

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### **Audit Committee**

Thursday, February 8, 2024  
8:45 a.m. – 10:00 a.m.

Varsity Hall II, 2nd Floor  
UW-Madison Union South  
1308 W. Dayton Street  
Madison, Wisconsin  
& via Zoom Videoconference

- A. Calling of the Roll
- B. Declaration of Conflicts
- C. Approval of the Minutes of the December 7, 2023, Audit Committee meeting
- D. Internal Audit
  - 1. Fiscal Year 2024 Audit Plan Progress Report
  - 2. Summarized Results of Audits Recently Issued
- E. Office of Compliance and Risk Management
  - 1. Update on the Universities of Wisconsin Risk, Compliance and Audit (RCA) Program
  - 2. Update on Youth Protection and System Policy 625 Compliance
- F. Office of Information Security
  - 1. Cyber Insurance Policy Renewal Update
- G. UW-Madison NCAA Division I Athletics 2022-23 Report

## **FISCAL YEAR 2024 AUDIT PLAN PROGRESS REPORT**

### **REQUESTED ACTION**

For information and discussion.

### **SUMMARY**

One of the responsibilities of the Audit Committee, as outlined in the committee charter, is to review and approve the annual internal audit plan and receive interim progress reports at least quarterly.

The attached chart provides a summary of audit progress for the Fiscal Year 2024 Audit Plan.

### **Presenter(s)**

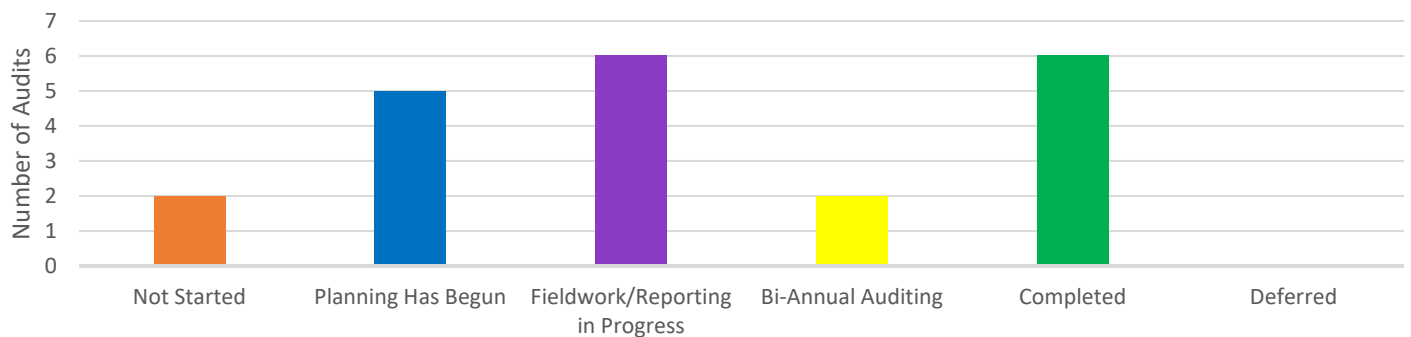
- Lori Stortz, Chief Audit Executive

### **ATTACHMENTS**

- A) Universities of Wisconsin Office of Internal Audit Fiscal Year 2024 Audit Plan Progress Chart.

**UNIVERSITIES OF WISCONSIN  
OFFICE OF INTERNAL AUDIT  
FISCAL YEAR 2024  
AUDIT PLAN PROGRESS**

	<b>Title</b>	<b>Risks</b>
1	Payroll (Bi-Annual Auditing)	Fraud, Data Accuracy, Compliance with Policy
2	Purchasing Cards (Bi-Annual Auditing)	Fraud, Embezzlement, Compliance with Policy
3	Information Technology Asset Management	Compliance with Policy, Data Security, Data Availability, Operational, Financial, Fraud
4	Nepotism and Conflicts of Interest	Conflicts of Interest, Fraud, Financial
5	ShopUW+ Internal Controls	Fraud, Financial, Operational
6	ATP	Operational, Financial
7	Concussion Protocols	Human safety, Compliance
8	Employee References Regarding Sexual Violence and Harassment	Compliance, Reputational
9	General Ledger Clearing Accounts Follow-Up	Financial, Fraud
10	Internal Assessment	Conformance with Institute of Internal Audit (IIA) <i>Standards</i> and Code of Ethics
11	ShopUW+ Internal Controls - Phase 2	Fraud, Financial, Operational
12	Student Safety - Emergency Preparedness	Human safety, Operational, Reputational
13	Third-Party Servicers	Compliance with federal guidance
14	UWSA Policy 616 Student Drivers under State's Liability Protection	Human safety, Operational, Reputational, Compliance
15	Grade Changes	Academic integrity, Compliance, Fraud
16	Other Affiliated Organizations	Financial, Operational, Reputational
17	Payment Card Industry Compliance - Representations from Universities to System	Compliance, IT data security
18	Regent Policy Document 13-1 (RPD 13-1), General Contract Approval, Signature Authority, and Reporting	Legal, Compliance
19	Madison NCAA	Compliance
20	NCAA Athletics Division I and II Consulting Engagements	Compliance with NCAA agreed-upon procedures
21	Wisconsin Economic Development Corporation (WEDC) Grants	Grant compliance, Fraud



## **SUMMARIZED RESULTS OF AUDITS RECENTLY ISSUED**

### **REQUESTED ACTION**

For information and discussion.

### **SUMMARY**

Since the December 7, 2023, meeting of the Audit Committee, the Office of Internal Audit has issued the following reports:

- Concussion Protocols Executive Summary
- General Ledger Clearing Accounts Follow-Up Audit Executive Summary
- NCAA Athletics Division I Agreed-Upon Procedures Engagement – Executive Summary
  - NCAA Agreed-Upon Procedures Report – UW-Green Bay
  - NCAA Agreed-Upon Procedures Report – UW-Milwaukee
- Payroll Bi-Annual Audit – April A 2023 – September B 2023 Pay Periods Executive Summary

### **Presenter(s)**

- Lori Stortz, Chief Audit Executive

### **BACKGROUND**

One of the responsibilities of the Audit Committee, as outlined in the committee charter, is to summarize results of audits recently issued.

**UPDATE ON THE UNIVERSITIES OF WISCONSIN  
RISK, COMPLIANCE AND AUDIT (RCA) PILOT PROGRAM**

**REQUESTED ACTION**

For information and discussion.

**SUMMARY**

The Universities of Wisconsin System Office of Compliance and Risk Management will provide an update on the progress made to date on the Risk, Compliance and Audit (RCA) Pilot Program.

**Presenter**

- Paige Smith, UW System Chief Compliance and Risk Officer

**BACKGROUND**

During the spring of 2023, the Universities of Wisconsin Office of Compliance and Risk Management initiated a new program called the RCA ("Risk, Compliance and Audit") Program that would enhance and improve the manner, method, and timeline for identifying, assessing, and managing high-level risks at the Universities of Wisconsin. The program is intended to be a long-term process, starting with a pilot involving five universities during the FY 23-24 academic year.

**UPDATE ON YOUTH PROTECTION  
AND SYSTEM POLICY 625 COMPLIANCE**

**REQUESTED ACTION**

For information and discussion.

**SUMMARY**

The Office of Compliance and Risk Management has been working closely with the Universities of Wisconsin in the implementation and development of processes, policies and structures to fulfill the requirements under System Policy (SYS) 625, *Youth Protection and Compliance*. An update on the progress made to date will be provided.

**Presenter**

- Paige Smith, Chief Compliance and Risk Officer

**BACKGROUND**

On March 1, 2023, SYS 625 became effective and instrumental in supporting the implementation of training, safe oversight of minors, policies, and standards for youth protection and compliance. Since that date, the Universities of Wisconsin have been implementing the new standards under SYS 625 through the guidance and support of the Universities of Wisconsin Office of Compliance and Risk Management.

## **CYBER INSURANCE POLICY RENEWAL UPDATE**

### **REQUESTED ACTION**

For information and discussion.

### **SUMMARY**

An update on the Universities of Wisconsin 2023 cyber insurance renewal will be provided.

### **Presenter(s)**

- Paige Smith, Chief Compliance Officer
- Edward Murphy, Associate Vice President and Chief Information Security Officer

### **BACKGROUND**

Since 2015, the Universities of Wisconsin have successfully negotiated and purchased cyber insurance systemwide. After two years of decreasing benefits and increased premiums, last year we saw improved market conditions and increased coverage of security controls across all institutions resulted in a slight increase in benefits and premiums. The trend of increased benefits and coverage, combined with lower premiums has continued for the 2024 calendar year.

The Universities of Wisconsin will pursue longer term options and solutions to reduce cyber risk and improve operational resiliency through critical, long-term planning for its information security operations systemwide.

**UW-MADISON NCAA DIVISION I ATHLETICS  
2022-23 REPORT**

**REQUESTED ACTION**

For information and discussion.

**SUMMARY**

The University of Wisconsin-Madison ("UW") Division of Intercollegiate Athletics (Athletics Department) is dedicated 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, regardless of gender or ethnic backgrounds.

This report highlights the achievements of UW athletic teams in the National Collegiate Athletic Association (NCAA) this past year. In addition, it addresses the measures and benchmarks used to assess UW student athletes' academic success across sports and in comparison, to student athletes in the Big Ten and NCAA Division I. Also included are financial highlights for 2022-2023, a copy of the Universities of Wisconsin Administration Office of Internal Audit compliance review, and a list of Level III & Level IV NCAA Violations. Each area is supplemented with detailed reports.

**Presenter(s)**

- Chris McIntosh, Director of Athletics, UW-Madison
- Marcus Sedberry, Deputy Athletic Director, UW-Madison
- Adam Barnes, Senior Associate Athletic Director for Business Operations/CFO, UW-Madison
- Katie Ahrens Smith, Senior Associate Athletic Director & Senior Woman Administrator, UW-Madison
- Doug Tiedt, Senior Associate Athletic Director for Student Services, UW-Madison

**BACKGROUND**

Collegiate athletics includes high-profile activities that exist for the betterment of the student body, student-athletes, and the university. Athletic activities and programs provide valuable experiences for student-athletes, opportunities to engage the broader community



and as a representative of the university to the public. 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.

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 the Universities of Wisconsin's Division I athletics programs.

Under the Regents' Accountability Reporting Framework, each UW 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 a university or its athletic board; 2) safeguards the welfare of all students; 3) maintains NCAA compliance; and 4) assures fiscal integrity. The attached report is submitted in accordance with those requirements.

### **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) 2022-23 Report to Board of Regents on Intercollegiate Athletics at UW-Madison

**2022-23**

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



February 8, 2024

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## **2022-23 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 2022-23 athletic season featured a number of outstanding team and individual accomplishments, headlined by the women’s hockey program’s seventh NCAA title. Badger football played in the Guaranteed Rate Bowl, it’s 21<sup>st</sup> consecutive bowl appearance (third-best in the nation), and defeated Oklahoma State. Led by Big Ten champion Bob Liking, the men’s cross country team captured its conference-record 53<sup>rd</sup> league team title. Men’s track and field won its first Big Ten Indoor title since 2014, while 10 Badgers earned All-America honors to lead the men’s swimming team to its best NCAA Championships finish since 2017. Wrestlers Dean Hamiti and Trent Hillger earned All-America honors. Women’s soccer student-athlete Emma Jaskaniec was named the Big Ten Midfielder of the Year and earned All-America honors, while softball standout Kayla Konwent was tabbed an All-American for the second time in her decorated career. Phoebe Bacon and Paige McKenna also earned All-America honors to lead the women’s swimming team to its best NCAA Championships finish since 2017. Women’s tennis earned its first NCAA Tournament team appearance since 2019, while the volleyball program captured its fourth straight conference title on the way to an appearance in the Elite Eight of the NCAA Tournament.

### **Financial Highlights**

The full report contains the final budget, debt balances and payments, and endowments for the 2022-23 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 \$757 million annually, with nearly 5,600 jobs supported and created.

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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 nine student-athletes in the 2016-17 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, six transferred to other institutions and earned their degrees, two transferred to other institutions and did not earn their degrees, and one left early to pursue professional opportunities.

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 the multiyear and single-year measures. The GSR for UW student-athletes was 93% in 2022-23, which was three percentage points higher than the GSR for all NCAA Division I student-athletes (90%). The UW student-athlete four-year average FGR was 79% in 2022-23, compared to 77% for the Big Ten Conference, and 69% for all NCAA Division I student-athletes. The four-year average FGR for all UW-Madison students was 88%.

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 3.31 cumulative grade-point average (GPA) at the end of the Spring 2023 term. After the Spring 2023 semester, 35 student-athletes carried a perfect 4.00 cumulative GPA. Between the Fall 2022 and Spring 2023 semesters, a total of 382 student-athletes earned Academic All-Big Ten honors.

UW undergraduate and graduate student-athletes currently major in 96 diverse areas of study. Personal Finance, Consumer Behavior & Marketplace Studies, Kinesiology, and Psychology are the most common majors among undergraduate student-athletes. Additionally, of these 96 areas of study, there are currently 75 different areas in which 10 or fewer student-athletes have declared as majors. A total of 150 current student-athletes graduated with either a Bachelor's or Master's degree during the 2022-23 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 2022-23 fiscal year.

### **Compliance**

The Athletics Department recently underwent a compliance review by the UW System Administration Office of Internal Audit for the 2022-23 academic year. The review did not identify any audit comments to report.

The Athletics Department reported no Level I or Level II violations (formerly classified as "major" violations) and 13 Level III or Level IV violations (formerly classified as "secondary" violations) to the NCAA and Big Ten in 2022-23.

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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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The 2022-23 athletic season featured a number of outstanding team and individual accomplishments, headlined by the women's hockey program's seventh NCAA title. Badger football played in the Guaranteed Rate Bowl, it's 21<sup>st</sup> consecutive bowl appearance (third-best in the nation), and defeated Oklahoma State. Led by Big Ten champion Bob Liking, the men's cross country team captured its conference-record 53<sup>rd</sup> league team title. Men's track and field won its first Big Ten Indoor title since 2014, while 10 Badgers earned All-America honors to lead the men's swimming team to its best NCAA Championships finish since 2017. Wrestlers Dean Hamiti and Trent Hillger earned All-America honors. Women's soccer student-athlete Emma Jaskaniec was named the Big Ten Midfielder of the Year and earned All-America honors, while softball standout Kayla Konwent was tabbed an All-American for the second time in her decorated career. Phoebe Bacon and Paige McKenna also earned All-America honors to lead the women's swimming team to its best NCAA Championships finish since 2017. Women's tennis earned its first NCAA Tournament team appearance since 2019, while the volleyball program captured its fourth straight conference title on the way to an appearance in the Elite Eight of the NCAA Tournament.

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

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/>.

## **II. FINANCIAL HIGHLIGHTS**

### **A. 2022-23 Final Budget Report**

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

### **B. 2022-23 Debt Balances & Payments Report**

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

### **C. 2022-23 Value of Endowments Dedicated to Support Athletics**

	<b>Market Value</b>	<b>Cash/Interest</b>
<b>June 2023</b>	<b>\$133,121,301</b>	<b>\$5,952,897</b>
<b>June 2022</b>	<b>\$124,267,994</b>	<b>\$4,759,918</b>

## **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 2021-2022 report. This report is the most recent 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**

<b>Year</b>	<b>APR &lt; 930</b>
<b>2022</b>	<b>0 sports</b>
<b>2021</b>	<b>0 sports</b>
<b>2020</b>	<b>0 sports</b>

## APR by Sport

Single-Year = 2021-22 academic year

Multiyear = 2018-19, 2019-20, 2020-21, 2021-22 (avg. of single-year rates)

Men's Sports	Single-Year APR	Multiyear APR	Multiyear DI NCAA Sport APR
Basketball	959	952	967
Cross Country	1000	972	983
Football	991	996	962
Golf	1000	1000	988
Hockey	981	980	984
Rowing	N/A	N/A	N/A
Soccer	965	964	979
Swimming & Diving	983	983	985
Tennis	974	988	986
Track (I/O)	1000	974	974
Wrestling	1000	993	975
Women's Sports	Single-Year APR	Multiyear APR	Multiyear DI NCAA Sport APR
Basketball	961	976	982
Cross Country	1000	1000	989
Golf	1000	1000	993
Hockey	1000	987	991
Rowing	988	993	990
Soccer	988	997	989
Softball	975	994	988
Swimming & Diving	1000	1000	992
Tennis	1000	1000	991
Track (I/O)	992	990	984
Volleyball	1000	1000	990

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

	Football	M. Basketball	M. Hockey
2021-2022	991	959	981
2020-2021	987	925	1,000
2019-2020	1,000	979	990

### 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: 2023 reporting year represents multi-year GSR of 2013-2016 cohorts.

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

Year	UW S-A	Big Ten S-A
2023	93%	93%
2022	91%	92%
2021	91%	92%

**Benchmark:** Achieve a GSR for student-athletes that is equal to or greater than the GSR for all NCAA Division I student-athletes. Note: 2023 reporting year represents multi-year GSR of 2013-2016 cohorts.

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

Year	UW S-A	D1 S-A
2023	93%	90%
2022	91%	89%
2021	91%	89%

### 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
2022-2023 (2016-2017 Cohort)	71%	100%	100%
2021-2022 (2015-2016 Cohort)	86%	60%	43%
2020-2021 (2014-2015 Cohort)	71%	100%	64%

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

	Basketball	Hockey	Volleyball
2022-2023 (2016-2017 Cohort)	83%	71%	100%
2021-2022 (2015-2016 Cohort)	50%	100%	80%
2020-2021 (2014-2015 Cohort)	100%	100%	n/a^

\*There were 43 student-athletes in the 2016-2017 single-year FGR cohort for the three highest revenue men's and women's sports. Of the cohort, 34 student-athletes graduated from the UW in six years; of the other nine, six transferred to other institutions and earned their degrees, two transferred to other institutions and did not earn their degrees, and one left early to pursue professional opportunities.

^There were zero student-athletes in the 2014-2015 single-year FGR cohort for the sport of Volleyball.

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for all UW-Madison students. Note: The 2023 reporting year represents 2016-17 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
2023	82%	89%	79%	88%
2022	77%	89%	76%	88%
2021	74%	88%	75%	87%

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for the Big Ten Conference. Note: The 2023 reporting year represents 2016-17 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. 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
2023	82%	75%	79%	77%
2022	77%	76%	76%	76%
2021	74%	76%	75%	75%

**Benchmark:** Achieve a student-athlete graduation rate that is equal to or greater than the rate for all Division I student-athletes. Note: The 2023 reporting year represents 2016-17 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 NCAA Division I Student-Athletes

Year	Graduation Rate		Four-Class Average	
	UW S-A	D1 S-A	UW S-A	D1 S-A
2023	82%	69%	79%	69%
2022	77%	69%	76%	69%
2021	74%	69%	75%	69%

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

UW student-athletes carried a 3.31 cumulative grade-point average (GPA) at the end of the Spring 2023 term. After the Spring 2023 semester, 35 student-athletes carried a perfect 4.00 cumulative GPA. Between the Fall 2022 and Spring 2023 semesters, a total of 382 student-athletes earned Academic All-Big Ten honors.

UW undergraduate and graduate student-athletes currently major in 96 diverse areas of study. Personal Finance, Consumer Behavior & Marketplace Studies, Kinesiology, and Psychology are the most common majors among undergraduate student-athletes. Additionally, of these 96 areas of study, there are currently 75 different areas in which 10 or fewer student-athletes have declared as majors. A total of 150 current student-athletes graduated with either a Bachelor's or Master's degree during the 2022-23 academic year.

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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.

#### **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**

The Athletics Department recently underwent a compliance review by the UW System Administration Office of Internal Audit for the 2022-23 academic year. The review did not identify any audit comments to report. Please see **Appendix H** for the full report.

### **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 2022-23 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. 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.

##### *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

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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."

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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 Senior 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.

In addition to reporting to the Athletic Director, the Senior Associate Athletic Director for Student Services reports 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. The University does and will maintain appropriate and adequate compliance staffing in order to maintain a compliant environment. In addition to the 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 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.

### *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 Senior 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 Assistant Athletic Director for Compliance or staff members of the Office of Compliance.

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In addition to reporting to the Athletic Director, the Senior Associate Athletic Director for Compliance reports 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. 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 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 Senior Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.

### 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. 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.

#### *Prevention of Improper Influence*

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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 Senior Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.

#### 5. Medical and Athletic Training Services

##### *Medical Decisions*

The University places priority on a student-athlete's health over other considerations. 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, 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. The Head Team Physician, Assistant Athletic Director for Sports Medicine and the Senior Associate Athletic Director for Student Services meet monthly to review and address the delivery of student-athlete medical care. Sports Medicine policies and procedures are reviewed annually in May at a joint meeting between members of the Division of Sports Medicine and members of the Athletic Department's Sports Medicine staff. The Assistant Athletic Director for Sports Medicine provides updates at each of the Athletic Board's Equity, Diversity and Student Welfare Committee meetings.

##### *Prevention of Improper Influence*

The final decision regarding student-athlete participation, in practice or competition, resides with the medical and athletic training staff. 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 inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student athlete.



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## 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.

### *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. 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 Assistant Athletic Director for Compliance or staff members of the Office of 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 Assistant 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.

## 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

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to the Big Ten Conference Office any violation of the Conference Standards.<sup>4</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>4</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.

## Appendix C

## **2022-23 Wisconsin Athletics Budget Report**

Please note that the figures presented below represent the University's accounting practices. Figures included in Appendix L conform to NCAA reporting requirements.

	2022-23	
	Budget	Actual
<b>REVENUE</b>		
Concessions & Catering	\$2,675,000	\$3,857,718
Conference Distributions	\$58,222,000	\$61,046,494
Events	\$2,835,000	\$3,706,930
Gift Funds	\$33,000,000	\$44,085,918
Multi Media	\$18,490,000	\$17,130,262
Other Revenue	\$9,834,000	\$13,351,416
Post Season	\$2,600,000	\$3,255,942
Ticket Sales	\$30,355,000	\$31,727,729
Transfers to Institution	(\$9,920,000)	(\$10,649,168)
<b>TOTAL REVENUE</b>	<b>\$148,091,000</b>	<b>\$167,513,241</b>
<b>EXPENSE</b>		
Salaries & Fringe Benefits	\$62,770,000	\$77,030,089
Debt Service	\$17,250,000	\$16,642,453
Financial Aid	\$14,000,000	\$11,842,697
Operational Expenses	\$51,046,000	\$56,951,652
Post Season Participation	\$3,000,000	\$4,892,212
<b>TOTAL EXPENSE</b>	<b>\$148,066,000</b>	<b>\$167,359,103</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$25,000</b>	<b>\$154,138</b>
Capital Projects	\$27,000,000	\$20,467,034

Ending Cash Balance	\$320,752
(Unrestricted Fund Balance)	

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## Appendix D

### **2022-23 University of Wisconsin Athletics Department Debt Balances & Payments Report**

<u>Project</u>	<u>Outstanding Debt, as of 6/30/23</u>	<u>Debt Service Payment FY '23</u>
Camp Randall Stadium Renovation (2004)	7,365,769	7,148,659
Crew House	394,263	406,554
Nielsen Tennis Stadium Floor	16	3
University Ridge Golf Course	60,185	13,206
Hockey/Swimming Facility	6,645,709	588,207
Student Athlete Performance Center	38,671,942	1,910,726
Camp Randall South End Zone Renovation (2022)	32,827,494	2,163,665
Kohl Center Addition & Renovation	<u>15,456,536</u>	<u>1,078,100</u>
Total Debt Service - GO Bonds	101,421,914	13,309,120



# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Madison

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 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	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	By Sport - Men's					Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
					All Division I	Public Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)				
Men's Track (292)	974	1,000	40th-50th	20th-30th	974	969	975	969	979	984	975	969	979
Men's Basketball (357)	952	959	20th-30th	1st-10th	967	964	970	965	965	972	970	965	965
Men's Cross Country (319)	972	1,000	20th-30th	20th-30th	983	980	985	980	985	988	985	980	985
Football (257)	996	991	90th-100th	70th-80th	962	960	968	958	NA	971	968	958	NA
Men's Ice Hockey (59)	980	981	30th-40th	30th-40th	984	986	989	984	984	983	989	984	984
Men's Soccer (207)	964	965	10th-20th	10th-20th	979	977	981	979	978	981	981	979	978
Men's Swimming and Diving (134)	983	983	40th-50th	30th-40th	985	983	986	986	983	987	986	986	983
Men's Tennis (236)	988	974	40th-50th	50th-60th	986	986	986	986	987	988	986	986	987
Men's Wrestling (78)	993	1,000	90th-100th	60th-70th	975	975	979	974	968	976	979	974	968

- 1 Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.
- 2 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.
- 3 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.
- 4 Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.
- 5 The team's Level One penalty has been waived.
- 6 The team's Level Two penalty has been waived.
- 7 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.
- 8 The team's Postseason ineligibility has been waived.
- 9 The institution's penalty waiver request is pending.
- 10 Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Madison

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 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)
Men's Golf (297)	1,000	1,000	90th-100th	80th-90th	988	988	990	990	988	987
By Sport - Women's										
Women's Track (345)	990	992	60th-70th	50th-60th	984	981	989	986	981	984
Women's Basketball (355)	976	961	20th-30th	20th-30th	982	980	987	985	980	983
Women's Cross Country (354)	1,000	1,000	90th-100th	80th-90th	989	988	992	991	987	991
Women's Rowing (88)	993	988	60th-70th	60th-70th	990	988	991	988	991	992
Women's Golf (267)	1,000	1,000	90th-100th	80th-90th	993	993	992	995	991	992
Women's Ice Hockey (36)	987	1,000	20th-30th	40th-50th	991	990	992	994	989	998
Softball (300)	994	975	60th-70th	60th-70th	988	987	990	990	986	988
Women's Swimming and Diving (196)	1,000	1,000	90th-100th	80th-90th	992	991	993	992	994	990
Women's Soccer (341)	997	988	70th-80th	70th-80th	989	988	993	990	988	990
Women's Tennis (306)	1,000	1,000	90th-100th	80th-90th	991	991	992	992	989	994
Women's Volleyball (339)	1,000	1,000	90th-100th	80th-90th	990	989	992	992	987	991
By Sport - Co-Ed										

- 1 Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.
- 2 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.
- 3 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.
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- 5 The team's Level One penalty has been waived.
- 6 The team's Level Two penalty has been waived.
- 8 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.
- 9 The team's Postseason ineligibility has been waived.
- 10 The institution's penalty waiver request is pending.
- 11 Denotes that team's APR data is under review.

## Graduation Success Rate Report

2013 - 2016 Cohorts: University of Wisconsin-Madison

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	-	-	Basketball	100	77
Basketball	92	77	Beach Volleyball	-	-
CC/Track	88	74	Bowling	-	-
Fencing	-	-	CC/Track	96	85
Football	89	76	Crew/Rowing	97	90
Golf	82	82	Fencing	-	-
Gymnastics	-	-	Field Hockey	-	-
Ice Hockey	80	56	Golf	100	100
Lacrosse	-	-	Gymnastics	-	-
Mixed Rifle	-	-	W. Ice Hockey	95	90
Skiing	-	-	Lacrosse	-	-
Soccer	80	63	Skiing	-	-
Swimming	92	75	Soccer	100	84
Tennis	100	90	Softball	100	81
Volleyball	-	-	Swimming	100	81
Water Polo	-	-	Tennis	100	86
Wrestling	95	82	Volleyball	100	82
Men's Non-NCAA	-	-	Water Polo	-	-
Sponsor. Sports	-	-	Women's Non-NCAA Sponsor.	-	-
			Sports		

## Appendix G

### UW Student-Athlete Majors vs. UW Student Body Majors (as of 1/7/24) **UNDERGRADUATE STUDENTS**

Undergraduate Major	# S-A Majors*	S-A %	# UW Majors*	UW %
Agricultural and Applied Economics	3	0.43%	46	0.10%
Agricultural Business Management	2	0.29%	58	0.12%
Agronomy	1	0.14%	23	0.05%
Animal Sciences	5	0.71%	145	0.30%
Anthropology	1	0.14%	54	0.11%
Art	7	1.00%	208	0.43%
Athletic Training	1	0.14%	25	0.05%
Biochemistry	5	0.71%	281	0.59%
Biological Systems Engineering	5	0.71%	72	0.15%
Biology	27	3.85%	1219	2.55%
Biomedical Engineering	10	1.43%	653	1.37%
Business: Accounting	6	0.86%	380	0.79%
Business: Actuarial Science	2	0.29%	203	0.42%
Business: Analytics	6	0.86%	110	0.23%
Business: Finance, Investment and Banking	31	4.42%	1405	2.94%
Business: Information Systems	3	0.43%	176	0.37%
Business: International Business	3	0.43%	218	0.46%
Business: Management and Human Resources	9	1.28%	363	0.76%
Business: Marketing	15	2.14%	850	1.78%
Business: Operations & Technology Management	3	0.43%	123	0.26%
Business: Real Estate & Urban Land Economics	16	2.28%	647	1.35%
Business: Risk Management and Insurance	6	0.86%	252	0.53%
Business: Supply Chain Management	6	0.86%	235	0.49%
Cartography & Geographic Information Systems	1	0.14%	44	0.09%
Chemical Engineering	2	0.29%	508	1.06%
Chemistry	1	0.14%	180	0.38%
Civil Engineering	15	2.14%	332	0.69%
Clinical Rehabilitation Counseling	1	0.14%	40	0.08%
Communication Arts	29	4.14%	631	1.32%
Communication Sciences and Disorders	1	0.14%	226	0.47%
Community and Nonprofit Leadership	6	0.86%	99	0.21%
Computer Engineering	3	0.43%	561	1.17%
Computer Sciences	12	1.71%	2227	4.66%
Conservation Biology	1	0.14%	182	0.38%
Consumer Behavior and Marketplace Studies	45	6.42%	906	1.89%
Data Science	11	1.57%	1066	2.23%
Economics	22	3.14%	1150	2.40%
Education Studies	4	0.57%	79	0.17%
Educational Leadership and Policy Analysis	5	0.71%	79	0.17%
Electrical Engineering	4	0.57%	428	0.89%
Elementary Education	9	1.28%	436	0.91%
Engineering Mechanics	4	0.57%	199	0.42%
Engineering Physics	3	0.43%	30	0.06%

<b>Undergraduate Major</b>	<b># S-A Majors*</b>	<b>S-A %</b>	<b># UW Majors*</b>	<b>UW %</b>
English	1	0.14%	299	0.63%
Environmental Engineering	2	0.29%	103	0.22%
Environmental Sciences	4	0.57%	16	0.03%
Environmental Studies	6	0.86%	249	0.52%
Food Science	1	0.14%	92	0.19%
French	1	0.14%	53	0.11%
Genetics and Genomics	3	0.43%	374	0.78%
Geography	2	0.29%	81	0.17%
Geology and Geophysics	1	0.14%	50	0.10%
German	2	0.29%	22	0.05%
Global Health	4	0.57%	384	0.80%
Health Promotion and Health Equity	31	4.42%	288	0.60%
History	2	0.29%	380	0.79%
Horticulture	1	0.14%	50	0.10%
Human Development and Family Studies	11	1.57%	373	0.78%
Industrial Engineering	4	0.57%	376	0.79%
Information Science	2	0.29%	73	0.15%
Interior Architecture	5	0.71%	169	0.35%
International Studies	2	0.29%	272	0.57%
Journalism	2	0.29%	566	1.18%
Kinesiology	39	5.56%	529	1.11%
Landscape and Urban Studies	1	0.14%	57	0.12%
Landscape Architecture	1	0.14%	7	0.01%
Latin	1	0.14%	6	0.01%
Law	1	0.14%	748	1.56%
Legal Studies	8	1.14%	363	0.76%
Life Sciences Communication	20	2.85%	186	0.39%
Mathematics	3	0.43%	557	1.16%
Mechanical Engineering	20	2.85%	1242	2.60%
Microbiology	4	0.57%	183	0.38%
Music	1	0.14%	124	0.26%
Neurobiology	17	2.43%	792	1.66%
Nuclear Engineering	2	0.29%	73	0.15%
Nursing	9	1.28%	871	1.82%
Nutritional Sciences	6	0.86%	73	0.15%
Personal Finance	62	8.84%	480	1.00%
Philosophy	1	0.14%	174	0.36%
Physical Education	3	0.43%	40	0.08%
Physical Therapy	1	0.14%	118	0.25%
Physics	1	0.14%	142	0.30%
Political Science	12	1.71%	999	2.09%
Psychology	39	5.56%	1618	3.38%
Public Health	1	0.14%	117	0.24%
Rehabilitation Psychology	11	1.57%	116	0.24%
Social Welfare	2	0.29%	166	0.35%
Sociology	6	0.86%	243	0.51%
Spanish	3	0.43%	331	0.69%
Special Education	2	0.29%	88	0.18%

Undergraduate Major	# S-A Majors*	S-A %	# UW Majors*	UW %
Sports Leadership	28	3.99%	57	0.12%
Statistics	1	0.14%	253	0.53%
Textiles and Fashion Design	3	0.43%	99	0.21%
Wildlife Ecology	3	0.43%	110	0.23%
Zoology	1	0.14%	132	0.28%
Total	701	100%	32513	67.98%

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.**

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

^ This number represents only the majors listed above. The total number of undergraduate students with a major equals 33,842.

## Appendix H



Office of Internal Audit  
780 Regent Street, Suite 305  
Madison, Wisconsin 53715  
(608) 263-4397  
[wisconsin.edu/offices/audit/](https://www.wisconsin.edu/offices/audit/)

To: The University of Wisconsin System Board of Regents Audit Committee

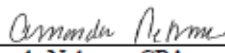
We have completed an internal audit of *National Collegiate Athletic Association (NCAA) Compliance* at the University of Wisconsin–Madison (UW-Madison) for the period of July 1, 2022, through June 30, 2023. Our audit was conducted in conformance with the *International Standards for the Professional Practice of Internal Auditing*. While performing this audit, we did not identify any audit comments.

The objective of this audit was to evaluate the UW-Madison Athletic Department's compliance program in accordance with the *NCAA 2022-2023 Division I Manual (manual)* for selected topics.

This communication is intended solely for the information and use of management and others within the UW System, including the Board of Regents. This restriction is not intended to limit the distribution of this communication, which upon final issuance is a matter of public record.

We appreciate the cooperation afforded to us by individuals within the UW-Madison Athletic Department during the performance of this audit.

Best regards,

  
Amanda Nehmer, CPA  
Director, Office of Internal Audit

November 15, 2023

cc: Jennifer Mnookin, Chancellor  
Chris McIntosh, Director of Athletics  
Katie Smith, Senior Associate Athletic Director & Sr. Woman Administrator  
Joel Ott, Director of Compliance  
Brady Minter, Associate Director of Compliance  
Rob Cramer, Interim Vice Chancellor for Finance and Administration  
David Murphy, Associate Vice Chancellor for Finance  
David Honma, Assistant Vice Chancellor for Finance and Administration, Controller



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## Appendix I

### **Standards for Safeguarding Institutional Governance of Intercollegiate Athletics University of Wisconsin- Madison's Annual Report for 2022-23**

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, 2022 through July 31, 2023. 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 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 & Senior Woman Administrator, Ms. Katie Smith;
- Associate Vice Provost & University Registrar, Mr. Scott Owczarek;
- Director of Admissions and Recruitment, Mr. André E. Phillips;
- Dean of Students, Ms. Christina Olstad;
- Assistant Athletic Director for Sports Medicine, Mr. Michael Moll;
- Head Team Physician, Dr. David T. Bernhardt; and
- Director of the Office of Student Financial Aid, Ms. Helen Faith.

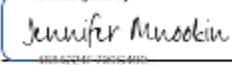
Each of these members of the University community has provided a written statement comparing their own knowledge and experiences with the requirements of the Standards. These written statements have also been attached to this Annual Report as Exhibit 2. During these reviews, two

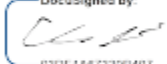


instances of potential non-compliance during the year under review were identified and have been attached to this Annual Report as Exhibit 3.

Conclusion

Based upon our review of the statements contained in Exhibit 2 and instances of potential non-compliance contained in Exhibit 3, 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.

DocuSigned by:  
 1/26/2024  
Jennifer Mnookin, Chancellor (date)

DocuSigned by:  
 1/26/2024  
Chris McIntosh, Director of Athletics (date)

DocuSigned by:  
 1/26/2024  
Ann Sheehy, Athletic Board Chair (date)

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# Exhibit 1

## 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. 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.

##### *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

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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."

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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 Senior 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.

In addition to reporting to the Athletic Director, the Senior Associate Athletic Director for Student Services reports 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. The University does and will maintain appropriate and adequate compliance staffing in order to maintain a compliant environment. In addition to the 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 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.

### *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 Senior 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 Assistant Athletic Director for Compliance or staff members of the Office of Compliance.

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In addition to reporting to the Athletic Director, the Senior Associate Athletic Director for Compliance reports 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. 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 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 Senior Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.

### 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. 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.

#### *Prevention of Improper Influence*

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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 Senior Associate Athletic Director for Student Services or the staff members of the Office of Academic Services.

#### 5. Medical and Athletic Training Services

##### *Medical Decisions*

The University places priority on a student-athlete's health over other considerations. 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, 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. The Head Team Physician, Assistant Athletic Director for Sports Medicine and the Senior Associate Athletic Director for Student Services meet monthly to review and address the delivery of student-athlete medical care. Sports Medicine policies and procedures are reviewed annually in May at a joint meeting between members of the Division of Sports Medicine and members of the Athletic Department's Sports Medicine staff. The Assistant Athletic Director for Sports Medicine provides updates at each of the Athletic Board's Equity, Diversity and Student Welfare Committee meetings.

##### *Prevention of Improper Influence*

The final decision regarding student-athlete participation, in practice or competition, resides with the medical and athletic training staff. 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 inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student athlete.



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## 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.

### *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. 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 Assistant Athletic Director for Compliance or staff members of the Office of 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 Assistant 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.

## 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

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to the Big Ten Conference Office any violation of the Conference Standards.<sup>4</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>4</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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## Exhibit 2

### 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, 2022 through July 31, 2023.

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 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. With regard to Section 1 of the Standards, "Academic Support," I am aware of two instances of non-compliance, as detailed in Exhibit 3. More specifically, in my role as Senior Associate Athletic Director for Student Services, I confirm the following for all instances other than those detailed in Exhibit 3:

- 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;

## Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

- 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;
- 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.

DocuSigned by:  
  
OF 172733816261450

Douglas A. Tiedt, Sr. Assoc. AD

1/20/2024

(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, 2022 through July 31, 2023.

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 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. With regard to Section 1 of the Standards, "Academic Support," I am aware of two instances of non-compliance, as detailed in Exhibit 3. More specifically, in my role as Senior Associate Athletic Director for Compliance, I confirm the following for all instances other than those detailed in Exhibit 3:


- 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 Office of Student Financial Aid, Big Ten, and NCAA regarding the application of NCAA or Big Ten rules was and will continue to be conducted through my office;

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Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

- 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
- 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.

DocuSigned by:  
  
Katie Smith, Sr. Assoc. AD & SWA  
1/19/2024  
(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, 2022 through July 31, 2023.

I am the Associate Vice Provost and University Registrar. In that role, the Athletic Academic Eligibility Specialist reports to me through the Assistant Registrar for Data Reporting and Eligibility and the Associate Registrar for Academic 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 Big 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 2 of the Standards, "Institutional, Conference, and NCAA Rules Compliance," I am not aware of any non-compliance during the year under review. With regard to Section 1 of the Standards, "Academic Support," I am aware of two instances of non-compliance, as detailed in Exhibit 3. More specifically, in my role as Associate Vice Provost and 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 Senior 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.

DocuSigned by:  
  
Scott Owczarek, Associate Vice Provost & University Registrar  
1/20/2024  
(date)

## 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, 2022 through July 31, 2023.

I am the Director 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.

DocuSigned by:  
  
1/23/2024  
André E. Phillips, Director of Admissions and Recruitment (date)



## Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

### Statement of Christina Olstad

To Whom It May Concern:

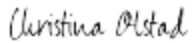
As part of the University of Wisconsin-Madison's annual internal review of the effectiveness of its Standards for Safeguarding Institutional Governance of Intercollegiate Athletics ("Standards"), I have been asked to review the requirements of the Standards and compare them with my experiences during the year under review, which I understand to be August 1, 2022 through July 31, 2023.

I am the Dean of Students within Student Affairs. In that role I oversee the Office of Student Conduct and Community Standards ("OSCCS") and the individuals responsible for investigating and adjudicating student conduct at the University report to me. In this position I was 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 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 Senior 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.

DocuSigned by:  
  
Christina Olstad, Dean of Students 1/20/2024  
(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, 2022 through July 31, 2023.

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 have 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.

DocuSigned by:

Michael Moll

1/23/2024

Michael Moll, Asst. AD for Sports Medicine (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, 2022 through July 31, 2023.

I am the Team Physician for Men's Basketball, Men's Cross Country, Women's Cross Country, Women's Crew, Women's Lightweight Crew, Men's Track & Field, Women's Track & Field, and Women's Volleyball. 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.

DocuSigned by:

David Bernhardt

1/25/2024

Dr. David T. Bernhardt

(date)

## Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

### Statement of Helen Faith

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 office's experiences during the year under review, which I understand to be August 1, 2022 through July 31, 2023.

I am the Director of the Office of Student Financial Aid. The individual responsible for compiling and determining the University's cost of attendance, the Associate Director for Federal Awards, reports to me in my role as Director. 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. More specifically, in my role as Director, 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

DocuSigned by:

Helen Faith

1/22/2024

Helen Faith, Director of the Office of Student Financial Aid (date)

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## Exhibit 3

### Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

#### Violations of Standards for Safeguarding Institutional Athletics

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. Violations of the Standards for Safeguarding Institutional Athletics (“Standards”) that are properly identified and addressed in a timely manner will be accounted for in the Annual Report within the context of demonstrating the effectiveness of the Standards. 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.

##### Violation 1:

In January 2023, an assistant coach communicated directly with an associate dean, in violation of institutional control standards. Specifically, the assistant coach sent an email to the associate dean to arrange a meeting with the individual during an official visit for a transfer prospective student-athlete. The violation was discovered during a routine post-visit review of the official visit itinerary. Upon learning of the violation, the assistant coach expressed regret and understanding that future communication must be routed through the appropriate channels within the Athletic Department. Education was provided to the assistant coach regarding the importance of communicating through these appropriate resources for issues involving student-athletes.

##### Violation 2:

In February 2023, a head coach communicated directly with a professor, in violation of institutional control standards. Specifically, the head coach sent an email to the professor regarding a student-athlete who would be missing an exam in the professor’s class to compete at the conference championship. The violation was discovered when the Athletics Academic Advisor for the sport, who was copied on the original email, shared the correspondence with the Assistant Athletic Director for Academic Services. Upon learning of the violation, the head coach expressed regret and understanding that future communication must be routed through the appropriate channels within the Athletic Department. Education was provided to the head coach regarding the importance of communicating through these appropriate resources for issues involving student-athletes.

## Appendix J

### 2022-23 Summary of Big Ten & Level III/IV NCAA Violations

Sport/Department	Occurred	Bylaw(s) or Rule (s) Involved	Violation
Women's Tennis	7/2/2022	11.5.1; 11.5.1.1; 13.1.2.1.1	An assistant coach recruited off-campus prior to being certified to do so.
Volleyball	8/25/2022	13.02.5.4; 13.17.1.1	On one occasion, two coaches engaged in an off-campus recruiting evaluation during a quiet period.
Volleyball	8/7/2022	17.02.19; 17.1.1; 17.1.1.1	The Head Coach impermissibly observed and publicized voluntary athletically related activities by tweeting a photo of student-athletes engaged in practice activities the day prior to the start of the preseason.
Volleyball	8/5/2022	13.6.3	A PSA made an official visit prior to being placed on the institution's Institutional Request List.
Men's Swimming	10/1/2020	13.02.5.5	A PSA had impermissible, on-campus contact during the COVID-19 dead period with a group of current SAs at the direction of the Head Swimming & Diving Coach.
Women's Rowing	9/24/2022	12.1.1.1.3; 12.1.1.1.3.1; 12.1.1.1.3.2; 16.8.1	Prior to receiving final amateurism certification, six SAs were allowed to compete on three dates of competition.
Women's Hockey	11/7/2022	13.02.5.5	A Women's Hockey PSA made an official visit during a dead period.
Women's Rowing	11/6/2022	17.1.7.7	Eleven Women's Rowing SAs were not provided with a required day off during the final week of the sport's fall segment.
Men's Rowing	11/9/2022	14.3.5.1; 14.3.5.1.1	A freshman SA was allowed to practice beyond the 45-day temporary certification period prior to receiving final academic certification.
Volleyball	3/28/2023	15.5.1.6; 15.5.2.4	A former SA enrolled in graduate school but no longer on the official squad list practiced with the team on one occasion.
Volleyball	12/20/2022	17.1.7.2	A SA engaged in student hosting duties during the exam period prohibition on CARA and RARA.
Men's Hockey	4/5/2023	13.02.5.5	The coaching staff had impermissible, on-campus contact during a dead period with two transfer PSAs.
Football	5/22/2023	13.02.4; 13.1.1.1.1	On one occasion, a Football Assistant Coach had in-person, off-campus contact with a PSA prior to the first permissible date.

## Appendix K



February 8, 2024

Ms. Karen Walsh, President, University of Wisconsin Board of Regents  
Mr. Jay O. Rothman, President, University of Wisconsin System  
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 2022-23.

There were no instances of any major Level I or Level II compliance violations. We are aware of thirteen Level III or Level IV secondary violations of non-compliance with NCAA or Big Ten rules and regulations which were reported during 2022-23.

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.

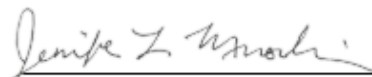
The institution has evaluated and updated its gender-equity plan from our previous self-study, dated 2008-2009.


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.

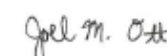
The athletic department has not intervened when a student-athlete is being disciplined under regular student conduct rules.

Very truly yours,

  
\_\_\_\_\_  
Chancellor

  
\_\_\_\_\_  
Sr. Associate Athletic Director/SWA

  
\_\_\_\_\_  
Athletic Director

  
\_\_\_\_\_  
Assistant AD for Compliance

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**

Statement of Revenues and  
Expenditures – Budgetary Basis

June 30, 2023

Together With Independent Auditors' Report  
and Independent Accountants' Report on  
Agreed-Upon Procedures  
Required by the Provisions of  
NCAA Bylaw 20.2.4.17

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**University of Wisconsin-Madison Division of Intercollegiate Athletics**

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## **Independent Auditors' Report**

To the Chancellor of  
University of Wisconsin-Madison

### **Opinion**

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, 2023, and the related notes to the statement of revenues and expenditures - budgetary basis, which collectively comprise the Athletic Department's financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above presents fairly, in all material respects, the revenues and expenditures of the Athletic Department as of June 30, 2023 in accordance with the budgetary basis of accounting described in Note 1.

### **Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Athletic Department and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Emphasis of Matter**

As discussed in Note 1 to the financial statements, the Athletic Department financial statements are intended to present the changes in financial position that are attributable to the transactions of the Athletic Department. The financial statements do not purport to and do not, present fairly the financial position of the University of Wisconsin - Madison, as of June 30, 2023, 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.

### **Emphasis of Matter - Basis of Accounting**

We draw attention to Note 1 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.



### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the budgetary basis of accounting described in Note 1 and for determining that the budgetary basis of accounting 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' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.



Madison, Wisconsin  
December 22, 2023

# University of Wisconsin-Madison Division of Intercollegiate Athletics

Statement of Revenues and Expenditures - Budgetary Basis  
Year Ended June 30, 2023

	Football	Men's Basketball	Men's Hockey	Women's Volleyball	Women's Basketball	Other Sports	Not Team Related	Total
<b>Revenues</b>								
Ticket sales	\$ 23,479,371	\$ 5,651,281	\$ 2,075,988	\$ 1,540,348	\$ 190,062	\$ 315,706	\$ 512,464	\$ 33,765,321
Direct institutional support	2,433,167	253,039	312,682	408,813	323,596	3,054,449	116,585	6,902,321
Lease transfers to institution	(6,286,977)	(686,331)	-	-	-	-	60,987	(6,902,321)
Indirect institutional support	-	-	-	-	-	-	3,619,737	3,619,737
Guarantees	-	50,000	30,000	-	-	13,000	-	93,000
Contributions	22,261,879	3,577,080	428,941	534,782	248,970	774,414	22,707,092	50,833,158
In-kind	105,775	14,416	-	-	-	58,450	178,610	357,251
Media rights	41,291,123	4,587,903	-	-	-	-	-	45,879,026
NCAA distributions	-	298,204	-	16,560	1,050	148,154	4,329,871	4,791,839
Conference distributions	70,069	727,554	-	-	-	-	2,305,128	3,102,741
Conference distributions of bowl-generated revenue	7,734,657	-	-	-	-	-	-	7,734,657
Program, novelty, parking and concession sales	319,248	960,381	82,389	29,980	16,876	6,832	4,363,390	5,779,096
Royalties, licensing, advertisements and sponsorships	9,087,809	3,107,171	562,313	183,541	99,030	932,800	12,783,460	26,756,124
Sports camp revenues	129,800	155,634	53,867	494,124	42,708	1,087,265	325,204	2,288,802
Athletics restricted endowment and investments income	(10,728)	-	-	-	-	(1,542)	5,760,780	5,748,510
Other operating revenue	756,321	67	-	7,176	18,865	110,250	3,611,969	4,504,648
Bowl revenues	2,469,229	-	-	-	-	-	-	2,469,229
<b>Total revenues</b>	<b>104,160,933</b>	<b>19,694,399</b>	<b>3,546,190</b>	<b>3,215,324</b>	<b>941,147</b>	<b>6,499,778</b>	<b>60,675,277</b>	<b>197,723,038</b>
<b>Expenditures</b>								
Athletic student aid	5,058,195	694,479	958,109	876,150	783,133	9,437,927	549,459	18,355,452
Guarantees	2,250,000	382,836	70,000	23,000	64,000	25,250	-	2,815,086
Head coaching salaries, benefits and bonuses paid by the University and related entities	6,268,699	3,956,625	880,190	684,895	726,533	3,413,690	214	15,930,846
Coaches salaries, benefits and bonuses paid by the University and related entities	7,960,341	1,467,987	696,870	411,313	712,448	3,491,499	(1,850)	14,698,808
Support staff/administrative salaries, benefits and bonuses paid by the University and related entities	4,618,203	573,248	390,438	390,590	355,262	505,983	29,412,273	36,245,997
Severance payments	16,557,167	-	20,408	-	169,500	-	-	16,747,075
Recruiting	1,056,872	260,906	103,432	101,023	138,176	577,922	105	2,238,436
Team travel	2,174,711	2,233,348	662,535	927,509	887,009	5,012,482	93,678	11,991,272
Sports equipment, uniforms and supplies	1,204,674	254,800	262,762	141,002	150,491	1,359,749	55,776	3,429,254
Game expenditures	744,756	482,836	191,207	323,217	190,118	240,329	267,648	2,440,111
Fundraising, marketing and promotion	-	-	-	-	-	-	3,597,093	3,597,093
Sports camp expenditures	33,042	73,508	29,189	250,157	17,084	381,325	166,042	950,347
Spirit groups	-	-	-	-	-	-	234,860	234,860
Athletic facilities debt service, leases and rental fees	10,553,939	625,555	629,829	-	107,900	1,862,893	3,336,989	17,119,105
Direct overhead and administrative expenditures	1,383,232	234,061	159,313	111,280	67,076	53,194	28,129,884	30,617,040
Indirect institutional support	-	-	-	-	-	-	3,619,737	3,619,737
Medical expenditures and insurance	19,402	21,952	15,727	7,466	9,017	6,496	3,438,547	3,518,607
Membership and dues	6,690	1,510	450	3,453	1,130	12,728	118,328	144,889
Student athlete meals	1,388,359	176,463	208,487	150,668	117,222	1,654,366	1,222,813	4,918,398
Other operating expenditures	531,178	82,268	3,595	88,022	31,178	486,005	638,220	1,860,466
Bowl expenditures	2,438,523	-	-	-	-	-	-	2,438,523
Bowl expenditures, coaching compensation/bonuses	109,087	-	-	-	-	-	-	109,087
<b>Total expenditures</b>	<b>64,357,070</b>	<b>11,522,382</b>	<b>5,241,541</b>	<b>4,480,745</b>	<b>4,527,277</b>	<b>29,001,859</b>	<b>74,880,416</b>	<b>194,020,289</b>
<b>Excess of revenues over (under) expenditures</b>	<b>\$ 39,803,863</b>	<b>\$ 7,162,017</b>	<b>\$ (1,695,351)</b>	<b>\$ (1,274,421)</b>	<b>\$ (3,586,130)</b>	<b>\$ (22,502,080)</b>	<b>\$ (14,205,139)</b>	<b>\$ 3,702,749</b>

See notes to statement of revenues and expenditures - budgetary basis

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**University of Wisconsin-Madison Division of Intercollegiate Athletics**

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Index to Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

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## University of Wisconsin-Madison Division of Intercollegiate Athletics

Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

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### 1. Summary of Significant Accounting Policies

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 basis of accounting below.

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

#### 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.

An officially recognized booster organization has been established to aid the Athletic Department with its outreach booster efforts. This organization is not a component unit of the University and is 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 this booster organization. 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 this recognized booster organization.

The recognized booster organization for the fiscal year ended June 30, 2023 is as follows:

Badger Basketball Boosters



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**University of Wisconsin-Madison Division of Intercollegiate Athletics**

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Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

**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 the recognized booster organization 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 revenue shared with conference opponents are netted against conference distributions.

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, 2022 through May 31, 2023 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.

**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**

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Notes to Statement of Revenues and Expenditures – Budgetary Basis

June 30, 2023

**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 calculated using the straight-line method and reported in Note 9.

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

**Compensated Absences**

Under terms of employment, employees are granted sick leave and vacation time 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 Annual Comprehensive Financial Report. Therefore, no sick leave liability exists for the Athletic Department. Total vested vacation time and other compensated absences at June 30, 2023 were \$3,367,349.

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.

**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 Annual Comprehensive Financial Report. Details of the plan are included in the Annual Comprehensive Financial Report of the State of Wisconsin for the year ended June 30, 2023. The liability and expense is computed for the entire State of Wisconsin and is not separately calculated for the Athletic Department.

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## University of Wisconsin-Madison Division of Intercollegiate Athletics

Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

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### 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.

### Contributions

The Athletic Department receives contributions in support of various intercollegiate sports programs. Contributions for the Athletic Department are primarily 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. Periodically, Athletic related contributions are directed to the University instead of the Foundation. These funds are deposited in the UW System Trust Funds, which are managed by the State of Wisconsin Investment Board (SWIB).

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.

## 2. Long-Term Debt

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, 2023 is \$847,328,668.

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, 2023, the Athletic Department's debt service payments consisted of the following:

Principal on bonds and notes	\$ 9,064,678
Interest on bonds and notes	<u>4,244,442</u>
Total	<u>\$ 13,309,120</u>



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**University of Wisconsin-Madison Division of Intercollegiate Athletics**

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Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

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 6/30/23
Camp Randall					
	2019	\$ 256,884	04/15/29	2.28%	\$ 41,923
	2020	3,787,211	04/15/30	2.30%	722,387
	2021	38,393	04/15/27	5.00%	38,393
	2021	5,417,120	04/15/26	0.80%	375,597
	2022	4,370,365	04/15/43	5.00%	4,370,365
	2023	1,817,104	04/15/28	5.00%	<u>1,817,104</u>
Total Camp Randall					<u>7,365,769</u>
Nielsen Stadium					
	2015	717	04/16/24	5.00%	3
	2021	13	04/15/27	5.00%	<u>13</u>
Total Nielsen Stadium					<u>16</u>
Crew House					
	2020	446,986	04/15/30	2.30%	84,197
	2022	310,066	04/14/34	5.00%	<u>310,066</u>
Total Crew House					<u>394,263</u>
University Ridge Golf Course					
	2014	62,443	04/14/28	5.00%	36,921
	2022	10,294	10/17/23	5.00%	10,294
	2022	12,970	04/14/28	4.86%	<u>12,970</u>
Total University Ridge Golf Course					<u>60,185</u>
Hockey/Swim Facility					
	2014	10,696	04/14/28	5.00%	10,696
	2015	276,685	04/16/27	5.00%	276,686
	2016	988,642	10/15/27	5.00%	728,819
	2016	5,819,190	10/17/30	4.66%	842,853
	2017	44,250	10/17/28	5.00%	44,250
	2022	3,190,663	04/11/41	5.00%	3,190,663
	2022	1,551,742	04/16/43	5.27%	<u>1,551,742</u>
Total Hockey/Swim Facility					<u>6,645,709</u>

# University of Wisconsin-Madison Division of Intercollegiate Athletics

Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

	Issue Year	Original Debt	Maturity Date	Average Interest Rates	Balance 6/30/23
Student Athlete Performance Center					
	2012	\$ 6,474,464	05/01/26	5.00%	\$ 1,171,608
	2016	2,426,096	10/15/27	5.00%	1,687,721
	2016	1,495,866	04/16/36	4.00%	912,854
	2016	1,888,621	10/17/25	4.00%	1,062,787
	2017	2,275,911	10/17/31	5.00%	2,151,942
	2017	151,559	04/16/38	5.00%	98,048
	2017	299,142	10/17/28	5.00%	299,142
	2017	840,265	10/17/34	5.00%	660,096
	2018	135,511	04/16/36	5.00%	38,175
	2019	5,815,130	04/15/33	2.53%	21,599
	2020	24,870,931	04/15/42	2.49%	14,074,159
	2021	2,396,994	04/15/31	5.00%	2,396,994
	2021	447,344	04/15/25	5.00%	447,344
	2021	19,230	04/15/26	0.80%	10,350
	2021	8,763	04/15/26	1.40%	8,763
	2022	312,834	04/15/26	5.00%	236,817
	2022	431,976	04/15/32	2.61%	431,976
	2022	8,243,140	04/16/43	5.00%	8,243,140
	2023	21,188	04/14/28	5.00%	21,188
	2023	4,697,239	04/16/42	5.00%	4,697,239
Total Student Athlete Performance Center					38,671,942
Camp Randall South End Zone (SEZ)					
	2020	5,671,289	04/16/41	5.00%	5,276,143
	2021	2,462,650	04/16/41	5.00%	2,289,460
	2021	12,248,024	04/16/42	5.00%	11,826,166
	2022	5,822,226	04/16/42	4.73%	5,822,227
	2022	8,342,213	05/01/25	5.00%	7,613,498
Total Camp Randall SEZ					32,827,494
Kohl Center Addition and Renovation					
	2021	1,633,070	04/16/42	5.00%	1,576,822
	2022	3,699,353	04/16/42	5.00%	3,699,353
	2022	5,000,000	05/01/25	5.00%	4,563,237
	2023	2,001,894	05/03/32	5.00%	2,001,894
	2023	3,615,230	04/16/43	4.64%	3,615,230
Total Kohl Center Addition and Renovation					15,456,536
Total					\$ 101,421,914

**University of Wisconsin-Madison Division of Intercollegiate Athletics**

Notes to Statement of Revenues and Expenditures – Budgetary Basis

June 30, 2023

Future general obligation debt repayment schedule:

	Principal	Interest	Total
Fiscal years ending June 30:			
2024	\$ 6,492,674	\$ 4,463,695	\$ 10,956,369
2025	14,016,608	4,193,639	18,210,247
2026	3,620,442	3,483,221	7,103,663
2027	2,883,665	3,339,829	6,223,494
2028	3,362,027	3,190,246	6,552,273
2029-2033	18,837,097	13,361,670	32,198,767
2034-2038	26,410,564	8,356,330	34,766,894
2039-2043	25,798,837	2,540,388	28,339,225
Total	<u>\$ 101,421,914</u>	<u>\$ 42,929,018</u>	<u>\$ 144,350,932</u>

**3. Long-Term 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 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 leases is included in capital assets as follows:

Equipment under leases	\$ 801,844
Less accumulated depreciation	<u>333,771</u>
Total	<u>\$ 468,073</u>

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

	Principal	Interest	Total
Fiscal years ending June 30:			
2024	\$ 73,629	\$ 10,682	\$ 84,311
2025	60,743	9,813	70,556
2026	49,720	7,081	56,801
2027	52,237	4,564	56,801
2028	51,945	1,920	53,865
2029	43,107	1,623	44,730
Total	<u>\$ 331,381</u>	<u>\$ 35,683</u>	<u>\$ 367,064</u>

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## University of Wisconsin-Madison Division of Intercollegiate Athletics

Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

### 4. Campus Loan

As a result of the COVID-19 pandemic, the Athletic Department faced an operational shortfall. The University provided an internal loan to the Athletic Department in the amount of \$20,000,000 at 0% interest to be repaid over six years. The total outstanding internal loan amount as of June 30, 2023 is \$15,670,000.

For the year ended June 30, 2023, the Athletic Department's internal loan principal payments totaled \$3,330,000.

The following represents the unpaid balance of the internal loan for which the Athletic Department is financially responsible:

	<u>Principal</u>
Fiscal years ending June 30:	
2024	\$ 3,000,000
2025	3,330,000
2026	4,670,000
2027	<u>4,670,000</u>
Total	<u>\$ 15,670,000</u>

### 5. Employees' Retirement System

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 Annual Comprehensive Financial Report of the State of Wisconsin for the year ended June 30, 2023.

### 6. Commitments and Contingencies

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.

### 7. Under Armour Contract

A 10-year contract with Under Armour, Inc. 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.

## University of Wisconsin-Madison Division of Intercollegiate Athletics

Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

### 8. 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.

### 9. Capital Assets

A summary of changes in capital assets follows:

	Balance 7/01/22	Additions	Deductions	Balance 6/30/23
Land	\$ 10,651,178	\$ -	\$ -	\$ 10,651,178
Buildings and fixtures	388,126,866	57,327,871	-	445,454,737
Construction in progress	50,322,772	19,693,030	40,988,504	29,027,298
Improvements other than buildings	20,072,898	225,000	-	20,297,898
Equipment	17,829,334	1,220,360	106,071	18,943,623
Total capital assets	487,003,048	78,466,261	41,094,575	524,374,734
Less accumulated depreciation for:				
Buildings and fixtures	160,171,788	11,114,801	-	171,286,589
Improvements other than buildings	11,258,754	313,133	-	11,571,887
Equipment	13,590,909	1,348,134	106,071	14,832,972
Total accumulated depreciation	185,021,451	12,776,068	106,071	197,691,448
Capital assets, net of depreciation	<u>\$ 301,981,597</u>			<u>\$ 326,683,286</u>

The total Athletic Department related capital projects expenditures for the year are \$20,503,092.

### 10. Risk Management

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 Annual Comprehensive Financial Report.

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**University of Wisconsin-Madison Division of Intercollegiate Athletics**

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Notes to Statement of Revenues and Expenditures – Budgetary Basis  
June 30, 2023

**11. Endowments**

As of June 30, 2023, the total value of the Athletic Department's dedicated endowments being held at the Foundation for the year is \$133,121,301. As provided in a Memorandum of Agreement with the Foundation, the Athletic Department will draw funds from the Foundation as needed and approved to finance expenditures of the Athletic Department. The total value of University endowments as of June 30, 2023 is \$4,922,395,053.

As of June 30, 2023, the total value of the Athletic Department's dedicated endowments being held in UW System Trust Funds for the year is \$2,286,743.

**12. Suites and Tickets Given to University**

In fiscal year 2022-23, the Athletic Department contributed \$541,285 to the University in the form of event tickets, suite access and parking for events. The Athletic Department also waived donation requirements in the amount of \$217,290 for suites, premium seating and parking.

**13. Excess Transfers to Institution**

For the fiscal year ended June 30, 2023, the Athletic Department transferred \$3,780,631 to the Institution in excess of those funds allowed to be reported within the Less – Transfers to Institution category on the Statement of Revenues and Expenditures – Budgetary Basis.



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**OTHER REPORTS (UNAUDITED)**



## Independent Accountants' Report on Applying Agreed-Upon Procedures for Affiliated and Outside Organizations

To the Chancellor of  
University of Wisconsin-Madison

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 20.2.4.17 for the year ended June 30, 2023. The University of Wisconsin-Madison Division of Intercollegiate Athletics is responsible for compliance with the requirements of NCAA Bylaw 20.2.4.17 for the year ended June 30, 2023.

The Athletic Department has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the engagement of complying with NCAA Bylaw 20.2.4.17. Additionally, the Athletic Department and the NCAA have agreed to and acknowledged that the procedures performed are appropriate to meet their purposes. This report may not be suitable for any other purpose. The procedures performed may not address all of the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

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, 2023. 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, 2023 as shown in Exhibit A.

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

We were engaged by the Athletic Department to perform this agreed-upon procedures engagement and conducted our engagement 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 or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the accompanying Statement of changes in cash of recognized booster organizations for the year ended June 30, 2023. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Athletic Department and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon-procedures engagement.

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 US, LLP*

Madison, Wisconsin  
December 22, 2023

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# University of Wisconsin-Madison Division of Intercollegiate Athletics

Statement of Changes in Cash of Recognized Booster Organizations

Year Ended June 30, 2023

	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	\$ 122,381	\$ -	\$ 163,005	\$ -	\$ (173,555)	\$ 111,831
Total	\$ 122,381	\$ -	\$ 163,005	\$ -	\$ (173,555)	\$ 111,831

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**

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Notes to Statement of Changes in Cash of Recognized Booster Organizations  
Year Ended June 30, 2023

**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 of  
University of Wisconsin-Madison

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 20.2.4.17 for the year ended June 30, 2023. The University of Wisconsin-Madison Division of Intercollegiate Athletics is responsible for compliance with the requirements of NCAA Bylaw 20.2.4.17 for the year ended June 30, 2023.

The Athletic Department has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the engagement of complying with NCAA Bylaw 20.2.4.17. Additionally, the Athletic Department and the NCAA have agreed to and acknowledged that the procedures performed are appropriate to meet their purposes. This report may not be suitable for any other purpose. The procedures performed may not address all of the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures we performed and the associated findings 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%.

No findings were noted. See Exhibit B for explanation of variations greater than 10%.

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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#### *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*

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

#### *Transfers to Institution*

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

#### *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 the Athletic Department 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% 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 was less than 4% of total revenues, no procedures were required to be performed.

#### *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.



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#### ***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 was less than 4% of total revenues, no procedures were required to be performed.

#### ***Conference Distributions and Conference Distributions of Football 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***

- Total program sales, concessions, novelty sales and parking were less than 4% of total revenues, no procedures were required to be performed

#### ***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 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.

#### ***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.

#### ***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.

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#### *Other*

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

#### *Football Bowl Revenues*

- Total football 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%.

No findings were noted. See Exhibit B for explanation of variations greater than 10%.

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.



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***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 ten 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 Compensation, 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 Compensation, Benefits, and Bonuses Paid by a Third Party***

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

***Severance Payments***

- We obtained a detail listing of employees receiving severance payments by the Athletic Department during the reporting period and agreed each severance payment made to the sampled employees with the termination letter or employment contract and recalculated the totals.

No findings were noted.

***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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#### *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.

#### *Sports Equipment, Uniforms and Supplies*

- Total sports 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 six 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 18 transactions to validate the existence of the transaction and accuracy of recording and recalculated totals.

No findings were noted.

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#### *Indirect Institutional Support*

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

#### *Medical Expenditures and Insurance*

- Total medical expenditures and 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*

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

#### *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.

#### *Football Bowl Expenditures*

- Total football bowl expenditures reported on the Statement were less than 4% of total expenditures, 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 between May and August and compared the countable NCAA sports reported to the minimum requirements set forth in Bylaw 20.10.6.3 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.
- 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% 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***

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

No findings were noted.

##### ***Conference Realignment Expenditures***

- There were no conference realignment expenditures reported on the Statement, no procedures were performed.

##### ***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.

##### ***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.

We were engaged by the Athletic Department to perform this agreed-upon procedures engagement and conducted our engagement 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 or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the analysis of major revenue and expenditure accounts with variations greater than ten percent. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Athletic Department and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon-procedures engagement.

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 US, LLP*

Madison, Wisconsin  
December 22, 2023

# University of Wisconsin-Madison Division of Intercollegiate Athletics

Exhibit B - Analysis of Major\* Revenue and Expenditure Accounts  
June 30, 2023

Revenue/Expenditure Account	Current Actual	Budgeted	Prior Actual	Explanations
Ticket sales	\$33,765,220	**	\$38,117,093	The Athletic Department had an eighth Football "home game" in FY22 with the Notre Dame game that was held at Soldier Field in the fall of 2021. The agreement with Notre Dame led to both schools sharing ticket revenue that was worth approximately \$4M in FY22. In FY23, there was a typical seven game home schedule.
Contributions	\$50,833,158	**	\$7,004,024	Due to increased capital costs, new staff, and other projects, the Athletic Department drew on an increased amount of funds that had been received by the UW Foundation for the benefit of Athletics. These draws related to the Kohl Center (\$5.7M), South End Zone (\$4.5M), Shell (\$2M), Kohl Center Cooling Coil (\$1.95M), and Video Equipment (\$943k). Additionally, the transition of the football coaching staff led to approximately \$11M of transition costs for the head coach flowing through the University, requiring additional draws from the Athletic Department's designated funds at the Foundation.
Support staff/administrative salaries, benefits and bonuses paid by the University and related entities	\$36,245,997	**	\$31,056,478	Staff pay increases were \$2.3M for FY23. Football staff increased by \$1.2M due to increases for old staff and then bringing on new staff. Additionally, there was an increase of \$250k in camp salaries due to increased camp presence in FY23. The remaining increases were related to L TE and student salaries including other increases in staff pay for retention purposes.
Direct overhead and administrative expenses	\$30,617,040	**	\$25,472,573	There was an increase of \$1M from campus billing for centralized services & insurance. Additionally, there was an increase of \$1.2M paid to Legends (UWF Other) driven by Legends earning a contractual bonus for achieving a sell-out of the South End Zone seating. The remaining increases were related to video equipment purchases (\$943k), police services (\$500k), materials for resale (\$200k), and telephone charges (\$100k).

\* 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.

See independent accountants' report on applying agreed-upon procedures for the University of Wisconsin-Madison Division of Intercollegiate Athletics



## **Reporting and insights from 2023 audit:**

University of Wisconsin-Madison  
Division of Intercollegiate  
Athletics

June 30, 2023



# Executive summary

December 22, 2023

To the Chancellor of  
University of Wisconsin-Madison

We have completed our audit of the financial statements of the Athletic Department for the year ended June 30, 2023, and have issued our report thereon dated December 22, 2023. This letter presents communications required by our professional standards.

Your audit should provide you with confidence in your financial statements. The audit was performed based on information obtained from meetings with management, data from your systems, knowledge of your Athletic Department's operating environment and our risk assessment procedures. We strive to provide you clear, concise communication throughout the audit process and of the final results of our audit.

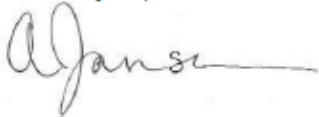
Additionally, we have included information on key risk areas the Athletic Department should be aware of in your strategic planning. We are available to discuss these risks as they relate to your organization's financial stability and future planning.

If you have questions at any point, please connect with us:

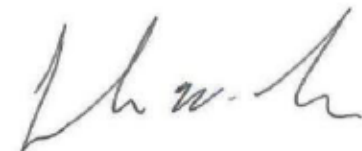
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- John Rader, Managing Director: [john.rader@bakertilly.com](mailto:john.rader@bakertilly.com) or +1 (608) 240 2431

Sincerely,

Baker Tilly US, LLP



Andrea Jansen, CPA, CFE



John Rader, CPA, MBA

THIS COMMUNICATION IS INTENDED SOLELY FOR THE INFORMATION AND USE OF THOSE CHARGED WITH GOVERNANCE, AND, IF APPROPRIATE, MANAGEMENT, AND IS NOT INTENDED TO BE AND SHOULD NOT BE USED BY ANYONE OTHER THAN THESE SPECIFIED PARTIES.

BAKER TILLY US, LLP, TRADING AS BAKER TILLY, IS A MEMBER OF THE GLOBAL NETWORK OF BAKER TILLY INTERNATIONAL LTD., THE MEMBERS OF WHICH ARE SEPARATE AND INDEPENDENT LEGAL ENTITIES.

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# Responsibilities

## Our responsibilities

As your independent auditor, our responsibilities include:

- Planning and performing the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. Reasonable assurance is a high level of assurance.
- Assessing the risks of material misstatement of the financial statements, whether due to fraud or error. Included in that assessment is a consideration of the Athletic Department's internal control over financial reporting.
- Performing appropriate procedures based upon our risk assessment.
- Evaluating the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management.
- Forming and expressing an opinion based on our audit about whether the financial statements prepared by management, with the oversight of those charged with governance:
  - Are free from material misstatement
  - Present fairly, in all material respects and in accordance with the budgetary basis of accounting described in Note 1 to the financial statements, which is a basis of accounting other than accounting principles generally accepted in the United States of America.
- Our audit does not relieve management or those charged with governance of their responsibilities.

We are also required to communicate significant matters related to our audit that are relevant to the responsibilities of those charged with governance, including:

- Internal control matters
- Qualitative aspects of the Athletic Department's accounting practice including policies, accounting estimates and financial statement disclosures
- Significant unusual transactions
- Significant difficulties encountered
- Disagreements with management
- Circumstances that affect the form and content of the auditors' report
- Audit consultations outside the engagement team
- Corrected and uncorrected misstatements
- Other audit findings or issues

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## Audit status

### Significant changes to the audit plan

There were no significant changes made to either our planned audit strategy or to the significant risks and other areas of emphasis identified during the performance of our risk assessment procedures.

# Audit approach and results

## Planned scope and timing

### Audit focus

Based on our understanding of the Athletic Department and environment in which you operate, we focused our audit on the following key areas:

- Key transaction cycles
- Areas with significant estimates
- Areas of complexity including various revenue sources and decentralized financial operations

Our areas of audit focus were informed by, among other things, our assessment of materiality. Materiality in the context of our audit was determined based on specific qualitative and quantitative factors combined with our expectations about the Athletic Department's current year results.

## Key areas of focus and significant findings

### Significant risks of material misstatement

A significant risk is an identified and assessed risk of material misstatement that, in the auditor's professional judgment, requires special audit consideration. Within our audit, we focused on the following areas below.

Significant risk areas	Testing approach	Conclusion
Management override of controls	Incorporate unpredictability into audit procedures, emphasize professional skepticism and utilize audit team with industry expertise	Procedures identified provided sufficient evidence for our audit opinion
Improper revenue recognition due to fraud	Confirmation or validation of certain revenues supplemented with detailed predictive analytics based on non-financial data	Procedures identified provided sufficient evidence for our audit opinion

### Other areas of emphasis

We also focused on other areas that did not meet the definition of a significant risk but were determined to require specific awareness and a unique audit response.

Other areas of emphasis		
Foundation Investments	Revenues	Camps
Payroll and related long-term obligations	Long-term debt including leases	Financial reporting and required disclosures
Capital assets	Operating expenditures	Student aid

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## Internal control matters

We considered the Athletic Department's internal control over financial reporting as a basis for designing our audit procedures for the purpose of expressing an opinion on the financial statements. We are not expressing 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.

## Required communications

### Qualitative aspect of accounting practices

- Accounting policies: Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we have advised 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 financial statements. As described in Note 1, no new accounting policies were adopted and the application of existing accounting policies was not changed during fiscal year 2023. We noted no transactions entered into by the Athletic Department during the year for which accounting policies are controversial or for which there is a lack of authoritative guidance or consensus or diversity in practice.
- Accounting estimates: Accounting estimates, including fair value estimates, are an integral part of the financial statements 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, the degree of subjectivity involved in their development and because of the possibility that future events affecting them may differ significantly from those expected. The following estimates are of most significance to the financial statements:

Estimate	Management's process to determine	Baker Tilly's conclusions regarding reasonableness
Depreciation	Evaluate estimated useful life of the asset and original acquisition value	Reasonable in relation to the financial statements as a whole
Utility costs	Evaluation of information provided by Facilities Planning and Management	Reasonable in relation to the financial statements as a whole.

There have been no significant changes made by management to either the processes used to develop the particularly sensitive accounting estimates, or to the significant assumptions used to develop the estimates, noted above.

- Financial statement disclosures: The disclosures in the financial statements are neutral, consistent and clear.

### Significant unusual transactions

There have been no significant transactions that are outside the normal course of business for the Athletic Department or that otherwise appear to be unusual due to their timing, size or nature.

### Significant difficulties encountered during the audit

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



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### **Disagreements with management**

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 financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

### **Audit report**

There have been no departures from the auditors' standard report.

### **Audit consultations outside the engagement team**

We encountered no difficult or contentious matters for which we consulted outside of the engagement team.

### **Uncorrected misstatements and corrected 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 misstatements identified.

### **Other audit findings or issues**

We encountered no other audit findings or issues that require communication at this time.

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.

### **Other information in documents containing audited basic financial statements**

#### ***NCAA submissions***

The Athletic Department's audited financial statements will be submitted to the NCAA. Our responsibility for this information does not extend beyond the financial information identified in the audit report, and we are not required to perform any procedures to corroborate such other information. Also included in the bound document is the statement of changes in cash of recognized booster organizations, and analysis of major revenue and expenditure accounts. We have not audited these documents and our responsibilities are addressed in the Independent Accountant's Report on Applying Agreed-Upon Procedures.

### **Management's consultations with other accountants**

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing or accounting matters.

### **Written communications between management and Baker Tilly**

The attachments include copies of other material written communications, including a copy of the management representation letter.



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### **Compliance with laws and regulations**

We did not identify any non-compliance with laws and regulations during our audit.

### **Fraud**

We did not identify any known or suspected fraud during our audit.

### **Going concern**

Pursuant to professional standards, we are required to communicate to you, when applicable, certain matters relating to our evaluation of the Athletic Department's ability to continue as a going concern for a reasonable period of time but no less than 12 months from the date of the financial statements, including the effects on the financial statements and the adequacy of the related disclosures, and the effects on the auditor's report. No such matters or conditions have come to our attention during our engagement.

### **Independence**

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

### **Related parties**

We did not have any significant findings or issues arise during the audit in connection with the Athletic Department's related parties.

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## Audit committee resources

Visit our resource page for regulatory updates, trending challenges and opportunities in your industry and other timely updates.

Visit the resource page at <https://www.bakertilly.com/insights/audit-committee-resource-page>.

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## Management representation letter



December 22, 2023

Baker Tilly US, LLP  
4807 Innovate Lane  
P.O. Box 7398  
Madison, WI 53707-7398

Dear Baker Tilly US, 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, 2023 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.

#### **Financial Statements**

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated August 23, 2018.
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.

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### **WISCONSIN ATHLETICS**

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3. 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.
4. We acknowledge our responsibility for the design, implementation and maintenance of internal control to prevent and detect fraud.
5. Significant assumptions we used in making accounting estimates, if any, are reasonable.
6. 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 the budgetary basis of accounting.
7. All events subsequent to the date of the financial statements and for which accounting principles generally accepted in the United States of America require adjustment or disclosure have been adjusted or disclosed. No other events, including instances of noncompliance, have occurred subsequent to the financial statement date and through the date of this letter that would require adjustment to or disclosure in the aforementioned financial statements.
8. All material transactions have been recorded in the accounting records and are reflected in the financial statements
9. All known audit and bookkeeping adjustments have been included in our financial statements, if any, and we are in agreement with those adjustments.
10. 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 the budgetary basis of accounting, and we have not consulted a lawyer concerning litigation, claims or assessments.
11. 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.

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### Information Provided

12. 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.
13. We have not completed an assessment of the risk that the financial statements may be materially misstated as a result of fraud.
14. We have no knowledge of any fraud or suspected fraud affecting the entity that has not been disclosed 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.
15. We have no knowledge of any allegations of fraud or suspected fraud that has not been disclosed affecting the entity received in communications from employees, former employees, analysts, regulators or others.
16. We have no knowledge of known instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts or grant agreements or abuse, whose effects should be considered when preparing financial statements.
17. We have disclosed to you all known related parties and all the related party relationships and transactions of which we are aware.

### Other

18. There have been no communications from the NCAA or other regulating agencies concerning noncompliance with, or deficiencies in, financial reporting practices.

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## WISCONSIN ATHLETICS

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19. We have a process to track the status of audit findings and recommendations.
20. We have identified to you any previous audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
21. We are responsible for compliance with the federal and state laws, regulations and provisions of contracts and debt agreements applicable to us; and we have identified and disclosed to you all federal and state laws, regulations and provisions of contracts and debt agreements that we believe have a direct and material effect on the determination of financial statement amounts or other financial data significant to the audit objectives, including legal and contractual provisions for reporting specific activities.
22. There are no –
  - a. Violations or possible violations of provisions of contracts, federal and state 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, except those already disclosed in the financial statements, if any.
  - b. Other liabilities or gain or loss contingencies that are required to be accounted for or disclosed by accounting principles generally accepted in the United States of America.
23. 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.
24. 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.
25. The financial statements include all related organizations.
26. Capital assets are properly capitalized, reported, and, if applicable, depreciated as disclosed in the Notes to the Statement of Revenues and Expenditures – Budgetary Basis.

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## **WISCONSIN ATHLETICS**

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27. With respect to your engagement to apply agreed-upon procedures as identified by the National Collegiate Athletic Association (NCAA), as of and for the year ended June 30, 2023, 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, 2023, 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.
  - d. We have disclosed to you all known matters related to noncompliance (if any) 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.

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## **WISCONSIN ATHLETICS**

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Sincerely,

UNIVERSITY OF WISCONSIN-MADISON DIVISION  
OF INTERCOLLEGIATE ATHLETICS

Signed:   
Chris McIntosh  
Athletic Director

Signed:   
Adam Barnes  
Senior Associate Athletic Director-Business Operations

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## WISCONSIN ATHLETICS

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## Client service team



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## Two-way audit communications

As part of our audit of your financial statements, 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 financial statements 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 financial statements 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.
- c. 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.
- d. The concept of materiality recognizes that some matters, either individually or in the aggregate, are important for fair presentation of financial statements 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 financial statements. Our responsibility is to plan and perform the audit to obtain reasonable assurance that material misstatements, whether caused by errors or fraud, are detected.

Our audit will be performed in accordance with auditing standards generally accepted in the United States of America.

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 governing board has the responsibility to oversee the strategic direction of your organization, as well as the overall accountability of the entity. Management has 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. We anticipate that the Athletic Department will receive an unmodified opinion on its financial statements.
- e. Which matters do you consider warrant particular attention during the audit, and are there any areas where you request additional procedures to be undertaken?
- f. Have you had any significant communications with regulators or grantor agencies?
- g. Are there other matters that you believe are relevant to the audit of the financial statements?

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

- a. The entity'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 financial fieldwork is scheduled during the fall to best coincide with your readiness and report deadlines. After fieldwork, we wrap up our financial audit procedures at our office and review drafts of your report as prepared by your staff. Final copies of our report and other communications are issued after approval by your staff. This is typically 6-12 weeks after final fieldwork 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.