no –
  - a. Violations or possible violations of provisions of contracts, laws or regulations, and any related debt covenants whose effects should be considered for disclosure in the financial statements or as a basis for recording a loss contingency, or for reporting on noncompliance.



Baker Tilly Virchow Krause, LLP

January 6, 2020

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- b. Other liabilities or gain or loss contingencies that are required to be accrued or disclosed by accounting principles generally accepted in the United States of America.
- 19. In regards to the nonattest services performed by you listed below, we have 1) accepted all management responsibility; 2) designated an individual with suitable skill, knowledge, or experience to oversee the services; 3) evaluated the adequacy and results of the services performed, and 4) accepted responsibility for the results of the services.
  - a. GAAP conversion analysis
- 20. The University of Wisconsin - Madison Division of Intercollegiate Athletics has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
- 21. The University of Wisconsin - Madison Division of Intercollegiate Athletics has complied with all aspects of contractual agreements that would have a material effect on the financial statement in the event of noncompliance.
- 22. The financial statements include all related organizations.
- 23. Capital assets are properly capitalized, reported, and, if applicable, depreciated as disclosed in the Notes to the Statement of Revenues and Expenditures – Budgetary Basis.
- 24. We have identified to you any previous financial audits, attestation engagements, performance audits, or other studies related to the objectives of this audit and agreed-upon procedures being undertaken and the corrective actions taken to address significant findings and recommendations.
- 25. With respect to your engagement to apply agreed-upon procedures as identified by the National Collegiate Athletic Association (NCAA), dated April 10, 2019, as of and for the year ended June 30, 2019, and the supplemental procedures agreed to by the University of Wisconsin – Madison Division of Intercollegiate Athletics ("Athletic Department"), we confirm to the best of our knowledge and belief, the following representations made to you during your engagement:
  - a. We are responsible for the financial and NCAA compliance-related data of the Athletic Department.
  - b. As of and for the year ended June 30, 2019, the Statement of Revenues and Expenditures-Budgetary Basis is presented in accordance with NCAA guidelines.
  - c. The Chancellor's office of the University of Wisconsin-Madison and the Athletic Department's management selected the criteria. We are responsible for determining that such criteria are appropriate for our purposes.

Baker Tilly Virchow Krause, LLP

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- d. We have disclosed to you all known matters related to noncompliance with NCAA reporting guidelines.
- e. We have disclosed to you any communications from regulatory agencies, internal auditors, and other independent practitioners or consultants, and others affecting the Athletic Department and NCAA reporting.
- f. We have provided you with access to all records that we believe are relevant to our compliance with the NCAA.
- g. We have responded fully to all inquiries made to us by you during the engagement.

To the best of our knowledge and belief, no events, including instances of noncompliance, have occurred subsequent to June 30, 2019, and through the date of this letter that would require adjustment to or disclosure in the aforementioned financial statement.

Sincerely,

UNIVERSITY OF WISCONSIN MADISON DIVISION  
OF INTERCOLLEGIATE ATHLETICS

Signed:   
Barry Alvarez  
Athletic Director

Signed:   
Chris McIntosh  
Deputy Athletic Director

Signed:   
Adam Barnes  
Associate Athletic Director-Business Operations

**WISCONSIN PUBLIC MEDIA:  
TELLING WISCONSIN STORIES**

**REQUESTED ACTION**

For information only.

**SUMMARY**

University of Wisconsin-Madison (UW-Madison) Division of Wisconsin Public Media (WPM) operates PBS Wisconsin<sup>1</sup> and Wisconsin Public Radio (WPR) in partnership with the Wisconsin Educational Communications Board (ECB).<sup>2</sup> ECB is an independent state agency that distributes public broadcasting and public safety services to the state. ECB and the Board of Regents are required by statute to maintain an affiliation agreement for the coordinated operation of services.<sup>3</sup> PBS Wisconsin programs and distributes four broadcast channels (PBS Wisconsin Main Channel, Wisconsin Channel, Create and PBS Kids 24/7) across the state. WPR programs two statewide broadcast networks (Ideas Network and News & Classical Network) distributed statewide.

PBS Wisconsin is a member station of the Public Broadcasting Service (PBS). WPR along with its campus affiliates are members of NPR. Both PBS Wisconsin and WPR maintain strong broadcast audiences while continuing to expand in the digital and mobile spaces. During Fiscal Year 2019, PBS Wisconsin served 1.4 million people each month through its programs delivered via broadcast, online, classroom education services and in community programs across Wisconsin. During the same period, more than 425,000 listeners tuned in each week to WPR and digital consumers accounted for more than 11 million pageviews of WPR's websites throughout the year.

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<sup>1</sup> Wisconsin Public Television changed its name to PBS Wisconsin in November 2019.

<sup>2</sup> PBS Wisconsin is a television network of six stations and six translators. The Board of Regents hold the FCC license for WHA-TV (Madison); the remaining television licenses are held by the ECB. Wisconsin Public Radio operates two statewide networks with a total of 29 stations and 13 translators. The Board of Regents hold licenses for 9 stations and 1 translator of the Wisconsin Public Radio network; ECB holds licenses for 17 stations and 5 translators; the remaining licensees are operated by other non-commercial educational entities through affiliation agreements.

<sup>3</sup> Wis. Stat. §36.25(5).

The Wisconsin Idea is embedded in the values of WPM and is the guiding principle in its second century of distributing and producing significant content for the people of Wisconsin. Both WPR and PBS Wisconsin offer a wide variety of news, education and cultural content. For example, WPR provides statewide news coverage with regional reporters based in Milwaukee, Madison, La Crosse, Green Bay, Eau Claire, Wausau and Superior along with two full-time State Capitol reporters. PBS Wisconsin provides weekly in-depth reporting on *Here and Now* and released three documentaries in FY2019 covering significant statewide issues: *Not Enough Apologies: Trauma Stories*; *Portraits from Rural Wisconsin*; and *Medicine on Main Street*.

WPR launched a new weekend series, *BETA*, featuring “provocative profiles of people changing our world through arts, culture and technology” offered in broadcast and podcast formats. PBS Wisconsin released the latest in its historical series of *Wisconsin Hometown Stories: Eau Claire*. The Eau Claire also community inspired the latest PBS Wisconsin Education project: *Joe Bee Xiong: War to Peace* which explores the Hmong experience and culture in Wisconsin. These examples are a sampling of the significant content produced in the past year by PBS Wisconsin and WPR designed to inform, educate, engage and enlighten the people of Wisconsin.

## **Presenter**

- Gene Purcell, Director of Wisconsin Public Media, UW-Madison

## **BACKGROUND**

The Board of Regents of the University of Wisconsin System is the licensee of 15 FCC non-commercial broadcasting licenses across the state. The Division of Wisconsin Public Media, UW-Madison operates the following stations either wholly or in partnership with campuses; including: WHA-AM and WHA-TV, Madison; WUWS-FM, Ashland; WUEC-FM, Eau Claire; WHID-FM, Green Bay; WLSU-FM, La Crosse; WVSS-FM, Menomonie; WRST-FM (Oshkosh); WRFW-FM, River Falls; and KUWS-FM, Superior. The remaining stations are managed at the campus level: WSUM-FM (Madison), WUWM-FM (Milwaukee), WSUP-FM (Platteville), WWSP-FM (Stevens Point), and WSUW-FM (Whitewater). As the licensee of these stations, the Board of Regents is accountable to the FCC for compliance with all statutory and regulatory requirements. The purpose of this summary is to provide the Regents with information essential to fulfilling their oversight obligations. The President of the UW System delegates authority and responsibility for operational administration of these stations to the chancellors of the institutions where the stations are located.

## **ATTACHMENTS**

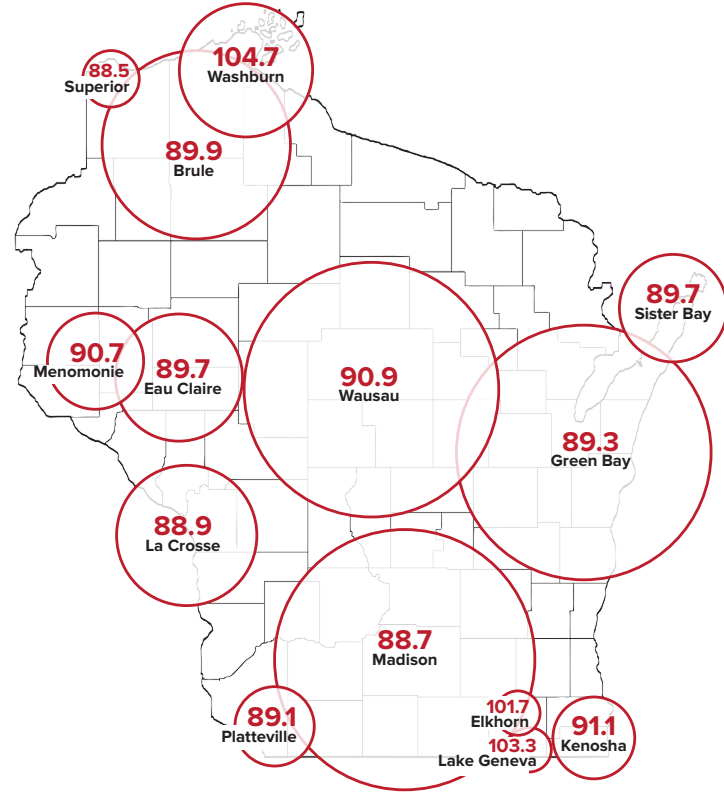
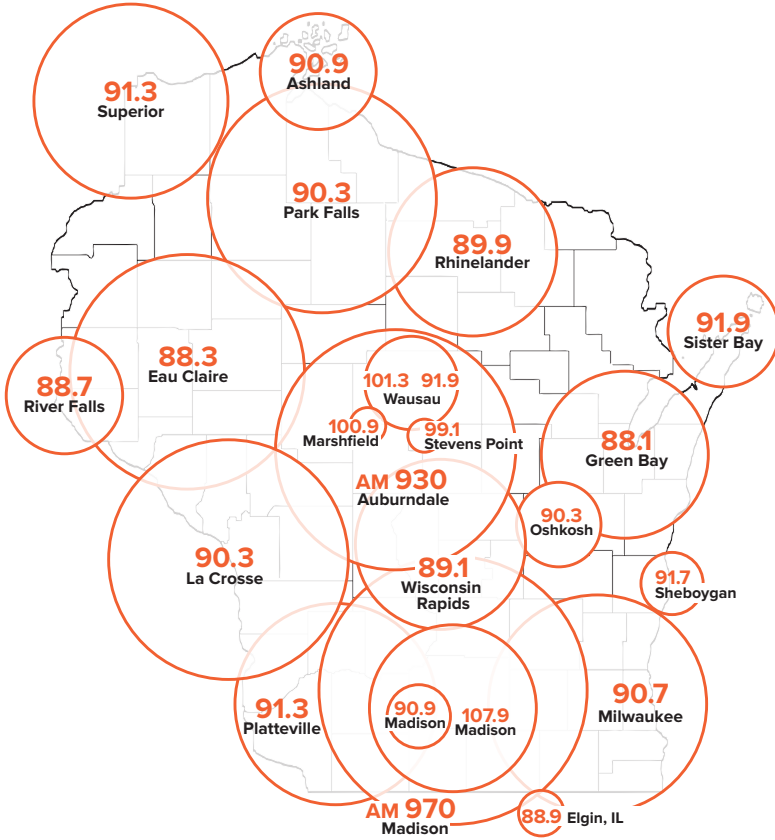
- A) Coverage Maps
- B) Wisconsin Public Radio Annual Report
- C) PBS Wisconsin Annual Report

# The Ideas Network

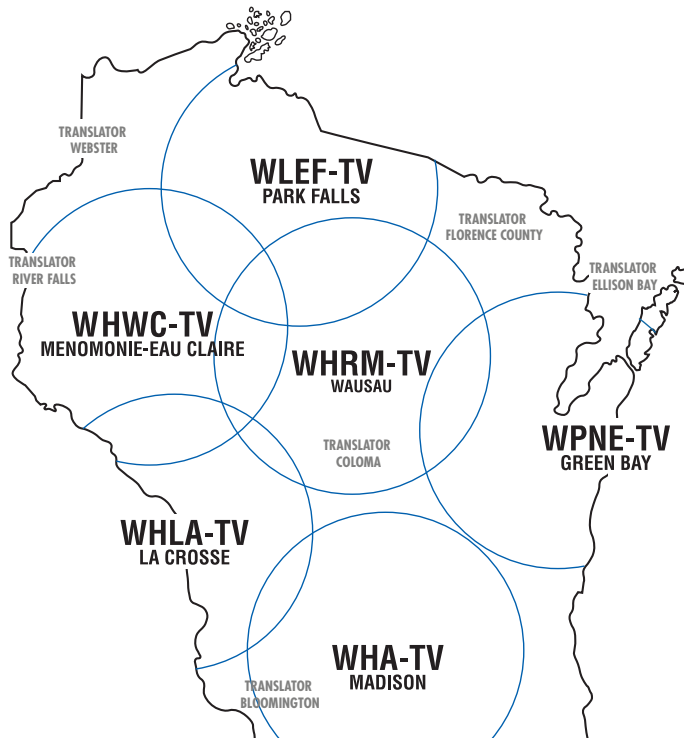
Be informed and inspired by conversation and entertainment from Wisconsin and the nation.

# News & Classical

WPR and NPR journalists offer local, national and global news with classical music during the day and overnight.



Providing the best in local and national content for Wisconsin





**WISCONSIN**  
PUBLIC RADIO  
Annual Report 2019



# 2019 At A Glance

For more than 100 years, Wisconsin Public Radio has enriched life in the state with free and independent content that informs and inspires individuals and communities.



**459K**  
Listeners a  
Week

**426,000 listeners on air, 33,000 online**  
Our two main networks, NPR News & Music and The Ideas Network, are available on air and online. We also offer an All Classical channel online and via HD radio.



**7 News Bureaus**  
**37 Stations**

We serve the state with local staff and studios in Madison, Milwaukee, Green Bay, Wausau, Superior, Eau Claire and La Crosse. We also maintain a business office in Appleton.



**11M**  
Pageviews

WPR.org served more than 11 million pageviews on topics including news, current affairs, science, pop culture and much more.



**52K+**  
Members

Our single largest source of support is from individual listeners like you — thank you!





## Outstanding Journalism

WPR's news team reports on urgent issues every day, while also taking a deeper look at the economic, political and cultural fabric of Wisconsin. In 2019, WPR explored Wisconsin's complicated relationship with alcohol in the special series "High Tolerance." In more than 20 stories featured in our newscasts, talk shows and on wpr.org, the project examined the many ways alcohol impacts our lives. Stories ranged from profiles of women in the industry to the challenges of finding alcoholism treatment in rural areas.

Our commitment to outstanding journalism extended to digital-first projects as well. Our seven-episode podcast "Derailed" dug into the real story of how high-speed rail almost came to Wisconsin. Rigorously reported by Capitol Bureau Chief Shawn Johnson and Special Projects Reporter Bridgit Bowden, the podcast reexamined a story from the recent past and shed light on today's partisan political landscape.

We added expertise to our team by hiring a new rural communities reporter and a sports reporter in 2019. WPR also continued to train the next generation of journalists through our three news fellowships. Fellows received hands-on experience in public radio news production and ethics.

Photos: Lee Ester News Fellow Phoebe Petrovic covering Gov. Evers' inauguration, WPR's Shawn Johnson and Bridgit Bowden discussing "Derailed" at a live event in Madison.



## Community Connections

Our extensive network of studios and reporters is on the ground and building connections on air, online, and in communities statewide. Last year we invited students at Monona Grove Liberal Arts Charter School to create pieces for “Wisconsin Life.” The students told the stories that they most wanted to tell — about themselves, their families, music and history. Working with producer Maureen McCollum, students learned interviewing skills and audio production. The final stories were broadcast statewide in “Classroom Frequency: Student Voices From Wisconsin.”

This year our WHYsconsin series took off, producing more than 20 stories based on listener-submitted questions about Wisconsin, its people and its culture. From the state’s complicated county road naming scheme to Hodags to ways to safely traverse frozen lakes and rivers, all questions were welcome.

Every day, The Ideas Network invites Wisconsinites to share their perspectives on the issues that matter to them. This year we broadcast from Superior on the one-year anniversary of the Husky Energy refinery fire, as well as from Mineral Point Elementary School to explore Wisconsin history.

Photos: “Classroom Frequency” contributor and student Jasnen Valencia in WPR’s music library, “The Morning Show” Host Kate Archer Kent on the air.



## Inspiration and Engagement

Classical music forms the core of WPR's music offerings, with more than 100 hours broadcast each week. Throughout 2019, we aired world-renowned artists side by side with some of Wisconsin's best musicians. Our commitment to celebrating young talent included the statewide broadcast of selections from the annual Wisconsin School Music Association Honors Concerts and the Madison Symphony Orchestra's "Final Forte" Bolz Young Artist Competition. WPR also offered a mix of Wisconsin-hosted jazz, world, folk, blues and Native American music each week on statewide and regional networks.

WPR listeners are engaged and curious. In 2019, we invited thousands to try something new with live events in communities across the state. We celebrated 40 years of "Simply Folk" with Grammy Award nominees Dom Flemons and Mary Gauthier, and Madison favorite Cris Plata. Milwaukee listeners signed up for The Explorers Club to learn pickling and food preservation skills. The "WPR Politics Podcast" team recorded live episodes in Washburn, Waukesha and Chippewa Falls. And we invited listeners out to parks, breweries, and concert venues for listener appreciation events across the state.

Photos: Members of the Wisconsin Youth Symphony Orchestra performing on "The Midday," Grammy Award winner Dom Flemons at the "Simply Folk" 40th Anniversary Shindig.



Front Cover Photos: (Clockwise from top left) "The Morning Show" on a reporting trip near Superior, "Old Time Radio Drama" live on stage at a sold-out show in Oshkosh, Grammy Award nominee Mary Gautier at our "Simply Folk" 40th Anniversary Shindig, WPR fans pose for a photo with "The Road to Higher Ground" Host Dr. Jonathan Øverby.

Back Cover Photos: (Clockwise from top left) Members of the Wisconsin Youth Symphony Orchestra performing on "The Midday," WPR fans at our 2019 Milwaukee Listener Appreciation Event, audience members at our sold-out "Derailed" launch in Madison, 2019 Second Century News Fellow Alana Watson.

Questions? Contact Audience Services at 800-747-7444 or [listener@wpr.org](mailto:listener@wpr.org)





2019 Local Content Report  
 PBS Wisconsin

## AN ESSENTIAL RESOURCE FOR WISCONSIN



Angela Fitzgerald is host of Wisconsin Life.

### PBS Wisconsin

PBS Wisconsin was founded to connect the people of Wisconsin through the public service mission known as The Wisconsin Idea. That philosophy states that knowledge and education should be freely shared among all citizens, specifically by extending the learning, resources and expertise of the University of Wisconsin to the borders of the state (and beyond), so that everyone may take full and equal advantage of civic and economic opportunity, make broad and deep social connections and strengthen our democracy. PBS Wisconsin is proud to have been a rich part of this tradition since its inception. Now, as then, we continue to pursue our mission of community service: on the air, in our communities and online.

### Local Impact

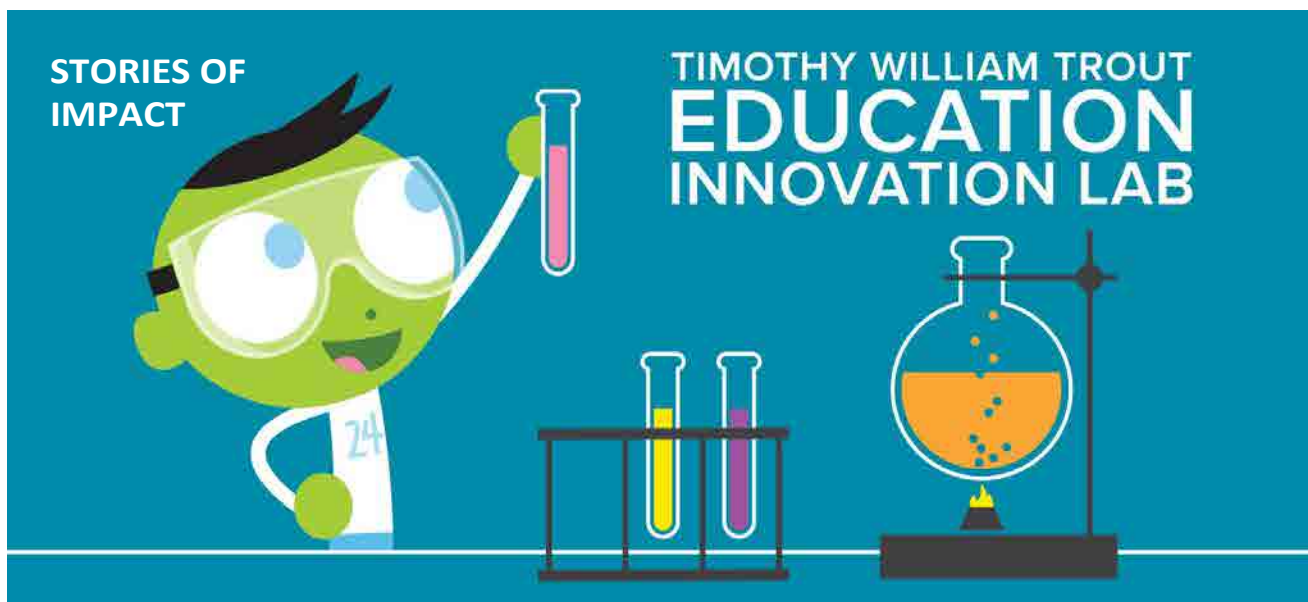
PBS Wisconsin tells the story of our state through the many voices of its residents. Through our programs and educational and community initiatives, we share the history, culture, news and educational resources that make Wisconsin unique.

As service providers, we use all available platforms to reach all of our communities, uniting Wisconsin's diverse residents, including Wisconsin's 60,000 K-12 teachers. PBS Wisconsin's four broadcast channels, plus our digital, classroom education services and community engagement programs serve more than 1.4 million people across Wisconsin each month.

### PBS Wisconsin Shares, Serves, Informs, Educates, Entertains, Connects

#### 2019 stories of impact focus on:

- **Serving Youth:** Youth services through high-quality early learning programming, spotlighting young performers, educator resources, school readiness, early literacy opportunities, and a comprehensive K-12 education unit.
- **Building Community:** Online and in-person engagement that explores new ways to reach new audiences and brings people together to share stories, learning, and fun!
- **Sparking Conversation:** Unbiased news and public affairs programming that delves into the issues and topics affecting local communities most and giving Wisconsin residents fact-based starting points for conversation.
- **Bridging Wisconsin's Past and Present:** Spotlight on Wisconsin, sharing and preserving our rich history, and building bridges of understanding and compassion across the state's diverse communities.



### Tim's Lab: A Visionary Investment in science, technology, engineering, arts, and mathematics (STEAM) Education

PBS Wisconsin launched the Timothy William Trout Education Innovation Lab (Tim's Lab) in 2019 in partnership with University of Wisconsin-Madison. Working with the University's prestigious Wisconsin Institutes for Discovery, PBS Wisconsin employs the resources of public media to connect world-class research to teachers and students. We are creating experiences and content to build science, technology, engineering, arts and mathematics (STEAM) identity, illuminate STEAM career pathways; and support the teaching of STEAM concepts, practices, and ways of thinking.

- **Tiny Earth** is a global network of students and instructors dedicated to discovering new antibiotics through student-sourced field research. The **Tiny Earth Lab**, housed at the Wisconsin Institute for Discovery,

seeks to inspire students to pursue careers in science through original laboratory and field research, while also aiming to address a worldwide health threat: the diminishing supply of effective antibiotics.

- **Meet the Labs** is a series of mini-documentaries and supplemental classroom materials developed to activate student discovery by engaging with the research conducted by labs housed at the Wisconsin Institute for Discovery, Wisconsin Alumni Research Foundation, the Morgridge Institute for Research and beyond.
- **Future Self** will be designed to support career-choice initiatives in classrooms across Wisconsin. The interactive project features short videos of Wisconsin professionals working in or pursuing careers in STEAM fields. Middle school students, using their own interests as a foundation, will explore videos and profiles of the featured individuals' personal journeys, and make connections based on shared interests, beliefs and experiences. **Future Self** seeks to help students answer the question: "How am I like a scientist?"





*Family fun time at Family and Community Learning workshops in Cashton and Westby.*

District, Westby Bekkum Library, Westby Lutheran Church, Cashton Area School District and the Cashton Public Library to facilitate enriching family engagement events. In 2019, partners hosted 28 events, with an emphasis on STEAM, literacy and play-based learning.

Westby Elementary principal Bruce Peterson said that the successful implementation of Ready to Learn programming at his school helped “light the schoolhouse,” keeping the school open beyond school hours. This partnership allowed the school to introduce more afterschool family engagement opportunities that have had great success. For example, they recently hosted a Math Night and had more than 70 attendees. Additionally, the school is building a “STEAM Closet” that has Ready to Learn activity-specific supplies in it for teachers to activate this learning in their own classrooms.

In an effort to promote STEAM play and learning, PBS Wisconsin Education set up mini makerspaces for community use at both libraries and the Westby Lutheran Church. Librarians have used these makerspaces for hands-on, engaging tools during storytime. They are also utilized during their after-school programs.



### **Lasting Impact for Early Learners in Cashton and Westby**

Through a federal **Ready to Learn** grant, PBS Wisconsin is working in two rural communities northwest of Madison to support early learning through development of a Community Collaborative for Early Learning and Media. PBS Wisconsin partnered with educational and community leaders in the village of Cashton in Monroe County and the neighboring city of Westby in Vernon County. These communities have little access to regulated childcare centers, private pre-schools or collaborative partners such as a YMCA or a Boys and Girls Club. The majority of early childcare providers are unregulated and may not be equipped to build school readiness.

Members of the PBS Wisconsin Education team have been working closely with the Westby Area School





*“I cannot wait to share this with my students. This is another resource that we can use in our Hmong culture class! Truly, this is a great project, and I especially love how the animation turned out. I felt like cheering at the end!”*

—Pua Song, Hmong Culture Specialist at the American Hmong Peace Academy



The design of *Joe Bee Xiong: War to Peace* was inspired by story cloths, a distinctive textile used in Hmong storytelling.

*“Your team has done an amazing job with the Joe Bee Xiong project. The website has a perfect combination of text, images and video so students have many ways to access the story (and at many levels).”*

—Joel Raney, Former Eau Claire Area Hmong Mutual Assistance Association Culturally Responsive Coach

## Partnering with Eau Claire Educators to Create Needed Hmong Cultural Resources



Joe Bee Xiong

The Wisconsin **Hometown Stories** series is a multimedia project profiling key regions in Wisconsin through television documentaries and local history resources tailored to meet community educational needs. In the development of the project in Eau Claire, educators emphasized a need for more

digital learning resources – especially biographies and curriculum materials about the area’s Hmong community.

Together with these educators, PBS Wisconsin Education created **Joe Bee Xiong: War to Peace** as a suite of culturally responsive digital resources available on [pbswisconsineducation.org](http://pbswisconsineducation.org) and [pbslearningmedia.org](http://pbslearningmedia.org) for all students to use in their classrooms or other learning environments.



PBS Wisconsin’s *Kindness in the Classroom* video series is designed to help pre-k and kindergarten students.

## Planting the Seeds of Kindness

PBS Wisconsin teamed up with the Center for Healthy Minds at UW-Madison to activate the research backed *Kindness Curriculum* in the video series **Kindness in the Classroom**.

**Kindness in the Classroom** is a multi-part video series designed to empower educators who want to bring mindfulness into their classrooms. The series starts with insight into the positive impacts of teaching mindfulness, and then demonstrates implementation of the *Kindness Curriculum*: a free 24-lesson mindfulness guide designed for early learning classrooms.

*“This curriculum teaches the most important skills children need to do well in school and in the world.”*

—Rena Henning, Community Care and Preschool in Beaver Dam



*"I appreciated all of the workshops and seminars around the video production process. The team-building activities in the beginning of the workshop were KEY to the success and the camaraderie that was created. I have never attended a PD [professional development] session that was so built around relationships as this one was!*

*You did a phenomenal job modeling the strategies that you presented to us and I plan on taking those with me back to my school. The mentoring by PBS Wisconsin and PBS SRL staff was key in the success of this! It was incredibly hands on and engaging. I LOVED that we created a piece about one another. It was a lot safer than having to go out and find a story on the streets and we got a great piece to treasure. THANK YOU!"*

*—Andi Kornowski, Click Teacher Summer Camp Attendee*



### Video Production Immersion Summer Camp for Educators

The Click Youth Media program supports educators in teaching digital literacy and media production. The program also develops the ability of students to understand and interpret media, engage with it through critical dialogue and produce their own media, building a critical 21<sup>st</sup> Century skill set.

In August 2019, PBS Wisconsin Education hosted the first **Click Teacher Summer Camp: A Video Production Immersion**, a three-day professional development conference for educators looking to implement digital programming, including video production, podcasting and digital storytelling skills in their classrooms.



### PBS Wisconsin Education Introduces Bright by Text

**Bright by Text** is a free educational text-based subscription service that provides parents and caregivers with quality information and trusted links to resources for child learning. The messages are comprised of age-specific, locally and nationally curated, research-based content from Bright by Three and other trusted providers, including PBS Kids, PBS Parents, Vroom, and Sesame Workshop. Available in English and Spanish, these tips and games are for children ages 0-8.



Parents can subscribe with their child's age and zip code to receive relevant messages delivered directly to their phone.

*“My daughter said more to Daniel Tiger in the last ten minutes than she’s said to me in the last ten years.”*

*—a mother who participated in PBS Wisconsin’s Sensory Friendly Time at Get Up and Go!*



### **Twenty-one Years of Get Up and Go! Two Years of Sensory-Friendly Time**

PBS Wisconsin’s longstanding **Get Up and Go! Day** active-lifestyle event and live broadcast turned 21 this year. The event teaches pre-school kids and their families about healthy choices and active lifestyles.

Bringing families together with PBS KIDS characters Daniel Tiger and Katerina Kitty cat, music from Steve Songs, as well as local health partners and nutritionists, musicians and artists, fitness enthusiasts and local activity-focused youth non-profits, the popular event was held in Madison, Appleton and La Crosse with total in-person attendance of more than 3,000 people.

PBS Wisconsin proudly expanded **Get Up and Go! Day Sensory-Friendly Time** in Madison in 2019 from one hour to two, bringing the event to 30 families with children who need social and sensory accommodations. Collaborating with the Autism Society of Southcentral Wisconsin, PBS Wisconsin strives to make all Wisconsin early learners feel seen and included in PBS Wisconsin’s **Get Up and Go! Day**.

### **Spotlighting Wisconsin’s Talented Young Performers**

PBS Wisconsin has a long tradition of showcasing the creative achievements of Wisconsin’s young performers and the hard work that goes on behind the scenes. The annual broadcast and popular live stream of the *Jerry Awards* celebrates Wisconsin high school musical theater and serves to encourage, recognize, and honor excellence in our young performers in the state. *The 2019 Jerry Awards* was streamed by nearly 7,000 viewers from across Wisconsin and around the world, including the UK, Canada, Brazil, Poland, France, Norway, and Germany. The *Jerry Awards* will be celebrating its 10<sup>th</sup> year of exhibiting student’s talent in its upcoming 2019/2020 season.

*“Programs such as these bring the opportunity to enjoy the talents of young people and listen to music viewers may not have had a chance to hear, hopefully fostering a desire to seek out live performances. Awesome as always!”*

*—Cynthia from Shawano*



*Below: The 2019 finalists in the Bolz Young Artist Competition (featured left to right): violinist Monona Suzuki, cellist Grace Kim, flutist Holly Venkitaswaran and pianist Antonio Wu.*



### The 2019 Bolz Young Artist Competition

The **2019 Bolz Young Artist Competition** was broadcast from the Overture Center for the Arts in March 2019. The four featured musicians included Monona Suzuki, a sophomore from Madison West High School; Grace Kim, a junior from Waunakee Community High School; Holly Venkitaswaran, an

e-Achieve Academy senior from Lisbon; and Antonio Wu, a sophomore from James Madison Memorial High School.

This now-annual broadcast aims to inspire artists, young and old, to explore and share their passions, bringing to life new talent and a refreshing perspective on the love of classical music.

### Music from Madeline Island

**Music From Madeline Island** captured talented young artists and world-renowned musicians performing at Madeline Island Chamber Music, a summer music festival located near the shores of Lake Superior. The program shared the daily life of the festival's young musicians, ages 14-25, as they honed their craft, received intensive training, performed in public concerts, and explored the beauty of the island.



## BUILDING COMMUNITY



*“Very well run with a great assortment of vendors, classes, lectures and quilts on display. The quilts on display were inspiring and breathtaking in some instances. This was my first time attending and I plan to return in future years, even though it was a six-hour drive for me.”*

—Feedback from The Great Wisconsin Quilt Show attendee

### New Name, Same Quilting Extravaganza

PBS Wisconsin’s **Quilt Expo** changed its name to **The Great Wisconsin Quilt Show** in 2019. Although the name of the popular quilting event evolved, its commitment to serving quilt communities across Wisconsin, the Midwest and across the nation remains unchanged. More than 20,000 quilting enthusiasts joined us this year to enjoy 286 quilts on display in the Quilt Contest exhibit, 239 quilts in 11 special quilt exhibit areas, 41 quilts in the new Log Cabin Quilt Challenge exhibit and 16 quilts in the Modern Mini Quilt Challenge exhibit. The show also included 126 informational lectures, 26 stage presentations and 31 interactive Sit & Sew workshops. More than 30 bed-size quilts and tops were collected and completed for the “Quilt to Give” community service project to benefit Enchanted Makeovers and Domestic Abuse Intervention Services (DAIS). And, more than 500 community volunteers contributed over 3,400 hours in support of the show.



*The Great Wisconsin Quilt Show entertains and educates a group of attendees.*



*Bill C. Malone, a featured historian in one of the Wisconsin Country Music Minutes.*

### Wisconsin Country Music Minutes Gather a Crowd Online

PBS Wisconsin brought the panoramic view of **Country Music: A Film From Ken Burns** closer to home, offering up opportunities for viewers to connect with the music’s local roots. This work included nine **Wisconsin Country Music Minutes**, featuring historian Bill C. Malone, who introduced viewers to Wisconsin artists who made and continue to make an indelible imprint on this shared songbook. Shared online and on air in conjunction with the documentary’s primetime broadcast, PBS Wisconsin’s **Wisconsin Country Music Minutes** were viewed 27,786 times on Facebook and 1,453 times on [pbswisconsin.org](http://pbswisconsin.org).

Leading up to the documentary in May, PBS Wisconsin also hosted the **The Story of Country Music**, a book talk and lecture by Malone. Held as a public event in Madison and a *University Place* recording for broadcast on PBS Wisconsin, the talk was also live streamed to 4,000 viewers.

In November, Malone was onsite to talk about his participation in the film and experiences working with Burns at the preview screening of **Country Music** at Madison’s Monona Terrace. This event was also live streamed to 1,600 viewers, with additional viewership coming from [pbswisconsin.org](http://pbswisconsin.org).



*Keire Johnson (right), featured in Minding the Gap, talks with youth participants of Community Action Inc.'s Fresh Start program in Beloit.*

***“We need so much help in this area to understand the direction our country is going. The numbers are staggering - incarceration, suicide, bullying, gun violence, mental health issues. We need help. We need resources and programs like this bring us together with shared experiences.”***

*—Mary from Madison*

### **Beloit Youth Discuss Trauma, Recovery and Redemption**

Students from the Beloit Fresh Start Youth Build GED and job-training program led a frank and vulnerable conversation with **Minding the Gap** filmmaker Bing Liu and film subject Keire Johnson at a public screening of the Academy Award- and Emmy-nominated documentary that aired statewide on PBS Wisconsin.

**Minding the Gap** is the directorial debut of Rockford-raised filmmaker Bing Liu. Filmed over a span of 12 years in Rockford, it begins as a skateboarding film and evolves into an exploration of the long-term effects of domestic violence, race, class and education in the Illinois-Wisconsin state line region.

With funding from POV-American Documentary, and in cooperation with enthusiastic local partners that included Community Action, Inc. of Rock County and the Beloit International Film Festival, PBS Wisconsin brought together a broad cross-section of about 130 Beloit-area residents for an evening of food, film and critical dialogue.

### **Not Enough Apologies: Trauma Stories Explores New Approaches to Trauma**

PBS Wisconsin selected May, Trauma-Informed Care Awareness Month, to share the new documentary, **Not Enough Apologies: Trauma Stories**. The program explores the effects of traumatic experiences on children and adults and new responses to it. It tracks survivors of trauma and their lived experiences, including repeated foster care, treatment center and juvenile prison placements.

**Not Enough Apologies: Trauma Stories** shows how adverse childhood experiences can cause changes in the brain and result in cascading behavioral and mental health problems. It takes viewers inside juvenile courtrooms to understand the world of children in need of protection and services.

Wisconsin is regarded as a model for its response to trauma. The documentary explores novel approaches across the state where service providers are working to be responsive to trauma in efforts to change the trajectory for affected children. PBS Wisconsin additionally launched an online resource page with statewide clinical partners to share additional information and provide comprehensive information about available community services.

PBS Wisconsin is working with several partners and communities on an ongoing engagement campaign. The goal is to connect community stakeholders to proactively raise awareness about the impact of trauma, to share best practices for trauma remediation and to provide information about accessing community support.



## News, Politics and Public Affairs

PBS Wisconsin is deeply committed to providing trustworthy, unbiased and well-reported news and public affairs programs for Wisconsin residents, along with thoughtful analysis by local and national experts.

**Here & Now**, our Regional Emmy Award-winning weekly series, provides in-depth coverage of politics, current events, newsmakers and diverse issues from across the state. Viewers can also hear directly from public servants with PBS Wisconsin's live coverage of the State of the State and biennial state budget addresses, as well as the annual State of the Tribes Address and many other civic events.

Beyond television, PBS Wisconsin also provides a number of online news and information services and resources, including *WisContext* and *Noon Wednesday*, as well as a comprehensive voter resource site, *WisconsinVote.org*.



Here & Now anchor Frederica Freyberg

## Here & Now

**Here & Now** is PBS Wisconsin's weekly news and public affairs series, airing each Friday evening statewide on PBS Wisconsin. Below are a few highlights from 2019.

On Nov. 22, **Here & Now** anchor Frederica Freyberg interviewed Sen. Ron Johnson, R-Oshkosh, in the heat of the impeachment hearings in Washington, where he was frequently mentioned by witnesses because of his role on the Senate Foreign Relations Committee and his work on Ukraine issues. <https://pbswisconsin.org/wpt-video/here-and-now/us-senator-ron-johnsons-full-interview-dlwtp/>

This year, PBS Wisconsin invested in new *LiveU* technology to facilitate live, on-location broadcast and webstreaming features. PBS Wisconsin journalists plan to make robust use of this technology to interview people throughout the state, as well as for live nightly

reporting from the Democratic National Convention in Milwaukee and the Republican National Convention in Charlotte in 2020.

This two-part report on Chronic Wasting Disease by Zac Schultz includes a real-time *LiveU* interview with the **Here & Now** anchor and reporter. <https://pbswisconsin.org/wpt-video/here-and-now/wisconsin-hunters-chronic-wasting-disease/>



## Noon Wednesday

*Noon Wednesday*, one of PBS Wisconsin's newest News & Public Affairs series, is a weekly digital news interview program livestreamed on Facebook every Wednesday at noon. PBS Wisconsin digital news producer Marisa Wojcik hosts the show and invites guests who speak on diverse issues and topics relevant to Wisconsin. In 2019, Noon Wednesday has covered issues of domestic violence, Wisconsin's right-to-farm law, climate change, access to the internet, flood damage, vaccination, and much more.

### New “News” Web Page

This year, the PBS Wisconsin News Unit launched a new web page to provide audiences a more integrated and accessible means of interacting with our journalism resources. Found by visiting [pbswisconsin.org](http://pbswisconsin.org) and clicking on the News tab, the page will continue to be populated with additional assets, including original web articles, long-form original content, partner resources and more.

### WisContext: A Multimedia News and Information Service

**WisContext** is a digital news and information publication, a broadcast partnership and syndication service developed in collaboration between PBS Wisconsin and Wisconsin Public Radio.

[WisContext.org](http://WisContext.org) explores long-term issues and emerging trends affecting life in Wisconsin, with focuses in 2019 on trauma-informed care, the dairy-state economy, demographic change and climate science. This content is curated into multi-story series that offer an in-depth and extended look at how



(CREDIT: Sharon Mollerus/CC BY 2.0)

themes developed in Wisconsin’s history, and the ways they are shaping Wisconsin’s future. **WisContext** also presents original content and important studies and data from academic experts such as the University of Wisconsin’s Applied Population Lab, drawing on their specialized expertise and research.

In 2019, the **WisContext** team worked on two particularly compelling series aimed at informing the conversation about climate change in the Midwest, “Climate Science and Wisconsin” and “Extreme Participation and Wisconsin’s Climate.” “From the environment to human health to the economy, gauging the impacts of a changing climate is an urgent scientific endeavor with implications for every Wisconsinite and **WisContext** provides deep exploration of these critical issues and complex systems.



A WisContext report on climate change featured this bridge in Bayfield County overcome by flooding at the end of summer. (CREDIT: Wisconsin Emergency Management)





### Ma'iingan: Brother Wolf

The Ojibwe share a deep connection with Ma'iingan, their name for wolf. Their creation story explains that Ma'iingan was created to be a brother to Original Man. Because their fates are entwined, what happens to one will also happen to the other. Produced with support from elders in several Ojibwe communities, PBS Wisconsin shared the documentary **Ma'iingan: Brother Wolf** in 2019.

With insight from Ojibwe elders, biologists and visionary artist Rabbett Before Horses Strickland, this film captured enduring spiritual connections with Brother Wolf, the lasting bonds and responsibilities shared between native people and the wolf species and the opportunities and challenges presented by

the reintroduction and protection of the animals across reservation lands.

Friends of PBS Wisconsin also commissioned an oil painting titled "*Iskwaaj Nibi* [The Last Waterhole: Creating a New World]" by Strickland, an Ojibwe artist. The creation of Strickland's painting not only serves as a major plot point of the documentary but also as an artifact for educational outreach. In collaboration with the Chazen Museum of Art at UW-Madison, PBS Wisconsin hosted an educational outreach event centered on **Ma'iingan: Brother Wolf** and Strickland's painting.

This project builds on PBS Wisconsin's extensive prior work collaborating with native communities in Wisconsin to provide authentic and accurate information about Wisconsin's First Nations.

*"No one else would or could do it. This program added a whole layer of complexity to the controversy over wolves. The Ojibwe have a stake in the debate that very few are aware of."*

—David from Marshfield

*"There is no other source of programming of this quality. The assistance of the elders to tell the story, the art, and the use of the indigenous language was well used to create a thoughtful and educational program that was beautiful to look at as well."*

—Nancy from Wautoma

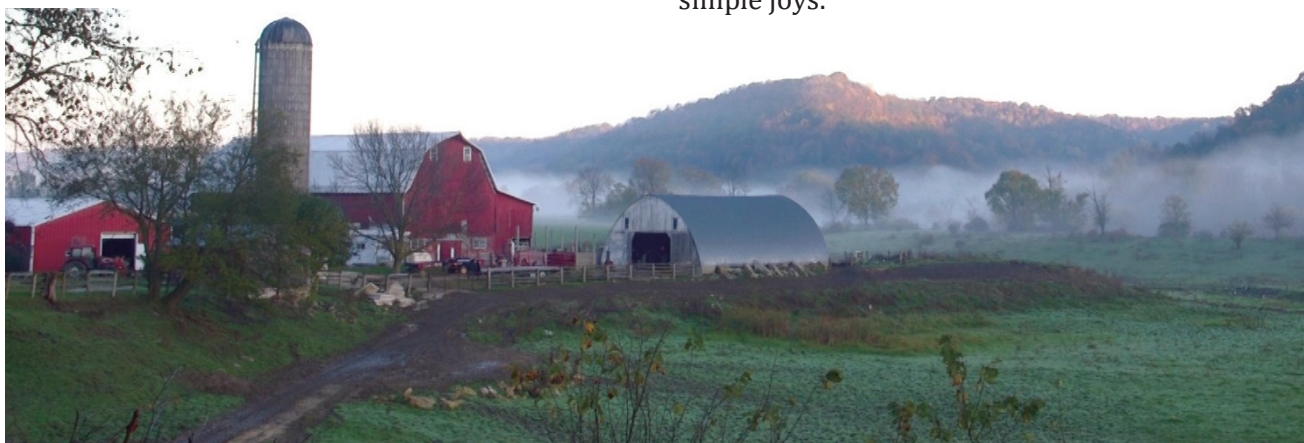


*Jon Miskowski, PBS Wisconsin Director of Television, unveiling Rabbett Before Horses Strickland's painting, which was featured in the documentary, at the premiere screening held at the Chazen Museum of Art in Madison.*



*“We are more and more isolated these days, living in our own worlds. Programming like Portraits from Rural Wisconsin offers an opportunity to remember we are all one, and the burden of one is mine, too.”*

—Pam from Portage



### Sharing Wisconsin’s Rural Perspectives

In 2019, PBS Wisconsin built on its long history of providing interesting, innovative and entertaining programs spotlighting rural perspectives.

**Portraits from Rural Wisconsin** premiered in April, comprised of a series of interwoven personal stories that show why some western Wisconsin residents still say that “rural life is the best life”—even in the face of hardship and change. PBS Wisconsin producer and reporter Andy Soth visited rural America to connect knowledge and understanding between Wisconsin residents.

### Michael Perry Documentaries

**Michael Perry: How Ya Doin’?** and **Michael Perry: Where I Come From** are two new PBS Wisconsin documentaries from 2019 featuring Michael Perry, both a rural Wisconsin pig farmer and *New York Times* bestselling author. In much of Perry’s work, you’ll often find the phrase, “Where I come from.” PBS Wisconsin discovered that’s a place of values and hard work and simple joys.



In both of the 2019 films, Perry shared heartwarming, poignant yet humorous stories about his childhood home, his family, grade school, high school, farm work, sports and becoming a writer. These were all woven together by the life lessons that teach us who we are. Four free screenings, including an audience question and answer session with Perry, were held in Wausau, Madison, Green Bay and Eau Claire.

### Medicine on Main Street

**Medicine on Main Street** explored the challenges of living in a rural community. Access to quality health care can be one of these challenges depending on where you live. In rural communities, it is becoming harder to recruit and retain talented health care professionals, specialists and mental health experts.

This documentary shows how pharmacists are working together to provide local residents with high-quality health care.



*“The life lessons and Badger spirit that Mike Leckrone has imparted on me and countless others is immeasurable, but this tribute to him, his life, his family and his legacy truly does justice to it all. Thank you so much for producing this incredible program! I loved it! I will be watching it many times!”*

—Bridgett from Middleton

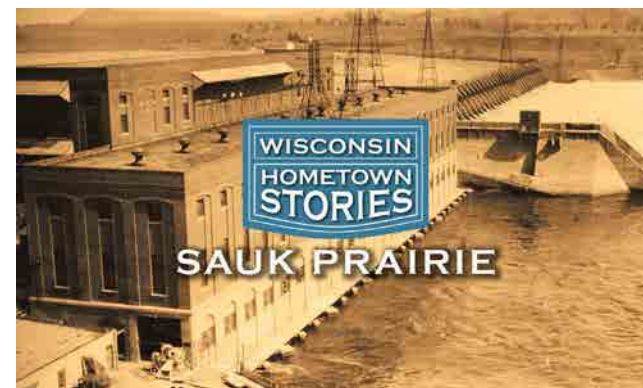
### Mike Leckrone: Wisconsin’s Showman

Premiering in November as a pledge special, **Mike Leckrone: Wisconsin’s Showman** reflected on the life and work of this legendary and talented composer, educator, mentor and entertainer. For 50 years, Professor Michael Leckrone led the University of Wisconsin-Madison bands and became the face of Badger school spirit, energy, and pride for fans across the state and country. He cultivated lasting traditions of the annual Varsity Band Concerts and Fifth Quarter after home Badger football games. Both reflective and celebratory, the documentary revealed aspects of Leckrone’s life and career that remained surprisingly unknown for someone in the spotlight for so long. Two free screenings were held in Madison, one for the general public and one at a senior residential living community.



### Wisconsin Hometown Stories: Sauk Prairie

The **Wisconsin Hometown Stories** series has been a PBS Wisconsin tradition for more than a decade, telling the history of the state one community at a time. PBS Wisconsin was excited to share Sauk Prairie’s rich history in 2019.



PBS Wisconsin producers met with many local residents, in community centers, libraries and homes, to recall and recapture Sauk City and Prairie du Sac’s past. PBS Wisconsin also worked with local historical societies, the school district and community leaders to identify stories, people to interview, and to secure the visual material necessary to produce the program, revealing a rich and compelling history that informs the present.

*“I could not wait to arrive to my desk to send the staff a HUGE thank you for an incredible job done on Wisconsin Hometown Stories. I was amazed for the entire 60 minutes and learned so much. Because of this show, I will never look at places, people or the impact of history the same way. Truly, it changed me for the better last night as the chamber director here. Thank you so much for seeing the potential in Sauk Prairie, and sharing its history.”*

—Tywana German from the Sauk Prairie Chamber of Commerce



*"I would just like to say thank you so much for Wisconsin Life! Angela Fitzgerald is SO good at her job. I just love her! She has so much enthusiasm when she goes around talks about all the interesting subjects of different people. I cannot tell you how much I enjoy this program. Please keep it on. I love Angela, she's does such a great job. Thank you so much!"*

—Caller to WPT Audience Services Department



### Wisconsin Life

Angela Fitzgerald explored Wisconsin yet again in the seventh season of **Wisconsin Life** that premiered this fall. Fitzgerald took viewers along with her as she visited Fincantieri Bay Shipbuilding in Sturgeon Bay, tried water skiing with the Plum Ski-ers Water Ski Show, met the Black Arts MKE Performing Arts summer campers as they created a show and journeyed to Wyalusing State Park to explore hiking trails and appreciate the view. **Wisconsin Life** is one of PBS Wisconsin's most inclusive and collaborative projects. The series celebrates what makes Wisconsin unique through diverse stories of its people and history.

**Wisconsin Life's** *Go With the Flow* episode from season six received a Chicago/Midwest Emmy Award this fall for the program's Outstanding Achievement for Magazine Programming. The series' *Coffin Artist* story, which showcased a Ghanaian carpenter living in Madison and crafting a rich African art tradition, also received an Emmy Award.

### Around the Farm Table

Inga Witscher hosted the seventh season of **Around the Farm Table**, which premiered this fall. In the show, Witscher's story becomes the vehicle for telling the stories of other interesting small-scale farmers the crew encounters along the way. PBS Wisconsin crews visited a beekeeper in Eau Claire, a dairy goat farm in Cross Plains, a beef cattle farm and rodeo in Hillsboro, a native onion forager in a maple forest outside of Viroqua, and many more.

Produced by PBS Wisconsin, **Around the Farm Table** is available for nationwide distribution on other public television stations through the National Educational Telecommunications Association. It currently airs on 39 channels throughout the system. The show's Facebook page has received viewer messages from all over the country, from Alaska to Puerto Rico.



*"Inga does a lot to support and showcase small, sustainable farming in Wisconsin, and as far as this family is concerned, Around the Farm Table is the most important show you have."*

—Family farmer

## 2019 AWARDS AND RECOGNITION



### Emmy Awards

#### Programming—Documentary—Cultural

*Hip-Hop U: The First Wave Scholars*

#### Programming—Human Interest

#### Program/Special/Series/Feature/Segment

*Wisconsin Life: “Coffin Artist”*

#### Programming—Magazine Program

#### Program/Special/Series

*Wisconsin Life: “Go with the Flow”*

#### Crafts Achievement—Off-Air Achievement

#### Editor —Program (Non-News)

*Hip-Hop U: The First Wave Scholars*

### International Serious Play Awards for Digital Games

#### Digital Games for K-12—Silver

*Jo Wilder and the Capitol Case*

### Wisconsin Broadcasters Association Awards

#### Best News Writing—1st Place

*Here and Now: “Emerge”*

#### Best Series or Documentary—1st Place

*Wisconsin Water From the Air*

#### Sports Reporting—2nd Place

*Wisconsin Life: “Talia’s Team”*

#### Best Series or Documentary—2nd Place

*Jerry Apps “One-Room School”*

#### Best Website—1st Place

*WisContext.org*

#### Best Website—2nd Place

*Hip-Hop U: The First Wave Scholars*

#### Best Topical Promotion—1st Place

*Wisconsin Water From the Air*

### Eric Sevareid Awards

#### Talk/Public Affairs—1st Place

*Here and Now: “Teen Homelessness Special”*

#### Team Multimedia Storytelling—1st Place

*Wisconsin Life: “Food Traditions website”*

#### Soft Feature—1st Place

*Wisconsin Life: “Seeds of Hope”*

#### Documentary Special—Award of Merit

*Hip-Hop U: The First Wave Scholars*

#### Individual Multimedia Storytelling—Award of Merit

*WisContext.org: “Wisconsin’s Special Elections Battle (9 URLs)”*

#### Photo Journalism—Award of Merit

*Wisconsin Life: “Coffin Artist”*

#### Talk/Public Affairs—Award of Merit

*Wisconsin Life: “Go with the Flow”*

#### Team Multimedia Storytelling—Award of Merit

*Hip-Hop U: The First Wave Scholars website*

### Milwaukee Press Club Awards

#### Best Online Coverage of News—Gold

*WisContext.org: “Foxconn and Great Lakes Water (9 URLs)”*

#### Best Use of Multimedia—Gold

*WisContext.org: “The Geography of Partisan Gerrymandering”*

#### Best Business Story or Series—Silver

*WisContext.org: “The Direct Primary Care Business Model”*

#### Best Investigative Story or Series—Gold

*WisContext.org: “Special Elections and Legislative Vacancies”*

#### Best Explanatory Story or Series—Bronze

*WisContext.org: “Why and When Flags Fly at Half-Staff”*

Friday, February 7, 2020

**APPROVAL OF ADMINISTRATIVE CODE RULE ORDER, ECONOMIC IMPACT ANALYSIS AND FISCAL ESTIMATE, NOTICE OF SUBMITTAL TO THE LEGISLATIVE COUNCIL, AND NOTICE OF PUBLIC HEARING FOR CHAPTER UWS 17**

**REQUESTED ACTION**

**Resolution 14.** That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the Administrative Code Rule Order, Economic Impact Analysis and Fiscal Estimate, Notice of Submittal to the Legislative Council, and Notice of Public Hearing for Ch. UWS 17, Wis. Admin. Code, "Nonacademic Student Misconduct."

**SUMMARY**

The modifications in the proposed rule would amend Chapter UWS 17 to require, among other things, mandatory punishments for students who have been found responsible for misconduct that materially and substantially disrupted the free expression of others.

On October 6, 2017, the Board approved Regent Policy Document 4-21 on *Commitment to Academic Freedom and Freedom of Expression*, setting forth the expectations of the Board regarding academic freedom and freedom of expression, and the consequences for those who violate the free expression of others. Section 2 of the policy contains a paragraph stating:

"A formal investigation and disciplinary hearing is required the second time a formal complaint alleges a student has engaged in violent or other disorderly misconduct that materially and substantially disrupted the free expression of others. Any student who has twice been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment shall be suspended for a minimum of one semester. Any student who has thrice been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment shall be expelled. *This paragraph shall be effective upon amendment of Chapter UWS 17 of the Wisconsin Administrative Code under Chapter 227*

*of the Wisconsin Statutes to include a parallel provision. The report regarding repeat violators described in Section 5 of this policy will not be required after the effective date of the amendment to Chapter UWS 17.” (emphasis added)*

Because Chapter UWS 17 of the Wisconsin Administrative Code has not yet been amended, as required by Wisconsin Statutes, Section 36.35(1), to include the mandatory discipline and the formal investigation and hearing described in Section 2 of the Regent policy, those provisions currently are not in effect. As noted in the Regent policy, those provisions will be effective upon completion of the rulemaking process.

Modifications to Chapter UWS 17 would include new language that would require a formal investigation and disciplinary hearing the second time a formal complaint alleges that a student has engaged in violent or other disorderly misconduct that materially and substantially disrupted the free expression of others. The modifications would also require that any student who has twice been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment be suspended for a minimum of one semester. Finally, the modifications would require that any student who has three times been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment be expelled.

The University's scope statement for the amendment of Chapter UWS 17 to effectuate these penalties has been approved by the Governor and the DOA Secretary. Additionally, pursuant to a directive by the State Legislature's Joint Committee for Review of Administrative Rules (JCRAR), the University held a preliminary public hearing on the scope statement. The Board of Regents also approved the final scope statement for the proposed rule.

Accordingly, the next step in the rulemaking process is Board of Regents' approval of (1) a rule order containing the proposed rule language and a plain language analysis (Attachment A); (2) an economic impact analysis/fiscal estimate on the rule (Attachment B); (3) a notice of submittal to the legislative council of the proposed rule (Attachment C); and (4) notice of public hearing on the proposed rule (Attachment D).

## **BACKGROUND**

The University of Wisconsin System (UW System) seeks to modify the Board of Regents (Board) administrative rule, known Chapter UWS 17, Wis. Admin. Code, "Nonacademic Student Misconduct." All UW System institutions are affected by the proposed rule revisions.

The Board has statutory authority for Chapter UWS 17 under s. 36.35, Wis. Stats., which reads as follows: "The board shall promulgate rules under ch. 227 governing student conduct and procedures for the administration of violations."

### **Previous Action or Discussion**

On October 6, 2017, the Board approved Regent Policy Document 4-21 on *Commitment to Academic Freedom and Freedom of Expression*.

On July 12, 2019, the Board approved the Notice of Preliminary Hearing on Administrative Code Scope Statement for Chapter UWS 17.

On October 11, 2019, the Board approved the Final Scope Statement for Chapter UWS 17.

### **Related Policies**

- Regent Policy Document 4-21, "Commitment to Academic Freedom and Freedom of Expression"

### **ATTACHMENTS**

- A) Rule order containing proposed rule language and a plain language analysis of the rule;
- B) Economic impact analysis and fiscal estimate;
- C) Notice of submittal to the legislative council; and
- D) Notice of public hearing on the proposed rule.



**STATE OF WISCONSIN**  
**BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**  
**IN THE MATTER OF RULEMAKING PROCEEDINGS BEFORE THE BOARD OF**  
**REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**  
**ORDER OF THE BOARD OF REGENTS AMENDING RULES IN CHAPTER UWS 17,**  
**WISCONSIN ADMINISTRATIVE CODE, RELATING TO STUDENT NONACADEMIC**  
**DISCIPLINARY PROCEEDINGS (SS 071-18)**

**ORDER**

The Board of Regents of the University of Wisconsin System proposes to order the amendment of UWS 17.11 (2), (3), (4) (a) (intro.), 3. and 4. and 17.12 (1), (2), (3), and (4) (g); and the creation of UWS 17.10 (4), 17.11 (1g), and 17.11 (4) (c) (3), relating to student nonacademic disciplinary proceedings.

**ANALYSIS**

Analysis by the Board of Regents of the University of Wisconsin System.

**Explanation of Agency Statutory Rulemaking Authority:** The Board of Regents of the University of Wisconsin System's authority to promulgate the proposed rule is found in Wisconsin Statutes, Section 36.35, which states: "The board shall promulgate rules under ch. 227 governing student conduct and procedure for the administration of violations." Authority also is found in Wisconsin Statutes, Section 36.09(1), which states: "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."

**Plain Language Analysis:** The proposed rule amends Chapter UWS 17.10, Chapter UWS 17.11, and Chapter UWS 17.12 to state: (1) that a student who has twice been found responsible for misconduct that materially and substantially disrupted the free speech rights of others during the student's enrollment shall be suspended for a minimum of one semester; (2) that a student who has three times been found responsible for misconduct that materially and substantially disrupted the free speech rights of others during the student's enrollment shall be expelled; and (3) that a formal investigation and disciplinary hearing is required the second time a formal complaint alleges that a student has engaged in violent or other disorderly misconduct that materially and substantially disrupted the free expression of others.

The Board of Regents recognizes that incidents have occurred on its campuses where certain students have not respected the free speech rights of others and have disrupted events, including events involving outside, invited speakers. After reviewing the issue, the Board has determined that mandatory disciplinary penalties, in certain defined situations, are necessary to deter students from materially and substantially disrupting the free speech rights of others.

**Comparison with existing or proposed federal statutes or regulations:** The Federal Executive Order on Improving Free Inquiry, Transparency, and Accountability at Colleges and Universities issued on March 21, 2019, and related Federal Department of Education proposed rules on First Amendment freedoms on college and university campuses announced on January 16, 2020, are tangentially related to the proposed changes to UWS 17.

**Comparison with rules in adjacent states:** Public universities in Illinois, Michigan, Iowa and Minnesota do not have administrative rules mandating student disciplinary penalties relating to disruption of free speech similar to those proposed in this rule.

**Statutes interpreted:** No information.

**Related statutes or rules:** No information.

**Summary of factual data and analytical methodologies:** No information.

**Analysis and supporting documents used to determine fiscal and economic impact and impact on small businesses in preparation of Fiscal Estimate and Economic Impact**

**Analysis:** The “Public Notice: Request for Public Comments on the Economic Impact of Proposed Rules” for UWS 17 was published in the State Register and made available on the Board of Regents’ website at: <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-17-wis-admin-code/>. The notice remained open for 14 days from January 13, 2020, through January 27, 2020. No comments on the economic impact of the proposed rule were received.

**Fiscal Estimate, Economic Impact Analysis, and effect on small business:** The proposed rules do not have any economic or fiscal impact on specific businesses, on business sectors (including small businesses), or on the State of Wisconsin’s economy as a whole. The Fiscal Estimate and Economic Impact Analysis is attached.

**Public Comments:** The Board of Regents will accept written comments until March 12, 2020. Comments may be submitted: (1) on the web at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-17-wis-admin-code/> or at [adminrules.wisconsin.gov](http://adminrules.wisconsin.gov); (2) by email to [board@uwsa.edu](mailto:board@uwsa.edu); (3) at the public hearing scheduled from 9:00 a.m. to 11:00 a.m. on March 5, 2020 in the Sonata Room, Gordon Dining and Event Center, 770 W. Dayton Street, Madison, Wisconsin; or (4) by mail to Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706.

**Agency contact person:** Tomas L. Stafford, Senior System Legal Counsel; 608-265-5319; [tstafford@uwsa.edu](mailto:tstafford@uwsa.edu).

## TEXT OF RULE

**SECTION 1.** UWS 17.10 (4) is created to read:

**UWS 17.10 (4)** A student who has twice been found responsible for misconduct that materially and substantially disrupted the free speech rights of others at any time during the student's enrollment shall be suspended for a minimum of one semester. A student who has thrice been found responsible for misconduct that materially and substantially disrupted the free speech rights of others at any time during the student's enrollment shall be expelled.

**SECTION 2.** UWS 17.11 (1g) is created to read:

**UWS 17.11 (1g) MANDATORY INVESTIGATION AND HEARING.** The investigating officer shall conduct an investigation the second or subsequent time that a formal complaint alleges that a particular student, in an incident unrelated to any prior formal complaints against that student, has engaged in violent or other disorderly conduct that materially disrupted the free speech rights of others. The investigating officer shall provide an investigative report to the hearing examiner or hearing committee for a required hearing under s. UWS 17.12 that may impose the disciplinary sanctions in s. UWS 17.10 (1) (i) and (j) and (4). For the purposes of this subsection, a formal complaint is a written complaint against a student filed with an institution alleging violent or other disorderly conduct that materially disrupted the free speech rights of others.

**SECTION 3.** UWS 17.11 (2), (3), (4) (a) (intro.), 3. and 4. are amended to read:

**UWS 17.11 (2) CONFERENCE WITH RESPONDENT.** When the investigating officer concludes that proceedings under this section are warranted, or proceedings are required under s. UWS 17.11 (1g), the investigating officer shall promptly contact the respondent in person, by telephone, or by electronic mail to offer to discuss the matter, review the investigating officer's basis for believing that the respondent engaged in nonacademic misconduct, or to review a formal complaint under s. UWS 17.11 (1g), and to afford the respondent an opportunity to respond. If the respondent fails to respond to the investigating officer, the investigating officer may proceed to make a determination on the basis of the available information. A complainant shall have all the rights provided to the respondent in this subsection.

**(3) DETERMINATION BY THE INVESTIGATING OFFICER THAT NO DISCIPLINARY SANCTION IS WARRANTED.** If, as a result of a discussion under sub. (2) or review of available information, the investigating officer determines that nonacademic misconduct did not in fact occur, or that no disciplinary sanction is warranted under the circumstances, the matter will be considered resolved without the necessity for further action except when an investigative report and hearing are required under s. UWS 17.11 (1g). The investigating officer shall simultaneously notify the respondent and the complainant of this outcome and offer to discuss it separately with either one. If the investigating officer determines that nonacademic misconduct did not occur or that no disciplinary sanction is warranted, the complainant may appeal this decision in accordance with s. UWS 17.13.

**(4) (a) (intro.)** If, as a result of a discussion under sub. (2) or review of available information, the investigating officer determines that nonacademic misconduct did occur and that one or more of the disciplinary sanctions listed under s. UWS 17.10 (1) should be recommended, or if the

investigating officer determines that nonacademic misconduct did not occur, but the officer is required under s. UWS 17.11 (1g) to provide an investigative report, the investigating officer shall prepare a written report which shall contain all of the following:

3. Specification of the sanction sought, or if the investigating officer determined that nonacademic misconduct did not occur in a formal complaint processed under s. UWS 17.11 (1g), specification of why a sanction is not appropriate.

4. Notice of the respondent's right to a hearing or indication that a hearing is required under s. UWS 17.11 (1g).

**SECTION 4.** UWS 17.11 (4) (c) 3. is created to read:

**UWS 17.11 (4) (c) 3.** Where, under s. UWS 17.11 (1g), the disciplinary sanction sought or applicable to the respondent is provided for in s. UWS 17.10 (1) (i) and (j) and (4), the investigating officer shall forward a copy of the written report under par. (b) to the student affairs officer. The student affairs officer shall, upon receipt of the written report, proceed under s. UWS 17.12 to schedule a hearing on the matter.

**SECTION 5.** UWS 17.12 (1), (2), (3), and (4) (g) are amended to read:

**UWS 17.12 (1)** A respondent who requests a hearing, or for whom a hearing is scheduled under s. UWS 17.11 (4) (c) 2. or 3., shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee. In cases of sexual assault, dating violence, domestic violence, stalking, or sexual harassment the university shall have the right to decide whether a hearing examiner or a hearing committee will hear the matter.

**(2)** If a respondent requests a hearing under s. UWS 17.11 (4) (c) 1., or a hearing is required to be scheduled under s. UWS 17.11 (4) (c) 2. or 3., the student affairs officer shall take the necessary steps to convene the hearing and shall schedule it within 15 days of receipt of the request or written report. The hearing shall be conducted within 45 days of receipt of the request or written report, unless a different time period is mutually agreed upon by the respondent and investigating officer, or is ordered or permitted by the hearing examiner or committee.

**(3)** No less than 5 days in advance of the hearing, the hearing examiner or committee shall obtain from the investigating officer, in writing, a full explanation of the facts upon which the determination of misconduct was based, or if the investigating officer in a complaint under s. UWS 17.11 (1g) made a determination that no misconduct occurred, a full explanation in writing of the facts upon which that determination was based, and shall provide the respondent and the complainant with access to or copies of the investigating officer's explanation, together with any other materials provided to the hearing examiner or committee by the investigating officer, including any additional available information of the type described in s. UWS 17.11 (4) (a) 2.

(4) (g) The hearing examiner or committee may impose one or more of the disciplinary sanctions listed in s. UWS 17.10 (1) (a) to (g) that differs from the recommendation of the investigating officer. Sanctions under s. UWS 17.10 (1) (h) to (j) may not be imposed unless previously recommended by the investigating officer, except in a complaint under s. UWS 17.11 (1g) that is subject to the sanctions in s. UWS 17.10 (1) (i) and (4).

**SECTION 6. EFFECTIVE DATE:** The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

**(END OF TEXT OF PROPOSED RULE)**

Attachment (Fiscal Estimate and Economic Impact Analysis)

STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION  
DOA-2049 (R09/2016)

DIVISION OF EXECUTIVE BUDGET AND FINANCE  
101 EAST WILSON STREET, 10TH FLOOR  
P.O. BOX 7864  
MADISON, WI 53707-7864  
FAX: (608) 267-0372

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

<p>1. Type of Estimate and Analysis  <input checked="" type="checkbox"/> Original   <input type="checkbox"/> Updated   <input type="checkbox"/> Corrected</p>	<p>2. Date  November 18, 2019</p>
<p>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable)  Chapter UWS 17, Student Nonacademic Disciplinary Procedures, UWS 17.10, 17.11, and 17.12</p>	
<p>4. Subject  Student nonacademic disciplinary procedures and mandatory discipline for certain offenses by students relating to the material and substantial disruption of the free speech rights of others.</p>	
<p>5. Fund Sources Affected  <input type="checkbox"/> GPR   <input type="checkbox"/> FED   <input type="checkbox"/> PRO   <input type="checkbox"/> PRS   <input type="checkbox"/> SEG   <input type="checkbox"/> SEG-S</p>	<p>6. Chapter 20, Stats. Appropriations Affected  None</p>
<p>7. Fiscal Effect of Implementing the Rule  <input checked="" type="checkbox"/> No Fiscal Effect   <input type="checkbox"/> Increase Existing Revenues   <input type="checkbox"/> Increase Costs   <input type="checkbox"/> Decrease Costs  <input type="checkbox"/> Indeterminate   <input type="checkbox"/> Decrease Existing Revenues   <input type="checkbox"/> Could Absorb Within Agency's Budget</p>	
<p>8. The Rule Will Impact the Following (Check All That Apply)  <input type="checkbox"/> State's Economy   <input type="checkbox"/> Specific Businesses/Sectors  <input type="checkbox"/> Local Government Units   <input type="checkbox"/> Public Utility Rate Payers  <input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b></p>	
<p>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1).  <b>\$0.00</b></p>	
<p>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)?  <input type="checkbox"/> Yes   <input checked="" type="checkbox"/> No</p>	
<p>11. Policy Problem Addressed by the Rule  Material and substantial disruption by students of the free speech rights of others that is injurious to the free exchange of ideas and associated debate critical to the University's function.</p>	
<p>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.  None</p>	
<p>13. Identify the Local Governmental Units that Participated in the Development of this EIA.  None</p>	
<p>14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)  No economic and fiscal impact is anticipated.</p>	
<p>15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule  Providing mandatory disciplinary penalties is intended to deter students from inappropriately disrupting the free speech rights of others. An alternative approach would be to provide these disciplinary penalties as recommended penalties rather than mandatory penalties, but that approach does not appear to be sufficient to address this concern. Another alternative is not changing current disciplinary processes and penalties for students in this area, however current processes and penalties have not been deemed to be sufficiently effective.</p>	
<p>16. Long Range Implications of Implementing the Rule  The availability and enforcement of mandatory disciplinary penalties leading to enhanced deterrence of material and substantial disruption of speakers and events by students.</p>	
<p>17. Compare With Approaches Being Used by Federal Government  The Federal government, on information and belief, has not legislated or regulated on this issue. The Federal Executive Order on Improving Free Inquiry, Transparency, and Accountability at Colleges and Universities issued on March 21,</p>	

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

2019, is tangentially related to this issue.

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)  
Public universities in these neighboring states have individual nonacademic student disciplinary policies and procedures. On information and belief, these universities do not have mandatory student disciplinary penalties relating to disruption of free speech similar to those proposed in this rule.

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19. Contact Name Tomas L. Stafford, UW System, Senior System Legal Counsel	20. Contact Phone Number 608-265-5319
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This document can be made available in alternate formats to individuals with disabilities upon request.

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
- Less Stringent Schedules or Deadlines for Compliance or Reporting
- Consolidation or Simplification of Reporting Requirements
- Establishment of performance standards in lieu of Design or Operational Standards
- Exemption of Small Businesses from some or all requirements
- Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

- Yes    No
-



**Notice of Submittal of Proposed Rule  
to Legislative Council Rules Clearinghouse**

On February 10, 2020, the Board of Regents of the University of Wisconsin System submitted a proposed rule to the Wisconsin Legislative Council Clearinghouse pursuant to s.227.14(1), Wis. Stats.

**Analysis**

The proposed rule affects Chapter UWS 17, relating to student nonacademic disciplinary procedures.

**Statement of Scope**

The scope statement for this rule, SS 071-18, was approved by the Governor on June 14, 2018, published in Register No. 750B on June 25, 2018, and approved by the Board of Regents of the University of Wisconsin System on December 6, 2019.

**Agency Procedure for Promulgation**

A public hearing is required and will be held on a date to be determined.

**Agency Organizational Unit Primarily Responsible for Promulgating Rule**

The Board of Regents of the University of Wisconsin System.

**Agency Contact Person**

Tomas L. Stafford, Senior System Legal Counsel, 1220 Linden Drive, Van Hise Hall, Room 1844, Madison, WI; [tstafford@uwsa.edu](mailto:tstafford@uwsa.edu); 608-265-5319.

**NOTICE OF PUBLIC HEARING  
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**

Thursday, March 5, 2020

9:00 a.m. to 11:00 a.m.

Gordon Dining and Event Center – Sonata Room  
770 W. Dayton Street, Madison, Wisconsin

The Board of Regents of the University of Wisconsin System will hold a public hearing on amendments to Chapters UWS 17, Wis. Admin. Code, to address (1) student discipline related to violent or other disorderly misconduct that materially and substantially disrupts the free expression of others; (2) when a formal investigation and disciplinary hearing is required; and (3) mandatory sanctions for students found responsible for misconduct that materially and substantially disrupts the free expression of others.

**Appearances at the Hearing and Submittal of Written Comments**

UW System personnel or a member of the Board of Regents will preside over the public hearing on behalf of the Board of Regents to provide interested persons with the opportunity to make an oral presentation on the proposed amendments to the rule. Each individual who registers to speak will be given up to five minutes to give an oral presentation. Persons making oral presentations are requested to also submit their comments in writing.

The Board of Regents will accept written comments until March 12, 2020. Comments may be submitted: (1) on the web at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-17-wis-admin-code/>; (2) by email to board@uwsa.edu; (3) at the public hearing; or (4) by mail to Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706.

To request a paper copy of the rule order, which contains the rule language and the plain language rule analysis, contact the Office of the Board of Regents at the address above or by email at board@uwsa.edu or phone at (608) 262-2324. The rule order is also available for review at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-17-wis-admin-code/>. This site includes additional documents associated with this proposed permanent rule promulgation.

**Initial Regulatory Flexibility Analysis**

The proposed rules will not have an effect on small businesses, as defined under s. 227.114(1), Stats.

**Accessibility**

Persons with special needs or circumstances regarding communication or accessibility at the hearing should call Jess Lathrop, Executive Director, Office of the Board of Regents, at (608) 262-2324 prior to the hearing date. Accommodations such as ASL interpreters, English translators, or materials in audio format will be made available on request to the fullest extent possible.

Friday, February 7, 2020

**APPROVAL OF ADMINISTRATIVE CODE RULE ORDER, ECONOMIC  
IMPACT ANALYSIS AND FISCAL ESTIMATE, NOTICE OF SUBMITTAL  
TO THE LEGISLATIVE COUNCIL, AND NOTICE OF PUBLIC HEARING  
FOR CHAPTER UWS 18**

**REQUESTED ACTION**

**Resolution 15.** That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the Administrative Code Proposed Rule Order, Economic Impact Analysis and Fiscal Estimate, Notice of Submittal to the Legislative Council, and Notice of Public Hearing for Ch. UWS 18, Wis. Admin. Code, "Conduct on University Lands."

**SUMMARY**

UW institutions currently have authority to regulate conduct on University property, including authority to prohibit certain offenses against public peace and order. That authority includes imposing fines on individuals that intentionally harass another individual through electronic communications or telephone calls. The proposed rule modification would change the language regarding what constitutes an offense against public peace and order through email or other electronic communication or telephone use under UWS 18.11(1) and (3).

The proposed amendments to UWS Chapter 18 would change the language in UWS 18.11(1) and (3), which generally prohibit a person from using email or other forms of electronic communications or phones to intentionally harass another person. The current language prohibits such action when undertaken "with the intent to harass, annoy or offend another person." This includes communications using obscene, lewd or profane language or suggesting any lewd or lascivious act sent with intent to harass.

The proposed changes would amend Chapter UWS 18.11(1) and Chapter UWS 18.11(3) to: (a) remove the words "annoy" and "offend"; (b) add language containing the legal standard for hostile environment harassment set forth by the U.S. Supreme Court; (c) expand protection from electronic or telephonic harassment beyond those communications that involve obscene, lewd or profane language, or language suggesting any lewd or lascivious

act, as currently stated in the code; and (d) add language prohibiting threatening or intimidating electronic or telephonic communications that meet the legal standard for a “true threat” as set forth by the U.S. Supreme Court.

The University’s proposed scope statement for the amendment of Chapter UWS 18 to effectuate these penalties has been approved by the Governor and the DOA Secretary. Additionally, pursuant to a directive by the State Legislature’s Joint Committee for Review of Administrative Rules (JCRAR), the University held a preliminary public hearing on the scope statement. The Board of Regents also approved the final scope statement for the proposed rule. Accordingly, the next step in the rulemaking process is Board of Regents’ approval of (1) a rule order containing proposed rule language and a plain language analysis of the rule (Attachment A); (2) an economic impact analysis and fiscal estimate (Attachment B); (3) a notice of submittal to the legislative council (Attachment C); and (4) a notice of public hearing on the proposed rule (Attachment D).

## **BACKGROUND**

The University of Wisconsin System (UW System) seeks to modify the University of Wisconsin Board of Regents (Board) administrative rule, known as Ch. UWS 18, Wis. Admin. Code, “Conduct on University Lands.” All UW System institutions would be affected by the proposed rule revisions articulated in the related scope statement.

The Board has statutory authority for Chapter UWS 18 under s. 36.09(1), Wis. Stats., which reads as follows: “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.” Additional statutory authority comes from s. 36.11(1)(a), Wis. Stats., which states “The board may promulgate rules under ch.227 to protect the lives, health and safety of persons on property under its jurisdiction and to protect such property and prevent obstruction of the functions of the system.” The Board’s statutory authority for Chapter UWS 18 also originates in s. 36.11(1)(b), Wis. Stats., which provides “The board may promulgate rules under ch.227 for the management of all property under its jurisdiction, for the care and preservation thereof and for the promotion and preservation of the orderly operation of system in any or all or its authorized activities and in any or all of its institutions....”

### **Previous Action or Discussion**

On October 11, 2019, the Board approved the Notice of Preliminary Hearing on Administrative Code Scope Statement for Chapter UWS 18.

On December 6, 2019, the Board approved the Final Administrative Code Scope Statement for Chapter UWS 18.

## **Related Policies**

- Regent Policy Document 4-21, “Commitment to Academic Freedom and Freedom of Expression”

## **ATTACHMENTS**

- A) Rule order containing proposed rule language and a plain language analysis of the rule;
- B) Economic impact analysis and fiscal estimate;
- C) Notice of submittal to the legislative council; and
- D) Notice of public hearing on the proposed rule.

**STATE OF WISCONSIN**  
**BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**  
**IN THE MATTER OF RULEMAKING PROCEEDINGS BEFORE THE BOARD OF**  
**REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**  
**ORDER OF THE BOARD OF REGENTS AMENDING RULES IN CHAPTER UWS 18,**  
**WISCONSIN ADMINISTRATIVE CODE, CONDUCT ON UNIVERSITY LANDS (SS**  
**013-19)**

**ORDER**

The Board of Regents of the University of Wisconsin System proposes to order the amendment of UWS 18.11 (1) (a), (b), (e) and (f) and 18.11 (3) (d); and the creation of 18.11 (1) (h) and 18.11 (3) (g), relating to conduct on University lands.

**ANALYSIS**

Analysis by the Board of Regents of the University of Wisconsin System.

**Explanation of Agency Statutory Rulemaking Authority:** The Board of Regents of the University of Wisconsin System’s authority to promulgate the proposed rule is found in Wisconsin Statutes, Section 36.11(1)(a), which states: “The board may promulgate rules under ch. 227 to protect the lives, health and safety of persons on property under its jurisdiction and to protect such property and to prevent obstruction of the functions of the system.” Authority also is found in Wisconsin Statutes, Section 36.11(1)(c), which states: “The board may promulgate rules under ch. 227 for the management of all property under its jurisdiction, for the care and preservation thereof and for the promotion and preservation of the orderly operation of the system in any or all or its authorized activities and in any or all of its institutions.” Finally, authority is found in Wisconsin Statutes, Section 36.09(1), which states: “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.”

**Plain Language Analysis:** The proposed rule amends Chapter UWS 18.11(1) and Chapter UWS 18.11(3) to: (a) remove the words “annoy” and “offend”; (b) add language containing the legal standard for hostile environment harassment set forth by the U.S. Supreme Court; (c) expand protection from electronic or telephonic harassment beyond those communications that involve obscene, lewd or profane language, or language suggesting any lewd or lascivious act, as currently stated in the code; and (d) add language prohibiting threatening or intimidating electronic or telephonic communications that meets the legal standard for a “true threat” as set forth by the U.S. Supreme Court.

The Board of Regents recognizes its duty to protect members of the University community from electronic or telephonic harassment while also respecting individual free speech rights. After reviewing the issue, the Board has determined that the proposed amendments to UWS 18.11(1)

and UWS 18.11(3) are necessary to address concerns that current code language may impinge on free speech rights and also to expand protections against electronic or telephonic harassment beyond those currently contained in the code.

**Comparison with existing or proposed federal statutes or regulations:** No information.

**Comparison with rules in adjacent states:** Public universities in Illinois, Michigan, Iowa and Minnesota do not have comparable administrative rules.

**Statutes interpreted:** No information.

**Related statutes or rules:** Wisconsin Statutes, Section 947.012; Section 947.0125; and Section 947.013.

**Summary of factual data and analytical methodologies:** No information.

**Analysis and supporting documents used to determine fiscal and economic impact and impact on small businesses in preparation of Fiscal Estimate and Economic Impact Analysis:**

The “Public Notice: Request for Public Comments on the Economic Impact of Proposed Rules” for UWS 18 was published in the State Register and made available on the Board of Regents’ website at: <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-18-wis-admin-code/>. The notice remained open for 14 days from January 13, 2020, through January 27, 2020. No comments on the economic impact of the proposed rule were received.

**Fiscal Estimate, Economic Impact Analysis, and Effect on Small Business:** The proposed rules do not have any economic or fiscal impact on specific businesses, on business sectors (including small businesses), or on the State of Wisconsin’s economy as a whole. The Fiscal Estimate and Economic Impact Analysis is attached.

**Public Comments:** The Board of Regents will accept written comments until March 12, 2020. Comments may be submitted: (1) on the web at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-18-wis-admin-code> or at [adminrules.wisconsin.gov](http://adminrules.wisconsin.gov); (2) by email to [board@uwsa.edu](mailto:board@uwsa.edu); (3) at the public hearing scheduled from 11:00 a.m. to 12:00 p.m. on March 5, 2020 in the Sonata Room, Gordon Dining and Event Center, 770 W. Dayton Street, Madison, Wisconsin; or (4) by mail to Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706.

**Agency contact person:** Tomas L. Stafford, Senior System Legal Counsel; 608-265-5319; [tstafford@uwsa.edu](mailto:tstafford@uwsa.edu).

## **TEXT OF PROPOSED RULE**

**SECTION 1.** UWS 18.11 (1) (a), (b), (e) and (f) are amended to read:

**UWS 18.11 (1)** (a) No person may, ~~with intent to harass, annoy or offend~~ another person, ~~send~~ by sending a message to the person on an electronic mail or other computerized communication

system ~~and in that~~, including a message ~~use~~ that uses any obscene, lewd, or profane language or ~~suggest~~ suggests any lewd or lascivious act. For the purposes of this paragraph, a message is harassing if it is discriminatory, targeted, and so severe, pervasive, and objectively offensive that it can be said to deprive the recipient of educational or employment opportunities or benefits.

(b) No person may, ~~with intent to harass, annoy or offend~~ another person, ~~send~~ by sending a message on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the message ~~and in that~~, including a message ~~use~~ that uses any obscene, lewd or profane language or ~~suggest~~ suggests any lewd or lascivious act. For the purposes of this paragraph, a message is harassing if it is discriminatory, targeted, and so severe, pervasive, and objectively offensive that it could deprive the recipient of educational or employment opportunities or benefits.

(e) No person may, with intent to harass ~~or annoy~~ another person, send a message to the person on an electronic mail or other computerized communication system while intentionally preventing or attempting to prevent the disclosure of his or her own identity.

(f) No person may, while intentionally preventing or attempting to prevent the disclosure of his or her identity and with intent to harass ~~or annoy~~ another person, send a message on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the message.

**SECTION 2.** UWS 18.11 (1) (h) is created to read:

**UWS 18.11 (1) (h)** No person may send a message to a person on an electronic mail or other computerized communication system that uses threatening or intimidating language. For the purposes of this paragraph, a message is threatening if the speaker means to communicate a serious expression of an intent to commit an act of unlawful violence to a particular person or group of persons, and a message is intimidating if the speaker directs a threat to a person or group of persons with the intent of placing that person or group of persons in fear of bodily harm or death.

**SECTION 3.** UWS 18.11 (3) (d) is amended to read:

**UWS 18.11 (3) (d)** No person, ~~with the intent~~ may use a telephone to harass ~~or offend~~, ~~may telephone another and use another person, including using~~ any obscene, lewd, or profane language or ~~suggest~~ suggesting any lewd or lascivious act. For the purposes of this paragraph, harassment occurs if the language used is discriminatory, targeted, and so severe, pervasive, and objectively offensive that it can be said to deprive the recipient of educational or employment opportunities or benefits.

**SECTION 4.** UWS 18.11 (3) (g) is created to read:

**UWS 18.11 (3) (g)** No person may use a telephone to threaten or intimidate another person. For the purposes of this paragraph, a threat occurs if the speaker means to communicate a serious



expression of an intent to commit an act of unlawful violence to a particular person or group of persons, and intimidation occurs if the speaker directs a threat to a person or group of persons with the intent of placing that person or group of persons in fear of bodily harm or death.

**SECTION 5. EFFECTIVE DATE:** The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

**(END OF TEXT OF RULE)**

Attachment (Fiscal Estimate and Economic Impact Analysis)

STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION  
DOA-2049 (R09/2016)

DIVISION OF EXECUTIVE BUDGET AND FINANCE  
101 EAST WILSON STREET, 10TH FLOOR  
P.O. BOX 7864  
MADISON, WI 53707-7864  
FAX: (608) 267-0372

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

<p>1. Type of Estimate and Analysis  <input checked="" type="checkbox"/> Original   <input type="checkbox"/> Updated   <input type="checkbox"/> Corrected</p>	<p>2. Date  January __, 2020</p>
<p>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable)  Chapter UWS 18, Conduct on University Lands, UWS 18.11(1) and UWS 18.11(3)</p>	
<p>4. Subject  Conduct on University lands involving prohibition on the use of electronic communications and telephones to harass another person.</p>	
<p>5. Fund Sources Affected  <input type="checkbox"/> GPR   <input type="checkbox"/> FED   <input type="checkbox"/> PRO   <input type="checkbox"/> PRS   <input type="checkbox"/> SEG   <input type="checkbox"/> SEG-S</p>	<p>6. Chapter 20, Stats. Appropriations Affected  None</p>
<p>7. Fiscal Effect of Implementing the Rule  <input checked="" type="checkbox"/> No Fiscal Effect   <input type="checkbox"/> Increase Existing Revenues   <input type="checkbox"/> Increase Costs   <input type="checkbox"/> Decrease Costs  <input type="checkbox"/> Indeterminate   <input type="checkbox"/> Decrease Existing Revenues   <input type="checkbox"/> Could Absorb Within Agency's Budget</p>	
<p>8. The Rule Will Impact the Following (Check All That Apply)  <input type="checkbox"/> State's Economy   <input type="checkbox"/> Specific Businesses/Sectors  <input type="checkbox"/> Local Government Units   <input type="checkbox"/> Public Utility Rate Payers  <input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b></p>	
<p>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1).  <b>\$0.00</b></p>	
<p>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)?  <input type="checkbox"/> Yes   <input checked="" type="checkbox"/> No</p>	
<p>11. Policy Problem Addressed by the Rule  Prohibition of harassment of persons by use of electronic communications or the telephone to preserve a safe and respectful campus environment critical to the University's function.</p>	
<p>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.  None</p>	
<p>13. Identify the Local Governmental Units that Participated in the Development of this EIA.  None</p>	
<p>14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)  No economic and fiscal impact is anticipated.</p>	
<p>15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule  The Board of Regents recognizes its duty to protect members of the University community from electronic or telephonic harassment while also respecting individual free speech rights. After reviewing the issue, the Board has determined that the proposed amendments to UWS 18.11(1) and UWS 18.11(3) are necessary to address concerns that current code language may impinge on free speech rights and also to expand protections against electronic or telephonic harassment beyond those currently contained in the code. Alternatives include leaving the language as it currently is and not addressing stated concerns or expanding the protections in the code.</p>	
<p>16. Long Range Implications of Implementing the Rule</p>	
<p>17. Compare With Approaches Being Used by Federal Government  The Federal government generally has not legislated or regulated on improper conduct on university lands with the</p>	

## ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

exception of federal statutory and rule prohibitions on sexual harassment and sexual violence under Title VII and Title IX and prohibitions on racial harassment under Title VI. The federal government currently is promulgating additional federal administrative rules under Title IX on sexual harassment and violence.

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Public universities in Illinois, Michigan, Iowa and Minnesota have individual policies and procedures regulating conduct on their property and lands. On information and belief, the public universities in these four, neighboring states have policies regulating conduct on their property, and policies specifically relating to electronic or telephonic harassment, similar to the proposed rule here.

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19. Contact Name

Tomas L. Stafford, UW System, Senior System Legal Counsel

20. Contact Phone Number

608-265-5319

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This document can be made available in alternate formats to individuals with disabilities upon request.

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
- Less Stringent Schedules or Deadlines for Compliance or Reporting
- Consolidation or Simplification of Reporting Requirements
- Establishment of performance standards in lieu of Design or Operational Standards
- Exemption of Small Businesses from some or all requirements
- Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

- Yes    No
-

**Notice of Submittal of Proposed Rule  
to Legislative Council Rules Clearinghouse**

On February 10, 2020, the Board of Regents of the University of Wisconsin System submitted a proposed rule to the Wisconsin Legislative Council Clearinghouse pursuant to s.227.14(1), Wis. Stats.

**Analysis**

The proposed rule affects Chapter UWS 18, relating to conduct on university lands.

**Statement of Scope**

The scope statement for this rule, SS 013-19, was approved by the Governor on November 20, 2018, published in Register No. 757A on January 22, 2019, and approved by the Board of Regents of the University of Wisconsin System on December 6, 2019.

**Agency Procedure for Promulgation**

A public hearing is required and will be held on a date to be determined.

**Agency Organizational Unit Primarily Responsible for Promulgating Rule**

The Board of Regents of the University of Wisconsin System.

**Agency Contact Person**

Tomas L. Stafford, Senior System Legal Counsel, 1220 Linden Drive, Van Hise Hall, Room 1844, Madison, WI; [tstafford@uwsa.edu](mailto:tstafford@uwsa.edu); 608-265-5319.

**NOTICE OF PUBLIC HEARING  
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**

Thursday, March 5, 2020

11:00 a.m. to 12:00 p.m.

Sonata Room

Gordon Dining and Event Center, Madison, Wisconsin

770 W. Dayton Street, Madison, Wisconsin

The Board of Regents of the University of Wisconsin System will hold a public hearing on proposed amendments to Chapter UWS 18, Wis. Admin. Code, to address conduct on University lands related to improper use of email and other electronic communications and of telephones to harass another person.

**Appearances at the Hearing and Submittal of Written Comments**

UW System personnel or a member of the Board of Regents will preside over the public hearing on behalf of the Board of Regents to provide interested persons with the opportunity to make an oral presentation on the proposed amendments to the rule. Each individual who registers to speak will be given up to five minutes to give an oral presentation. Persons making oral presentations are requested to also submit their comments in writing.

The Board of Regents will accept written comments until March 12, 2020. Comments may be submitted: (1) on the web at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-18-wis-admin-code/>; (2) by email to board@uwsa.edu; (3) at the public hearing; or (4) by mail to Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706.

To request a paper copy of the rule order which contains the rule language and the plain language rule analysis, contact the Office of the Board of Regents at the address above or by email at board@uwsa.edu or phone at (608) 262-2324. The rule order is also available for review at <https://www.wisconsin.edu/regents/public-comment-form-chapter-uws-18-wis-admin-code/>. This site includes additional documents associated with this proposed permanent rule promulgation.

**Initial Regulatory Flexibility Analysis**

The proposed rules will not have an effect on small businesses, as defined under s. 227.114(1), Stats.

**Accessibility**

Persons with special needs or circumstances regarding communication or accessibility at the hearing should call Jess Lathrop, Executive Director, Office of the Board of Regents, at (608) 262-2324 prior to the hearing date. Accommodations such as ASL interpreters, English translators, or materials in audio format will be made available on request to the fullest extent possible.

**BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM  
COMMITTEES AND OTHER APPOINTMENTS**

President: Andrew S. Petersen  
Vice President: Michael Grebe

**STANDING COMMITTEES\***

**Executive Committee**

Andrew S. Petersen (Chair)  
Michael Grebe (Vice Chair)  
Robert Atwell  
Eve Hall  
Mike Jones  
Tracey Klein  
Ed Manydeeds  
Janice Mueller

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Ed Manydeeds (Chair)  
Janice Mueller (Vice Chair)  
José Delgado  
Karen Walsh

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Scott Beightol (Vice Chair)  
Robert Atwell  
José Delgado  
Mike Jones  
Becky Lezvow  
Cris Peterson  
Torrey Tiedeman

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Karen Walsh  
Olivia Woodmansee

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Innovation Committee**

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Torrey Tiedeman

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**Committee on Student Discipline and Other  
Student Appeals**

Cris Peterson (Chair)  
Scott Beightol  
Ed Manydeeds  
Olivia Woodmansee

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& APPOINTMENTS**

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Committee**

Michael Grebe (Chair)  
Rebecca Blank (Chancellor, UW-Madison)  
Mike Jones  
Edmund Manydeeds III  
Regina Millner (Regent Emerita)  
Betsy Morgan (Provost, UW-La Crosse)  
Andrew S. Petersen  
Torrey Tiedeman  
Renée Wachter (Chancellor, UW-Superior)

**Special Regent Committee for the  
UW-Green Bay Chancellor Search**

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Karen Walsh

**Academic Staff Excellence Awards  
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Janice Mueller (Chair)  
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Karen Walsh

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**Teaching Excellence Awards Committee**

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Tracey Klein  
Ed Manydeeds  
Carolyn Stanford Taylor

**Educational Communications Board –  
Regent Member**

José Delgado

**Higher Educational Aids Board –  
Regent Member**

José Delgado (*Gubernatorial appointment*)

**Hospital Authority Board –  
Regent Members**

Mike Jones  
Janice Mueller  
Karen Walsh

**Research Park Board –  
Regent Member**

Karen Walsh

**Wisconsin Partnership Program –  
Regent Liaison**

Tracey Klein

**Wisconsin Technical College System  
Board – Regent Member**

Eve Hall

**Liaison to Association of Governing  
Boards**

Scott Beightol



**UW SYSTEM BOARD OF REGENTS  
REGULAR MEETING SCHEDULE – 2019**

February 7-8, 2019 – Hosted by UW-Madison

March 7, 2019 – In Madison\*

April 4-5, 2019 – ~~Hosted by UW-Whitewater~~ In Madison\*\*

June 6-7, 2019 – Hosted by UW-Milwaukee

July 11-12, 2019 – In Madison\*

October 10-11, 2019 – Hosted by UW-Superior

November 7, 2019— In Madison\*

December 5-6, 2019 – ~~In Madison\*~~ Hosted by UW-Whitewater

**UW SYSTEM BOARD OF REGENTS  
REGULAR MEETING SCHEDULE – 2020**

February 6-7, 2020 – Hosted by UW-Madison

March 5, 2020 – In Madison\* (Optional)

April 2-3, 2020 – ~~Hosted by UW-Green Bay~~ In Madison\*

June 4-5, 2020 – Hosted by UW-Milwaukee

August 20-21, 2020 – In Madison\*

October 8-9, 2020 – Hosted by UW-River Falls

November 5, 2020— In Madison\* (Optional)

December 10-11, 2020 – In Madison\*

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

\*\*Hosted by the Board of Regents Office at Van Hise Hall