

## Athletic Board Annual Report for 2014-2015

### Introduction

The Athletic Board has broad responsibilities under the *Faculty Policies and Procedures*. It fulfills these essential duties by relying on individual committees that report to the board. These include (I) the Academics and Compliance Committee, (II) the Personnel Committee, (III) the Finance, Facilities and Operations Committee, and (IV) the Equity, Diversity and Student Welfare Committee. Each committee meets several times during the year and consults regularly with athletic department staff. The chairs of each committee and the board chair also consult with staff, the University Committee, and many others to discuss pertinent issues. The board's work is carried out in the context of intense public and media interest in Wisconsin athletics.

The academic performance of student athletes is a major concern of the board and the department. Student athletes continued to perform well in the classroom during the 2014-15 academic year, maintaining an average cumulative GPA of 3.02, calculated after the spring term. During 2014-15, University of Wisconsin student athletes averaged a 3.02 fall term GPA and a 3.09 spring term GPA. Other measures of student athlete academic performance included the Federal Graduation Rate (FGR), Graduation Success Rate (GSR), and Academic Progress Rate (APR). University of Wisconsin student athletes earned a four-year average Federal Graduation Rate of 71%, slightly below the Big Ten average of 73%, but above the NCAA Division I average of 67%. University of Wisconsin student athletes had a Graduation Success Rate of 85%, which exceeded the Division I average of 83%. The Academic Progress Rate (APR) measures the retention and eligibility of student athletes based on their individual sport. This multi-year calculation establishes benchmarks, which increase annually up to a minimum eligibility requirement of 930 in 2016-17. All teams at the University of Wisconsin scored above 930. In fact, 14 of the University of Wisconsin's 23 teams scored above 980, including eight (8) teams that achieved a perfect single season APR of 1000. These exceptional results must be accredited to the efforts of each student athlete, the support and academic services provided by the athletic department, and the cooperation of faculty.

### 2014-2015 Athletic Board Membership

The Athletic Board consists of 23 voting members and one (1) non-voting member.

<p><b>Faculty</b> (12 members: 4-year renewable term, 12 votes)</p> <p>Mark Covaleski      Peter Miller Regina            Jerlando Jackson      Murphy            Susan Lederer      Phil O'Leary            Dan Lisowski      Laurel Rice            Andrea Mason      Dietram Scheufele            Kenneth Mayer      Karl Shoemaker</p>	<p><b>Alumni</b> (4 members: 4-year non-renewable term, 4 votes)</p> <p>Peter Christianson            Jack Edl            Martha Vukelich-Austin            Jeff Wiesner</p>
<p><b>Academic Staff</b> (2 members: 4-year renewable term, 2 votes)</p> <p>Norm Fost            Jackie Hank            Gretchen Viney</p> <p><b>Classified Staff</b> (2 members: 4-year renewable term, 2 votes)</p> <p>Giles Hietpas            LéAndre Vernon</p>	<p><b>Student Athlete Advisory Committee (SAAC)</b> (2 members: 1-year renewable term, 1 vote)</p> <p>Katie Delaney (SAAC)            Mark Nitka (SAESO)</p>
<p><b>Division of Recreational Sports</b> (1 member: non-voting)</p> <p>John Horn</p>	<p><b>Associated Students of Madison (ASM)</b> (2 members: 1-year renewable term, 2 votes)</p> <p>David Gardner            Erik Larson</p>

### Committees

During the period under review, the chair appointed members to four standing committees of the board: Academics and Compliance Committee; Equity, Diversity and Student Welfare Committee; Finance, Facilities and Operations Committee; and the Personnel Committee. The full board met seven (7) times and each committee met between five (5) and seven (7) times. Each committee is responsible for reporting or referring items to the plenary board.

### **I. Academic and Compliance Committee**

The Academic and Compliance Committee, charged with reviewing academic and compliance issues, met six (6) times during 2014-15. Competition schedules are a major focus of this committee. Board policy requires committee approval for any schedule with more than six (6) missed days of class. The committee approves or denies schedules based on factors individual to each sport. In conducting these reviews, student athlete academic performance measures (FGR, GSR, APR) are considered by the committee. In addition, the coach of any program seeking approval may be required to present an academic enhancement proposal, stating proactive steps being taken to promote the academic success of each student athlete. Student athletes with a cumulative GPA of less than 2.5 remain limited to six (6) missed days of class, irrespective of committee approval. Teams that have schedules with less than six (6) missed days of class are also reviewed by the committee, but are typically approved automatically.

During 2014-15, the compliance department continued to implement preventative measures to protect student athletes. Under the direction of Katie Smith, the compliance department emphasized autonomy. An interactive approach was used for fall check-ins with student athletes. The compliance staff sent a letter to the parents of student athletes regarding post-season compliance, started a monthly newsletter, used weekly emails to keep student athletes informed of compliance related matters, and periodically sent out gambling reminders to student athletes. Compliance staff attended Big Ten compliance meetings, the NCAA Convention, and various other conferences throughout the year. The committee discussed compliance issues faced by other universities, such as the University of North Carolina, and used the mistakes of others to re-evaluate athletic department operations and procedures. A helpful compliance resource, the National Association for Athletics Compliance, was provided to coaches in an effort to promote continuing education. The committee also discussed the policy of approving schedules, which it would like to complete at an earlier stage. The Athletics Department reported no Level I or Level II violations.

Academic Services, led by Mark Shook, continued to support student athletes in the classroom. Shook informed the committee of key dates regarding academic services, provided student athlete progress reports, and distributed the Annual Academic Report. Activities discussed by the committee included academic policies related to post-season travel, test-proctoring procedures by academic advisers and staff, and mandatory study halls. The committee was informed of the Big Ten Postgraduate Scholarship recipients and noted the increased academic performance since breakfast started being provided at no cost to student athletes.

#### 2014-15 Academics and Compliance Committee Roster

Peter Christianson (Alumni)	Karl Shoemaker (Faculty)
Martha Vukelich-Austin (Alumni)	Norm Fost (Academic Staff)
Susan Lederer (Faculty)	Jackie Hank (Academic Staff)
Dan Lisowski (Faculty)	Gretchen Viney (Academic Staff)
Andrea Mason (Faculty)	Katie Delaney (SAAC)
Kenneth Mayer (Faculty)	Mark Nitka (SAESO)
Peter Miller (Faculty)	David Gardner (ASM)
Dietram Scheufele (Faculty)	Erik Larson (ASM)

### **II. Personnel Committee**

The Personnel Committee met five (5) times during 2014-15. The committee worked alongside the board and athletic department staff to implement procedures consistent with the recommendations of the Faculty

Senate. This included the hiring of coaches and oversight of personnel matters. The committee continued its liaison policy, which assigns one committee member to each team. After some confusion in previous years, the committee clarified the duties and responsibilities of sport liaisons by distributing a list of expectations to each committee member. The committee also reviewed the Post-Season Bonus Policy due to changes in the NCAA bowl selection process.

#### 2014-15 Personnel Committee Roster and Sport Assignment

Peter Christianson (Alumni)	
Jack Edl (Alumni)	
Martha Vukelich-Austin (Alumni)	
Jeff Wiesner (Alumni)	
Mark Covalesski (Faculty)	Wrestling
Jerlando Jackson (Faculty)	Football
Susan Lederer (Faculty)	M/W Tennis
Dan Lisowski (Faculty)	M Hockey
Andrea Mason (Faculty)	M/W Rowing
Kenneth Mayer (Faculty)	W Soccer
Peter Miller (Faculty)	M Basketball
Regina Murphy (Faculty)	Softball
Phil O'Leary (Faculty)	M/W Swimming and Diving
Laurel Rice (Faculty)	W Basketball
Dietram Scheufele (Faculty)	M Soccer
Karl Shoemaker (Faculty)	M/W Track, M/W Cross Country
Norm Fost (Academic Staff)	
Jackie Hank (Academic Staff)	Volleyball
Gretchen Viney (Academic Staff)	W Hockey
Giles Hietpas (Classified Staff)	M Golf
LéAndre Vernon (Classified Staff)	W Golf

### **III. Finance, Facilities and Operations Committee**

The Finance, Facilities and Operations Committee met five (5) times during the 2014-15 fiscal year, which began July 1, 2014 and ended June 30, 2015. The committee (a) works to ensure that the Division of Intercollegiate Athletics ends each fiscal year with a positive net margin, (b) monitors the capital reserve policy for the division, (c) ensures that the following year's budget is submitted to the Athletic Board with a projected positive net margin, including specific motions for total spending authority and ticket prices, (d) discusses strategies to ensure ongoing annual positive net margins, and (e) sets policies for approval and uses of division facilities. The committee endeavors to explore, with the division, concepts such as cost containment, maintaining and enhancing current revenues, and generating new revenue streams. The Athletics Department supports 23 sports and approximately 900 student athletes. The committee meets quarterly to discuss financial reports, construction activities, and any other business of the department.

The committee reviewed the 2013-14 year-end financial statement, which recognized a year-end cash balance of \$640,172. Total revenue included more than \$112 million and the net operating margin was \$271, 209. Both revenues and expenses were down due to ticket sales, gift funds, debt services, and post-season capital expenses. The net margin was high because of significant bills brought and paid near the end of the year, which created timing differences. The wireless internet project in Camp Randall was a success, with more than 10,000 people using the system during football games. More than 700 televisions and the addition of iPads to Camp Randall Suites also added to the game day experience.

The committee tracked the budget at each meeting to assure they were on target to meet 2014-15 year-end expectations. The 2014-15 budget projected revenues and expenses to each total \$99 million. As required by the NCAA, Baker Tilly conducted an onsite audit and found no material weaknesses or deficiencies. This was lower than previous years due to decreased construction and gift activity.

In developing the 2015-16 budget, impact items included student athlete meals, cost of attendance increases, and adding wireless internet to the Kohl Center. Increased ticket prices and conference revenue were also considered in efforts to ensure a balanced budget of approximately \$113 million. Gift funds would be increasing to cover the costs of re-roofing of the Kohl Center and the wireless internet project. The committee also recognized that a new apparel contract would likely increase income.

The committee is responsible for the oversight of the University Ridge property. These duties include working with the Division of Intercollegiate Athletics in the development of a fiscally responsible annual budget and in establishing policies and prices for golf course play (i.e. greens fees). Also included are plans for future athletic, educational, research, and recreational events at University Ridge Golf Course and the Thomas Zimmer Championship Cross Country Course.

The University Ridge Golf Course had another successful year earning accolades as the third best college campus golf course, the highest ranked in the Big Ten Conference, and its 13<sup>th</sup> consecutive Gold Medal from Best of Madison. In 2014, the University Ridge Golf Course had a net operating profit of \$134, 213, which exceeded the budget by \$43,604. Revenues totaled \$2,726,719, which was consistent with expectations following the renovation. The Thomas Zimmer Championship Cross Country Course continued to be touted as the top course in the country.

Senior staff continued to plan for the economic future of the athletic department. The committee reviewed multi-year projections several times during the year. In addition, the co-chairs met regularly with members of the senior staff to discuss various issues. The mechanisms and procedures for substantive interaction between the Division of Intercollegiate Athletics and the Athletic Board through the Finance, Facilities and Operations Committee are in place and working. A summary of the 2014-15 budget is attached as Appendix A and includes comparative data from 2012-13 and 2013-14.

#### 2014-15 Finance, Facilities and Operations Committee

Peter Christianson (Alumni)  
Jack Edl (Alumni)  
Jeff Wiesner (Alumni)  
Mark Covalesski (Faculty)  
Jerlando Jackson (Faculty)  
Dan Lisowski (Faculty)  
Peter Miller Faculty  
Phil O'Leary (Faculty)  
Laurel Rice (Faculty)

Karl Shoemaker (Faculty)  
Jackie Hank (Academic Staff)  
Katie Delaney (SAAC)  
Mark Nitka (SAESO)  
David Gardner (ASM)  
Erik Larson (ASM)  
John Horn (Ex-Officio)  
Mike Gaspard (Ex-Oficio)

#### **IV. Equity, Diversity and Student Welfare Committee**

The Equity, Diversity and Student Welfare Committee met seven (7) times during 2014-15. The committee heard regular updates from the following groups:

- The *Diversity Integration Group (DIG)* assists in collaboration, diversity, and inclusion efforts within the athletic department. It strives to meet campus goals and diversity initiatives.
- The *Senior Staff Committee on Gender, Diversity and Student Athlete Welfare* reviews NCAA financial documents, Equity in Athletics Disclosure Act financial reports, participation numbers, and issues of gender equity in the department.
- The *Committee on Academic Staff Issues* advises the Athletic Director on policies and procedures concerning academic staff members, including personnel policies and procedures.

- The *Student Athlete Development Area* includes the Student Athlete Advisory Committee (SAAC), Student Athletes Equally Supporting Others (SAESO), and CHAMPS/Life Skills Programs. These programs provide various educational and volunteer opportunities for student athletes.

The committee heard presentations from Beyond the Game (BTG), a program that focuses on the success of student athletes by promoting equity and diversity. Other activities included reviewing concussion protocol, attending various Big Ten Conference and NCAA meetings, and analyzing the new program that offers breakfast to student athletes at no cost. The committee also discussed the Gender Equity Overview, which demonstrated no inequitable findings. The Fiscally Fit Program for third year student athletes was another positive addition to the student athlete curriculum.

#### 2014-15 Equity, Diversity and Student Welfare Committee Roster

Jack Edl (Alumni)	Phil O'Leary (Faculty)
Martha Vukelich-Austin (Alumni)	Dietram Scheufele (Faculty)
Jeff Wiesner (Alumni)	Norm Fost (Academic Staff)
Jerlando Jackson (Faculty)	Gretchen Viney (Academic Staff)
Sue Lederer (Faculty)	Katie Delaney (SAAC)
Andrea Mason (Faculty)	Mark Nitka (SAESO)
Kenneth Mayer (Faculty)	David Gardner (ASM)
Regina Murphy (Faculty)	Erik Larson (ASM)

#### **Faculty Athletic Representative Activities**

While responsibility is shared, Mark Covaleski and Laurel Rice served as the University of Wisconsin Athletic Board representatives for the Big Ten and NCAA. Rice also served as the University of Wisconsin Athletic Board representative for the Western Collegiate Hockey Association. Activities of representatives included (a) attending Big Ten, NCAA, and WCHA meetings, (b) reviewing and approving waivers, compliance violations, and requests for reinstatement, (c) certifying coaches through the administration and grading of certification exams, and (d) monitoring the implementation of policies and standards related to missed class days for conference championship events. Mark Covaleski, Laurel Rice, and Darrell Bazzell served as student athlete disciplinary representatives. Laurel Rice and Sue Lederer were medical advisory representatives.

#### **Current Issues and Concerns**

The 2014-15 year was a great success for Wisconsin Athletics. Student athletes continued to excel both academically and athletically. There were no Level I or Level II compliance infractions and the Athletic Department continued to operate in a fiscally responsible manner.

The board addressed issues such as education of student athletes, compliance, on the field success, and balancing the budget. The Big Ten has developed and disseminated their institutional compliance document that establishes responsibility and accountability at the President/Chancellor level. The Big Ten's position on amateurism is to preserve the amateur model and update it with more resources for athletes. Costs associated with these measures are expected to be recovered as revenue in future years. Recent court rulings may have a profound effect on collegiate athletics. Athletic departments and conferences need to be aware of these changes. The NCAA continues to pass legislation to protect injured athletes. Two major issues implemented at the NCAA level include concussion protocol and cost of attendance as it relates to scholarships.

It remains essential that the Athletic Board continue to work closely with the athletic department to ensure student athlete academic and athletic success. This collaborative relationship is crucial to the post-collegiate success of student athletes and to ensure that University of Wisconsin Athletics can maintain its status as one of the top athletic programs in the nation.

**APPENDIX A**  
**2014-2015 WISCONSIN ATHLETICS SUMMARY BUDGET**

	(ACTUAL)	2012-13	2013-14	2014-15
<b>Revenue</b>				
Ticket Sales		27,675,492	27,556,038	28,653,379
Gift Funds		58,405,247	37,564,080	22,428,347
Conference Distributions		23,238,755	24,676,356	29,280,117
Concessions and Catering		6,668,258	4,628,604	4,353,354
Multi Media		7,857,226	11,092,050	9,651,396
Events		900,784	779,308	791,491
Other Revenue		5,696,207	3,735,836	6,642,830
Post Season Reimbursements		2,700,876	2,321,734	2,452,799
<b>Total Revenue</b>		<b>133,142,845</b>	<b>112,354,006</b>	<b>104,253,712</b>
<b>Expenses</b>				
Salaries and Fringes		34,935,793	37,817,794	40,923,147
Operating Expenses		32,630,290	31,439,314	32,670,587
Debt Service		11,968,485	12,822,349	12,767,004
Financial Aid		6,081,376	6,341,971	6,916,563
Post Season Participation		2,950,530	2,955,732	3,612,194
Capital Projects		44,582,194	20,705,638	7,236,790
<b>Total Expenses</b>		<b>133,148,668</b>	<b>112,082,797</b>	<b>104,126,284</b>
<b>Net Operating Margin</b>		-5,823	271,209	127,428
<b>Ending Cash Balance</b>		361,915	640,172	127,428



## Athletic Board Annual Report for 2015-2016

### **Introduction**

The Athletic Board has broad responsibilities under the *Faculty Policies and Procedures*. It fulfills these essential duties by relying on individual committees that report to the board. These include (I) the Academics and Compliance Committee, (II) the Personnel Committee, (III) the Finance, Facilities and Operations Committee, and (IV) the Equity, Diversity and Student Welfare Committee. Each committee meets several times during the year and consults regularly with athletic department staff. The chairs of each committee and the board chair also consult with staff, the University Committee, and many others to discuss pertinent issues. The board's work is carried out in the context of intense public and media interest in Wisconsin athletics.

University of Wisconsin student-athletes carried a 3.06 cumulative GPA at the end of the Spring 2016 term. At that time, eight student-athletes carried a perfect 4.00 cumulative GPA. Additionally, softball, women's track, and men's track achieved the highest cumulative GPA on record for their respective programs. The academic performance of student-athletes is a major concern of the board and the Athletic Department. Other academic progress measures include the Federal Graduation Rate (FGR), Graduation Success Rate (GSR), and Academic Progress Rate (APR).

The Federal Graduation Rate is compiled by the U.S. Department of Education and measures the percentage of first-time, full-time freshmen that graduate within six years of entering their original four-year institution. University of Wisconsin student-athletes had a four-year average FGR of 71%.

The Graduation Success Rate differs from the Federal Graduation Rate 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. The GSR for University of Wisconsin student-athletes was 86% in 2015-16.

Lastly, the Academic Progress Rate (APR) is a term-by-term calculation of the eligibility and retention of all student-athletes. A score of 1000 means every student-athlete on a particular team stayed eligible and returned to school. Teams must earn at least a 930 APR to avoid penalties (e.g., loss of postseason access, practice restrictions, and playing-season reductions). Teams begin losing points for student-athletes who are not eligible and/or are not retained. The multi-year data for University of Wisconsin, which includes the 2014-15 academic year, was above 930 in all sports. The football team finished 2015-16 with an APR of 992, placing it in the top five among all NCAA Football Bowl Subdivision teams for the fourth straight year. Just two other institutions have matched this academic success. Badger football, volleyball, and women's golf each received APR Public Recognition Awards for achieving a multi-year APR in the top ten (10) percent of all Division I teams in their respective sports. These exceptional results must be accredited to the efforts of each student-athlete, the support and academic services provided by the Athletic Department, and the University at large.

### **2015-2016 Athletic Board Membership**

The Athletic Board consists of 23 voting members and one (1) non-voting member.

<p><b><i>Faculty</i></b>            (12 members: 4-year renewable term, 12 votes)</p> <p>Mark Covalesski            Susan Lederer            Dan Lisowski            Andrea Mason            Kenneth Mayer            Peter Miller</p> <p>Regina Murphy            Phil O'Leary            Seth Pollak            Laurel Rice            Dietram Scheufele            Karl Shoemaker</p>	<p><b><i>Alumni</i></b>            (4 members: four-year non-renewable term, 4 votes)</p> <p>Jack Edl            Pat Finley            Martha Vukelich-Austin            Jeff Wiesner</p>
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<p><b>Academic Staff</b>          (2 members: 4-year renewable term, 2 votes)          Jackie Hank          Gretchen Viney</p> <p><b>Classified Staff</b>          (2 members: four-year renewable term, two votes)          Giles Hietpas          LéAndrea Vernon</p>	<p><b>Student Athlete Advisory Committee (SAAC)</b>          (2 members: 1-year renewable term, 1 vote)          Maddie Timm (SAAC)          Mark Nitka (SAESO)</p>
<p><b>Division of Recreational Sports</b>          (1 member: non-voting)          John Horn</p>	<p><b>Associated Students of Madison (ASM)</b>          (2 members: 1-year renewable term, 2 votes)          Gen Carter          Derek Field</p>

### Committees

During the period under review, the chair appointed members to four standing committees of the board: Academics and Compliance Committee; Equity, Diversity and Student Welfare Committee; Finance, Facilities and Operations Committee; and the Personnel Committee. The full board met seven (7) times and each committee met either five (5) or six (6) times. Each committee is responsible for reporting or referring items to the plenary board.

Board organization is related to the structure of the Division of Intercollegiate Athletics (usually referred to as the athletics department): the athletics department has one director, seven associate directors, and several assistant directors. In 2015-16, three committees of the Athletic Board served as “boards” to four of the associate directors (Academics and Compliance; Finance, Facilities and Operations; Equity, Diversity and Student Welfare). The Personnel Committee reports to seven sport administrators (one assistant and six associate athletic directors) and one department head (human resources). The Medical Advisory Group (part of the Equity, Diversity and Student Welfare Committee) includes the head trainer and an assistant director, while the University Ridge Oversight Subcommittee involves one associate director.

### Academic and Compliance Committee

The Academic and Compliance Committee, charged with reviewing academic and compliance issues, met five (5) times during 2015-16. The board is responsible for approving competition schedules with more than six (6) missed days of class. The committee approves or denies schedules based on several factors, including but not limited to the various student-athlete academic performance measures (FGR, GSR, APR). Student-athletes with a cumulative GPA of less than 2.5 remain limited to six (6) missed days of class, irrespective of committee approval. Teams that have schedules with less than six (6) missed days of class are also reviewed by the committee but are typically approved automatically.

Under the direction of Katie Smith, the compliance staff continued to provide education, proactively monitor regulatory compliance, and self-report violations. The compliance office expanded its educational program utilizing various methods to increase awareness of rules and foster a compliance conscious environment. A letter from the NCAA Football Enforcement Development Group commending our coaching staff for their knowledge and respect for NCAA recruiting restrictions evidenced the great success of these programs. The compliance office reviewed documentation submitted by coaches and other staff to ensure compliance as it relates to practice times, travel itineraries, communication with prospective student-athletes, and donation requests. The Athletic Department reported no Level I or Level II violations and twenty-three Level III or Level IV violations to the NCAA during the 2015-16 academic year. These numbers are consistent with previous years and evidence our commitment to maintaining a level of trust that encourages self-reporting as a vital component of our compliance efforts.

Academic Services, led by Mark Shook, brought attention to tutor training, the impact of an increased



minimum GPA requirement by the NCAA, and prevention of academic misconduct. The selection process for the Big Ten Postgraduate Scholarship was reviewed by the committee, as were graduation and student-athlete admissions data. The committee continued to monitor academic policies related to post-season travel, test-proctoring procedures, and mandatory study halls. The Annual Academic Report was also distributed.

#### 2015-16 Academics and Compliance Committee Roster

Jack Edl (Alumni)	Phil O'Leary (Faculty)
Martha Vukelich-Austin (Alumni)	Karl Shoemaker (Faculty)
Jeff Wiesner (Alumni)	Patrick McBride (Faculty)
Mark Covalleski (Faculty)	Laurel Rice (Faculty)
Susan Lederer (Faculty)	Gretchen Viney (Academic Staff)
Dan Lisowski (Faculty)	Mark Nitka (SAESO)
Kenneth Mayer (Faculty)	Maddie Trimm (SAAC)
Regina Murphy (Faculty)	Gen Carter (ASM)

### **I. Personnel Committee**

The Personnel Committee met six (6) times during 2015-16. The committee worked alongside the board and athletic department staff to implement and amend procedures related to search and screen policies, the hiring of coaching staff, and matters related to sport liaisons. One area of focus involved the clarification of the duties of each sport liaison. Said individual is expected to monitor the student-athlete experience. The Post Season Bonus Policy dated October 2015 had no substantive changes. The board continued to review head coach evaluations, which are brought to the full board for approval.

#### 2015-16 Personnel Committee Roster and Sport Assignment

Jack Edl (Alumni)	
Pat Finley (Alumni)	M Soccer
Jeff Wiesner (Alumni)	
Martha Vukelich-Austin (Alumni)	
Mark Covalleski (Faculty)	Wrestling
Dan Lisowski (Faculty)	Football
Susan Lederer (Faculty)	M/W Tennis
Andrea Mason (Faculty)	W Soccer
Kenneth Mayer (Faculty)	M Hockey M
Peter Miller (Faculty)	Basketball
Regina Murphy (Faculty)	Softball
Phil O'Leary (Faculty)	M/W Swimming and Diving
Seth Pollak (Faculty)	M/W Rowing
Laurel Rice (Faculty)	W Basketball
Karl Shoemaker (Faculty)	M/W Track, M/W Cross Country
Patrick McBride (Faculty)	
Jackie Hank (Academic Staff)	Volleyball
Gretchen Viney (Academic Staff)	W Hockey
Giles Hietpas (University Staff)	M Golf
LéAndre Vernon (University Staff)	W Golf
Gen Carter (ASM)	
Derek Field (ASM)	

### **II. Finance, Facilities and Operations Committee**

The Finance, Facilities and Operations Committee met five (5) times during the 2015-16 fiscal year, which began July 1, 2015 and ended June 30, 2016. The committee (a) works to ensure that the Division of Intercollegiate Athletics ends each fiscal year with a positive net margin, (b) monitors the capital reserve policy for the division, (c) ensures that the following year's budget is submitted to the Athletic Board with

a projected positive net margin, including specific motions for total spending authority and ticket prices, (d) discusses strategies to ensure ongoing annual positive net margins, and (e) sets policies for approval and uses of division facilities. The committee endeavors to explore, with the division, concepts such as cost containment, maintaining and enhancing current revenues, and generating new revenue streams. The Athletics Department supports 23 sports and approximately 900 student-athletes. The committee meets quarterly to discuss financial reports, construction activities, and any other business of the department.

The committee reviewed the Baker Tilly Financial Audit Report that was issued January 22, 2016. This report is used to assess internal controls and agreed upon procedures. Annual operating revenues during 2014-15 were \$104,253,712, which exceeded annual operating expenses of \$104,126,284, leaving a positive net margin of \$127,428. The committee tracked the budget at each meeting to assure they were on target with 2015-16 year-end expectations. Unrestricted gift funds were increased to assist with the expansion of the wireless internet project and roof renovations at the Kohl Center. The committee agreed to continue using variable pricing for single game football tickets. An appearance in the 2016 NCAA Men's Basketball Tournament generated additional revenue for the Big Ten to share among conference members. Licensing revenues increased to \$3.9 million, which was split with the University to support Bucky Grants for students with financial needs. New meal plans for all student-athletes added an annual cost of \$1.5 million and the new cost of attendance measures added approximately \$2 million to the 2015-16 budget.

In developing the 2016-17 budget, impact items included one less home football game, Fieldhouse locker room renovations, Kohl Center roof renovations, and the construction of a video board and gateway at the Goodman Softball Complex. The proposed budget included revenues just over \$122 million with a net margin of \$164,643. The budget also included a contribution of \$3 million to campus in order to assist with the current budget situation.

The committee is responsible for the oversight of the University Ridge property, which will be added the Athletic Department operational budget in fiscal year 2016-17. Golf Magazine ranked University Ridge Golf Course the third Best College Campus Golf Course, which was the highest of any Big Ten institution. Madison Magazine awarded University Ridge the Best of Madison Gold Medal for its 14<sup>th</sup> consecutive year. The University Ridge Golf Course was also announced as the host site for the 2016-18 PGA Tour Champions American Family Championship. The Thomas Zimmer Championship Cross Country Course continued to be touted as the top course in the country.

Senior staff continued to plan for the economic future of the Athletic Department. The committee reviewed multi-year projections several times during the year. In addition, the co-chairs met regularly with members of the senior staff to discuss various issues. The mechanisms and procedures for substantive interaction between the Division of Intercollegiate Athletics and the Athletic Board through the Finance, Facilities and Operations Committee are in place and working. A summary of the 2015-16 budget is attached as Appendix A and includes comparative data from 2013-14 and 2014-15.

#### 2015-16 Finance, Facilities and Operations Committee Roster

Jack Edl (Alumni)  
Jeff Wiesner (Alumni)  
Mark Covalesski (Faculty)  
Dan Lisowski (Faculty)  
Andrea Mason (Faculty)  
Kenneth Mayer (Faculty)  
Peter Miller (Faculty)  
Seth Pollak (Faculty)  
Laurel Rice (Faculty)

Patrick McBride (Faculty)  
Jackie Hank (Academic Staff)  
Gretchen Viney (Academic Staff)  
Maddie Timm (SAAC)  
Mark Nitka (SAESO)  
Derek Field (ASM)  
John Horn (Ex-Officio)  
Giles Hietpas (University Staff)

### III. Equity, Diversity and Student Welfare Committee

The Equity, Diversity and Student Welfare Committee met six (6) times during 2015-16. The committee heard regular updates from the following groups:

- The *Diversity Integration Group (DIG)* assists in collaboration, diversity, and inclusion efforts within the athletic department. It strives to meet campus goals and diversity initiatives.
- The *Senior Staff Committee on Gender, Diversity and Student Athlete Welfare* reviews NCAA financial documents, Equity in Athletics Disclosure Act financial reports, participation numbers, and issues of gender equity in the department.
- The *Committee on Academic Staff Issues* advises the Athletic Director on policies and procedures concerning academic staff members, including personnel policies and procedures.
- The *Student Athlete Development Area* includes the Student-Athlete Advisory Committee (SAAC), Student-Athletes Equally Supporting Others (SAESO), and CHAMPS/Life Skills Programs. These programs provide various educational and charity opportunities for student-athletes.

The committee, with the support of the above referenced programs, addressed many important issues such as racial and gender equity, student-athlete time demands, student-athlete safety, and student-athlete post-athletic success.

The Athletic Department is committed to racial diversity and gender equity. These efforts are reviewed on an annual basis in conjunction with campus partners. Efforts to monitor and maintain gender equity have been recognized and evaluated by the Office for Civil Rights for over twenty years. With the assistance of the programs listed above and campus partners, the Athletic Department seeks to continue moving forward to promote an inclusive environment for all students.

The committee provided education for student-athletes and coaches regarding countable and non-countable athletic related activities. This was completed in an effort to ensure regulatory compliance. The committee also reviewed concussion procedures and protocols, which emphasized each student-athlete's ability to "return to learn" as more important than their ability to "return to play." The Athletic Department is one of four lead institutions taking part in a concussion study, which seeks to educate and protect student-athletes. The Athletic Department was required to submit its concussion protocol to the NCAA along with all other participants in the Power Five Conferences. Said protocol was approved.

The committee was introduced to the Campus Title IX Coordinator, who presented on Title IX issues in athletics, sexual harassment on college campuses, and sexual assault on college campuses. The Office of Student Athlete Development put on more than 160 programs, events, classes, and workshops during 2014-15.

#### 2015-16 Equity, Diversity and Student Welfare Committee Roster

Pat Finley (Alumni)	Seth Pollak (Faculty) Karl
Martha Vukelich-Austin (Alumni)	Shoemaker (Faculty)
Mark Covalesski (Faculty)	Jackie Hank (Academic Staff)
Susan Lederer (Faculty)	Maddie Timm (SAAC)
Andrea Mason (Faculty)	Mark Nitka (SAESO)
Peter Miller (Faculty)	Gen Carter (ASM)
Regina Murphy (Faculty)	Derek Field (ASM)
Phil O'Leary (Faculty)	LeAndrea Vernon (University Staff)

**Faculty Athletic Representative Activities**

While responsibility is shared, Mark Covaleski and Laurel Rice served as the University of Wisconsin Athletic Board representatives for the Big Ten and NCAA. Activities of representatives included (a) attending Big Ten and NCAA meetings; (b) reviewing and approving waivers, compliance violations, and requests for reinstatement; (c) certifying coaches through the administration and grading of certification exams; and (d) monitoring the implementation of policies and standards related to missed class days for conference championship events.

**Current Issues and Concerns**

The 2015-16 year was a great success for Wisconsin Athletics despite the enormous challenges facing the Athletic Department. Sustaining competitive success; ensuring that our student-athletes grow personally and achieve their educational goals; maintaining compliance with NCAA rules; and balancing the budget are four fundamental endeavors that are complicated by intense media attention and an ultracompetitive environment.

As the financial, legal, and regulatory landscape continue to shift, the Athletic Department must adapt to maintain its high standards in athletic performance, academics, compliance, and financial responsibility. Additionally, many of our student-athletes are closely affected by and involved with social issues that have risen to the forefront of the broader public dialogue (e.g., issues of racial injustice). It is our job to carefully monitor these areas and to support our student-athletes as they navigate their roles as both teammates and engaged citizens. By doing so, we can continue contributing to the welfare of our student-athletes, the Department of Athletics, and the wider University community.