

## Athletic Board Annual Report for 2016-2017

### 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 3.07 cumulative GPA at the end of the Spring 2017 term. At that time, seven student-athletes carried a perfect 4.00 cumulative GPA. Fifty-five student-athletes held GPAs over 3.7 and were named Distinguished Scholars by the Big Ten Conference. Additionally, 331 student-athletes achieved the Dean's List, Dean's Honor List, or Dean's High Honor List.

The academic performance of student-athletes is a major concern of the Board and the Athletic Department. The Academic Progress Rate (APR) is a measure used by the NCAA to monitor graduation of student-athletes at each institution. Teams must maintain a minimum score of 930. The 2016-17 multiyear APR for UW student-athletes was well above 930 in all sports, including perfect 1000 APR scores for Women's Golf, Women's Hockey and Men's Tennis. Of note, Football, Men's Soccer, Men's Tennis, Volleyball, Women's Golf, and Women's Hockey each received APR Public Recognition Awards for achieving a multiyear APR in the top ten percent of all Division I teams in their respective sports.

The University of Wisconsin football team finished with a 990 APR, placing it in the top five among all NCAA Football Bowl Subdivision teams for the fifth straight year – a feat matched only by Duke, Northwestern, and Stanford. These exceptional results across the teams can be attributed to the efforts of the students, the Athletic Department's academic support staff, and the University at large.

### **2016-2017 Athletic Board Membership**

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

#### **Faculty**

(12 members: 4-year renewable term, 12 votes)

Jeanette Roberts	Regina Murphy
Susan Lederer	Phil O'Leary
Dan Lisowski	Seth Pollak
Andrea Mason	Laurel Rice
Kenneth Mayer	Patrick McBride
Peter Miller	Karl Shoemaker

#### **Classified Staff**

(2 members: 4-year renewable term, 2 votes)

Tricia Droles	LéAndrea Vernon
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#### **Student Athlete Advisory Committee (SAAC)**

(2 members: 1-year renewable term, 1 vote)

Kelsey Grambeau (SAAC)	Amanda Morris (SAESO)
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#### **Alumni**

(4 members: 4-year non-renewable term, 4 votes)

Paul McCann	Martha Vukelich-Austin
Pat Finley	Jeff Wiesner

#### **Division of Recreational Sports**

(one member: non-voting)

John Horn
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#### **Academic Staff**

(2 members: 4-year renewable term, 2 votes)

Jackie Hank	Gretchen Viney
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#### **Associated Students of Madison (ASM)**

(2 members: 1-year renewable term, 2 votes)

Jason Klein	Bjorn Johnson
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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 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 2016-17, three committees of the Athletic Board served as “boards” that worked in concert with four of the associate directors (Academics and Compliance; Finance, Facilities and Operations; Equity, Diversity and Student Welfare). The Personnel Committee worked with 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**

Co-Chairs: Karl Shoemaker and Susan Lederer

The Academic and Compliance Committee, charged with reviewing academic and compliance issues, met five (5) times during 2016-17. 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-one Level III or Level IV violations to the NCAA during the 2016-17 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.

2016-17 Academics and Compliance Committee Roster

Paul McCann	(Alumni)	Karl Shoemaker	(Faculty)
Martha Vukelich-Austin	(Alumni)	Patrick McBride	(Faculty)
Jeff Wiesner	(Alumni)	Laurel Rice	(Faculty)
Jeanette Roberts	(Faculty)	Gretchen Viney	(Academic Staff)
Susan Lederer	(Faculty)	Tricia Droles	(University Staff)
Dan Lisowski	(Faculty)	LéAndrea Vernon	(University Staff)
Kenneth Mayer	(Faculty)	Amanda Morris	(SAESO)
Regina Murphy	(Faculty)	Kelsey Grambeau	(SAAC)
Phil O'Leary	(Faculty)	Bjorn Johnson	(ASM)

**II. Personnel Committee**

Co-Chairs: Ken Mayer and Dan Lisowski

The Personnel Committee met five (5) times during 2016-17. 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.

2016-2017 Personnel Committee Roster and Sport Assignment

Jeanette Roberts	(Faculty)	Men's Golf
Dan Lisowski	(Faculty)	Football
Susan Lederer	(Faculty)	Men's and Women's Tennis
Andrea Mason	(Faculty)	Women's Soccer
Kenneth Mayer	(Faculty)	Men's Hockey
Peter Miller	(Faculty)	Men's Basketball
Regina Murphy	(Faculty)	Softball
Phil O'Leary	(Faculty)	Men's and Women's Swimming/Diving
Seth Pollak	(Faculty)	Men's & Women's Rowing
Patrick McBride	(Faculty)	Women's Basketball
Pat Finley	(Alumni)	Men's Soccer
Karl Shoemaker	(Faculty)	M/W Track & Field and Cross Country
Jackie Hank	(Academic Staff)	Volleyball
Gretchen Viney	(Academic Staff)	Women's Hockey
LéAndrea Vernon	(University Staff)	Women's Golf
Laurel Rice	(Faculty)	
Paul McCann	(Alumni)	
Jeff Wiesner	(Alumni)	
Martha Vukelich-Austin	(Alumni)	
Jason Klein	(ASM)	
Bjorn Johnson	(ASM)	
Tricia Droles	(University Staff)	

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

Co-Chairs: Pete Miller and Jeff Wiesner

The Finance, Facilities and Operations Committee met four (4) times during the 2016-17 fiscal year, which began July 1, 2016 and ended June 30, 2017. 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 2016-17 were \$127,095,587, which exceeded annual operating expenses of \$126,888,528, leaving a positive net margin of \$207,059. The committee tracked the budget at each meeting to assure they were on target with the coming year's expectations. For Finance and Facilities, the issues that have been at the forefront of our discussions this year include the financial requirements associated with new NCAA initiatives (full cost of attendance, meals) that added significant expenditures to the budget. This has been balanced by increased revenue from the Big Ten Conference and the apparel contract. The department again ended the year slightly in the black, contributed money to the rest of campus, and had a clean audit opinion from the external auditors. On the facilities side, the major focus of the last year was the development of the Facilities Master Plan that outlines potential capital projects for the next twenty years.

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.

#### **2016-17 Finance, Facilities and Operations Committee Roster**

Pat Finley	(Alumni)	Seth Pollak	(Faculty)
Martha Vukelich-Austin	(Alumni)	Karl Shoemaker	(Faculty)
Laurel Rice	(Faculty)	Jackie Hank	(Academic Staff)
Susan Lederer	(Faculty)	Kelsey Grambeau	(SAAC)
Andrea Mason	(Faculty)	Amanda Morris	(SAESO)
Peter Miller	(Faculty)	Jason Klein	(ASM)
Regina Murphy	(Faculty)	LéAndrea Vernon	(University Staff)
Phil O'Leary	(Faculty)		
Jeanette Roberts	(Faculty)		

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

Co-Chairs: Regina Murphy, Martha Vukelich-Austin, and Phil O'Leary

The Equity, Diversity and Student Welfare Committee met six (6) times during 2016-17.

During the 2016-2017 academic year, the Equity, Diversity and Student Welfare Committee (EDSW) addressed several issues facing the contemporary student athlete. The committee discussed the unique mental health issues facing student athletes with the Athletic Department (AD) staff psychologist, and reviewed improvements in the performance nutrition program. EDSW evaluated the AD career development programs and the job placement statistics for student athletes. Time demands on student athletes were discussed, in line with the national attention now being paid to this topic. EDSW completed a detailed gender equity review, paying attention to specific issues such as equal access to practice facilities and trainers, proportional opportunities to participate, proactive publicity efforts, and recruiting and retention practices.

#### **2016-2017 Equity, Diversity and Student Welfare Committee Roster**

Pat Finley	(Alumni)	Jeanette Roberts	(Faculty)
Martha Vukelich-Austin	(Alumni)	Seth Pollak	(Faculty)
Laurel Rice	(Faculty)	Karl Shoemaker	(Faculty)
Susan Lederer	(Faculty)	Jackie Hank	(Academic Staff)
Andrea Mason	(Faculty)	Kelsey Grambeau	(SAAC)
Peter Miller	(Faculty)	Amanda Morris	(SAESO)
Regina Murphy	(Faculty)	Jason Klein	(ASM)
Phil O'Leary	(Faculty)	LéAndrea Vernon	(University Staff)

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

Laurel Rice and Peter Miller served as the University of Wisconsin's Faculty Athletics Representatives (FARs) to the Big Ten and NCAA. Activities of FARs 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 2016-17 year was a successful year for Wisconsin Athletics. The enterprise of college athletics is fragile in nature, so the Department's capacity to achieve on-field success for many years while also achieving at among the highest of levels nationally in the academic arena is impressive. Athletic Department administrators and coaches have demonstrated a shared commitment to compliance and to working as a supportive partner to the rest of campus.

Moving forward, the Athletic Department must continue to remain true to University principles as it competes at the highest levels of NCAA competition. The broader landscape of college athletics is likely to be affected by a range of legal, social, and financial changes in the years to come. In this shifting landscape, the Athletic Board must be especially active in lending watchful support and oversight. Student welfare and opportunity are at the heart of the Board's work with the Athletic Department and shall remain so in an era of reform that may soon arrive.