

University of Wisconsin-Madison  
Secretary of the Faculty  
133 Bascom Hall

**FACULTY SENATE MEETING AGENDA  
MATERIALS  
for**

**5 December 2016**

*The University Committee encourages senators to discuss  
the agenda with their departmental faculty prior to meeting.*



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**FACULTY SENATE AGENDAS, MINUTES, RECORDINGS,  
TRANSCRIPTIONS AND FACULTY DOCUMENTS, INCLUDING FACULTY  
POLICIES AND PROCEDURES, ARE AVAILABLE:**

*[secfac.wisc.edu/Faculty-Senate.htm](http://secfac.wisc.edu/Faculty-Senate.htm)*

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**FACULTY SENATE MEETING**  
**Monday, 5 December 2016 - 3:30 p.m.**  
**272 Bascom Hall**

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**AG E N D A**

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1. Memorial Resolutions for:  
    Professor Emeritus Robert Bless (Fac Doc 2652)  
    Dean Arnold Brown (Fac Doc 2653)  
    Professor Emeritus Lloyd Peterson (Fac Doc 2654)
2. Announcements/Information Items.
3. Question Period.
4. Minutes of November 7 meeting (consent).
5. Athletic Board Annual Reports, 2012-2013, 2013-2014, 2014-2015, and 2015-2016.  
(Fac Doc 2655)
6. University Lectures Committee Annual Report for 2014-2016. (Fac Doc 2656)
7. PROFS Annual Report for 2015-2016. (Fac Doc 2657)
8. Minor Protection and Adult Leadership policy. (Fac Doc 2658)
9. Resolution on Solidarity with Students, Staff, and Faculty Experiencing Discrimination.  
(Fac Doc 2659) (for vote)
10. Resolution to Support UW-Madison Undocumented Students (Fac Doc 2660). (for vote)

**SPECIAL ORDER—NO LATER THAN 4:45 PM**

11. Executive Session of the Faculty Senate to Receive the Confidential Report of the  
Committee on Honorary Degrees.

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**Memorial Resolution of the Faculty of the University of Wisconsin-Madison  
On the Death of Professor Emeritus Robert C. Bless**

Robert Charles Bless, professor emeritus of astronomy, died at home on November 29, 2015 three days short of his 88<sup>th</sup> birthday, in the company of his loving family. He was born in Gainesville, Florida, on December 3, 1927. He attended the University of Florida (B.Sc.), Cornell University (M.Sc.), and received his PhD degree in Astronomy from the University of Michigan in 1958. He immediately joined the staff of the Astronomy Department of the University of Wisconsin-Madison and retired from it in 1994 to become Professor Emeritus.

As an innovative and accomplished scientist, Bless's contributions to the UW and to astronomy were truly impressive. He specialized in astronomical instrumental design, construction, and calibration, but was also an inspiring teacher and outstanding administrator.

He was a major contributor to the success of the world's first Orbiting Astronomical Observatory designed to study the universe at ultraviolet wavelengths blocked by the Earth's atmosphere. The observatory contained seven telescopes built at the UW. Launched into space in 1968 and operating until 1973, the Orbiting Astronomical Observatory measured the ultraviolet light produced by hundreds of astronomical objects and revolutionized our knowledge of their physical nature. Bless's primary scientific interests concerned the ultraviolet properties of very hot luminous stars with atmospheric temperatures ranging from 20,000 to 50,000 Celsius.

Bless went on to design and serve as the Principal Investigator of the High Speed Photometer, one of the six instruments aboard the Hubble Space Telescope (HST) when it was launched in April, 1990, after long delays partially caused by the *Challenger* shuttle disaster in 1986. The High Speed Photometer was to perform accurate photometry ( $< 1\%$  errors) on faint, variable stars. Unfortunately, an error in the polishing of the HST's primary mirror prevented the use of Bless's instrument, but a compensation for the mirror's erroneous figure has allowed the HST to become the most scientifically successful observatory ever created.

Bless established a worldwide reputation from his work on the HST. He was chosen as Chair of the Board of Directors of the Gemini Observatory, an international consortium operating two very large ground-based telescopes in Chile and Hawaii. This Board had the heavy responsibility of deciding the instruments mounted on the telescopes and thereby the nature of their scientific impacts. He served on several important committees within NASA, some requiring his moving to Washington for extensive periods of time. He authored numerous scientific papers and reviewed articles in prestigious journals and books.

He was a dedicated and extremely effective teacher at all levels of university education, as shown by very high student evaluation ratings from freshmen up to graduate students. He authored a popular undergraduate textbook, *Discovering the Cosmos*, that emphasized the contributions of astronomy to the history of Western thinking as well as its fascinating modern discoveries. In addition to teaching astronomy courses he co-taught for many years a course on the history of astronomy and cosmology. He was instrumental in the establishment of Space Place, the public education and outreach program of the Astronomy Department.

His colleagues considered him to be not just smart but (very importantly) wise as well, meaning that he could digest diverse material, determine its broader meanings, and suggest effective

courses of action if necessary. He served as Chairman of the Astronomy Department for several years, but his leadership role extended until his retirement and even beyond. Upon request, he provided sound advice to subsequent Chairs regarding diverse problems. Perhaps his largest contribution to the department was his counsel and friendship to all of its members, from technicians to senior academics, sometimes acting as mentor or peacemaker and moderator. He was especially important in orchestrating the moving of the department to new quarters when Sterling Hall on campus was extensively renovated in 2002.

He is survived by his wife, Diane; daughters, Jacqueline (Bartlett) and Andrea (Caleb); son, Brandon (Stephanie) and grandchildren, Teolyn, Finch, Luca, and Wilder; sister, Marguerite and her children Alexander, Marguerite, and Lauchlin.

He is sorely missed by his family and those who knew him within the Astronomy Department and the whole astronomical world.

MEMORIAL COMMITTEE

John S. Mathis

Edward Churchwell

Sebastian Heinz

Blair D. Savage

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**Memorial Resolution of the Faculty of the University of Wisconsin-Madison  
On the Death of Dean Arnold Lanehart “Bud” Brown, Jr., MD**

Arnold Lanehart “Bud” Brown, Jr., MD—who was the dean of the University of Wisconsin Medical School (now the UW School of Medicine and Public Health) from 1978 to 1991—died on October 20, 2015, at his home in Rochester, Minnesota. He was 89 years old.

Dr. Brown provided exceptional leadership during a period of shifting funding, dramatic evolution of the medical school curriculum and expansion of the basic sciences and clinical science facilities. He was an outstanding dean and a deeply revered person, who had many friends in every school and college at UW-Madison. He also established strong working relationships with UW-Madison Chancellor Irving Shain, PhD, and chairs of numerous medical school and campus departments, as he placed a high priority on building connections throughout the Madison community and beyond.

When Brown became dean, the Clinical Science Center, which houses UW Hospitals and Clinics, had just been completed on the west end of the Madison Campus. An initial priority of his tenure was to ensure the safe and effective transfer of patient care activities from the old University (“Wisconsin General”) Hospital at 1300 University Avenue to the new building that combined modern clinical facilities with superb research laboratories— typically in adjacent modules as at the National Institutes of Health.

Known for his kindness and wry sense of humor, Brown was born in Wooster, Ohio, grew up in Battle Creek, Michigan, and graduated from high school in Elkhart, Indiana. The arc of his career took him to some of the nation’s most prestigious medical institutions. He earned his medical degree at the Medical College of Virginia and completed an internship and residency at Rush Presbyterian Hospital in Chicago, following which he accepted a faculty position in pathology at Rush.

In 1959, he joined Mayo Clinic, where he became chair of the Department of Pathology and Anatomy and helped form the Mayo Medical School. There, he was active in cancer research and earned a national reputation, serving on and chairing councils and committees at the National Institutes of Health and National Cancer Institute. Dr. Brown focused his career on experimental pathology and elucidation of disease pathogenesis, publishing 135 research articles. He then moved from Mayo to UW-Madison in 1978.

As dean, Dr. Brown appointed numerous productive faculty members and influential department chairs who greatly expanded the school’s grant funding, especially from the National Institutes of Health. In addition, he secured many key gifts from donors who supported the increased breadth and depth of the school’s mission.

Dr. Brown also brought to School of Medical School the patient and family service-oriented influence of an external force, Mayo Clinic—a major player in the U.S. medical environment, known globally for its high-quality clinical services.

Committed to a balanced institution addressing the proverbial “three-legged stool” of care, teaching and research excellence, “Bud” worked hard to elevate the status of school’s faculty and students throughout the Campus during a challenging era. Thus, he shepherded the school

through an era of significant growth. Dean Brown was known to be an excellent mentor for department chairs and to exhibit a high level of sensitivity for both clinical and basic science departments. Whenever possible, he encouraged recruitment of physician-scientists who could practice medicine and conduct research. By doing so, Dr. Brown helped elevate the academic enterprise from focusing primarily on teaching medical students and residents in graduate medical education to contributing robustly to the intellectual knowledge of the university and nation through innovative research.

Brown was predeceased by his wife, Betty Jane (Simpson) Brown, in 2013. He is survived by his five children: Arnold III, or Terry, Brown (Cheryl Crosby) of Edina, Minnesota; Anthony Brown (Josephine Marcotty) of Minneapolis, Minnesota; Allen Brown (Suzi) of Rochester, Minnesota; Fletcher Brown (Wendy) of Missoula, Montana; and Lisa Carey (Brett) of Northfield, Minnesota, and 13 grandchildren.

MEMORIAL COMMITTEE

Philip M. Farrell, Committee Chair

Paul M. DeLuca

Richard L. Moss

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**Memorial Resolution of the Faculty of the University of Wisconsin-Madison  
On the Death of Professor Emeritus Lloyd Peterson**

Lloyd Peterson passed away at age 85 on March 25, 2016 surrounded by his family. Lloyd grew up on a farm in Oberon, North Dakota. He obtained his PhD in Soil Science at UW-Madison and was hired as a faculty member in the Department of Horticulture in 1958. Lloyd's expertise was in soil fertility and plant nutrition management, as well as the development of new micropropagation techniques.

He also owned a strawberry farm in Sauk City. Lloyd served for 30 years in the U.S. Army's 11<sup>th</sup> Airborne Division, retiring as a colonel. He met his wife Arlene at Fort Campbell, Kentucky, in 1953. Lloyd made many contributions to horticulture during his career, and was particularly well-known for his long term fertility studies in South-Central Wisconsin. This work demonstrated how nitrogen fertilizer inputs led to soil acidification, an important finding for the development of soil management recommendations. Lloyd's work also extended to fruit crops, where he worked on nutrient management in cranberries and made use of aeroponics to model nutrient-crop interactions. Lloyd's cranberry nutrient research helped to define the plant's requirement for the ammonium form of nitrogen, as well as the other macro- and micronutrients, a finding that had significant implications for grower crop management.

Lloyd taught the introductory course in the department for many years, helping hundreds of students learn about horticulture. Lloyd's infectious enthusiasm for horticulture education and his encouragement of students to pursue the discipline and to get excited about plants, plant research, and farming was legendary.

**MEMORIAL COMMITTEE**

Irwin Goldman  
Beth Workmaster  
Herbert Hopen  
Ted Tibbits

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**FACULTY SENATE  
MINUTES  
07 November 2016**

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Chancellor Rebecca Blank called the meeting to order at 3:31 p.m. with 162 voting members present (111 needed for quorum). A memorial resolution was offered for Professor Emeritus Richard Long (Faculty Document 2640). Vice Chancellor for Research and Graduate Education Marsha Mailick presented the State of the Research Enterprise Address. Mailick reiterated the key missions of her office: to put in place the people and funding needed to keep the Graduate School strong and effective and to support graduate education, to do the same for the research enterprise, and to support faculty as they conceptualize and design innovative and cutting edge research projects. After recognizing her leadership team and staff, Mailick outlined the distribution and impact of WARF funding, the results of the UW2020 research competition, the process for and status of interdisciplinary research center reviews, and several other initiatives. *[The entirety of the address is available as both audio file and written transcript at [secfac.wisc.edu/Faculty-Senate.htm](http://secfac.wisc.edu/Faculty-Senate.htm).]* There were no questions or comments.

Director of Campus Planning and Landscape Architecture Gary Brown provided an update on the Campus Master Plan. There were no questions or comments. Chancellor Rebecca Blank provided updates on recent events at Camp Randall Stadium and an ongoing sexual assault case. There were three comments relating to consequences, individual responsibility, and community responses. The minutes of the meetings of April 4, 2016, and September 26, 2016, were approved as distributed.

Provost Sarah Mangelsdorf presented the annual reports of the University Academic Planning Council (Faculty Document 2641) and of the Campus Planning Committee (Faculty Document 2642). Professor Bret Larget (Botany) presented the annual report of the Committee on Women in the University (Faculty Document 2643). Professor Emeritus Charles Snowden presented the annual reports of the Ombuds and Employee Assistance Office (Faculty Document 2644). Professor Linda Oakley (Nursing) presented the annual report of the Campus Diversity and Climate Committee (Faculty Document 2645). Associate Professor Rafi Lazimy (Operations and Information Management) presented the annual report of the Information Technology Committee (Faculty Document 2646). Special Advisor to the Chancellor Michael Lehman presented an update on campus IT governance and structure (Faculty Document 2647). There were no questions or comments on these reports.

Professor Amy Wendt (District 120, University Committee) moved adoption of Faculty Document 2648, which adds an ex officio member to the Information Technology Committee and creates the positions of co-chairs. There was one question and the motion passed unanimously by voice vote.

Professor Wendt moved approval of the following change to *Faculty Policies and Procedures* 6.06.H.: “If circumstances warrant, and upon consultation with the committee concerned, the University Committee shall appoint, subject to confirmation by the senate, an appropriately qualified replacement to fill the vacancy through the remainder of the ~~until a faculty member is elected at the next annual election to complete the unexpired~~ term.” There were no questions or comments and the motion passed unanimously by voice vote. Professor Wendt moved to confirm the appointment of



Professor Eric Sandgren (Pathobiological Sciences) to serve on the Commission on Faculty Compensation and Economic Benefits, replacing Associate Professor Julie Allen (Scandinavian Studies), who resigned from the committee. The motion passed unanimously by voice vote. Professor Wendt moved to confirm the appointment of Assistant Professor Aparna Lakkaraju (Ophthalmology and Visual Sciences) to serve on the Commission on Faculty Compensation and Economic Benefits, replacing Professor Carolyn Kelley (Educational Leadership and Policy Analysis), who resigned from the committee. The motion passed unanimously by voice vote. Professor Wendt moved to confirm the appointment of Associate Professor Asligül Göçmen (Urban and Regional Planning) to serve on the Commission on Faculty Compensation and Economic Benefits, replacing Professor Laura McClure (Classical and Near Eastern Studies), who resigned from the committee. The motion passed unanimously by voice vote.

Professor Wendt moved approval of Faculty Document 2649, which reduces the size of the Retirement Issues Committee. There was no discussion and the motion passed unanimously by voice vote. Professor Kristyn Masters (Biomedical Engineering) moved approval of Faculty Document 2650, which changes the membership and charge of the Committee on Undergraduate Recruitment, Admissions, and Financial Aid (CURAFA). The motion was seconded and there was one comment and one question. The motion passed unanimously by voice vote. Dean of Letters and Science John Karl Scholz presented the merger of the Department of History and the Department of the History of Science (Faculty Document 2651).

Professor Wendt moved approval of Faculty Document 2639 Revised, which creates a new post-tenure review policy for UW-Madison. Professor Chad Goldberg (Sociology, District 71) moved to change the last sentence of section C.7. as follows: "At the conclusion of the remediation period, the dean shall review the faculty member's performance and determine, in consultation with the faculty member's department chair, whether the remediation plan and criteria have been satisfied or whether further action to address the substantial deficiencies must be taken." The motion was seconded. There was no discussion and the amendment passed unanimously by voice vote. Professor Goldberg moved to change the last sentence of section C.8. as follows: "If these are not practicable, or no other solution acceptable to the parties can be found, then the University Committee must appoint administration must convene an ad hoc committee of faculty to review proposed sanctions consistent with FPP." The motion was seconded. There was no discussion and the amendment passed unanimously by voice vote. Associate Professor Kurt Paulsen (Urban and Regional Planning, District 76) moved to add a definition to section B.5. as follows: "An initial review indicating substantial deficiencies shall not constitute a disciplinary action under FPP 9." The motion was seconded and there were two comments. The amendment passed unanimously by voice vote. Professor Paulsen moved to change the final sentence of section A as follows: "Departments, schools, and colleges may not use post-tenure reviews as the basis for budgetary decisions or for program modification or redirection decisions regarding program discontinuance, curtailment, modification, or redirection." There was no discussion and the amendment passed unanimously by voice vote. Faculty Document 2639 Revised passed as amended by unanimous voice vote.

The meeting was adjourned at 5:08 p.m.



Steven K. Smith  
Secretary of the Faculty

## Athletic Board Annual Reports, 2012-2013, 2013-2014, 2014-2015, and 2015-2016

[Athletic Board Annual Report, 2013-2014, page 8](#)

[Athletic Board Annual Report, 2014-2015, page 15](#)

[Athletic Board Annual Report, 2015-2016, page 21](#)

### Athletic Board Annual Report, 2012-2013

#### **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, (IV) the University Ridge Oversight Subcommittee, and (V) the Equity, Diversity and Student Welfare Committee. Each committee or subcommittee 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 2012-13 academic year, maintaining an average cumulative GPA of 3.02, calculated after the spring term. During 2012-13, University of Wisconsin student athletes averaged a 3.00 fall term GPA and a 2.97 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 Federal Graduation Rate of 75%, above the Big Ten average of 74%, and well in excess of the NCAA Division I average of 66%. University of Wisconsin student athletes had a Graduation Success Rate of 85%, which was slightly below the Big Ten average of 88%, but well above the Division I average of 80%. 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 exceeded this benchmark ahead of schedule. In fact, 14 of the University of Wisconsin's 23 teams earned perfect single year scores of 1000, with five (5) more teams having scores of 980 or more. These exceptional results must be accredited to the determination of each student athlete, the support and academic services provided by the athletic department, and the cooperation of faculty.

#### **2012-2013 Athletic Board Membership**

The Athletic Board consists of 21 voting members and one (1) non-voting member.

<b><i>Faculty</i></b> (12 members: 4-year renewable term, 12 votes)  <div style="display: flex; justify-content: space-between;"> <div>           Dale Bjorling            Mark Covalesski            Norman Fost            Adam Gamoran            Jerlando Jackson            Sheila McGuirk         </div> <div>           Regina Murphy            Phil O'Leary            Michael Plesha            Laurel Rice            Karl Shoemaker            David Zimmerman         </div> </div>	<b><i>Alumni</i></b> (4 members: 4-year non-renewable term, 4 votes)  Robert Andringa Peter Christianson Jack Edl Regina Millner
<b><i>Academic Staff</i></b> (2 members: 4-year renewable term, 2 votes)  Jeff Anders Barb Smith	<b><i>Student Athlete Advisory Committee (SAAC)</i></b> (2 members: 1-year renewable term, 1 vote)  Dorcas Akinniyi (Track) Kodee Williams (Soccer)

<b><i>Division of Recreational Sports</i></b> (1 member: non-voting) John Horn	<b><i>Associated Students of Madison (ASM)</i></b> (2 members: 1-year renewable term, 2 votes) Valyncia Raphael Nicholas Schmuhl
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### **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 (includes the University Ridge Oversight Subcommittee); and the Personnel Committee. The full board met seven (7) times and each committee met between three (3) and six (6) 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 2012-13. 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 the 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.

The proactive compliance program at the University of Wisconsin continued under the direction of Katie Smith. The committee monitored each student athlete's progress toward graduation with the support of a new Associate Director of Compliance and Compliance Assistant. In addition, the aforementioned individuals informed coaches and administrators of many rule changes: the more restrictive sideline policy, the revised Financial Aid Appeal process, permissible and impermissible uses of social media, and continuing education on sports wagering. The compliance staff attended Big Ten meetings and played a significant role in monitoring the return of student athletes from the bowl trip. The benefits of the restructured compliance staff will continue to have an important role in the athletic department in future years.

Assistant Athletic Director for Academic Services, Jason Holtman, kept the committee informed of key dates regarding academic services, student athlete progress reports, and other programming available to student athletes. Holtman indicated a smooth transition for Academic services into Kellner Hall, a temporary location while their usual facility is renovated. After the academic measurements previously discussed were presented, the committee established selection criteria for the Big Ten Postgraduate Scholarships. Two student athletes were later selected using said criteria. Holtman noted one addition to the academic staff and described their search to replace two learning specialists. As was evident at the Buckingham awards banquet, University of Wisconsin student athletes continued to excel both academically and athletically.

#### **2012-13 Academics and Compliance Committee Roster**

Adam Gamoran (Chair)	Karl Shoemaker (Faculty)
Mike Plesha (Chair)	David Zimmerman (Faculty)
Rob Andringa (Alumni)	Jeff Anders (Academic Staff)
Regina Millner (Alumni)	Nicholas Schmuhl (ASM)
Norm Fost (Faculty)	Kodee Williams (SAAC)

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## **II. Personnel Committee**

The Personnel Committee met four (4) times during 2012-13. The committee reviewed annual evaluations and provided contract recommendations for head coaches. The committee also reviewed and approved performance-based bonuses for coaches achieving high performance. The bonus structure lays out criteria such as performance in national competitions. It also requires a separate recommendation from the sport administrator based on the academic performance of the program, compliance with policies, and the student athlete experience.

In addition, 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. Members are expected to familiarize themselves with the team by meeting with coaches and attending practices periodically. Members report any issues or concerns to the committee, and if necessary, to the Athletic Board.

### **2012-13 Personnel Committee Roster and Sport Assignment**

Jerlando Jackson (Chair)	Football
David Zimmerman (Chair)	M/W Tennis, M Basketball
Mark Covalesski (Faculty)	M Soccer, Softball
Norm Fost (Faculty)	W Cross Country
Adam Gamoran (Faculty)	W Soccer
Sheila McGuirk (Faculty)	W Basketball
Regina Murphy (Faculty)	M/W Rowing
Phil O'Leary (Faculty)	M/W Swimming and Diving
Michael Plesha (Faculty)	M Hockey
Laurel Rice (Faculty)	Wrestling, Volleyball
Jeff Anders (Academic Staff)	M/W Track, M Cross Country
Barb Smith (Academic Staff)	M/W Golf, W Hockey
Peter Christianson (Alumni)	
Jack Edl (Alumni)	
Nicholas Schmuhl (ASM)	

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

The Finance, Facilities and Operations Committee met three (3) times during the 2012-13 fiscal year, which began July 1, 2012 and ended June 30, 2013. 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 committee's goals are reached through quarterly meetings during the fiscal year. In October, two of the four major financial reports were reviewed. The 2011-12 year-end financial statement recognized a net operating margin of \$149,109. This small negative margin, constituting less than 0.2% of operating revenue, was attributed to timing differences in various cash transfers. The department is in healthy fiscal shape in terms of operations as well as having a solid cash position in the balance sheet. The committee also reviewed the annual U.S. Department of Education's mandated Equity in Athletics Disclosure Act (EADA). This unaudited report allows the committee to compare the revenue and expenditures of Division I Institutions.

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During the January meeting, the committee reviewed and made a recommendation to continue construction on the Student Athlete Performance Center (SAPC). The project came in \$1 million over budget. The committee also reviewed the Personnel and Operating budgets to confirm that the department was on pace with year-end projections. Both budgets were on track.

In February, the committee reviewed the findings of the Financial Audit Report that was completed by Baker Tilly. No issues were found and the auditing process went smoothly. The committee approved the 2013-14 budget and submitted it to the full board. The proposed budget included increases in salary and fringe benefits due to increased costs of living, a temporary increase in construction capital expenses for the completion of the SAPC, a one-time annual capital expense for compliance upgrades, revenue sharing with the Big Ten Network, and a decrease in revenue due to a one-time bond premium, parking, and men's hockey ticket revenue. The total proposed athletics operating expense budget for 2013-14 was \$127,672,300. Construction continued on the Goodman Softball Facility, the SAPC, and the Fetzer Center. The McClain basement renovation was completed.

The formal committee meeting scheduled for June was canceled due to a presentation on the future of the Big Ten. The presentation discussed media budgets, the market to produce Big Ten products, and the impact of Rutgers and Maryland joining the Big Ten Conference. The 2012-13 budget appeared to be on track to meet year-end expectations. All projects proceeded on schedule.

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 2012-13 budget is attached as Appendix A and includes comparative data from 2010-11 and 2011-12.

#### 2012-13 Finance, Facilities and Operations Committee Roster

Mark Covalesky (Chair)  
Laurel Rice (Chair)  
Jerlando Jackson (Faculty)  
Regina Murphy (Faculty)  
Phil O'Leary (Faculty)  
Rob Andringa (Alumni)

Peter Christianson (Alumni)  
Jack Edl (Alumni)  
Regina Millner (Alumni)  
Dorcas Akinniyi (SAESO)  
Valyncia Raphael (ASM)  
John Hiron (Ex-Officio)

#### **IV. University Ridge Oversight Subcommittee**

The University Ridge Oversight Subcommittee met three (3) times during 2012-13. The mission of this subcommittee is to establish policies and provide oversight of operations at the University Ridge property, especially regarding golf course operations. The subcommittee works 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). The subcommittee also works with the Division of Intercollegiate Athletics to plan for future athletic, educational, research, and recreational events at University Ridge Golf Course and the Thomas Zimmer Championship Cross Country Course. The subcommittee's annual action items include approval of the annual budget and greens fees.

The subcommittee consists of Athletic Board members, individuals from the university community at large, and members of the local golf community. This committee meets quarterly, with additional meetings as needed.

Each meeting includes updates on the men's and women's golf teams provided by the head coaches. The coach may also discuss athletic or academic accomplishments, challenges, or any other needs at that time. The general manager provides the finance and operations report while the grounds superintendent provides

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maintenance reports. The men and women both had successful seasons and noted the recruiting benefits of the renovated course, which re-opened in May of 2013. The University Ridge Golf Course earned Gold Status from Best of Madison for the 11<sup>th</sup> consecutive year. The course continues to expand advertising techniques using social media and started a new golf cart lease that includes GPS navigation on each cart. In 2012, the University Ridge Golf Course budgeted for \$1,643,382 in total revenue and \$1,330,115 in gross profit. These numbers are lower than previous years due to closures associated with golf course renovations. With great weather, the golf course opened early and had \$1,945,659 in total revenue, making the net loss less than expected.

#### 2012-13 University Ridge Oversight Subcommittee Roster

Michael Plesha (Chair)  
Mark Covaleski (Faculty)  
Phil O'Leary (Faculty)  
Rob Andringa (Alumni)  
Barb Smith (Academic Staff)  
Bob Bartlett (Public Member)

Fran Breit (Public Member)  
Susan Lubar (Public Member)  
Larry Meiller (Public Member)  
Terry Murawski (Public Member)  
Tom Olson (Public Member)  
Chris Williamson (Public Member)

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

The Equity, Diversity and Student Welfare Committee met seven (7) times during 2012-13. 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 heard presentations from Beyond the Game (BTG), a program that focuses on the success of student athletes by promoting equity and diversity. Sponsored events throughout the year included the Passport to Success, Dinner Series, Real Talk, and Leadership Certificate programs. Committee members are aware of no similar program anywhere else in the country. The committee also reviewed the Gender Equity Report for the past two years and noted the good standing of the athletic department.

Other committee activities included the restructuring of the New Employee Orientation, revising the Ad Hoc Drug Testing procedures, and creating a formal process to approve research studies for student athletes. The committee heard updates on NCAA legislative reform, specifically those related to changes in drug testing policies.

(continued)

## 2012-13 Equity, Diversity and Student Welfare Committee Roster

Sheila McGuirk (Chair)  
Barb Smith (Chair)  
Rob Andringa (Alumni)  
Regina Millner (Alumni)  
Norm Fost (Faculty)  
Jerlando Jackson (Faculty)

Regina Murphy (Faculty)  
Mike Plesha (Faculty)  
Karl Shoemaker (Faculty)  
Jeff Anders (Academic Staff)  
Kodee Williams (SAAC)

### **Faculty Athletic Representative Activities**

While responsibility is shared, Dale Bjorling and Sheila McGuirk served as the University of Wisconsin Athletic Board representatives for the Big Ten and NCAA. McGuirk also served as the University of Wisconsin Athletic Board representative for the Western Collegiate Hockey Association. Activities 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. Issues discussed during the year included the consideration of increased responsibility of head coaches for the actions of their assistants, a new penalty structure, and the pursuit of deregulation and uniformity across sports.

### **Current Issues and Concerns**

Despite having no major compliance issues during the 2012-13 academic year, the athletic department continues to take proactive steps to avoid disciplinary actions and promote the well-being of student athletes. The cumulative GPA of student athletes after the spring of 2013 was 3.02. The University of Wisconsin Athletic Department continued to improve facilities, such as the LaBahn Arena and University Ridge Golf Course. The successful year for Wisconsin Athletics was noted by *USA Today*, which ranked Madison the best college football town.

Information on the athletic department budget from 2010 through 2013 is attached as Appendix A. The 2012-13 fiscal year was unusual in that there was a one-time increase in expenditures for the Student Athlete Performance Center. This increase was offset by a similar increase in gift funds. The annual budget for the department is approximately \$108 million, not including the \$25 million one-time increase. There is no deficit to be handled from 2012-13 operations. 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 promote fiscal responsibility within the department.

(continued)

**APPENDIX A  
2012-2013 WISCONSIN ATHLETICS SUMMARY BUDGET**

	(ACTUAL)	2010-11*	2011-12	2012-13
<b>Revenue</b>				
Ticket Sales		27,343,356	27,569,088	27,675,492
Gift Funds		13,861,398	19,318,472	58,405,247
Conference Distributions		23,334,196	21,249,700	23,238,755
Concessions and Catering		6,853,405	7,109,836	6,668,258
Multi Media		5,007,040	5,614,531	7,857,226
Events		1,072,063	1,048,490	900,784
Other Revenue		1,691,294	5,565,111	5,696,207
Post Season Reimbursements		2,579,248	2,523,185	2,700,876
<b>Total Revenue</b>		<b>81,741,680</b>	<b>89,998,412</b>	<b>133,142,845</b>
<b>Expenses</b>				
Salaries and Fringes		32,919,606	34,781,077	34,935,793
Operating Expenses		29,520,158	29,748,067	32,630,290
Debt Service		10,171,199	10,048,276	11,968,485
Financial Aid		5,506,627	5,933,686	6,081,376
Post Season Participation		2,737,393	2,982,891	2,950,530
Capital Projects		3,010,173	6,653,524	44,582,194
<b>Total Expenses</b>		<b>83,865,156</b>	<b>90,147,521</b>	<b>133,148,668</b>
<b>Net Operating Margin</b>		Positive	-149,109	-5,823
<b>Ending Cash Balance</b>			375,346	361,915

\*2010-11 expenses are distorted due to the timing of furlough sweeps by the State. Cash balances in all funds were positive at the end of 2010-11.

(continued)



## Athletic Board Annual Report for 2013-2014

### 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 2013-14 academic year, maintaining an average cumulative GPA of 3.02, calculated after the spring term. During 2013-14, University of Wisconsin student athletes averaged a 3.01 fall term GPA and a 3.04 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 under the Big Ten average of 72%, but above the NCAA Division I average of 65%. University of Wisconsin student athletes had a Graduation Success Rate of 84%, which exceeded the Division I average of 82%. 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 earned perfect single year scores of 1000 and all but one team had scores of 950 or more. 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.

### 2013-2014 Athletic Board Membership

The Athletic Board consists of 21 voting members and one (1) non-voting member.

<b><i>Faculty</i></b> (12 members: 4-year renewable term, 12 votes) Dale Bjorling                      Regina Murphy Mark Covalesski                  Phil O'Leary Norman Fost                      Laurel Rice Jerlando Jackson                  Karl Shoemaker Peter Miller                        David Zimmerman Sheila McGuirk                   Dan Lisowski	<b><i>Alumni</i></b> (4 members: 4-year non-renewable term, 4 votes) Robert Andringa Peter Christianson Jack Edl Martha Vukelich-Austin
<b><i>Academic Staff</i></b> (2 members: 4-year renewable term, 2 votes) Jeff Anders Barb Simons	<b><i>Student Athlete Advisory Committee (SAAC)</i></b> (2 members: 1-year renewable term, 1 vote) Kodee Williams (Soccer) Abbie Weigel (Track)
<b><i>Division of Recreational Sports</i></b> (1 member: non-voting) John Horn	<b><i>Associated Students of Madison (ASM)</i></b> (2 members: one-year renewable term, two votes) Valyncia Raphael Nicholas Schmuhl

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## **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 four (4) and six (6) 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 four (4) times during 2013-14. 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.

Katie Smith continued to lead the compliance department in 2013-14. The compliance office monitored each student athlete's progress toward graduation, revised the staff responsibility chart, and offered support regarding various postseason NCAA regulations. Smith met with University of Wisconsin Chancellor, Rebecca Blank, to discuss the role of compliance officers within the athletic department. This meeting outlined the principle roles of compliance, which include education, monitoring, investigation, and reporting. Other activities of the compliance office included explaining NCAA legislation, clarifying the process for adding an individual to a roster during the season, and distributing compliance related materials to coaches. The 2013-14 Internal Audit reviewed the Athletics Department Compliance Procedures and found an adequate system in place. The Athletics Department reported no Level I or Level II violations.

Academic Services, under the direction of Assistant Athletic Director Jason Holtman, continued to support student athletes in their academic endeavors. Holtman informed the committee of key dates regarding academic services, provided student athlete progress reports, and distributed the Annual Academic Report. Academic Services moved into its new location at the Student Athlete Performance Center. The committee was notified of the two Big Ten Postgraduate Scholarship recipients and the hiring of two learning specialists. In addition to the academic measures previously described, perhaps the most important number is 277, which is the number of student athletes that graduated during the 2013-14 academic year.

#### **2013-14 Academics and Compliance Committee Roster**

Norm Fost (Chair)  
Karl Shoemaker (Chair)  
Rob Andringa (Alumni)  
Martha Vukelich-Austin (Alumni)  
Dan Lisowski (Faculty)

Peter Miller (Faculty)  
David Zimmerman (Faculty)  
Jeff Anders (Academic Staff)  
Valyncia Raphael (ASM)  
Abbie Weigel (SAESO)  
Kodee Williams (SAAC)

### **II. Personnel Committee**

The Personnel Committee met five (5) times during 2013-14. 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.

Activities of the committee included re-drafting student athlete evaluation forms, reviewing evaluations,

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updating post-season bonus structures for coaches, and clarifying the role of sport liaisons. Student athlete evaluations were re-drafted to refine the focus to academics and the student experience as recommended by the Ad Hoc Report, eliminate leading questions, and remove duplicative questions. The committee also clarified the role of sport liaisons and emphasized working directly with the Athletic Department Sport Administrator.

#### 2013-14 Personnel Committee Roster and Sport Assignment

Jerlando Jackson (Chair)	Football
David Zimmerman (Chair)	M/W Tennis, M Basketball
Peter Christianson (Alumni)	
Jack Edl (Alumni)	
Mark Covalesski (Faculty)	M Soccer, Softball
Norm Fost (Faculty)	W Cross Country
Dan Lisowski (Faculty)	M Hockey
Sheila McGuirk (Faculty)	W Basketball
Peter Miller (Faculty)	W Soccer
Regina Murphy (Faculty)	M/W Rowing
Phil O'Leary (Faculty)	M/W Swimming and Diving
Laurel Rice (Faculty)	Wrestling, Volleyball
Jeff Anders (Academic Staff)	M/W Track, M Cross Country
Barb Simons (Academic Staff)	M/W Golf, W Hockey
Nicholas Schmuhl (ASM)	

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

The Finance, Facilities and Operations Committee met five (5) times during the 2013-14 fiscal year, which began July 1, 2013 and ended June 30, 2014. 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 annual budget for the Athletics Department is approximately \$127 million. This budget 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 University Ridge Oversight Subcommittee has merged with Finance, Facilities and Operations Committee.

In October, the committee reviewed the 2012-13 year-end financial statement, which was presented to Chancellor Blank. Operating and expense budgets were both greater than expected due to construction projects. The year-end cash balance for 2012-13 was \$361,915. Reduced revenues were the result of one less home hockey game and the transfer of the Wisconsin Interscholastic Athletic Association (WIAA) women's state basketball tournament to Green Bay, Wisconsin. Although multimedia revenues appeared to be lower than anticipated, funds were kept in the foundation to reduce the cash on hand balance. Gift fund revenues were greater than anticipated because of ongoing construction projects. The review of the Equity in Athletics Disclosure Act (EADA) was completed later than expected due to the government shutdown.

At the meeting in December, the committee discussed camps and clinics, reviewed budget projections, and addressed the 2014-15 budget. During 2013-14, University of Wisconsin camps and clinics had more than 8,300 participants and \$1.8 million in revenue. The committee adopted a single fee structure, based on a percentage of gross income, to improve efficiency and increase clarity. The proposed 2014-15 budget

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included salary and benefit adjustments, increased travel costs, and an increase in football ticket prices.

In January, the committee reviewed Personnel and Operating budgets to confirm that the department was on pace with year-end projections. All budgets were on track. The Student Athlete Performance Center (SAPC) was completed and being used by student athletes. The committee discussed its ability to renovate swimming facilities and other related factors such as donations, fundraising, and debt service. The committee decided that this project was not feasible at this time.

In February and May, the committee reviewed the findings of the Financial Audit Report. Baker Tilly reported clean findings with no internal weaknesses. The committee approved the 2014-15 budget. That budget included increases in salary and fringe benefits, and wireless internet improvements in Camp Randall. The total proposed athletics budget for 2014-15 included total spending authority of \$104.6 million. Other important issues before the committee included maintenance and renovations at each of the athletic facilities, possible future projects, the department's contract with Adidas, and various NCAA legislation changes.

As stated above, the duties of the University Ridge Oversight Subcommittee were merged with those of the Finance, Facilities and Operations Committee. These duties included working with the Division of Intercollegiate Athletics in the development of an annual budget and establishing policies and prices for golf course play (i.e. greens fees). Duties also included plans for future athletic, educational, research, and recreational events at University Ridge Golf Course and the Thomas Zimmer Championship Cross Country Course.

In 2013-14, the University Ridge Golf Course earned accolades as the fifth best college campus golf course, the highest ranked in the Big Ten Conference, and the Star of Madison Award as the Best Golf Course. It also received its 12<sup>th</sup> consecutive Gold Medal from Best of Madison. In 2013-14, the University Ridge Golf Course had a net operating loss of \$42,302. The loss was attributed to a long winter and closures for re-grassing. The Thomas Zimmer Championship Cross Country Course continued to be touted as the top course in the country and hosted the Adidas Invitational and the Great Lakes Regional Cross Country meet.

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 2013-14 budget is attached as Appendix A and includes comparative data from 2011-12 and 2012-13.

#### 2013-14 Finance, Facilities and Operations Committee

Mark Covalesski (Chair)  
Laurel Rice (Chair)  
Rob Andringa (Alumni)  
Peter Christianson (Alumni)  
Jack Edl (Alumni)  
Jerlando Jackson (Faculty)  
Regina Murphy (Faculty)  
Phil O'Leary (Faculty)  
John Horn (Ex-Officio)  
Abbie Weigel (SAESO)  
Kodee Williams (SAAC)  
Nicholas Schmul (ASM)

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

The Equity, Diversity and Student Welfare Committee met six (6) times during 2013-14. 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 to 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. This program sponsored many events throughout the year. Keynote speakers included Jalen Rose and Michael Finley. The programs described above continue to enhance the experience and promote the interests of each student athlete.

Other committee activities included re-evaluating the Stand Alone Plans process, reviewing concussion treatment and protocols, and continuing the partnership with the Sports Performance Lab. Committee members attended the National Association of Collegiate Women Athletic Administrators conference, the NCAA Convention, and the Title IX Conference. The Badger Athletics Nutrition Committee began implementing its food preparation instruction and nutritional curriculum to student athletes. The committee also heard updates on NCAA legislative reform, lawsuits pending at other institutions, and issues relating to cost of attendance.

#### **2013-14 Equity, Diversity and Student Welfare Committee Roster**

Barb Simons (Chair)  
Sheila McGuirk (Chair)  
Rob Andringa (Alumni)  
Martha Vukelich-Austin (Alumni)  
Jerlando Jackson (Faculty)  
Norm Fost (Faculty)

Peter Miller (Faculty)  
Karl Shoemaker (Faculty)  
Regina Murphy (Faculty)  
Jeff Anders (Academic Staff)  
Abbie Weigel (SAESO)  
Kodee Williams (SAAC)

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

While responsibility is shared, Dale Bjorling and Sheila McGuirk served as the University of Wisconsin Athletic Board representatives for the Big Ten and NCAA. McGuirk also served as the University of Wisconsin Athletic Board representative for the Western Collegiate Hockey Association. Activities 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. Dale Bjorling, Sheila McGuirk, and Darrell Bazzell served as student athlete disciplinary representatives. Jeff Anders, Laurel Rice, and Norm Fost were medical advisory representatives.

**Current Issues and Concerns**

The 2013-14 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 only major ongoing construction project was completed. The Athletic Department continued to operate in a fiscally responsible manner, clearly exhibited by the comparative budget attached as Appendix A.

The board seeks to proactively address issues such as amateurism, concussion protocol, and campus involvement. If not already, these issues will be raised in the near future in athletic departments across the country. The Big Ten Conference has also noted several areas of concern including pay-for-play, restructuring of the student athlete experience, and exclusive minor leagues as an alternative to collegiate athletics.

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 promote fiscal responsibility within the department.

**APPENDIX A  
2013-2014 WISCONSIN ATHLETICS SUMMARY BUDGET**

	(ACTUAL)	2011-12	2012-13	2013-14
<b>Revenue</b>				
Ticket Sales		27,569,088	27,675,492	27,556,038
Gift Funds		19,318,472	58,405,247	37,564,080
Conference Distributions		21,249,700	23,238,755	24,676,356
Concessions and Catering		7,109,836	6,668,258	4,628,604
Multi Media		5,614,531	7,857,226	11,092,050
Events		1,048,490	900,784	779,308
Other Revenue		5,565,111	5,696,207	3,735,836
Post Season Reimbursements		2,523,185	2,700,876	2,321,734
<b>Total Revenue</b>		<b>89,998,412</b>	<b>133,142,845</b>	<b>112,354,006</b>
<b>Expenses</b>				
Salaries and Fringes		34,781,077	34,935,793	37,817,794
Operating Expenses		29,748,067	32,630,290	31,439,314
Debt Service		10,048,276	11,968,485	12,822,349
Financial Aid		5,933,686	6,081,376	6,341,971
Post Season Participation		2,982,891	2,950,530	2,955,732
Capital Projects		6,653,524	44,582,194	20,705,638
<b>Total Expenses</b>		<b>90,147,521</b>	<b>133,148,668</b>	<b>112,082,797</b>
<b>Net Operating Margin</b>		-149,109	-5,823	271,209
<b>Ending Cash Balance</b>		375,346	361,915	640,172

## 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.

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



## **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)  
Martha Vukelich-Austin (Alumni)  
Susan Lederer (Faculty)  
Dan Lisowski (Faculty)  
Andrea Mason (Faculty)  
Kenneth Mayer (Faculty)  
Peter Miller (Faculty)  
Dietram Scheufele (Faculty)

Karl Shoemaker (Faculty)  
Norm Fost (Academic Staff)  
Jackie Hank (Academic Staff)  
Gretchen Viney (Academic Staff)  
Katie Delaney (SAAC)  
Mark Nitka (SAESO)  
David Gardner (ASM)  
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 Covalleski (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 Covalesski 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 Covalesski, 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.

<b>Faculty</b> (12 members: 4-year renewable term, 12 votes)		<b>Alumni</b> (4 members: four-year non-renewable term, 4 votes)
Mark Covalesski	Regina Murphy	Jack Edl
Susan Lederer	Phil O'Leary	Pat Finley
Dan Lisowski	Seth Pollak	Martha Vukelich-Austin
Andrea Mason	Laurel Rice	Jeff Wiesner
Kenneth Mayer	Dietram Scheufele	
Peter Miller	Karl Shoemaker	

<b><i>Academic Staff</i></b> (2 members: 4-year renewable term, 2 votes) Jackie Hank Gretchen Viney  <b><i>Classified Staff</i></b> (2 members: four-year renewable term, two votes) Giles Hietpas LéAndrea Vernon	<b><i>Student Athlete Advisory Committee (SAAC)</i></b> (2 members: 1-year renewable term, 1 vote) Maddie Timm (SAAC) Mark Nitka (SAESO)
<b><i>Division of Recreational Sports</i></b> (1 member: non-voting) John Horn	<b><i>Associated Students of Madison (ASM)</i></b> (2 members: 1-year renewable term, 2 votes) Gen Carter Derek Field

### **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.

### **I. 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)

## **II. 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
Peter Miller (Faculty)	M 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)	

## **III. 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)

#### **IV. 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)  
Martha Vukelich-Austin (Alumni)  
Mark Covaleski (Faculty)  
Susan Lederer (Faculty)  
Andrea Mason (Faculty)  
Peter Miller (Faculty)  
Regina Murphy (Faculty)  
Phil O'Leary (Faculty)

Seth Pollak (Faculty)  
Karl Shoemaker (Faculty)  
Jackie Hank (Academic Staff)  
Maddie Timm (SAAC)  
Mark Nitka (SAESO)  
Gen Carter (ASM)  
Derek Field (ASM)  
LeAndrea Vernon (University Staff)

### **Faculty Athletic Representative Activities**

While responsibility is shared, Mark Covalesski 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.

## **Lectures Committee Combined Annual Report for 2014–2016**

### Statement of Committee Function

The University Lectures Committee considers requests for lectures of general interest that are not primarily supplementary to or extensions of programs of instruction provided by colleges, schools, or departments, recommends annually to the chancellor a budget for its activities, and exercises such control over the announcement of lectures as it deems necessary and desirable. It supports departments, academic programs and student organizations that bring distinguished lecturers to the UW-Madison campus. These university-wide lectures are intended to enrich the general intellectual and cultural life of the university community. The committee itself does not initiate lecture arrangements. Rather, it receives and acts on requests from eligible university groups that are interested in inviting outstanding speakers to the campus.

### Past Years' Activities

During the 2014–15 academic year the committee received a total of 71 applications for lecture support, 65 of which were supported and occurred and six were cancelled or not funded. During the 2015–16 academic year the committee received a total of 53 applications for lecture support, 51 of which were supported and occurred and 2 were cancelled or not funded. The attached report presents information for each supported lecture; lectures are listed chronologically by the lecture's date.

In 2014-2015, the 65 supported lectures that occurred drew a combined reported attendance of 5,220 persons, a decrease in attendance by 775 from 2013-14, and an average of 80 attendees per supported application. Lectures were sponsored by a total of 52 different campus units. Lectures had 198 co-sponsoring units, in addition to the primary sponsor.

In 2015-2016, the 51 supported lectures that occurred drew a combined reported attendance of 4,188 persons, a decrease in attendance by 1,032 from 2014-15, and an average of 82 attendees per supported application. Lectures were sponsored by a total of 42 different campus units. Lectures had 99 co-sponsoring units, in addition to the primary sponsor.

The committee's total expenditures for the 2014-2015 year were \$46,858. Of this sum, \$22,088 (47%) was paid directly to lecturers as honoraria and travel expenses, \$23,750 (51%) was paid to sponsors to reimburse travel and per diem expenses, and \$1,019 (2%) was paid for lecture administrative costs (i.e., student hourly, postage, printing and poster distribution).

The committee's total expenditures for the 2015-2016 year were \$55,940. Of this sum, \$27,337 (49%) was paid directly to lecturers as honoraria and travel expenses, \$28,602 (51%) was paid to sponsors to reimburse travel and per diem expenses.

The table below compares committee activity from the most recent five years. Nineteen fewer applications were received and supported from 2013-14 to 2015-16. The total expenditures increased significantly over the recent two academic years, as the committee made significant efforts to follow up with units regarding attendance reports and transferring of lecture funds after the event. Sponsors have also been limited to supporting only one lecture for each spring and fall semester during recent years.

	2015-16	2014-15	2013-14	2012-13	2011-12
Number of applications received	53	71	72	74	83
Number of applications supported	51	65	70	70	80
Average reported lecture attendance	82	84	86	86	90
Number of different sponsors	42	52	61	63	61
Average number of co-sponsors	2.0	3.0	3.0	3.6	2.9
Average lecture cost	\$1,070	\$1,066	\$704	\$947	\$1,048

#### Current Issues or Concerns

The committee has piloted funds for live captioning services and an online application system (fall 2015). The committee is also examining the possibility of recording and creating a searchable database of lectures to extend their availability to the university and local community.

The committee welcomes suggestions regarding use of the William K. Fitch Fund, which is available “to bring to Madison prominent business people to give lectures on the American free-enterprise system.” None of the committee’s supported lectures during 2014-15 or 2015-16 met the criteria necessary to draw from this fund. Therefore, the William K. Fitch Fund continues to grow. The committee will send targeted messages and an annual call for nominations to promote the availability of the Fitch Funds.

#### Summary/Recommendations

We gratefully acknowledge sources of financial support for university-wide lectures. For direct funding of lectures in 2014-15 and 2015-16, the Anonymous Fund provided \$20,000 both years, the Kemper K. Knapp Bequest provided \$25,000 in 2014-15 and \$35,000 in 2015-26 and the Chancellor’s Office (General University Fund) provided \$30,000 both years.

#### 2014-15 Committee Membership

Clifford Cho (Biological Sciences)  
 Elena D’Onghia (Physical Sciences)  
 Thomas DuBois (Arts and Humanities)  
 Jessica Dykstra (Student)  
 Jacklyn John (Academic Staff)  
 Elizabeth Larson, Chair (Social Studies)  
 Paul Robbins (Administration)

#### 2015-16 Committee Membership

Clifford Cho (Biological Sciences)  
 Elena D’Onghia (Physical Sciences)  
 Thomas DuBois (Arts and Humanities)  
 Jessica Dykstra (Student)  
 Antje Petty (Academic Staff)  
 Elizabeth Larson, Chair (Social Studies)  
 Paul Robbins (Administration)

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**PROFS, Inc., Annual Report, July 1, 2015 to June 30, 2016****I. CHARGE**

PROFS, the Public Representation Organization of the Faculty Senate, is a non-profit organization established by the Faculty Senate in 1976. The function of PROFS is to represent the UW-Madison faculty's interests – with particular emphasis on compensation and benefits, the university budget, legislation affecting the university and important regulatory issues – before the state legislature, the governor, other state and federal governmental agencies, the U.S. Congress, and the public.

**II. PARTICIPATION**

PROFS is a voluntary dues-supported organization, funded through payroll deductions by faculty. Contributions are one-tenth of one percent of one's salary deducted once each month in which salary is earned.

**III. ORGANIZATION****Leadership**

The elected members of the University Committee serve as the board of directors of PROFS. For the 2015-16 academic year, the following individuals served on the Board of Directors:

- Mary Elizabeth Meyerand (Biomedical Engineering and Medical Physics), chair
- Dorothy Farrar-Edwards (Kinesiology)
- Thomas Broman (History of Science)
- Amy Wendt (Electrical and Computer Engineering)
- Ruth Litovsky (Communication Sciences and Disorders)
- Anja Wanner (English)

Much of the day-to-day work of PROFS occurs under the supervision of the president and steering committee. Judith Burstyn succeeded Grant Petty as president in August 2015. The 2015-16 members of the PROFS Steering Committee consisted of:

- William Tracy (Agronomy), president, former University Committee member, member of the Faculty Senate
- Grant Petty (Atmospheric & Oceanic Sciences)
- Michael Bernard-Donals (English and Jewish Studies) former University Committee member
- Judith Burstyn, former University Committee member, member of the Faculty Senate, president
- Bradley Christian (Medical Physics), member of the Faculty Senate
- Murray K. Clayton (Plant Pathology and Statistics), former University Committee member
- Mark Cook (Animal Science), former University Committee member
- Irwin Goldman (Horticulture), member of the Faculty Senate
- Kristyn Masters (Biomedical Engineering)
- Donald Moynihan (La Follette School of Public Affairs)
- Eric Raimy (English)
- Ronald D. Schultz (Comparative Biosciences), former University Committee member
- David Vanness (Population Health Sciences)
- Terry Warfield (Business)
- Timothy Yu (English and Asian American Studies)
- Plus University Committee members:
  - Tom Broman
  - M. Elizabeth Meyerand
  - Ruth Litovsky

### **PROFS Bylaws**

The by-laws of PROFS are on file in the PROFS office, 258 Bascom Hall. They specify that the University Committee serves as the PROFS board of directors. The steering committee consists of at least three current members of the University Committee; at least three members with prior experience on the University Committee; one or more at-large members selected from the UW-Madison faculty; at least one member from the Faculty Senate; and one member of the Commission on Faculty Compensation and Economic Benefits. Members who do not serve on the University Committee serve three-year renewable terms. Current University Committee members may serve renewable one-year terms.

### **Legislative Representative**

Jack O'Meara continued to serve as PROFS Legislative Representative. Mr. O'Meara meets regularly with the board of directors and the steering committee to update them on legislative proposals affecting the faculty, establish PROFS' positions on legislation, and determine action. Mr. O'Meara meets with individual legislators and other officials at appropriate times to discuss PROFS issues and urge support of the faculty's position. PROFS arranges for members of the steering committee and other faculty members to meet with legislators, state officials, regents, the media and the general public, and to testify for or against key legislation.

### **Administration**

Michelle Felber is the half-time administrator and website/social media editor. She communicates regularly with faculty with email and through posts to the PROFS website, Facebook, and Twitter. Laura Laurenzi, an outside financial assistant, continued to maintain the financial records and accounts payable of PROFS. The treasurer or president is responsible for check signing. The by-laws were amended in 2011 to require a financial review at least every three years. A financial review was completed in 2014 and is available in the PROFS office for review.

### **Lobbying**

As an organization engaged in lobbying, PROFS is required to register with and report to the State of Wisconsin Government Accountability Board (GAB), filing a lobbying report twice each year. PROFS also reports its interest in any legislative bill, proposal, or budget item, and if it is taking a position, its positions. All reporting is available on the GAB website, <http://gab.wi.gov/>.

## **IV. COMMUNICATION**

PROFS communicates regularly with all faculty through e-mail updates and posts to the PROFS website (<http://profs.wisc.edu>), Facebook (facebook.com/PROFSUWMadison) and Twitter (@PROFSUWMadison). Communication through social media continues to grow. PROFS again more than doubled its Twitter followers and Facebook posts were regularly read by hundreds of Facebook users.

## **V. MEMBERSHIP**

PROFS reaches out to new faculty every fall and continues outreach efforts to veteran faculty members. Membership held steady at about 750 members. Nineteen new members joined in 2015-16. In cultivating membership, PROFS emphasizes its past achievements, including:

- Led campaign for pre-tax retirement contributions, saving faculty about \$1,800 per year
- Enactment of domestic partner benefits for faculty and staff
- Implementation of first-day health insurance coverage
- A continuing focus on competitive compensation, which in the past led to increased pay plans and catch-up pay plans

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PROFS also emphasizes its platform for the future:

- Improved state funding for the UW budget
- Competitive compensation for all faculty
- Improved communication between faculty and members of the Legislature
- Increased funding for graduate education
- Increased federal funding for research and relaxation of certain rules on funding

For more than 40 years, PROFS has played a key role in advocating for UW-Madison and its faculty. PROFS' sole charge is to advocate on behalf of faculty and needs continued support of the faculty to maintain its efforts. Faculty are always welcome to support PROFS by completing the form in the PROFS brochure or on PROFS web site, <http://profs.wisc.edu>.

## VI. 2015-16 LOBBYING & LEGISLATION: PROFS' ACTIONS AND POSITIONS

PROFS was active during the 2015-16 legislative session, meeting with key legislative and university leaders: Regent President Regina Millner, Regent John Behling (twice), Congressman Mark Pocan, Representative Dave Murphy (chair, Assembly Colleges & Universities Committee), Assembly Majority Leader Jim Steineke, the Dane County legislative delegation. PROFS participates in more informal discussions, sending emails, making telephone calls, stopping in offices, and talking with people at meetings and in the halls of the Capitol.

PROFS worked with Representatives Dianne Hesselbein (D-Middleton) and Terese Berceau (D-Madison) on the drafting of AB 814, legislation that would restore University of Wisconsin shared governance to state statutes as it existed prior to the 2015-17 state budget bill, Act 55. The bipartisan bill died in committee.

PROFS also supported AB 898, legislation that would restore language on tenure to state statutes as it existed before 2015 Act 55. The bill died in committee.

Other bills PROFS lobbied on included AB 305/SB 260, limits on scientific research and AB 480/SB 363, campus concealed carry. PROFS was opposed to both bills, which died in committee.

PROFS initiated a meeting between faculty leaders and Assembly Majority Leader Jim Steineke (R-Kaukauna). The July 14 meeting was very productive and will allow for greater communication on a number of issues in the 2017-19 legislative session.

PROFS actively followed the work of the UW System Tenure Policy Task Force, meeting twice with Regent John Behling, task force chair, to communicate support for tenure protections that meet full AAUP standards.

## VII. FEDERAL RELATIONS PROGRAM

In her role as a member of Congressman Mark Pocan's higher education advisory committee, PROFS President Judith Burstyn, has the opportunity to discuss federal higher education issues. Pocan, a member of the House Education and Workforce Committee, is working on the Higher Education Reauthorization Act (HEA).

Jack O'Meara traveled to Washington, DC in July and met with staff working for Senators Baldwin and Johnson and Congressman Pocan.

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In spring, Jack O'Meara communicated with Congressman Pocan's legislative director/deputy chief of staff to inquire whether Congressman Pocan would consider adding language to the HEA that would encourage universities to employ strong shared governance principles. Late in June, O'Meara and a large group of faculty met with the congressman in his office to discuss the proposal. Pocan agreed to discuss it further with his staff.

## VII CAMPUS OUTREACH

- **Self Insurance Forum** PROFS hosted a forum on February 23 to discuss the possibility of the state's possible move to self-insurance and what it might mean for state employees. The panel included UW-Madison School of Business professor Justin Sydnor; Lisa Ellinger, Director of Office of Strategic Health Policy with the Wisconsin Department of Employee Trust Funds; and Mike Bare, Research and Program Coordinator for the Community Advocates Public Policy Institute. More than 120 people attended.
- **Committee Connect** In January, the steering committee met with Professor Karen Bogenschneider and Heidi Normandin to discuss Committee Connect, a legislative outreach program in the School of Human Ecology.
- **Student voter ID meeting** In December, PROFS met with student leaders and Professor Barry Burden to discuss a voter ID compliant Wiscard.
- **Alice Dreger** PROFS cosponsored a March 4 public talk on academic freedom by former Northwestern professor Alice Dreger.

**UW-Madison Administrative Policy**  
**Policy # 15.07****Minor Protection and Adult Leadership Policy**Effective Date: November 1,  
Last Updated: 2016  
Last Reviewed:

Next Review:

<b>Functional Owner</b>	Assistant Vice Chancellor for Human Resources, Assistant Vice Chancellor for Business Services
<b>Executive Sponsor</b>	Vice Chancellor of Finance and Administration
<b>Policy Contact</b>	Director, Office of Workforce Relations, Director, Risk Management

**Policy Summary**

The University of Wisconsin-Madison values the well-being, safety, and protection of minors who participate in programs sponsored by or associated with the University. This policy provides guidance for University of Wisconsin-Madison employees regarding appropriate levels of supervision of and contact with minors. The policy protects minors and members of the University of Wisconsin-Madison who supervise or interact with minors.

**Who This Policy Applies To**

This policy applies to University of Wisconsin-Madison employees (including volunteers) who sponsor, operate, or participate in programs which include contact with minors (other than minors who are enrolled students<sup>1</sup> or employees of the University).

This policy establishes a minimum standard of conduct relating to the supervision of and interactions with minors. It does not supersede any stricter standards set by divisions, departments, or programs that apply to supervision of and interaction with minors, including the supervision of minors who are participating in University research, which is overseen by a campus Institutional Research Board. This policy does not reflect additional requirements which programs must meet as outlined in other State, UW System or UW-Madison policy.

University daycare and preschool services or services provided by a licensed health care provider (or employee or volunteer acting under the direction of a licensed healthcare provider) are not included in the definition of university facilities and will follow applicable laws, regulations, and separate policies that reflect the unique activities that occur in those locations.

This policy does not apply to events on campus that are open to the general public, or locations generally open to the public, and which minors attend at the sole discretion of their parent(s) or legal guardian(s), or private events where minors attend under parental or legal guardian supervision. Any other program or activity that believes it should be exempt from this policy must contact the Assistant Vice Chancellor for Human Resources or Director of Risk Management to request an exemption.

**Rationale**

The University of Wisconsin-Madison is committed to the well-being, safety, and protection of all members of the community, including minors. The University community recognizes minors are a potentially vulnerable population, and they require special attention and protection.

**Policy Detail**

One-on-one contact between an adult and a minor is generally prohibited. A group setting must be maintained at all times. One-on-one contact between adults and minors is not permitted during the duration of all University-sponsored programs.

<sup>1</sup> Including students attending Student Orientation, Advising and Registration (SOAR) programs.

Exceptions:

- The case of a child and parent, guardian, or family member relationship.
- Instructional and research settings where one-on-one tutoring ensues. In such settings, free access to the instructional or research setting by authorized persons to and from any space must be maintained at all times. Examples to achieve this include: no window or door coverings that would restrict or eliminate visibility into the room and ensuring doors that are used to enter and exit the space are unlocked and accessible. In such settings it is strongly encouraged to leave doors open when feasible.
- Authorization by the Assistant Vice Chancellor for Human Resources or Director of Risk Management. The UW-Madison risk manager or human resources director (or their designee) may grant limited exceptions to this policy. Factors to be considered in evaluating an exception are:
  - One-on-one contact should not be permitted unless it would fundamentally alter the nature of the service being provided. If one-on-one contact is permitted, free access to and from any space must be maintained.
  - The number of adults present must be sufficient to ensure adequate supervision of minors at all times.

**Supervision.** An appropriate ratio of adults (staff members) to minors (campers) must be maintained. See Appendix for recommended ratios for campers.

**Overnight events.** In the case of adults supervising minors overnight, other than the minor's own parent, guardian or family member, an Authorized Adult should not enter a minor's room, bathroom facility, or similar area without another Authorized Adult in attendance, consistent with the policy of not having one-on-one contact with minors.

**Privacy of youth respected.** Adults must respect the privacy of minors in situations such as changing clothes and taking showers, whenever possible. Intrusions are permitted only to the extent that health and safety require. Adults must protect their own privacy in similar situations.

**Inappropriate use of cameras, imaging, or digital devices prohibited.** Use of a device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants is prohibited.

**Emergency Exception.** The leadership requirement identified in this policy may be temporarily suspended if an emergency situation warrants it (e.g., one adult accompanies a minor to the emergency room, is summoning law enforcement, or is searching for a missing minor). An alternative adult must join the group to reestablish leadership as soon as feasible.

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### Consequences for Non-Compliance

University employees who violate this policy may be subject to disciplinary action, up to and including termination of employment.

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### Supporting Tools

Appendix - Adult to Student Ratios (LINK)

University Criminal Background Check (CBC) Policy

Agriculture Trade and Consumer Protection ch. 78, Published under s.13.92, WI Stat. (2016), Recreational and Educational Camps. <https://docs.legis.wisconsin.gov/code/register/2016/726B/insert/atcp78>

Department of Children and Families ch. 252, (2009), Licensing Rules for Day Camps for Children. [http://dcf.wisconsin.gov/childcare/licensed/CommManuals/DC/252\\_01.pdf](http://dcf.wisconsin.gov/childcare/licensed/CommManuals/DC/252_01.pdf)

University of Wisconsin System Administration General Administrative Policy Paper (GAPP) #38, Licensing, Accreditation and Regulation of Campus Early Education Programs.

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## Definitions

**Authorized Adult** - Any person eighteen (18) years of age or older in a paid or unpaid supervisory or leadership position.

**Minor** - A person under the age of eighteen (18) who is not a University employee or enrolled or accepted for enrollment at the University.

**Program** - Programs and activities offered by various academic or administrative units of the University. Non-University groups that use University facilities for programs must have an agreement. This includes but is not limited to workshops, sport camps, academic camps, conferences, and similar activities. Outside groups or organizations that contract with the University to use University facilities for programs must warrant that they follow the Minor Protection and Adult Leadership Policy.

**University Facilities** - Facilities owned by, or under the control of, the University.

**One-on-one Contact** - Unsupervised interaction between an Authorized Adult and a participant in a program without at least one other Authorized Adult, parent, guardian, family member or other minor being present.

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## Responsibilities

<b>Office of Human Resources (OHR) and Division of Business Services</b>	<ul style="list-style-type: none"><li>▪ Provides policy oversight to ensure compliance with campus policy</li><li>▪ Conducts periodic reviews of the policy with campus human resources departments</li><li>▪ Implements needed changes to the policy</li><li>▪ Coordinates any necessary training opportunities</li></ul>
<b>Deans and Directors</b>	<ul style="list-style-type: none"><li>▪ Ensures the college/school/division is consistently applying and complying with this policy</li><li>▪ Communicates division strategy to all employees</li></ul>
<b>College/School/Division HR</b>	<ul style="list-style-type: none"><li>▪ Defines consistent parameters within the guidelines of this policy to address specific needs</li><li>▪ Ensures supervisors are consistently applying and complying with this policy</li></ul>
<b>Supervisor</b>	<ul style="list-style-type: none"><li>▪ Ensures and monitors employee compliance with this policy</li></ul>
<b>Employee</b>	<ul style="list-style-type: none"><li>▪ Understands this minor protection and adult leadership policy</li><li>▪ Reports to appropriate campus authorities incidences of perceived or actual non-compliance engaged in by others.</li></ul>

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**Link to Current Policy**

URL of policy so that someone using print copy can refer to online copy.

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**Link to Related Policies**

University of Wisconsin-Madison Policy on Mandatory Reporting of Child Abuse and Neglect

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**Link to Policy History**

Link to policy creation and revision history.

## Adult to Student Ratios

Grade Group	Situation	Ratios (Adult : Student)
PreK-1 (age 3-4)	Commuter	1:4
PreK-1 (age 4-5)	Commuter	1:6
PreK-1 (age 5-6)	Commuter	1:10
PreK-1 (age 6 & under)	Residential	1:4

2-4 (over age 6)	In Classroom	1:10
	Walking/Transitional/Lunch	1:10
	Field Trip	Minimum of 2 adults, with a ratio of 1:10
	Residential	1:10
	Commuter	1:10

5-8	In Classroom	1:18
	Walking/Transitional/Lunch	1:18
	Field Trip	Minimum of 2 adults, with a ratio of 1:10
	Water Activities/Rec. Sports	1:10
	Residential & Commuter	Overall program staff to student ratio must be 1:10

9-12	In Classroom	1:18
	Walking/Transitional/Lunch	No adults necessary at the discretion of the program director; dependent on maturity level of students and familiarity with campus. Students must always be in groups of 3 or more. Programs must establish written procedures to ensure all students are accounted for at regular intervals and at the start of each activity.
	Field Trip	Minimum of 2 adults, with a ratio of 1:10
	Water Activities/Rec. Sports	1:10
	Residential & Commuter	Overall program staff to student ratio must be 1:10

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**Resolution on Solidarity with Students, Staff, and Faculty Experiencing Discrimination**

The University of Wisconsin-Madison comprises faculty, staff, and students from a wide array of ethnic, racial, national, and religious backgrounds, and the diversity that results from their presence in our community enriches our social interactions and our intellectual exchanges. In recent months we have witnessed a distressing increase in verbal abuse and other kinds of discriminatory behaviors against a variety of groups. In particular, the Muslim members of our community have become the targets of violent actions and abusive language, hostility that is longstanding and has intensified in recent months.

We as a faculty respond to this intolerable situation by confirming that these groups are an integral part of our community. Any faith, philosophical commitment, or idea held by any of our community members is a part of our whole. Together with our deep respect for all beliefs, we value Islam and those who profess it for what they contribute to the university community.

**Whereas** the UW-Madison is an institution that proudly upholds and fosters freedom of expression and belief without fear; and

**Whereas** we prize and count as integral to our institution the individuality and the different beliefs, religious and otherwise, of all of our students, staff colleagues, and faculty colleagues; and

**Whereas** Islamophobic and other discriminatory actions and statements have arisen in mainstream American culture; and

**Whereas** we understand the high costs of religious prejudice and bias to the mission of an academic setting;

**Therefore be it resolved that the UW-Madison Faculty Senate stands united with targets of discrimination everywhere, and particularly with Muslims in our academic community. Disparagement of one group is disparagement of us all.**

### **Resolution to Support UW-Madison Undocumented Students**

**Whereas** students enrolled while under Deferred Action on Child Entry (DACA) status at all schools and of all ages are under extreme stress; and

**Whereas** the new turn in government may expose them to deportation; and

**Whereas** deportation would prevent them from completing their education, and

**Whereas** the UW-Madison Chancellor has publicly signed with more than 250 other University Presidents the *Statement in Support of the Deferred Action for Childhood Arrivals (DACA) Program and our Undocumented Immigrant Students* (<https://www.pomona.edu/support-daca>), calling for the continuation and expansion of the DACA program; and

**Therefore be it resolved that UW-Madison faculty wish to publicly state that UW-Madison faculty intend to stand by UW-Madison students enrolled while under DACA, as our traditions of inclusiveness and public service require;**

**Therefore be it further resolved that the UW-Madison faculty call for the continuation and strengthening of DACA.**