

12/01/2025



## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

December 4-5, 2025

University of Wisconsin-Whitewater  
James R. Connor University Center  
190 Hamilton Green Way, Whitewater, Wisconsin  
& By Videoconference

### Thursday, December 4, 2025

- 8:00 a.m. – 8:45 a.m. **Continental Breakfast\***  
Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center
- 8:45 a.m. – 10:15 a.m. **Business & Finance Committee**  
Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center
- 8:45 a.m. – 10:15 a.m. **Education Committee**  
Room 275A, 2<sup>nd</sup> Floor, University Center
- 10:45 a.m. – 12:00 p.m. **Audit, Risk, and Compliance Committee**  
Room 275A, 2<sup>nd</sup> Floor, University Center
- Closed Session***  
Room 275A, 2<sup>nd</sup> Floor, University Center
- 10:45 a.m. – 12:00 p.m. **Capital Planning & Budget Committee**  
Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center
- Closed Session***  
Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center
- 12:00 p.m. **Lunch\***  
Room 275B and Room 259, 2<sup>nd</sup> Floor, University Center
- 1:00 p.m. **I. Board of Regents**  
Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center

**Closed Session**

Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center

4:00 p.m. – 6:00 p.m. **Journey of a Warhawk Reception\***

Room 275, 2<sup>nd</sup> Floor, University Center

*Event is by open to the public. Please contact cainen@uww.edu for more information.*

**Friday, December 5, 2025**

7:45 a.m. – 8:30 a.m. **Continental Breakfast\***

Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center

8:30 a.m. **II. Board of Regents**

Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center

**Closed Session**

Room 164, Hamilton Room, 1<sup>st</sup> Floor, University Center

*\*A quorum of the Board of Regents or any of its committees may be present; no Board business will be conducted.*

*Videoconference information and meeting materials can be found at [www.wisconsin.edu/regents/meetingmaterials](http://www.wisconsin.edu/regents/meetingmaterials) or may be obtained from the Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706, (608) 262-2324.*

**Venue Security Notice**

Prohibited Items: *The following items are prohibited unless specifically authorized:*

- *Weapons of any kind*
- *Alcohol, illegal substances*
- *Large banners, flags, signs on sticks, or poles*
- *Noise-making devices (whistles, horns, megaphones, etc.)*
- *Any item deemed disruptive by venue staff or UW Police*

Screening: *Walkthrough metal detectors are required. Anyone wishing to attend the event and/or enter the venue area must be screened.*

- *Any backpack, purse, handbag, tote, briefcase, camera bag, laptop case, or other carrying item is subject to search prior to entry.*
- *Any person who refuses screening and/or possesses a prohibited item will be denied entry to the venue.*

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### **I. Board of Regents**

Thursday, December 4, 2025  
1:00 p.m.

Room 164, Hamilton Room  
James R. Connor University Center  
190 Hamilton Green Way, Whitewater, Wisconsin  
& via Zoom Videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Updates and Introductions
4. Report of the Board President
  - A. Report of the Wisconsin Technical College System Board
  - B. Chancellor Search Updates
  - C. Regent Business Partner Awards
5. Report of the System President
  - A. Strategic Plan Update
  - B. State, Federal, and Other Updates
  - C. Outreach Initiatives
6. Report and approval of actions taken by the Education Committee
7. Report and approval of actions taken by the Business & Finance Committee
8. Report and approval of actions taken by the Capital Planning & Budget Committee
9. Report and approval of actions taken by the Audit, Risk, and Compliance Committee
10. Annual UW-Green Bay NCAA Division I Accountability Report
11. 2025 Annual Academic Freedom & Freedom of Expression Report
12. Host-Campus Presentation by UW-Whitewater Chancellor Corey King: "An Institutional Approach to Artificial Intelligence for Student Success"
13. Resolution of Appreciation to UW-Whitewater for Hosting the December 2025 meeting
14. Regent communications, petitions, and memorials

15. Closed Session

Move into closed session to:

- A. Consider personal histories related to a naming at UW-Madison, as permitted by s. 19.85(1)(f), Wis. Stats.;
- B. Consider amended employment and compensation agreements for the UW-Madison head basketball coach, as permitted by s. 19.85(1)(c) and (e), Wis. Stats.; and
- C. Consider personnel evaluations of chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.

Adjourn

*The closed session agenda for Thursday, December 4, 2025, may also be considered on Friday, December 5, 2025, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.*

## I. Board of Regents

Thursday, December 4, 2025

Item 10.

### UW-GREEN BAY NCAA DIVISION I ATHLETICS 2023-24 REPORT

#### REQUESTED ACTION

For information and discussion.

#### SUMMARY

UW-Green Bay sponsors 14 sports, providing approximately 250 student-athletes with the opportunity to participate in NCAA Division 1 athletics. The University is a member of the Horizon League, which includes 11 public and private institutions that participate in Division 1 athletics in the Midwest.

UW-Green Bay's Director of Athletics reports directly to the Chancellor.

#### Financial Situation

UW-Green Bay Athletics Department's report includes the department's budget, actual revenues, actual expenses, balances, debt balances and payments, and endowments for Fiscal Year 2024.

The Athletics Department reported \$12,702,088 in actual revenues and \$12,702,482 in operating expenses and capital improvements in FY 2024, resulting in an operating margin of (\$394).

The report also identifies an unrestricted fund balance of \$2,642,222 at the end of FY 2024, or approximately 21% of FY 2024 expenditures. The outstanding debt for athletics facilities was \$2,589,194 at the end of FY 2024, or a decline of 35% from FY 2023. UW-Green Bay Athletics does not have any historic operating debt.

At the end of FY 2024, the endowed funds dedicated to the support of the Athletics department totaled \$1,389,621.

#### Academics

The UW-Green Bay uses various measures used to monitor the academic progress of student-athletes — the Academic Progress Rate (APR), the Graduation Success Rate (GSR) and Federal Graduation Rate (FGR), and grade point average (GPA). The department has

established benchmarks for each.

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

Under NCAA rules, teams must earn a minimum four-year APR of 930 to compete in postseason competition. The department's benchmark for APR is for each sport to maintain an APR that is higher than the NCAA minimum.

The 2020-24 NCAA APR report (most recent year of data collected) showed that all UW-Green Bay sport programs achieved a multi-year rate above the 930 benchmark, with four programs having a perfect 4-year APR score of 1000.

The multi-year APR for the three largest revenue-generating sports – men's basketball, women's basketball, and women's volleyball – were 939, 995, and 969 respectively, for the 2020-24 cohort.

**Graduation Rates.** The Graduation Success Rate (GSR) and the Federal Graduation Rate (FGR) are often used to monitor student-athlete graduation rates. Both the GSR and FGR measure the percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution. However, unlike the FGR, the GSR excludes those student-athletes who leave the institution in good academic standing and includes student-athletes who transfer into the institution and go on to graduate.

To monitor graduation rates, the department's established benchmark is to maintain a department-wide student-athlete NCAA graduation rate that is higher than the average of peer institutions within the Horizon League.

The most recent public GSR data for Horizon League institutions (2017-18 freshman cohort) showed UW-Green Bay's student-athlete GSR at 94%, which exceeded the average GSR of Horizon League members (92.6%).

UW-Green Bay student athletes had an FGR of 71% for 2023-24 (2017-18 freshman cohort). The FGR for the three highest revenue-generating men's sports – men's basketball, men's soccer, and men's swimming and diving, were 42%, 44%, and 81%, respectively. The FGR for the three highest revenue-generating women's sports – women's basketball, volleyball, and women's soccer were 86%, 77%, and 71%, respectively.

**Grade Point Average.** The overall GPA for the department in 2023-24 was 3.65. The overall GPA for 2024-25 was 3.59

The department GPA benchmark requires student-athletes to maintain a cumulative GPA of 3.0 or greater each semester. Spring 2025 became the 51st consecutive semester that the average GPA of UW-Green Bay's student-athletes exceeded 3.00.

### NCAA Rules Compliance

The report identifies three self-reported NCAA violations in 2023-24. The report includes a certification that there are no investigations or reviews of the Athletic Department or personnel by the institution, NCAA, or law enforcement underway at this time.

The NCAA-required Agreed-Upon Procedures report for the year ending on June 30, 2024 is included as an appendix to the report.

### **Presenter**

- Joshua Moon, UW-Green Bay Director of Athletics

### **BACKGROUND**

Collegiate athletics are high-profile activities that exist for the betterment of the student body, student-athletes, and the university. As some of the most visible programs at institutions of higher education, athletics provide valuable experiences for student-athletes, opportunities to engage the broader community and a public face for the institution. This visibility, as well as the number of student-athlete participants, the members of the public attending athletic events, and the substantial compliance requirements, necessitates a high level of oversight and scrutiny by both administrators and governing bodies.

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

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

## **Related Policies**

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

## **ATTACHMENTS**

- A) 2023-24 UW-Green Bay Athletics Annual Report

**University of Wisconsin-  
Green Bay**

Athletics Annual  
Report



**ATHLETICS**

Presented to the UW  
Board of Regents  
December, 2025

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# 1. INTRODUCTION

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## A. MISSION OF GREEN BAY INTERCOLLEGIATE ATHLETICS

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The Intercollegiate Athletics Department is intended to be an integral component of the educational mission of the University. The Athletics Department is managed consistent with the mission and focus of the University. The University mission offers a context for how the program prepares students to develop critical thinking and problem-solving skills, to practice learning as a life-long activity, to be engaged and contributing citizens, and to enhance the position and image of the University locally, regionally, and nationally.

The program will be administered in a manner to ensure the amateur nature of athletics by responsibly, honestly and effectively recognizing and communicating that student-athletes are, first and foremost, students who possess academic abilities and attain personal growth objectives. The student shall be accorded due respect as a person and is expected to reflect the high academic and behavioral standards of the University. Intercollegiate athletics strives for success in competition while continuing to attract and retain students who succeed academically and athletically and whose careers after graduation are a tribute to them, UW-Green Bay and society.

The Intercollegiate Athletics Department embraces the Horizon League principles of sportsmanship and ethical conduct; is committed to the concept of equitable opportunity for all students and staff regardless of gender or ethnicity; and is administered to substantiate compliance with the University of Wisconsin System, UW-Green Bay, the National Collegiate Athletic Association and the Horizon League rules and regulations, which ensure institutional control and integrity.

## B. UW-GREEN BAY SELECT MISSION STATEMENT

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The select mission statement which follows describes the general purposes and character of UW-Green Bay. It is the foundation planning document for the University and is a living document.

The University of Wisconsin-Green Bay is a multi-campus comprehensive university offering exemplary undergraduate, master's and select doctoral programs and operating with a commitment to excellence in teaching, scholarship and research, and service to the community. The University provides a problem focused educational experience that promotes critical thinking and student success.

The culture and vision of the University reflect a deep commitment to diversity, inclusion, social justice, civic engagement, and educational opportunity at all levels. Our core values embrace community-based partnerships, collaborative faculty scholarship and innovation.

Our commitment to a university that promotes access, career success, cross-discipline collaboration, cultural enrichment, economic development, entrepreneurship, and environmental sustainability is demonstrated through a wide array of programs and certifications offered in four colleges: College of Arts, Humanities and Social Sciences; College of Science, Engineering and Technology (including the Richard Resch School of Engineering); College of Health, Education and Social Welfare; and the Austin E. Cofrin School of Business, leading to a range of degrees, including AAS, BA, BAS, BBA, BM, BS, BSN, BSW, MS, MSW, MSN, and Ed.D.

## C. HISTORY OF GREEN BAY INTERCOLLEGIATE ATHLETICS

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The establishment of athletics at UW-Green Bay occurred in September of 1969 with men's soccer followed by men's basketball in the same year, four years after the University of Wisconsin-Green Bay was founded. In November of 1969, the University applied for membership in the National Association of Intercollegiate Athletics (NAIA). In May of 1970, the Phoenix became the mascot and the official name of UW-Green Bay athletic teams. In December 1973, the women's basketball team made its intercollegiate debut. Prior to the 1973-74 season, the men's basketball team and men's soccer team moved to the NCAA Division II ranks. UW-Green Bay requested to enter NCAA Division I athletics in September 1979 and was granted that status beginning Fall of 1981. In 1982, the University joined seven more schools to form the Mid-Continent Conference (MCC) to compete in NCAA Division I athletics. Women's programs transitioned from the NAIA to Division I in 1987-1988 when they joined the North Star Conference. In 1994-1995, the men's and women's programs joined the Midwestern Collegiate Conference which changed its name to the Horizon League in 2001. UW-Green Bay enters its 44th year of NCAA Division 1 Athletics in 2025-26.

UWGB has achieved extraordinary success during its history, including 73 conference championships, 42 NCAA tournament appearances, and countless student-athletes representing the university at the professional level.

## D. NATIONAL COLLEGIATE ATHLETIC ASSOCIATION (NCAA) CLASSIFICATION

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Currently, UW-Green Bay sponsors 14 sports programs supporting approximately 250 student-athletes in the sports of men's and women's basketball, men's and women's cross-country, men's and women's golf, men's and women's nordic skiing, men's and women's soccer, women's softball, men's and women's swimming and diving, and women's volleyball.

## E. HORIZON LEAGUE

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In its 47th season of operation in the 2025-26 academic year, the Horizon League continues to aspire toward its goal of being one of the nation's leading athletics conferences while being recognized as a leader in the development of student-athletes as leaders and role models. Each of the League's 2,600 Division I student-athletes has the opportunity to maximize athletic development and academic achievement, while also serving the broader community and growing in personal responsibility and accountability. Through athletics, the 180,000-plus undergraduates among Horizon League institutions have the opportunity to come together, learn and grow in life skills and opportunities.

The Horizon League membership features eleven public and private institutions that have impressive academic reputations and a storied tradition of broad-based athletic programs. Membership includes Cleveland State University, the University of Detroit Mercy, Indiana University Indianapolis, Northern Kentucky University, Oakland University, Purdue University Fort Wayne, Robert Morris University, the University of Wisconsin-Green Bay, the University of Wisconsin-Milwaukee, Wright State University and Youngstown State University.

The Horizon League's primary focus is to add value to the educational experience through its four platforms: athletic performance, academic achievement, community outreach, and personal responsibility and accountability. It is the League's belief that athletics is a powerful and visible resource tool that can be used to enhance student-athletes' collegiate experience. The Horizon League's goals are to enhance the holistic university experience for the student-athlete, to create an affiliation of institutions with similar athletic goals, and to adhere to the principles of integrity, diversity, excellence and growth. The Horizon League sponsors competition in 19 sports - nine for men (baseball, basketball, cross country, golf, soccer, swimming and diving, indoor track and field, outdoor track and field and tennis) and 10 for women (basketball, cross country, golf, soccer, softball, swimming and diving, indoor track and field, outdoor track and field, tennis and volleyball).

The League receives automatic bids to NCAA championships in baseball, men's and women's basketball, men's and women's golf, men's and women's soccer, softball, men's and women's tennis, and women's volleyball. The Horizon League is headquartered in Indianapolis, the "Amateur Sports Capital of the World," with offices in the JF Wild Building (129 E. Market Street) and just minutes from Gainbridge Fieldhouse, the State Capitol Building, Victory Field (home of the Indianapolis Indians) and the NCAA national office.

## F. DESCRIPTION OF INTERCOLLEGIATE ATHLETICS' ROLE AT UW-GREEN BAY

Phoenix Athletics is critical to the growth and vibrancy of the entire university and all of Northeast Wisconsin. A successful Division I athletics program enhances the institutional profile, helps inspire and instill connections on campus, drives enrollment growth, increases school spirit and enthusiasm, and helps drive home the mission, vision and values of the University. UWGB athletics provides opportunities for 231 students to compete in 14 varsity sports at the highest level of intercollegiate athletics. Green Bay Phoenix athletics also provides significant connections to the regional community, with GB leading the Horizon League in attendance in women's basketball by an average of 300+ a game and men's basketball rounding out the top five of Horizon League in attendance. Athletics helps drive the institutional brand within Northeast Wisconsin and beyond. In late 2021, Phoenix Athletics adopted the slogan: "Northeast Wisconsin's Division I Team" and will utilize this as a rallying point for the 18-county region within Northeast Wisconsin. UWGB serves as the only Division I institution in the State north of Madison and UWGB athletics will continue the charge of bringing more fans, friends, alumni, and businesses in to engage with the University. Furthermore, the profile and status of Phoenix athletics has helped bring additional external support to the University and has served as a catalyst for athletic donors to expand their giving beyond athletics and into various academic programs in recent years.

Phoenix athletics serves as tremendous role model for academic excellence and personal/social development for all students on campus, with 51 consecutive semesters with an average GPA over 3.0, 21 consecutive semesters over a 3.25 and a 3.58 average GPA for the spring 2025 semester. UWGB athletics also places a high priority on community service, with around 2,000 total hours donated to local schools and non-profit organizations in the region in 2024-25. The combination of athletic and academic excellence and a strong commitment to personal/social developments help create a championship culture within Phoenix athletics that is in concert with the mission and values of the University.

## G. 2024-25 YEAR IN REVIEW

The following information provides an overview of personnel transition, academic success, and competitive accomplishments during the 2024-25 Academic Year.

### Personnel

- Jesse Smith hired Assistant Athletic Director for Development and Special Events
- Jenna Charron hired as Assistant Athletic Director for Ticketing and Marketing
- Lee Lor hired as Athletics Financial Specialist
- Two graduate assistant coaching positions were added across the department
- Jasmine Kondrakiewicz was hired as Women's Basketball Assistant Coach and Director of Player Development
- Matt Kagan hired as Women's Soccer Head Coach
- Josh Davis hired as Women's Soccer Assistant Coach
- Andy Ground, Keil Ganz, and Kerry Rupp hired as Men's Basketball Assistant Coaches.
- Josh Moon becomes the first Mark Murphy Endowed Director of Athletics
- Former Green Bay Packers president and CEO Mark Murphy joined the department as an Executive in Residence
- Chris Rice hired as Head Strength Coach
- Jerry Smith and Kaden LeCapitaine elevated to Men's Basketball Assistant Coaches
- Ashton Rodriguez hired as the Men's Basketball Director of Social Media
- Patrick Bowlin hired as a Women's Basketball Assistant Coach
- Brittany Baneck hired as a Softball Assistant Coach

### Academic Accomplishments

#### Fall 2024

- The Fall 2024 semester marked the 50th-straight semester the department posted a GPA of 3.0 or higher, and the 20th-straight with a GPA of 3.3 or higher, recording a record-high 3.61 GPA, the highest in the history of the Green Bay athletic department.
- All 14 teams achieved a 3.25 GPA or higher in Fall 2024
- 10 of 14 teams achieved a 3.65 GPA or higher
- Over 92% of student-athletes achieved a 3.0 or higher
- Women's basketball registered a department high 3.87 GPA, just ahead of women's golf's 3.86 GPA
- Over 30% of student-athletes achieved a perfect 4.0 grade point average
- Volleyball earned their 10th-straight USMC-AVCA Team Academic Award
- Men's Golf earned a Team GPA award from GCAA with a 3.74 GPA
- One men's soccer player earned Horizon League All-Academic Team honors
- Two volleyball players earned Horizon League All-Academic Team honors
- Two cross country runners earned Horizon League All-Academic Team honors

#### Spring 2025

- For the 51st consecutive semester in Spring 2025, GB student-athletes combined to achieve above a 3.0 GPA, and 21st consecutive semester where student-athletes reached a GPA of at least 3.3, recording a 3.58 GPA.
- 11 of 14 teams achieved a 3.55 GPA or higher
- 2 teams posted a 3.88 GPA
- Over 73% of students finished with a GPA above 3.5
- Over 29% of student-athletes achieved a perfect 4.0 grade point average
- Three women's basketball players earned Horizon League All-Academic Team honors
- Three women and three men swimmers earned Horizon League All-Academic Team honors
- One man and two women's golfers earned HL All-Academic Team honors
- Two softball players earned HL All-Academic Team honors
- One men's golfer earned HL All-Academic Team honors
- One men's basketball player earned HL All-Academic Honorable Mention

- One men's and one women's cross country runners earned HL All-Academic Honors
- Women's basketball was ranked first in the nation in the WBCA Academic Top 25 Honor Roll with a GPA of 3.86
- Both Green Bay golf teams earned the Horizon League Raise Your Sights Award, an honor given annually to the top academic male and female team in the Horizon League
- Volleyball earned their 11th-straight USMC-AVCA Team Academic Award
- Softball earned Easton Top 10 GPA in NCAA Division I

## **Athletic Accomplishments**

### **Women's Basketball**

- Horizon League Regular Season Champions, Horizon League Tournament Champions, and an NCAA Tournament Appearance
- Finished first in the Horizon League at 19-1 with an overall record of 29-6 during the regular season
- Natalie McNeal and Maddy Schreiber named All-Horizon League First Team
- Natalie McNeal, Maddy Schreiber, and Jasmine Kondrakiewicz joined the 1,000-point club
- Bailey Butler was named Defensive Player of the Year and earned All-Defensive Team honors.
- Jasmine Kondrakiewicz was named to the All-Defensive Team
- Callie Genke was named a Sportsmanship Award Finalist
- Maddy Schreiber named Horizon League Winter Scholar-Athlete
- Cassie Schiltz and Jasmine Kondrakiewicz set the record for most games played in program history, with 151 each.

### **Men's Basketball**

- Ryan Wade was a finalist for the Sportsmanship Award

### **Volleyball**

- Finished second in the Horizon League at 11-7 and 16-17 overall
- Katie Schulz named All-Horizon League First Team
- Calli Gentry was named to the All-Horizon League Second Team
- Diane Pichelman made the All-Horizon League Freshman Team
- Made the team's second consecutive Horizon League Championship game appearance

### **Men's Soccer**

- Finished fourth in the Horizon League at 4-3-2 and 11-7-2 overall
- So Nishikawa was named Horizon League Defensive Player of the Year
- Chris Album and Nishikawa were named All-Horizon League First Team
- Tommy Coughlin and Andrew Paolucci earned All-Horizon League Second Team honors
- Aidan Fong earned All-Horizon League Third Team honors

### **Women's Soccer**

- Finished eighth in the Horizon League at 2-6-3 and 4-9-5 overall
- Senah Hanes was named the first Freshman of the Year in Green Bay history, as well as earning All-Freshman Team and Horizon League All-Second Honors
- Laney Stark was named to the All-Freshman Team
- Hanna Arvay was named a finalist for the Sportsmanship Award

### **Cross Country**

- Noah Jahnke earned a share of the All-Horizon League Sportsmanship Award

### **Swimming & Diving**

- Max Kasal broke the Green Bay record in the 200-meter freestyle with a time of 1:36.64
- Jerett Maalis broke the program record in the 100-backstroke with a time of 48.36
- Sebastian Smolecki set the program record in the 200-meter individual medley with a time of 1:47.32
- Emily Allen moved to fifth place all-time in the 50-freestyle with a time of 23.35

## Golf

- Men's team placed sixth at the Horizon League Championships
- Mason Haupt named Horizon League All-Tournament team
- Women's team placed fourth at the Horizon League Championships

## Softball

- Sara Ebner Named NFCA Third Team All-Region
- Sara Ebner Named Horizon League Co-Player of the Year
- Five Phoenix earned Horizon League honors
- Made the Horizon League Tournament for the third time in four years

## Community Champions

Phoenix student-athletes provided a tremendous amount of leadership and support to the local communities with around 2,000 total volunteer hours to local schools and non-profit organizations in 2024-25. Some of the service initiatives include:

- Recess with the Phoenix
- Tie Blanket making and distribution for local homeless
- Inspire Sports Day Camp
- Salvation Army bell ringing
- Local elementary school activity days and reading/arts projects with various classrooms
- Team Impact – Phoenix sports teams partnered with multiple children with life-threatening/chronic illnesses to provide a safe, supportive and encouraging environment to connect with Phoenix student-athletes.
- Phuture Phoenix – student-athletes participated in this University program to encourage disadvantaged and underrepresented students, starting at the fifth-grade level, to complete high school and attend college.
- Campus Clean-up
- Campus Make a Difference Day
- Toy Drive for local hospital
  - Local Community Trick or Treat Handout
  - Paws for Clause - Humane Society Initiative

## Phoenix Fund

The Phoenix Fund, through the UWGB Foundation, serves as the primary fundraising arm for Phoenix Athletics. Phoenix Athletics special events continued to shine, improving upon net revenues in 2025 to support the Phoenix Fund and our programs:

- The Phoenix – Packers Steak Fry, hosted at the Lambeau Field Atrium, generated a record high \$275,000+ and had approximately 900 Phoenix supporters in attendance in April 2025.
- The Women's Basketball Fore Hoops Golf Classic had another sold-out field, generating \$454,000+, a record-high.
- The Men's Basketball Swing and Swish Golf Outing had another great year, generating over \$75,00.

The Phoenix Fund continues to rise to support student-athlete scholarships and program support by raising over \$2,000,000 throughout all programs and special events.

## H. REPORTING STRUCTURE FOR THE DIRECTOR OF ATHLETICS

The Director of Athletics at the University of Wisconsin–Green Bay reports directly to the Chancellor and serves on the Chancellor's Cabinet.

## 2. FINANCIAL INFORMATION

### A. 2023-24 GREEN BAY ATHLETICS FINAL BUDGET REPORT

The Athletics Budget information includes the revenues and expenses that are listed in the NCAA Financial Audit Statement of Revenue and Expense. An external audit of the NCAA's Statement of Revenue and Expenses, for the year ending June 30, 2024, was performed UW System Office of Internal Audit. Please see **Appendix A** for the Independent Accountant's Report on the Agreed-Upon Procedures.

REVENUES	BUDGET	ACTUAL
University Support	\$3,506,276	\$5,285,290
Student Fees	\$1,672,955	\$1,672,955
Ticket Sales	\$461,000	\$687,635
Phoenix Fund Support	\$1,458,135	\$2,142,783
NCAA Distributions	\$349,600	\$462,181
Sponsorships	\$323,000	\$1,115,859
Guarantees	\$300,000	\$359,520
Other Revenue	\$832,076	\$975,865
<b>Total Revenue</b>	<b>\$8,903,042</b>	<b>\$12,702,088</b>

EXPENSES	BUDGET	ACTUAL
Salaries & Fringes	\$4,395,859	\$4,984,730
Financial Aid	\$879,850	\$2,362,727
Team Travel & Equipment	\$1,742,101	\$1,960,587
Other Expenses	\$1,719,608	\$3,394,438
<b>Total Expenses</b>	<b>\$8,737,418</b>	<b>\$12,702,482</b>
<b>Net Operating Margin</b>		<b>(\$394)</b>

**Notes:** Tuition remissions provided by the University and used for athletic scholarships are included in the University Support line (\$1,412,418).

## B. 2023-24 YEAR-END UNRESTRICTED FUND BALANCES

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ACCOUNT	Amount
Fund 128 - Auxiliary Enterprises	\$709,785.46
Foundation – Restricted/Unrestricted	\$,1,932,437.29
<b>Total</b>	<b>\$2,642,222.75</b>

## C. TOTAL DEBT OUTSTANDING AND ANNUAL DEBT SERVICE ON ATHLETICS FACILITIES

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**Total Annual Debt Service** = \$1,030,149.90

**Total Debt Outstanding** = \$2,589,194.72

The outstanding debt on facilities is a result of the construction of the Kress Events Center, which is a shared facility with Recreation Sports and the Athletics Field Complex which includes the Aldo Santaga Soccer Stadium and the King Park Softball Field. Designated segregated fees and user fees (non-athletic fee) provides the resources for the annual payment of the debt service for the Kress Events Center. The Athletic Department is responsible for the Athletics Field Complex payment. In FY24, \$54,899.98 debt payment was made. See **Appendix H** for facilities debt.

UW Green Bay does not have historic operating debt.

## D. 2023-24 GREEN BAY ATHLETICS ENDOWMENT VALUES

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Total Market Value of Endowments dedicated to the support of athletics = **\$1,389,621.90**

This amount includes scholarship and non-scholarship funds.

### 3. ACADEMIC PROGRESS RATE (APR)

The NCAA holds Division I institutions accountable for the academic progress of their student-athletes through the Academic Progress Rate (APR), a team-based metric that accounts for the eligibility and retention of each student-athlete, each term.

Beginning with the 2015-16 academic year, teams must earn a 930 four-year APR to compete in postseason competition.

APR is calculated by term. Each term, a student-athlete receiving athletically related financial aid may earn one retention point for staying in school and one eligibility point for being academically eligible. A team’s total points are divided by points possible and then multiplied by one thousand to equal the team’s Academic Progress Rate.

For the 2020-24 cohort, every sport program earned higher than the 930 benchmark, including four programs with a perfect multiyear score of 1000.

Please see **Appendix C** for the 2023-24 Academic Progress Rate data from the NCAA.

#### A. SPORT BY SPORT

SPORT	2023-24 APR SCORE	UWGB 4-year APR (2020-21 - 2023-24)	Overall NCAA 4-year APR (2020-21 - 2023-24)
Men’s Basketball	1000	939	968
Women’s Basketball	1000	995	982
Men’s Cross Country	979	961	984
Women’s Cross Country	974	988	989
Men’s Golf	1000	972	988
Women’s Golf	1000	1000	993
Men’s Nordic Ski	1000	1000	993
Women’s Nordic Ski	1000	1000	997
Men’s Soccer	984	975	981
Women’s Soccer	1000	970	989
Women’s Softball	1000	983	988
Men’s Swimming	1000	1000	985
Women’s Swimming	1000	990	992
Women’s Volleyball	978	969	990

## B. LARGEST REVENUE-GENERATING SPORTS AND ASSOCIATED APR SCORES

<b>SPORTS</b>	<b>2023-24 APR Score</b>	<b>UWGB 4-year APR (2020-21 - 2023-24)</b>	<b>Overall NCAA 4-year APR (2020-21 - 2023-24)</b>
Men's Basketball	1000	939	986
Women's Basketball	1000	995	982
Women's Volleyball	978	969	990

## C. THREE-YEAR TREND CHANGE (PRIORITY SPORTS)

The table below lists the single-year APR scores for the six priority sports for the, 2021-22, 2022-23 and 2023-24 academic years.

<b>PRIORITY SPORTS</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Men's Basketball	959	881	1000
Women's Basketball	1000	1000	1000
Men's Soccer	984	986	984
Women's Soccer	936	1000	1000
Women's Softball	957	1000	1000
Women's Volleyball	1000	933	978

## D. BENCHMARKS FOR ASSESSMENT OF APR

1. Maintain Academic Progress Rates that are higher than the NCAA minimum for each sport.

## E. APR HORIZON LEAGUE COMPARATIVE DATA

See **Appendix F**

## 4. GRADUATION SUCCESS RATE (GSR)

The NCAA Graduation Success Rate (GSR) is designed to show the proportion of student-athletes on any given team who earn a college degree. The NCAA has imposed a new set of academic standards in order to hold teams and institutions accountable for how well student-athletes progress towards a degree.

The GSR was developed in response to colleges and universities who asked for an alternative rate that more accurately reflects the movement among college student-athletes. The GSR takes into account incoming transfers who graduate from a different institution than the one they started at and transfers who leave an institution in good standing.

The Federal Graduation Rate (FGR) is compiled by the U.S. Department of Education and is used as an indicator of academic success of college student-athletes. FGR measures the percentage of first-time, full-time freshmen who graduate within six years of entering their original four-year institution. The NCAA developed its GSR in response to criticism that the FGR understates the academic success of student-athletes because the FGR method does not take into account two important factors in college athletics:

1. When student-athletes transfer from an institution before graduating and are in good academic standing (perhaps to transfer to another institution for more playing time, different major, or to go pro); and
2. Those student-athletes who transfer to an institution (e.g., from a community college or another 4-year college) and earn a degree.

The FGR treats transfers as non-graduates for the original institution the student-athlete attended, even if that student-athlete later graduates from another institution. Also, the FGR does not include that student-athlete in the graduation rates at the new institution where he/she does graduate. Therefore, once a student-athlete transfers to another school he/she is no longer recognized in the calculated graduation rate. The GSR takes into account both factors and gives credit to institutions for successful transfers, whether they are leaving or entering an institution.

The following is a summary for the 2023-24 (2017-18 cohort) Graduate Success Rate report. Please see **Appendix C** for the official 2023-24 Graduation Success Rate Report from the NCAA.

### A. SPORT BY SPORT

SPORT	2023-24 GSR	2023-24 FGR
Men's Basketball	100%	42%
Women's Basketball	100%	86%
Men's Cross Country	75%	75%
Women's Cross Country	100%	77%

Men's Golf	88%	88%
Women's Golf	89%	73%
Men's Nordic Ski	100%	88%
Women's Nordic Ski	100%	100%
Men's Soccer	100%	44%
Women's Soccer	93%	71%
Women's Softball	87%	52%
Men's Swimming	88%	81%
Women's Swimming	95%	73%
Women's Volleyball	100%	77%

**B. THREE HIGHEST REVENUE GENERATING SPORTS GRADUATION SUCCESS RATE VS. FEDERAL GRADUATION RATE (MEN'S & WOMEN'S) - 2023-24 (2017-18 COHORT)**

<b>SPORT</b>	<b>2023-24 GSR</b>	<b>2023-24 FGR</b>
Men's Basketball	100%	42%
Men's Soccer	100%	44%
Men's Swimming & Diving	88%	81%
Women's Basketball	100%	86%
Women's Soccer	93%	71%
Women's Volleyball	100%	77%

## C. THREE-YEAR FEDERAL GRADUATION RATE TRENDS

ACADEMIC YEAR	GREEN BAY STUDENT-ATHLETE GRAD RATE	GREEN BAY STUDENT BODY GRAD RATE
2015 Freshman Cohort (Reported in 2021-22)	72%	33%
2016 Freshman Cohort (Reported in 2022-23)	71%	29%
2017 Freshman Cohort (Reported in 2023-24)	71%	38%

## D. FGR FOR PRIORITY SPORTS

SPORT	2021-22 (2015 FRESHMAN COHORT)	2022-23 (2016 FRESHMAN COHORT)	2023-24 (2017 FRESHMAN COHORT)
Men's Basketball	64%	60%	42%
Women's Basketball	86%	93%	86%
Men's Soccer	35%	42%	44%
Women's Soccer	76%	86%	71%
Women's Softball	71%	58%	58%
Women's Volleyball	62%	73%	77%

\*Numbers depict FGR rates per sport as reported on the Academic Portal

## E. BENCHMARKS FOR ASSESSMENT OF GSR

Maintain a department wide student-athlete NCAA graduation rate that is higher than the collective average for peer institutions within the Horizon League. See **Appendix F**

## F. GSR HORIZON LEAGUE COMPARATIVE DATA

\* The GSR for Green Bay student-athletes for the 2017-18 cohort is 94%. When comparing Green Bay's GSR to the overall GSR of Horizon League institutions, Green Bay exceeds the average for Horizon League institutions - 92%. See **Appendix F**

## 5. ACADEMIC INFORMATION

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Academics are considered the top priority by the UW-Green Bay Athletics Department. It boasts 51 straight semesters of a department GPA of 3.0 or higher.

For the general student body – 68% of Undergraduate Degree Seeking student-athletes achieved at least a 3.0 GPA.

### A. GREEN BAY SPORT BY SPORT GPA

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<b>SPORT</b>	<b>FALL 2024</b>	<b>SPRING 2025</b>
Men's Basketball	3.27	3.11
Women's Basketball	3.87	3.86
Men's Cross Country	3.69	3.59
Women's Cross Country	3.77	3.57
Men's Golf	3.81	3.88
Women's Golf	3.86	3.90
Men's Skiing	3.69	3.72
Women's Skiing	3.79	3.76
Men's Soccer	3.41	3.42
Women's Soccer	3.75	3.66
Women's Softball	3.75	3.69
Men's Swimming	3.41	3.37
Women's Swimming	3.51	3.55
Women's Volleyball	3.65	3.84

## B. YEAR BY YEAR GPAs FOR DEPARTMENT

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<b>YEAR</b>	<b>GPA</b>
2024-25	3.59
2023-24	3.65
2022-23	3.47
2021-22	3.40
2020-21	3.50
2019-20	3.45

## C. DECLARED MAJORS

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\*includes double majors

<b>MAJOR</b>	<b>NUMBER OF STUDENT-ATHLETES</b>	<b>% OF STUDENT-ATHLETES PURSUING THAT MAJOR</b>
MAT – Athletic Training	2	33.3%
MS – Data Science	2	4.7%
MS – Environmental Science	2	6.5%
MS – Health and Wellness	2	12.5%
MS – Management	11	30.6%
MS – Leadership for Teaching and Learning	2	4.1%
MS – Applied Biotechnology	1	3.4%
MS – Cybersecurity	1	6.3%
MS – Nutrition and Integrated Health	1	3.7%
MS – Sport, Exercise, and Performance	1	3.6%

Accounting	6	2.2%
Biology	7	4.4%
Business Administration	17	3.9%
Communication	15	10%
Computer Science	4	1.7%
Design	2	3.6%
Democracy and Justice	5	6.0%
Economics	1	6.3%
Education	9	5.0%
Electrical Engineer	2	3.2%
Elementary Education	5	4.7%
Environmental Engineer	2	7.1%
Finance	19	8.2%
Geoscience	1	4.8%
Graphic Design	1	3.7%
History	1	0.9%
Human Resource Management	3	2.4%
Human Biology	57	13.9%
Information Technology and Data	1	1.9%
Mathematics	8	17%
Mechanical Engineering	8	3.6%
Management	20	12.1%
Marketing	28	10.0%
Nursing	9	6.4%

Organizational Leadership	3	2.4%
Pre-Elementary Education	4	2.9%
Pre-HIMT	1	10.0%
Pre-Nursing	6	3.6%
Political Science	2	2.4%
Psychology	21	2.6%
Sociology and Anthropology	3	5.9%

(1) Interdisciplinary Studies has two tracks, which are both completed primarily online and serve returning adults who cannot participate in traditional programs. The nursing major also has several tracks and is a degree completion program for students who have already completed an associate degree in nursing at another school. Two of the nursing tracks are also online programs.

## D. SPECIAL ADMISSIONS STATEMENT

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Green Bay athletics does not have a special admissions policy. Student-athletes are expected to meet the same admissions standards as all other students.

## E. BENCHMARKS FOR ASSESSMENT OF GPA

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Maintain a student-athlete cumulative GPA of 3.0 or greater each semester

# 6. COMPLIANCE INFORMATION

## A. NCAA MAJOR/MINOR VIOLATIONS REPORT

### 2023-24 Self-Reported NCAA Violations

SPORT	DATE	BYLAW(S)	TYPE OF VIOLATION	VIOLATION SUMMARY
Men's Basketball	10/19/2023	14.4.3.3 14.4.3.3.1 14.4.3.3.2	Practice and competition while academically ineligible, Eligibility	Institution mis-certified three men's basketball student-athletes to compete during the 2023 spring season when they were academically ineligible.
Women's Basketball	10/20/2023	13.1.7.6.1	Off-campus contacts, Recruiting	Women's basketball assistant coach conducted an evaluation at a practice involving a non-scholastic team during a recruiting period that was limited to only scholastic activities and events. The assistant coach was under the impression that the academy's basketball team was certified as scholastic.
Women's Soccer	6/24/2024	13.4.1	Recruiting materials and electronic correspondence	Women's soccer program sent an impermissible email to a PSA prior to permissible date as graduating class was not listed on website. PSA responded to inform coach she was not in the same graduating class as her teammate on website.

## B. NAME, IMAGE, AND LIKENESS (NIL)

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Name, Image, and Likeness (NIL) was introduced in July 2021. For 2023-24, UWGB student-athletes were provided with NIL opportunities through the Fly With the Phoenix Collective, a 501 c 3 non-profit organization formed to benefit UWGB student-athletes. The Collective provided NIL opportunities to men's and women's basketball student-athletes. Many student-athletes also participated in external product promotions via social media, where they received complimentary products in exchange for their promotion.

## C. NCAA OVERSIGHT CERTIFICATION LETTER

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See **Appendix D**

## D. HORIZON LEAGUE COMPLIANCE AUDIT

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In the past, the Horizon League staff offered, as a service but not a requirement, outside compliance reviews to all institutions in the Horizon League. Staff members from the Horizon League administered their review of athletic compliance in 2018. As of July 2022, UW-Green Bay was informed that the outside compliance review was no longer a Horizon League Requirement and the Horizon League would not be performing these reviews moving forward.

During their 2018 visit, the Horizon League sent a written report to the Associate Athletic Director for Compliance and the Athletic Director. The report includes strengths of the compliance department as well as recommendations for areas that could be improved. The majority of the suggestions from the Horizon League compliance review have been implemented since 2018 and the remaining suggestions will continue to be reviewed and implemented as appropriate.

\* See **Appendix E** for the full 2018 audit.

# **APPENDIX A**



**Office of Internal Audit**

780 Regent Street, Suite 305  
Madison, Wisconsin 53715  
(608) 263-4397  
[wisconsin.edu/offices/audit/](http://wisconsin.edu/offices/audit/)

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

We completed engagements of National Collegiate Athletic Association (NCAA) agreed-upon procedures at the University of Wisconsin–Green Bay (UW-Green Bay) and the University of Wisconsin–Milwaukee (UW-Milwaukee), for the sole objective of assisting the universities’ chancellors in evaluating whether the Statement of Revenues and Expenses (SRE) and the related notes for their Athletics Departments are in compliance with NCAA Division I Bylaws 20.2.4.17 and 20.2.4.17. (“Division I Bylaws”) for the fiscal year ended June 30, 2024.

Additionally, we completed an engagement of NCAA agreed-upon procedures at the University of Wisconsin–Parkside for the sole objective of assisting the university’s chancellor in evaluating whether the SRE and the related notes for its Athletics Department are in compliance with NCAA Division II Bylaws 7.3.1.5.22.1 and 7.3.1.5.22.1.1 (“Division II Bylaws”) for the fiscal year ended June 30, 2024.

These Division I and II Bylaws require an institution to submit financial data related to its intercollegiate athletics program to the NCAA on an annual basis. The required data shall include, but is not limited to, “all expenses and revenues for or on behalf of an institution’s intercollegiate athletics program, including those by any affiliated or outside organization, agency or group of individuals.” Division I Bylaws require agreed-upon procedures to be performed by an independent accountant annually, whereas Division II Bylaws only require the agreed-upon procedures be performed by an independent accountant once every three years.

The sufficiency of the procedures performed is solely the responsibility of management at UW-Green Bay, UW-Milwaukee, and UW-Parkside. Consequently, we make no representation regarding the sufficiency of the procedures enumerated within the reports issued to each institution either for the purpose for which those reports were requested, or for any other purpose. The procedures performed may not address all the items of interest to a user of these reports and may not meet the needs of all users of these reports and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

We were not engaged to and did not conduct examination or review engagements, the objective of which would be the expression of an opinion or conclusion, respectively, on compliance with the NCAA requirements for the fiscal year ended June 30, 2024. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

The SREs reflect the respective Athletics Department revenues and expenses regardless of source. A summary of revenues and expenses for each university follows:

- For the UW-Green Bay Athletics Department, operating revenues (\$12.7 million) were under expenses by \$400, essentially breaking even for the fiscal year ended June 30, 2024. The single largest operating revenue was direct institutional support (\$4.8 million), and the single largest operating expense was coaching salaries, benefits and bonuses paid by the university and related

entities (\$2.8 million).

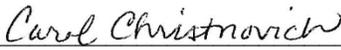
- For the UW-Milwaukee Athletics Department, operating revenues (\$15.2 million) were under expenses by \$10,000 for the fiscal year ended June 30, 2024. The single largest operating revenue was student fees (\$6.5 million), and the single largest operating expense was athletic student aid (\$4.7 million), which includes \$4.0 million of athletic waivers.
- For the UW-Parkside Athletics Department, operating revenues (\$6.4 million) were under expenses by \$167,000 for the fiscal year ended June 30, 2024. The single largest operating revenue was direct institutional support (\$3.9 million), and the single largest operating expense was athletic student aid (\$1.7 million), which includes \$1.2 million of athletic waivers.

These agreed-upon procedures engagements were conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants and in accordance with the *2025 Audit Plan*, as approved by the Audit Committee of the Board of Regents.

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

We appreciate the cooperation afforded to us by individuals at UW-Green Bay, UW-Milwaukee, and UW-Parkside during the performance of these engagements.

Best regards,

  
\_\_\_\_\_  
Carol Christnovich, CPA  
*Director, Office of Internal Audit*

January 15, 2025

cc: Jay Rothman, President, Universities of Wisconsin  
Julie Gordon, Interim Vice President for Finance and Administration  
Johannes Britz, Interim Senior Vice President for Academic and Student Affairs  
Quinn Williams, General Counsel  
Jess Lathrop, Chief of Staff



**Office of Internal Audit**

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**INDEPENDENT ACCOUNTANT’S REPORT ON THE APPLICATION OF  
AGREED-UPON PROCEDURES**

Department of Athletics  
University of Wisconsin–Green Bay (UW-Green Bay)  
Green Bay, Wisconsin

The Office of Internal Audit has performed the procedures enumerated below, which were agreed to and determined to be appropriate by management of the UW-Green Bay Department of Athletics (UW-Green Bay) and leadership of UW-Green Bay, solely to assist UW-Green Bay management in its evaluation of compliance with National Collegiate Athletic Association (NCAA) Division I Bylaws 20.2.4.17 and 20.2.4.17.1 for the fiscal year ended June 30, 2024. UW-Green Bay management is responsible for the information contained within the *Statement of Revenues and Expenses* (and the related notes to said statement) and compliance with the related NCAA rules and regulations.

The sufficiency of the procedures is solely the responsibility of the parties specified in the report. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

Per your instructions, this report includes only those exceptions equal to or exceeding \$63,366 unless otherwise specified below. The procedures and the associated findings are as follows:

**Procedures Related to All Revenues and Expenses**

1. Agreed the amounts reported on the *Statement of Revenues and Expenses* (SRE) to UW-Green Bay’s general ledger.

In performing this procedure and the procedure described in #2 below, we identified the need for certain adjustments that management agreed to record in the SRE:

- \$294,244 in nonmonetary medical expenses included in Fund Raising, Marketing, and Promotion (category 31) were reclassified to Medical Expenses and Insurance (category 37) \$158,000 and Other Operating Expenses (category 40) \$136,244
- \$26,569 was added to Royalties, Licensing, Advertisement and Sponsorships (category 15) to record the total amount of one contract. The offsetting expense was recorded in two

categories based on a percent split. \$14,266 was recorded in Medical Expenses and Insurance (category 37) and \$12,303 was recorded in Other Operating Expenses (category 40)

- \$30,000 of executive search expenses was reclassified from Other Operating Expenses (category 40) to Direct Overhead and Administrative Expenses (category 35)
- \$4,178 in graduate assistant payments were reclassified from Athletic Student Aid (category 20) to Support Staff/Administrative Compensation, Benefits and Bonuses Paid by the University and Related Entities (category 24)
- \$2,358 in term leave allocations was added to Direct Institutional Support (category 4)

As a result, revenues and expenses reported on the SRE (as contained in *Attachment A*) reflect those adjustments and materially agree with the amounts reported in UW-Green Bay's general ledger.

In addition, there are certain items recorded on the SRE that are not reported in the athletics accounts, including tuition waivers, indirect facilities and administrative support, and gifts-in-kind. The NCAA requires that these items be reported on the SRE to fully reflect the operations of the Athletics Department.

2. Performed the following procedures for all revenue and expense categories applicable to UW-Green Bay:
  - a. Compared and agreed each operating revenue and expense category reported on the SRE during the reporting period to supporting schedules provided by the institution. If a specific reporting category is less than 4% of the total revenues or total expenses, no procedures are required for that specific category.
  - b. Compared and agreed a sample of operating revenue receipts and expenses obtained from the above supporting schedules to adequate supporting documentation.
  - c. Compared each major revenue account over 10% of the total revenues to prior period amounts and budget estimates. Compared each major expense account over 10% of the total expenses to prior period amounts and budget estimates. Obtained and documented an explanation of any variations greater than 10%. *Attachment B* describes the results of comparing revenue and expense amounts to budget and prior year values.

As part of the procedure described in #1 above and from comparing and agreeing each operating revenue and expense item reported on the SRE during the reporting period to supporting schedules provided by the institution, we identified the need for certain material adjustments that management agreed to record in the SRE. These are the same adjustments described in #1 above.

3. Identified aspects of the institution's internal control structure unique to the Athletics Department. Test specific elements of the control environment and accounting systems that (1) are unique to intercollegiate athletics and (2) have not been addressed in connection with the audit of the institution's financial statements.

We obtained, through discussion with management, an understanding of the Athletics Department's internal controls. The controls identified were not unique to the Athletics Department and were tested as part of other engagements performed at the institution. No further procedures were performed.

4. Identified all intercollegiate athletics-related affiliated and outside organizations and obtained those organizations' statements and financial information for the reporting period. Agreed the amounts reported on the SRE to the organization's records. Confirmed revenues and expenses directly with a

responsible official of the organization.

The SRE includes all functions related to intercollegiate athletics at UW-Green Bay as well as the accounts of the Athletics Department's sole affiliated/outside organization, the UW-Green Bay Foundation (Foundation), an independent 501(c)(3) organization that is the official not-for-profit fundraising corporation for UW-Green Bay.

No exceptions were observed as a result of these procedures.

### **Procedures Related to Revenues**

5. **Ticket Sales.** Compared tickets sold during the reporting period, complimentary tickets provided during the reporting period, and unsold tickets to the related revenue reported by UW-Green Bay on the SRE and the related attendance figures, and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

6. **Direct State or Other Government Support.** The NCAA agreed-upon procedures guidelines require that we compare direct state or other government support recorded by UW-Green Bay Athletics during the reporting period with state appropriations, institutional authorizations, and/or other corroborative supporting documentation, and recalculate totals.

Per management, revenues derived from the direct state or other government support category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

7. **Student Fees.** Compared and agreed student fees reported by UW-Green Bay on the SRE for the reporting period to student enrollments during the same reporting period and recalculated totals. Obtained documentation of the institution's methodology for allocating student fees to intercollegiate athletics programs.

No exceptions equal to or over materiality were observed as a result of these procedures.

8. **Direct Institutional Support.** Compared the direct institutional support recorded by UW-Green Bay Athletics during the reporting period with institutional supporting budget transfers documentation and other corroborative supporting documentation, and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

9. **Transfers to Institution.** The NCAA agreed-upon procedures guidelines require that we compare transfers to institution with permanent transfers back to the institution from the Athletics Department and recalculate totals.

Per management, revenues derived from the transfers to institution category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

10. **Indirect Institutional Support.** The NCAA agreed-upon procedures guidelines require that we compare the indirect institutional support recorded by the institution during the reporting period with expense payments, cost allocation detail, and other corroborative supporting documentation, and

recalculate totals.

Per management, revenues derived from the indirect institutional support category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

11. **Guarantees.** The NCAA agreed-upon procedures guidelines require that we select a sample of settlement reports for away games during the reporting period and agree each selection to UW-Green Bay's general ledger and/or the SRE and recalculate totals. Also, agreed-upon procedures require that we select a sample of contractual agreements pertaining to revenues derived from guaranteed contests during the reporting period and compare and agree each selection to UW-Green Bay's general ledger and/or the SRE and recalculate totals.

Per management, revenues derived from the guarantees category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

12. **Contributions.** The NCAA agreed-upon procedures guidelines require that we obtain and review supporting documentation for any contributions of money, goods, or services received directly by the Athletics Department from any affiliated or outside organization, agency or group of individuals (two or more) not included above (e.g., contributions by corporate sponsors) that constitutes 10% or more in aggregate for the reporting year of all contributions received for intercollegiate athletics during the reporting period and recalculate totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

13. **In-Kind.** The NCAA agreed-upon procedures guidelines require that we compare the in-kind revenue recorded by the institution during the reporting period with a schedule of in-kind donations and recalculate totals.

Per management, there were no revenues derived from the in-kind category; therefore, no procedures were required for this specific category.

14. **Compensation and Benefits Provided by a Third Party.** The NCAA agreed-upon procedures guidelines require that we obtain the summary of revenues from affiliated and outside organizations (the "Summary") as of the end of the reporting period from the institution and select a sample of funds from the Summary and compare and agree each selection to supporting documentation, UW-Green Bay's general ledger, and/or the Summary, and recalculate totals.

Per management, there were no revenues derived from the compensation and benefits provided by a third-party category; therefore, no procedures were required for this specific category.

15. **Media Rights.** The NCAA agreed-upon procedures guidelines require that we obtain and inspect agreements to understand UW-Green Bay's total media (broadcast, television, and radio) rights received by the institution or through their conference offices as reported in the statement. Also, agreed-upon procedures require that we compare and agree the media rights revenues to a summary statement of all media rights identified, if applicable, and UW-Green Bay's general ledger, and recalculate totals.

Per management, there were no revenues derived from the media rights category; therefore, no procedures were required for this specific category.

16. **NCAA Distributions.** The NCAA agreed-upon procedures guidelines require that we compare the amounts recorded in the SRE to general ledger detail for NCAA distributions and other corroborative supporting documents and recalculate totals.

Per management, revenues derived from the NCAA Distributions category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

17. **Conference Distributions (Non-Media and Non-Football Bowl) and Conference Distributions of Football Bowl Generated Revenue.** The NCAA agreed-upon procedures guidelines require that we obtain and inspect agreements related to UW-Green Bay's conference distributions and participation in revenues from tournaments during the reporting period for relevant terms and conditions. Also, the agreed-upon procedures require that we compare and agree the related revenues to UW-Green Bay's general ledger and/or the SRE and recalculate totals.

Per management, revenues derived from the conference distributions category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

18. **Program, Novelty, Parking and Concession Sales.** The NCAA agreed-upon procedures guidelines require that we compare the amount recorded in the revenue reporting category to general ledger detail of program sales, concessions, novelty sales, and parking as well as any other corroborative supporting documents, and recalculate totals.

Per management, revenues derived from the program, novelty, parking and concession sales category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

19. **Royalties, Licensing, Advertisement and Sponsorships.** We obtained and inspected the agreements related to UW-Green Bay's participation in revenues from royalties, licensing, advertisement, and sponsorships during the reporting period for relevant terms and conditions. We also compared and agreed the related revenues to UW-Green Bay's general ledger and the SRE and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

20. **Sports Camp Revenues.** The NCAA agreed-upon procedures guidelines require that we inspect sports camp contract(s) between UW-Green Bay and the person(s) conducting institutional sports camps or clinics during the reporting period to obtain documentation of UW-Green Bay's methodology for recording revenues from sports camps. For a sample of individual camp participant cash receipts from the schedule of sports camp participants, agree each selection to the institution's general ledger and/or the SRE, and recalculate totals.

Per management, revenues derived from the sports camp revenues category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

21. **Athletics Restricted Endowment and Investments Income.** The NCAA agreed-upon procedures guidelines require that we obtain and inspect endowment agreements (if any) for relevant terms and conditions. Also, compare and agree the classification and use of endowment and investment income reported in the SRE during the reporting period to the uses of income defined within the related endowment agreement and recalculate totals.

Per management, revenues derived from the athletics restricted endowment and investments income category were less than 4% of total revenues; therefore, no procedures were required for this specific category.

22. **Other Operating Revenue.** The NCAA agreed-upon procedures guidelines require that we perform minimum agreed-upon procedures referenced for all revenue categories in Procedure #2 above and recalculate totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

23. **Football Bowl Revenues.** The NCAA agreed-upon procedures guidelines require we obtain and inspect agreements related to UW-Green Bay's revenues from post-season football bowl participation during the reporting period to gain an understanding of the relevant terms and conditions. Also, the agreed-upon procedures require that we compare and agree the related revenues to UW-Green Bay's general ledger and/or the SRE and recalculate totals.

UW-Green Bay does not have a football program; therefore, no procedures were required for this specific category.

#### **Procedures Related to Expenses**

24. **Athletic Student Aid.** Selected a sample of 24 student-athletes from the listing of institutional student aid recipients during the reporting period. The sample was selected from data captured by the institution through the creation of a squad list for each sponsored sport. Obtained individual student account detail for each selection and compared total aid in the institution's student system to the student's detail on the squad list and UW-Green Bay's internal tracking documentation. University management represented that each of the material differences is a result of the award being based on an estimate (as shown on the squad list) versus the actual tuition amounts (as shown in the student system), which are subject to change based on courses taken, book costs, housing selections, summer school, etc. We recalculated totals for each sport and overall.

No equal to or over materiality exceptions were observed as a result of these procedures.

25. **Guarantees.** The NCAA agreed-upon procedures guidelines require that we obtain and inspect the visiting institution's away-game settlement reports received by UW-Green Bay during the reporting period and agree related expenses to UW-Green Bay's general ledger and/or the SRE and recalculate totals. Also, the NCAA agreed-upon procedures require that we obtain and inspect contractual agreements pertaining to expenses recorded by the institution from guaranteed contests during the reporting period, compare and agree related amounts expensed by UW-Green Bay during the reporting period to the institution's general ledger and/or the SRE, and recalculate totals.

Per management, expenses derived from the guarantees category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

26. **Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities.** Obtained and inspected a listing of coaches employed by UW-Green Bay and related entities during the reporting period. Selected a sample of three coaches' contracts that included men's and women's

basketball from the listing. Compared and agreed the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses recorded by UW-Green Bay and related entities in the statement during the reporting period. Obtained and inspected payroll summary registers for the reporting year for each selection. Compared and agreed payroll summary registers from the reporting period to the related coaching salaries, benefits, and bonuses paid by UW-Green Bay and related entities expense recorded by the institution in the SRE during the reporting period. Compared and agreed the totals recorded to any employment contracts executed for the sample selected, and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

27. **Coaching Salaries, Benefits, and Bonuses Paid by a Third Party.** The NCAA agreed-upon procedures guidelines require that we (1) obtain and inspect a listing of coaches employed by third parties during the reporting period; (2) select a sample of coaches' contracts that must include men's and women's basketball from the listing; (3) compare and agree the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses paid by a third party and recorded by UW-Green Bay in the SRE during the reporting period; (4) obtain and inspect reporting period payroll summary registers for each selection; and (5) compare and agree related payroll summary register to coaching salaries, benefits, and bonuses paid by a third party recorded by UW-Green Bay in the SRE during the reporting period, and recalculate totals.

Per management, there were no expenses derived from the coaching salaries, benefits, and bonuses paid by a third-party category; therefore, no procedures were required for this specific category.

28. **Support Staff/Administrative Compensation, Benefits, and Bonuses Paid by the University and Related Entities.** Selected a sample of 14 support staff/administrative personnel employed by UW-Green Bay and related entities during the reporting period. Obtained and inspected reporting period payroll summary register for each selection. Compared and agreed related summary payroll register to the related support staff/administrative compensation, benefits, and bonuses paid by UW-Green Bay and related entities expense recorded by UW-Green Bay in the SRE during the reporting period, and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

29. **Support Staff/Administrative Compensation, Benefits, and Bonuses Paid by Third Party.** The NCAA agreed-upon procedures guidelines require that we select a sample of support staff/administrative personnel employed by third parties during the reporting period. The agreed-upon procedures also require that we obtain and inspect reporting period payroll summary registers for each selection, compare and agree related payroll summary registers to the related support staff/administrative compensation, benefits, and bonuses expense recorded by UW-Green Bay in the SRE during the reporting period, and recalculate totals.

Per management, there were no expenses derived from the support staff/administrative compensation, benefits, and bonuses paid by third party category; therefore, no procedures were required for this specific category.

30. **Severance Payments.** The NCAA agreed-upon procedures guidelines require that we select a sample of employees receiving severance payments by the institution during the reporting period and agree each severance payment to the related termination letter or employment contract and recalculate totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

31. **Recruiting.** The NCAA agreed-upon procedures guidelines require that we obtain documentation of UW-Green Bay's recruiting expense policies, and that we compare and agree these policies to existing institutional and NCAA-related policies. It also requires that we obtain the general ledger detail and compare it to the total expenses reported and recalculate totals.

Per management, expenses derived from the recruiting category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

32. **Team Travel.** Obtained documentation of UW-Green Bay's team travel policy. Compared and agreed the policy to existing institutional and NCAA-related policies. Obtained general ledger detail and compared to the total expenses reported and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

33. **Sports Equipment, Uniforms, and Supplies.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. We selected a sample of 20 transactions to validate the existence of transactions and accuracy of recording and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

34. **Game Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, we are required to select a sample of transactions to validate the existence of transactions and accuracy of recording and recalculate totals.

Per management, expenses derived from the game expenses category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

35. **Fund Raising, Marketing and Promotion.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to total expenses reported. We selected a sample of 14 transactions to validate the existence of transactions and accuracy of recording and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

36. **Sports Camp Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate the existence of transactions and accuracy of recording, and recalculate totals.

Per management, expenses derived from the sports camp expenses category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

37. **Spirit Groups.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. It also requires that we select a sample of transactions to validate existence of transactions and accuracy of recording and recalculate totals.

Per management, expenses derived from the spirit groups category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

38. **Athletic Facilities Debt Service, Leases and Rental Fees.** The NCAA agreed-upon procedures guidelines require that we obtain a listing of debt service schedules, lease payments, and rental fees for athletics facilities for the reporting year, compare a sample of facility payments, including the top two highest facility payments, to additional supporting documentation (e.g., debt financing agreements, leases, and rental agreements), compare amounts recorded to amounts listed in the general ledger detail, and recalculate totals.

Per management, expenses derived from the athletic facilities debt service, leases and rental fees category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

39. **Direct Overhead and Administrative Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported and that we select a sample of transactions to validate existence of transactions and accuracy of recording and recalculate totals.

Per management, expenses derived from the direct overhead and administrative expenses category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

40. **Indirect Institutional Support.** The NCAA agreed-upon procedures guidelines note this category is tested with revenue section - Indirect Institutional Support (see procedure #10).

Per management, expenses derived from the indirect institutional support category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

41. **Medical Expenses and Insurance.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported, and that we select a sample of transactions to validate existence of transactions and accuracy of recording and recalculate totals. We selected 11 transactions for testing.

No exceptions equal to or over materiality were observed as a result of these procedures.

42. **Memberships and Dues.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, select a sample of transactions to validate existence of transactions and accuracy of recording, and recalculate totals.

Per management, expenses derived from the memberships and dues category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

43. **Student-Athlete Meals (Non-Travel).** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transactions and accuracy of recording, and recalculate totals.

Per management, expenses derived from the student-athlete meals (non-travel) category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

44. **Other Operating Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transactions and accuracy of recording, and recalculate totals.

Per management, expenses derived from other operating expenses category were less than 4% of total expenses; therefore, no procedures were required for this specific category.

45. **Football Bowl Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transactions and accuracy of recording, and recalculate totals.

UW-Green Bay does not have a football program; therefore, no procedures were required for this specific category.

#### **Additional Minimum Agreed-Upon Procedures**

46. **Grants-in-Aid.** Compared and agreed the sports sponsored reported in the NCAA Membership Financial Reporting System to the Calculation of Revenue Distribution Equivalencies (CRDE) report for UW-Green Bay Athletics. The NCAA Membership Financial Reporting System populates the sports from the NCAA Sports Sponsorship and Demographics Form as they are reported by the institution between April and June. If there was a discrepancy in the sports sponsored between the NCAA Membership Financial Reporting System and the CRDE, we inquired about the discrepancy and reported the justification in the agreed-upon procedures report.

Compared current year Grants-in-Aid revenue distribution equivalencies to prior year reported equivalencies per the Membership Financial Report submission. Inquired and documented an explanation for any variance greater than +/- 4%.

No exceptions equal to or over materiality were observed as a result of these procedures.

47. **Sports Sponsorship.** The NCAA agreed-upon procedures guidelines require that we obtain UW-Green Bay's Sports Sponsorship and Demographics Forms submitted to the NCAA for the reporting year and validate that the countable NCAA sports reported by the institution met the minimum requirements, set forth in Bylaw 20.10.6.3, related to the number of contests and the number of participants.

We ensured that UW-Green Bay has properly reported their sports for revenue distribution purposes within the NCAA Membership Financial Reporting System.

We compared the current year's number of sports sponsored to the prior year's reported total per the Membership Financial Report submission and inquired and documented an explanation for any variance.

No exceptions equal to or over materiality were observed as a result of these procedures.

48. **Pell Grants.** Agreed the total number of Division I student-athletes who, during the academic year,

received a Pell Grant award (e.g., Pell Grant recipients on Full Athletic Aid, Pell Grant recipients on Partial Athletic Aid, and Pell Grant recipients with no Athletic Aid) and the total dollar amount of these Pell Grants reported in the NCAA Membership Financial Reporting System to a report generated out of the institution's financial aid records of all student-athlete Pell Grants.

We compared the current year's Pell Grants total to the prior year's reported total per the Membership Financial Report submission. The variance was less than +/- 20 grants, so no further procedures were required.

No exceptions equal to or over materiality were observed as a result of these procedures.

### **Minimum Agreed-Upon Procedures Program for Other Reporting Items**

49. **Excess Transfers to Institution.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare it to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transactions and accuracy of recording and recalculate totals.

Per management, there were no excess transfers to institution; therefore, no procedures were required for this specific category.

50. **Conference Realignment Expenses.** The NCAA agreed-upon procedures guidelines require that we obtain general ledger detail and compare it to the total expenses reported. Also, agreed-upon procedures require that we select a sample of transactions to validate existence of transactions and accuracy of recording and recalculate totals.

Per management, there were no conference realignment expenses; therefore, no procedures were required for this specific category.

51. **Total Athletics-Related Debt.** Obtained repayment schedules for all outstanding intercollegiate athletics debt during the reporting period. Recalculated annual maturities (consisting of principal and interest) provided in the schedules obtained. Agreed the total annual maturities and total outstanding athletics-related debt to supporting documentation and the institution's general ledger, as applicable.

No exceptions equal to or over materiality were observed as a result of these procedures.

52. **Total Institutional Debt.** Agreed the total outstanding institutional debt to supporting documentation and the institution's audited financial statements, if available, or the institution's general ledger.

No exceptions equal to or over materiality were observed as a result of these procedures.

53. **Value of Athletics Dedicated Endowments.** Obtained a schedule of all athletics dedicated endowments maintained by Athletics, the institution, and affiliated organizations. Agreed the fair market value in the schedule(s) to supporting documentation, the general ledger(s), and audited financial statements, if available.

No exceptions equal to or over materiality were observed as a result of these procedures.

54. **Value of Institutional Endowments.** Agreed the total fair market value of institutional endowments to supporting documentation, the institution’s general ledger, and/or audited financial statements, if available.

No exceptions equal to or over materiality were observed as a result of these procedures.

55. **Total Athletics-Related Capital Expenditures.** Obtained a schedule of athletics-related capital expenditures made by Athletics, the institution, and affiliated organizations during the reporting period, additions only. Obtained general ledger detail and compared it to the total expenses reported. Selected a sample of five transactions to validate existence of transactions and accuracy of recording and recalculated totals.

No exceptions equal to or over materiality were observed as a result of these procedures.

We were engaged by UW-Green Bay to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on compliance with the NCAA requirements or the accompanying *Statement of Revenues and Expenses* for the fiscal year ended June 30, 2024. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the chancellor, management of UW-Green Bay, the Athletics Department, and authorized representatives of the NCAA. The report is not intended to be, and should not be, used by anyone other than these specified parties. However, this guidance does not supersede distributions governed by the *Wisconsin Open Records Law*.

We are required to be independent of UW-Green Bay and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement. For purposes of this engagement, the NCAA considers the UW System Office of Internal Audit to be independent.

**UW System Office of Internal Audit**  
Madison, Wisconsin

January 6, 2025

Attachments:

- Attachment A: *Statement of Revenues and Expenses*
- Attachment B: Comparisons of Major Revenue and Expense Categories for the Year Ended June 30, 2024
- Attachment C: Notes to *Statement of Revenues and Expenses* for the Year Ended June 30, 2024

Report Distribution:

To: Michael Alexander, Chancellor

cc: Kent Bond, Assistant Chancellor for Finance/CFO  
SuAnn Detampel, Controller  
Christopher Paquet, Assistant Chancellor for Compliance, Facilities & Safety  
Joshua Moon, Director of Athletics  
Kassie Wagner, Senior Associate Athletic Director for Compliance & Student-Athlete Excellence  
Steven Millard, Associate Athletic Director for Business Operations  
Lori Stortz, Chief Audit Executive, UW System Office of Internal Audit  
Jess Lathrop, Chief of Staff, Universities of Wisconsin, Office of the President

# ATTACHMENT A: STATEMENT OF REVENUES AND EXPENSES

UNIVERSITY OF WISCONSIN-GREEN BAY ATHLETICS DEPARTMENT  
STATEMENT OF REVENUES AND EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2024  
(Unaudited)

REVENUES:	MEN'S BASKETBALL	WOMEN'S BASKETBALL	OTHER SPORTS	NON- PROGRAM SPECIFIC	TOTAL	PRIOR YEAR	VARIANCE
1 Ticket Sales	\$ 382,819	\$ 289,236	\$ 15,543	\$ 36	\$ 687,635	\$ 488,320	\$ 199,315
2 Direct State or Other Government Support	-	900	450	900	2,250	4,200	(1,950)
3 Student Fees	-	-	-	1,672,955	1,672,955	1,640,152	32,803
4 Direct Institutional Support	499,170	552,378	2,219,780	1,544,882	4,816,210	4,653,809	162,401
5 Less: Transfers to Institution	-	-	-	(33,307)	(33,307)	(17,145)	(16,162)
6 Indirect Institutional Support	-	-	-	200,060	200,060	175,090	24,970
6A Indirect Institutional Support-Athletic Facilities Debt Service, Lease and Rental Fees	-	-	-	302,327	302,327	247,881	54,447
7 Guarantees	313,770	1,750	44,000	-	359,520	466,660	(107,140)
8 Contributions	819,821	290,076	300,665	732,221	2,142,783	1,120,091	1,022,692
9 In-Kind	-	-	-	-	-	-	-
10 Compensation and Benefits Provided by a Third Party	-	-	-	-	-	-	-
11 Media Rights	-	-	-	-	-	-	-
12 NCAA Distributions	-	35,475	11,960	414,746	462,181	383,553	78,628
13 Conference Distributions	25,000	25,000	-	85,000	135,000	-	135,000
14 Program, Novelty, Parking and Concessions Sales	-	-	237	16,797	17,034	53,279	(36,245)
15 Royalties, Licensing, Advertisement and Sponsorships	22,235	22,476	84,139	984,759	1,113,609	836,385	277,224
16 Sports Camp Revenues	-	2,960	11,835	501	15,296	12,630	2,666
17 Athletics Restricted Endowment and Investment Income	-	-	27,000	-	27,000	59,450	(32,450)
18 Other Operating Revenue	-	-	17,191	764,344	781,535	64,605	716,931
19 Football Bowl Revenues	-	-	-	-	-	-	-
<b>Total Operating Revenues</b>	<b>2,062,816</b>	<b>1,220,251</b>	<b>2,732,799</b>	<b>6,686,222</b>	<b>12,702,088</b>	<b>10,188,959</b>	<b>2,513,129</b>
<b>EXPENSES:</b>							
20 Athletic Student Aid	374,118	408,715	1,544,329	35,566	2,362,727	2,088,873	273,854
21 Guarantees	13,091	9,450	8,309	-	30,850	39,152	(8,302)
22 Coaching Salaries, Benefits and Bonuses Paid by the University and Related Entities	799,243	798,022	1,150,878	15,539	2,763,681	2,194,673	569,008
23 Coaching Salaries, Benefits and Bonuses Paid by a Third Party	-	-	-	-	-	-	-
24 Support Staff/Administrative Compensation, Benefits and Bonuses Paid by the University and Related Entities	64,844	35,430	13,885	1,578,638	1,692,798	1,431,194	261,604
25 Support Staff/Administrative Compensation, Benefits and Bonuses Paid by Third Party	-	-	-	-	-	-	-
26 Severance Payments	528,251	-	-	-	528,251	277,766	250,485
27 Recruiting	57,842	49,853	55,776	2,000	165,472	142,910	22,562
28 Team Travel	325,780	213,378	605,774	220,636	1,365,567	1,353,886	11,681
29 Sports Equipment, Uniforms and Supplies	124,384	58,107	289,175	123,354	595,020	447,916	147,104
30 Game Expenses	123,720	98,260	65,243	81,437	368,660	248,746	119,914
31 Fund Raising, Marketing and Promotion	45,998	18,612	29,831	429,095	523,536	366,046	157,490
32 Sport Camp Expenses	807	-	300	-	1,107	2,405	(1,298)
33 Spirit Groups	-	-	-	7,749	7,749	2,283	5,466
34 Athletic Facilities, Debt Service, Leases and Rental Fees	73,381	-	-	357,227	430,608	284,575	146,033
35 Direct Overhead and Administrative Expenses	41,115	14,246	43,471	263,782	362,614	346,948	15,667
36 Indirect Institutional Support	-	-	-	200,060	200,060	175,090	24,970
37 Medical Expenses and Insurance	1,065	-	3,134	709,582	713,781	665,076	48,704
38 Membership and Dues	1,554	-	6,479	5,332	13,365	23,273	(9,909)
39 Student-Athlete Meals (Non-Travel)	8,347	848	16,125	59,100	84,420	127,878	(43,457)
40 Other Operating Expenses	18,741	39,076	84,253	350,145	492,215	413,621	78,594
41 Football Bowl Expenses	-	-	-	-	-	-	-
<b>Total Operating Expenses</b>	<b>2,602,281</b>	<b>1,743,997</b>	<b>3,916,962</b>	<b>4,439,242</b>	<b>12,702,482</b>	<b>10,632,312</b>	<b>2,070,170</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSES</b>	<b>(539,465)</b>	<b>(523,746)</b>	<b>(1,184,163)</b>	<b>2,246,981</b>	<b>(394)</b>	<b>(443,353)</b>	<b>442,959</b>

## ATTACHMENT A: STATEMENT OF REVENUES AND EXPENSES – CONTINUED

**Other Reporting Items**

50	Excess Transfers to Institution	\$ -	\$ -	\$ -
51	Conference Realignment Expenses	-	-	-
52	Total Athletics-Related Debt	2,589,195	3,506,138	(916,943)
53	Total Institutional Debt	3,663,841	4,674,576	(1,010,736)
54	Value of Athletics Dedicated Endowments*	1,389,622	1,886,570	(496,948)
55	Value of Institutional Endowments*	485,502	453,992	31,511
56	Total Athletics-Related Capital Expenditures	34,224	110,334	(76,110)

\* Per NCAA instructions, the value of institutional endowments does not contain any endowments held by the UW-Green Bay Foundation. Whereas the value of athletics dedicated endowments does.

Note: The NCAA does not use category numbers 42 through 49 for purposes of the Statement of Revenues and Expenses.

**ATTACHMENT B: COMPARISONS OF MAJOR REVENUE AND EXPENSE CATEGORIES  
FOR THE YEAR ENDED JUNE 30, 2024**

NCAA Agreed-Upon Procedures require the independent accountant to:

- a) Compare each major revenue account over 10% of the total revenues to prior period amounts and budget estimates. Obtain and document an understanding of any variations over 10%. Report the analysis as a supplement to the final agreed-upon procedures report.

Based upon the above-stated criteria, the following revenue account variance from prior year amount required an explanation:

<b>NCAA Category</b>	<b>2023-2024 Amount</b>	<b>Prior Year Amount</b>	<b>Variance</b>	<b>Explanation</b>
#8 Contributions	\$2,142,783	\$1,120,091	\$1,022,692, or 91%	Men’s basketball fund and non-program specific funds had significant increases in contributions received in FY24.

Based upon the above-stated criteria, the following revenue account variances from budget estimates required an explanation:

<b>NCAA Category</b>	<b>2023-2024 Amount</b>	<b>Budgeted Amount</b>	<b>Variance</b>	<b>Explanation</b>
#4 Direct Institutional Support	\$4,816,210	\$3,506,276	\$1,309,934 or 37%	Salary and fringe support for coaches and staff was higher than anticipated. Contributing factors were the hiring of a new men’s basketball coaching staff, increased bonuses paid to women’s basketball staff, and increased salaries and bonuses in other coaches’ contracts.
#8 Contributions	\$2,142,783	\$1,458,135	\$684,648 or 47%	Men’s basketball fund and non-program specific funds had significant increases in contributions received in FY24.

- b) Compare each major expense account over 10% of the total expenses to prior period amounts and budget estimates. Obtain and document an understanding of any variations over 10%. Report the analysis as a supplement to the final agreed-upon procedures report.

Based upon the above-stated criteria, the following expense account variance from prior year amount required an explanation:

<b>NCAA Category</b>	<b>2023-2024 Amount</b>	<b>Prior Year Amount</b>	<b>Variance</b>	<b>Explanation</b>
#20 Athletic Student Aid	\$2,362,727	\$2,088,873	\$273,854 or 13%	FY24 had more student-athletes, resulting in more financial aid awarded. This included increases in the men's basketball, women's basketball and other sports columns. Additionally, the awarding of Alston money was new in FY24 for men's and women's basketball student-athletes.
#22 – Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	\$2,763,681	\$2,194,673	\$569,008 or 26%	Men's basketball had increased salaries in FY24 due to a new coaching staff being hired. Women's basketball had an increase due to bonuses paid for Horizon League Championship and NCAA tournament appearance. The other sports column increase is due to increased salaries and bonuses paid in conjunction with coaches' contracts.
#24 Support Staff/Administrative Salaries, Benefits, and Bonuses Paid by the University and Related Entities	\$1,692,798	\$1,431,194	\$261,604 or 18%	Increase in non-program specific column is due to pay plan increases and the addition of new staff positions, such as Gifts Officer.

Based upon the above-stated criteria, the following revenue account variances from budget estimates required an explanation:

<b>NCAA Category</b>	<b>2023-2024 Amount</b>	<b>Budgeted Amount</b>	<b>Variance</b>	<b>Explanation</b>
#24 Support Staff/Administrative Salaries, Benefits, and Bonuses Paid by the University and Related Entities	\$1,692,798	\$1,508,920	\$183,878 or 12%	Increase in non-program specific column is due to pay plan increases and the addition of new staff positions, such as Gifts Officer.

**ATTACHMENT C: NOTES TO STATEMENT OF REVENUES AND EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2024  
(Unaudited)**

Note 1: Summary of Significant Accounting Policies

*Basis of presentation*

The accompanying *Statement of Revenues and Expenses* (Statement) for the fiscal year ended June 30, 2024, has been prepared on the accrual basis of accounting and in accordance with the National Collegiate Athletic Association (NCAA) Agreed-Upon Procedures guidelines. The Statement includes those intercollegiate athletics revenues and expenses made on behalf of the University's athletic programs by affiliated organizations. Because the Statement presents only a selected portion of the activities of the University, it is not intended to, and does not, present either the financial position, changes in financial position, or cash flows for the year ended. Revenues and expenses not directly identifiable to a specific sport are reported under the category Non-Program Specific.

*Capital assets*

Athletics acquires, approves, depreciates, and disposes assets in accordance with UW System policy as follows:

- Acquisition – Athletics acquires capital assets following the University's procurement process. The capitalization threshold for equipment is a purchase cost of \$5,000 or more and a useful life of at least two years. The use of vendors that have contracts with either the State of Wisconsin or the University of Wisconsin System can be used, and in some cases are mandatory contracts. If a contract does not exist, the simplified bid process is used for purchases between \$5,000 and \$49,999, and the request for bid process is required for all purchases over \$50,000.
- Approval – The associate athletics director for business operations approves capital expenditures between \$5,000 and \$25,000. The athletics director approves all purchases that exceed \$25,000. For major capital projects, the athletics director works with the vice chancellor for business and finance and the facilities director to plan and obtain the required approvals.
- Depreciation – Depreciation is calculated on a straight-line basis over the estimated useful lives of the respective assets.
- Disposal – Disposal of capital assets must be done in accordance with State of Wisconsin Department of Administration State Procurement Manual chapters PRO-416, which provides disposal guidelines based on the type of asset.

*Contributions*

All contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts that are restricted by the donor are reported as deferred revenue until such time as the restriction expires (i.e., when a stipulated time restriction ends, or a purpose restriction is accomplished).

*Athletic Student Aid*

The Statement includes athletic financial assistance awards for students participating in athletic programs. Financial assistance awarded to athletic participants on the basis of other criteria, such as need or academic excellence, is not reflected in the Statement.

Note 2: Reporting Entity

The UW-Green Bay Athletics Department is responsible for intercollegiate sports programs of the University. The director of athletics is responsible for the day-to-day operation of the Athletics Department. The Athletics Department is ultimately governed by UW-Green Bay's chancellor through authority

delegated by the Board of Regents of the Universities of Wisconsin, which is a unit of the State of Wisconsin.

As of July 1, 2018, as part of the UW Colleges restructure initiative, UW-Green Bay acquired the UW Colleges campuses located in Manitowoc, Marinette, and Sheboygan. While these branch campuses offer sports, they are considered club sports and are not part of the UW-Green Bay Athletics Department. They are managed by UW-Green Bay's Division of Student Affairs and Campus Climate.

The Statement includes all functions related to intercollegiate athletics at UW-Green Bay as well as the accounts of the Athletics Department's sole affiliated/outside organization, the UW-Green Bay Foundation (an independent 501(c)(3) organization that is the official not-for-profit fundraising corporation for UW-Green Bay). Contributions are received by the UW-Green Bay Foundation on behalf of UW-Green Bay Athletics. Contributions are recognized and recorded on the Statement in the period provided and used by UW-Green Bay Athletics. Disbursements made from the UW-Green Bay Foundation on behalf of the Athletics Department to third parties or paid directly to UW-Green Bay Athletics are recorded on the Statement in the period of disbursement.

### Note 3: Contributions

Revenue from contributions (line 8 of the SRE) was \$2,142,783. The UW-Green Bay Foundation accounted for 97.7% of donations received by the UW-Green Bay Athletics Department during FY 2024.

### Note 4: Total Athletics-Related Debt

The Kress Events Center is a multi-purpose arena that opened on the UW-Green Bay campus in 2007. The arena was built around the previous Phoenix Sports Center. General obligation bonds were issued beginning in 2007 for the UW-Green Bay Phoenix Sports Center renovation. In FY 2020, UW System Administration approved a bonding request for the Athletics Field Complex; the bond was issued in FY 2022. The debt financing was split between a note payable and bonds. The total outstanding debt balance for facilities related to intercollegiate athletics is \$2,589,195 as of June 30, 2024.

The athletics-related debt is allocated to the Athletics Department at 31% of the total, as this was the amount determined to be directly related to the Phoenix Sports Center and the Athletics Field Complex. Payments, including principal and interest, made on the athletics-related debt during fiscal year 2024 and charged to the Athletics Department amounted to \$357,228.

During FY 2024, the State of Wisconsin Department of Administration issued new athletic-related bonds in the amount of \$110,475. Additionally, one bond included a refunding, and one note included a refunding for the total amount during FY 2024. A roll-forward of debt follows:

Balance of athletics-related debt on 6/30/23	\$3,506,138
Additions	110,475
Principal payments	(898,344)
Refundings	<u>(129,074)</u>
Balance of athletics-related debt on 6/30/24	<u>\$2,589,195</u>

The scheduled maturities of the general obligation bonds and notes are as follows:

UW-Green Bay Phoenix Sports Center and  
Athletics Field Complex

Fiscal Year	Principal	Interest	Total
2025	\$ 183,688	\$ 109,688	\$ 293,376
2026	308,218	100,788	409,006
2027	396,751	89,010	485,761
2028	246,980	73,524	320,504
2029	450,434	61,354	511,788
2030-2043	1,003,124	299,838	1,302,962
Totals	\$ 2,589,195	\$ 734,202	\$ 3,323,397

Note 5: Use of COVID-19 Institutional Funds Distributions in Athletics

During the year ended June 30, 2022, UW-Green Bay Athletics received funds awarded to the institution from the Higher Education Emergency Relief Fund (HEERF) American Rescue Plan to supplement lost revenue associated with the COVID-19 pandemic. During FY 2022, \$754,173 was received by UW-Green Bay Athletics. Funds from this award were spent in both FY 2022, FY 2023, and FY 2024.

Note 6: Total Athletics-Related Capital Expenditures

The amount of “Total Athletics-Related Capital Expenditures” on line 56 of the SRE (\$34,224) is not included, or accounted for, elsewhere in the “Expenses” section of the SRE (as permitted by the NCAA 2024 Agreed-Upon Procedures Guidelines).

# **APPENDIX B**

# NCAA Division I 2023 - 2024 Academic Progress Rate Institutional Report

Institution: University of Wisconsin-Green Bay

Date of Report: 10/13/2025

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2020-21, 2021 -22, 2022-23 and 2023-24 academic years. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

*[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]*

Sport	APR			Eligibility/Graduation		Retention	
	Multyear Rate (N)	Multyear Rate Upper Confidence Boundary	2023 - 2024 (N)	Multyear Rate	2023 - 2024	Multyear Rate	2023 - 2024
Men's Basketball	939 (53)	N/A	1,000 (13)	942	1,000	936	1,000
Men's Cross Country	961 (48)	N/A	979 (13)	957	962	965	1,000
Men's Golf	972 (29)	990	1,000 (7)	966	1,000	980	1,000
Men's Skiing	1,000 (13)	1,000	1,000 (6)	1,000	1,000	1,000	1,000
Men's Soccer	975 (84)	N/A	984 (21)	1,000	1,000	947	967
Men's Swimming	1,000 (28)	1,000	1,000 (7)	1,000	1,000	1,000	1,000
Women's Basketball	995 (55)	N/A	1,000 (13)	1,000	1,000	989	1,000
Women's Cross Country	988 (42)	N/A	974 (10)	1,000	1,000	975	947
Women's Golf	1,000 (29)	1,000	1,000 (6)	1,000	1,000	1,000	1,000
Women's Softball	983 (83)	N/A	1,000 (22)	994	1,000	970	1,000
Women's Skiing	1,000 (11)	1,000	1,000 (6)	1,000	1,000	1,000	1,000

# **APPENDIX C**



c. Student-Athletes by Sport Category

	<b>Baseball</b>			<b>Men's Basketball</b>			<b>Men's CC/Track</b>			
	%N			%N			%N			
	2018-19	4-Class	GSR	2018-19	4-Class	GSR	2018-19	4-Class	GSR	
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	Am. Ind./AN	-	-	-
Asian	-	-	-	Asian	-	-	Asian	-	-	-
Black	-	-	-	Black	-	33-b 100-b	Black	-	-	-
Hispanic	-	-	-	Hispanic	-	-	Hispanic	-	-	-
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	Nat. Haw./PI	-	-	-
US N-R	-	-	-	US N-R	-	-	US N-R	-	-	-
Two or More	-	-	-	Two or More	-	- 100-a	Two or More	-	-	-
Unknown	-	-	-	Unknown	-	-	Unknown	-	-	-
White	-	-	-	White	-	33-a 100-a	White	100-a	83-b	83-b
Total	-	-	-	Total	-	33-b 100-c	Total	100-a	83-b	83-b

	<b>Football</b>			<b>Men's Other</b>		
	%N			%N		
	2018-19	4-Class	GSR	2018-19	4-Class	GSR
Am. Ind./AN	-	-	-	Am. Ind./AN	-	0-a -
Asian	-	-	-	Asian	-	100-a 100-a
Black	-	-	-	Black	0-a	50-a 100-a
Hispanic	-	-	-	Hispanic	-	67-a 100-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-
US N-R	-	-	-	US N-R	40-a	45-c 88-b
Two or More	-	-	-	Two or More	-	100-a 100-a
Unknown	-	-	-	Unknown	-	-
White	-	-	-	White	44-b	70-e 89-e
Total	-	-	-	Total	40-c	65-e 90-e

	<b>Women's Basketball</b>			<b>Women's CC/Track</b>			<b>Women's Other</b>		
	%N			%N			%N		
	2018-19	4-Class	GSR	2018-19	4-Class	GSR	2018-19	4-Class	GSR
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	Am. Ind./AN	-	100-a 100-a
Asian	-	-	-	Asian	-	-	Asian	-	-
Black	-	-	-	Black	-	-	Black	-	100-a 100-a
Hispanic	-	-	-	Hispanic	-	-	Hispanic	-	100-a 100-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	Nat. Haw./PI	-	-
US N-R	0-a	0-a	-	US N-R	-	-	US N-R	50-a	38-b 100-a
Two or More	100-a	100-a	100-a	Two or More	-	-	Two or More	100-a	100-a 83-b
Unknown	-	-	-	Unknown	-	-	Unknown	-	-
White	-	80-b	100-b	White	50-b	67-c 91-c	White	74-e	70-e 95-e
Total	-	-	-	Total	50-b	67-c 91-c	Total	71-e	69-e 95-e

Total	50-a	75-c	100- b
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Values for N (a. 1-5, b. 6-10, c. 11-15, d. 16-20, e. greater than 20)

## 2. Undergraduate-Enrollment Data (All full-time baccalaureate-degree seeking students enrolled 2024-25)

a. All Students	Men	Women	Total	b. Student-athletes #	Men	Women	Total
	N	N	N		N	N	N
Am. Ind./AN	18	50	68	Am. Ind./AN	0	0	0
Asian	97	147	244	Asian	2	0	2
Black	84	90	174	Black	4	0	4
Hispanic	222	379	601	Hispanic	3	9	12
Nat. Haw./PI	0	2	2	Nat. Haw./PI	0	0	0
US N-R	105	71	176	US N-R	12	6	18
Two or More	106	140	246	Two or More	2	2	4
Unknown	43	20	63	Unknown	3	0	3
White	1521	2523	4044	White	46	94	140
Total	2196	3422	5618	Total	72	111	183

### c. Student-Athletes # By Sports Category

#### Men

	Basketball	Baseball	CC/Track	Football	Other
Am. Ind./AN	0	0	0	0	0
Asian	0	0	0	0	2
Black	4	0	0	0	0
Hispanic	0	0	0	0	3
Nat. Haw./PI	0	0	0	0	0
US N-R	3	0	0	0	9
Two or More	1	0	0	0	1
Unknown	1	0	0	0	2
White	5	0	14	0	27
Total	14	0	14	0	44

#### Women

	Basketball	CC/Track	Other
Am. Ind./AN	0	0	0
Asian	0	0	0
Black	0	0	0
Hispanic	0	1	5
Nat. Haw./PI	0	0	0
US N-R	0	0	5
Two or More	1	0	1
Unknown	0	0	0
White	9	11	56
Total	10	12	67

#Only student-athletes receiving athletics aid are included in this report.



## NCAA DIVISION I GRADUATION RATES INSTITUTION REPORT INFORMATION

### Introduction.

This information sheet and the NCAA Division I Graduation Rates Institution Report have been prepared by the NCAA, based on data provided by the institution in compliance with NCAA Bylaw 18.4.2.2.1 (admissions and graduation-rate disclosure) and the federal Student Right-to-Know Act. Please note, the NCAA will make this report public.

The Graduation Rates Institution Report gives graduation information about the most recent six-year graduating class of students and student-athletes who entered as freshmen in 2018-19. The graduation rate (percent) is based on a comparison of the number (N) of students who entered a college or university and the number of those who graduated within six years. For example, if 100 students entered and 60 graduated within six years, the graduation rate is 60 percent.

The Graduation Rates Institution Report provides information about two groups of students:

1. All Students.

All undergraduate students who were enrolled in a full-time program of studies for a baccalaureate degree; and

2. Student-Athletes.

Student-athletes who received athletics aid from the school for any period of time during their entering year. [Note: Athletics aid is a grant, scholarship, tuition waiver or other assistance from a college or university that is awarded on the basis of a student's athletics ability.]

Two different measures of graduation rates are presented in this report: Federal Graduation Rate and NCAA Division I Graduation Success Rate (GSR). The Federal Graduation Rate indicates the percentage of freshmen who entered and received athletics aid during a given academic year who graduated within six years. The GSR adds to the first-time freshmen, those students who entered midyear as well as student-athletes who transferred into an institution and received athletics aid. Both the Federal Graduation Rate and the GSR subtract students from the entering cohort who are considered allowable exclusions (i.e., those who either die or become permanently disabled, those who leave the school to join the armed forces, foreign services or attend a religious mission). In addition, the GSR subtracts those who left the institution prior to graduation, had athletics eligibility remaining and would have been academically eligible to compete had they returned to the institution.

## Graduation Rates Report.

The box at the top of the Graduation Rates Institution Report provides the most recent class (i.e., 2018-19) and four-class Federal Graduation Rate (i.e., 2015-16 through 2018-19) for all students and for student-athletes who received athletics aid at this school. Additionally, this box provides GSR data (i.e., 2015-16 through 2018-19) for student-athletes.

### 1. Graduation- Rates Data.

The second section of the report provides Federal Graduation Rate and GSR data for all students, student-athletes and student-athletes by sport group. **(Note: Pursuant to the Student Right-to-Know Act, anytime a cell containing cohort numbers includes only one or two students, the data in that cell and one other will be suppressed so that no individual can be identified.)**

#### a. All Students.

This section provides the freshman-cohort graduation rates for all full-time, degree-seeking students by race or ethnic group. It shows the rate for men who entered as freshmen in 2018-19 and the four-class average, which includes those who entered as freshmen in 2015-16, 2016-17, 2017-18 and 2018-19. The same rates are provided for women. The total for 2018-19 is the rate for men and women combined, and the four-class average is for all students who entered in 2015-16, 2019-17, 2017-18 and 2018-19.

#### b. Student-Athletes.

This section provides the freshman-cohort graduation rates and the GSR for student-athletes in each race and ethnic group who received athletics aid. Information is provided for men and women separately and for all student-athletes.

#### c. Student-Athletes by Sports Categories.

This section provides the identified graduation rates as in 1-b for each of the eight sports categories. (The small letters indicate the value of N according to the legend at the bottom of 1-c.)

### 2. Undergraduate-Enrollment Data.

#### a. All Students.

This section indicates the total number of full-time, undergraduate, baccalaureate, degree-seeking students enrolled for the 2024 fall term and the number of men and women in each racial or ethnic group (not just freshmen).

b. Student-Athletes.

This section identifies how many student-athletes were enrolled and received athletics aid for the 2024-25 academic year, and the number of men and women in each racial or ethnic group.

c. Student-Athletes by Sports Categories. This section provides the enrollment data as identified in 2-b for each of the eight sports categories.

# Graduation Success Rate Report

2015 - 2018 Cohorts: University of Wisconsin-Green Bay

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	-	-	Basketball	100	75
Basketball	100	33	Beach Volleyball	-	-
CC/Track	83	83	Bowling	-	-
Fencing	-	-	CC/Track	91	67
Football	-	-	Crew/Rowing	-	-
Golf	90	90	Fencing	-	-
Gymnastics	-	-	Field Hockey	-	-
Ice Hockey	-	-	Golf	100	90
Lacrosse	-	-	Gymnastics	-	-
Mixed Rifle	-	-	W. Ice Hockey	-	-
Skiing	100	71	Lacrosse	-	-
Soccer	93	47	Skiing	100	100
Swimming	83	65	Soccer	94	71
Tennis	-	75	Softball	94	58
Volleyball	-	-	Swimming	89	62
Water Polo	-	-	Tennis	-	40
Wrestling	-	-	Volleyball	100	83
Men's Non-NCAA Sponsor. Sports	-	-	Water Polo	-	-
			Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2014 - 2017 Cohorts: Overall Division I

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	90	54	Basketball	93	62
Basketball	85	46	Beach Volleyball	98	78
CC/Track	84	68	Bowling	96	73
Fencing	94	85	CC/Track	92	75
Football	81	62	Crew/Rowing	96	82
Golf	92	72	Fencing	98	91
Gymnastics	96	91	Field Hockey	97	79
Ice Hockey	93	69	Golf	96	77
Lacrosse	93	71	Gymnastics	99	89
Mixed Rifle	94	84	W. Ice Hockey	97	81
Skiing	93	81	Lacrosse	98	82
Soccer	89	59	Skiing	100	86
Swimming	92	79	Soccer	96	73
Tennis	94	69	Softball	94	69
Volleyball	92	75	Swimming	97	84
Water Polo	90	75	Tennis	97	70
Wrestling	87	61	Volleyball	95	71
Men's Non-NCAA Sponsor. Sports	84	74	Water Polo	92	83
			Women's Non-NCAA Sponsor. Sports	96	79

# **APPENDIX D**



MICHAEL ALEXANDER  
Chancellor

## NCAA Oversight Certification Letter

October 27, 2025

Amy Bogost, Board of Regents President  
Jay Rothman, UW System President  
Van Hise Hall  
1220 Linden Dr.  
Madison, Wisconsin 53706

Dear Presidents Bogost and Rothman:

In connection with your oversight of the UW-Green Bay's intercollegiate athletics program, we confirm, to the best of our knowledge and belief, the following:

1. We have self-reported any known or suspected violations of NCAA rules and regulations. Reported NCAA violations are listed in the Annual Report submitted on 11/3/25.
2. There are no known or suspected illegal acts or non-compliance with federal, state, or local law by individuals employed by the institution, or individuals who serve as an agent of the institution.
3. There are no investigations/monitoring reviews currently underway by the NCAA, law enforcement officials, or others.
4. We have no knowledge of any allegations of fraud or suspected fraud affecting intercollegiate athletics received in communications from employees, former employees, or others.
5. There have been no modifications to the University's Gender Equity Plan. The University engaged with the Higher Education Research Institute in 2021 to conduct a climate survey which included gender. The University has integrated the results of this survey into its hiring and recruitment processes.



MICHAEL ALEXANDER  
Chancellor

6. We have a process in place to ensure background checks are performed on all coaches, assistant coaches, contractors, volunteers, student employees, and other individuals serving as an agent of the institution related to intercollegiate athletics. These processes apply to those involved with offering campus and clinics, and others who participate in activities involving children. Adverse outcomes of background checks are evaluated pursuant to UW-Green Bay's Criminal Background Check Policy, last updated in 2013, which is consistent with the Board of Regents Policy 20-19 University of Wisconsin System Criminal Background Check Policy.
7. We understand our fiduciary responsibilities to act in the best interest of the institution even if it conflicts with the immediate interests of the athletic department.
8. The athletic department has not intervened when a student-athlete is being disciplined under regular student conduct rules.

Sincerely,

Dr. Michael Alexander  
Chancellor

Josh Moon  
Director of Athletics

Kassie Wagner  
Senior Associate AD/Compliance

# **APPENDIX E**

2018 Horizon League Compliance Review  
September 18-19, 2018  
University of Wisconsin—Green Bay

**A. Governance and Institutional Control**

**Current Strengths:**

1. The Director of Athletics reports directly to the Chancellor. The Chancellor meets every two weeks with the Director of Athletics and is kept apprised of key areas such as human resources/compliance, facilities, resources and team activity.
2. Based on the timely, every other week meetings between the Chancellor and Director of Athletics, the Chancellor is notified of all issues that arise in the area of NCAA rules compliance in a timely manner and is involved in all major personnel decisions.
3. There is an established Athletic Board that meets one time per month to discuss athletic issues, of which the Faculty Athletic Representative is an ex-officio member to provide the outside of athletics perspective on issues.
4. There are established procedures for the reporting and investigation of alleged rules violations. The Senior Associate AD for Compliance leads the paperwork and follow-up for alleged rules violations. The Chancellor is kept apprised of violations.
5. Job descriptions, coaches' contracts and coaches' goal evaluation documents reference compliance with NCAA rules and address consequences of the institution or NCAA discovering a violation.
6. The Controller handles athletics budgeting management and oversight. The Director of Athletics keeps a five-year strategic budget projection and reports to an entity outside of athletics within the university regularly on key issues.
7. The athletic department receives outstanding support from the financial aid office admissions office, and university registrar. The liaisons in each of these offices have established excellent working relationships with the Senior Associate AD for Compliance. The liaisons and athletics department staff members have lengthy tenures at the university; therefore, everyone is comfortable with and adheres to the compliance processes.

**Suggestion for Improvement:**

1. The Faculty Athletic Representative does not have a standing meeting or agenda with the Chancellor even though there is an open communication line. Since the Faculty Athletic Representative is appointed by the Chancellor as an outside entity for athletics, a formal meeting schedule should be established with the Chancellor. A similar scheduled meeting

should take place with the Director of Athletics, as well. A recommended frequency for these meetings would be quarterly at a minimum.

2. The Senior Associate AD for Compliance reports directly to the Director of Athletics, but communicates often (2-3 times a week) with the legal affairs office within the University of Wisconsin system. If this is a formalized communication requirement with the legal affairs office, that communication structure should be documented within the Green Bay athletics department, especially since the Senior Associate AD for Compliance is not reporting (dotted line or direct report) to the legal affairs office.

## **B. Eligibility and Academic Support**

### **Current Strengths:**

1. Student-athletes are encouraged to register for 15 credit hours per semester, yet have discretion to enroll in at least 12 credit hours to be full time. There is a block placed on student-athletes' accounts so they cannot drop below full-time enrollment. A daily full-time credit report is run through the Registrar's office that is sent to the athletics representative in the Registrar, Senior Associate AD for Compliance and athletics Academic Advisor.
2. The institution has a system in place for verifying the eligibility status of student-athletes. The Senior Associate AD for Compliance and the Registrar certify the eligibility of each student-athlete.
3. Transfer student-athlete eligibility is through the Registrar's office. This allows for determinations on what credits are transferrable to be determined by experts instead of solely someone in athletics.
4. Initial eligibility core course workups are completed by the Senior Associate AD for Compliance, and transcripts are provided to the athletics Academic Advisor to keep on file in case a transcript is needed in a department outside of athletics.
5. Academic Advisors for student-athletes are decided by the Registrar, and student-athletes are not solely advised by an athletics Academic Advisor. Student-athletes also are given priority registration to enable them to schedule classes that will not conflict with competition or practice.
6. The Registrar liaison attends the NCAA Compliance Rules Seminars and supplement current NCAA rules education through educational sessions with the Senior Associate AD for Compliance.
7. The Admissions and Registrar offices do not receive undue pressure from any athletics department staff members or coaches regarding the admissions status of prospective student-athletes or eligibility status of current student-athletes since all communication comes through the Senior Associate AD for Compliance or athletics Academic Advisor.

8. The Registrar liaison has athletics responsibilities listed in their job descriptions.
9. Student-athletes have access to an abundance of tutors set up by the athletics Academic Advisor. All student-athletes have an opportunity to meet with a tutor.
10. Freshman having to be involved in a study table is a normal protocol in DI, but a good practice that the institution follows, nonetheless. For study tables, the GPA threshold is 3.0, but can be set per team over the 3.0 threshold. Attendance reports are received by the athletics Academic Advisor. Grade checks are done during the sixth and tenth week of the semester and provided to the Director of Athletics, Senior Associate AD for Compliance and head coach.
11. A missed class time policy, including a letter written by the Faculty Athletics Director to provide to professors, is in place and effective. Student-athletes provide full travel schedules to professors in advance so that professors are aware of student-athletes absences throughout the semester.
12. A campus resource of Disability Services is confidentially available to student-athletes that may have learning barriers.

**Suggestions for Improvement:**

1. It would be valuable for the institution to hire a staff member in the area of academic advising specifically for athletics. This individual can help insure that each athlete is receiving the necessary academic support.
2. Only two individuals, one from the Registrar and the Senior Associate AD for Compliance, are involved in eligibility certification each semester (i.e. credits hour requirements, percentage towards degree and GPA). It would be prudent to have an additional person outside of athletics who is familiar with requirements from specific colleges on the eligibility committee. With the FAR not currently involved in eligibility certification, a suggested solution would be to make the FAR this “person outside of athletics.”
3. The athletics Academic Advisor has good relationships across campus, but involving faculty as an outside entity is one main reason the Faculty Athletic Representative exists. Isolating academic issues and resolving them solely within athletics opens the institution to risk of academic misconduct or other institutional control violations.
4. It would be beneficial for the athletics Academic Advisor to be educated in initial eligibility monitoring and core course workups to take an important, yet tedious task away from the Senior Associate AD for Compliance who has many other things on her plate.

5. A formal process for NCAA rules education on extra benefits and academic fraud should take place with academic advisors, tutors and student instructors, especially with the tutors that are informally set up through the athletics Academic Advisor as “unsupervised” (i.e. after being referred as a tutor through a professor in subjects not formally supervised in athletics).

### **C. Financial Aid Monitoring**

#### **Current Strengths:**

1. The Senior Associate AD for Compliance and the Director of Financial Aid communicate regularly regarding the aid received by student-athletes. The Director of Financial Aid inputs the data into the university SIS system and is the sole individual who can disburse aid. Both individuals work off of the same financial aid master spreadsheet.
2. The Director of Financial Aid has athletics listed in her job description and is the one primary contact with athletics. The director has attended the NCAA Regional Rules Seminar in the past, and the Director of Financial Aid’s supervisor has expressed interest in attending Regional Rules.
3. The Compliance office and the Financial Aid office have a procedure in place for indicating non-renewal, cancellation and reduction. The institution also has a written policy and procedure in place for hearings related to cancellation/non-renewal of financial aid which is communicated to student-athletes through the Director of Financial aid.
4. All student-athletes are part of a group in the financial aid system (SIS) and the Bursar can see these athletics holds on each student-athlete account. This ensures that the financial aid department system and the Bursar cannot award excess or impermissible aid to student-athletes.

#### **Suggestion for Improvement:**

1. The Director of Financial Aid is not provided the squad list. The Director needs to be the final sign off for institution squad lists aside from getting coaches to sign prior to filing.
2. Contemplate mandating equivalency sports use a uniform approach to awarding athletics financial aid to ease tracking and interpretation from the Director of Financial Aid. For example, all awards should be in dollar amounts instead of percentages. In addition, move all sports to the denominator of the full grant-in-aid definition including tuition, fees, room, board, books and other expenses related to enrollment (i.e. FGIA up to full cost-of-attendance).
3. Currently athletics sends or hands out financial aid renewal letters to student-athletes, while non-renewal letters come from the Director of Financial Aid. All letters, both

renewal and nonrenewal should be sent directly from the Financial Aid Department to the student-athletes.

4. Begin to train a secondary financial aid contact with athletics in the event that the primary contact is unavailable or is no longer with the institution, as the primary contact is the sole knowledgeable person about athletics in the financial aid office after being around for almost fifteen years.

#### **D. Recruitment Monitoring**

##### **Current Strengths:**

1. Official visit monitoring is very good, especially since much of it is now done through Jump Forward. Coaches are required to submit request to the compliance office prior to the visit and only receive approval from compliance upon receipt of all necessary paperwork. Student hosts are given written education about the do's and don'ts of hosting, understand that they have to fill out forms to return to coaches and are required to document expenses.
2. Coaches are required to submit recruiting logs in Jump Forward to the compliance office. All coaches interviewed appeared to have a good system for ensuring the initial permissible call is logged and evaluation days are tracked.
3. An academic workup is completed by compliance/academics for each prospect that visits the university. This workup is given to the coach prior to the visit, as well as the prospective student when on campus.
4. Coaching staffs had one individual that handled recruiting travel, counting evaluations, and playing/practice season logs, which leads to consistency in travel and evaluation.

##### **Suggestions for Improvement:**

1. Based on student-athlete interviews, it was clear that the men's soccer student-athlete and women's basketball student-athlete had different views and understanding about the student host process entertainment allowance. If there is not already a reporting process in place for the per day entertainment allowance post-visit, the department should implement a reporting mechanism, including receipts, to account for all the monies distributed for official visit entertainment with the student host.
2. Move to use of the electronic system for all sports complimentary tickets. Some teams indicated that they are using paper forms with just the name listed, which opens the institution up to providing complimentary tickets to impermissible persons when there is a complex way to monitor this through Jump Forward.

#### **E. Playing and Practice Season and Outside Competition**

### **Current Strengths:**

1. Coaches complete playing and practice season declarations in a timely manner and submit them to the compliance office for approval. Also, weekly playing and practice logs are submitted to compliance on a monthly basis and student-athletes sign off on the forms, but mostly captains.
2. All student-athletes interviewed indicated that their coaches stayed within the permissible number of practice hours. In addition, those sports with in/out of season work understood the breakdown prior to the season.
3. Coaches submit playing and practice declaration, schedules and promotional materials to the compliance office for approval.

### **Suggestion for Improvements:**

1. Add a check/balance to have each sport randomly select student-athletes sign off on playing and practice season forms instead of one or two student-athletes or captains. This is an easily managed function in the Jump Forward recruiting software.

## **F. Rules Education**

### **Current Strengths:**

1. Weekly rules education and compliance updates are sent to everyone in the athletics department by the Senior Associate AD for Compliance.
2. There are regular rules education meetings that coaches are required to attend. Staff members are educated at department staff meetings at least twice a year. The department's four pods meet weekly where an attitude of rules compliance is reinforced by the Director of Athletics.
3. The compliance staff does a nice job of using technology for rules education for coaches, students, and staff.
4. Interviewed student-athletes relayed that they understand the rules, there is a culture of compliance and NCAA regulation doesn't often come up in their teams.

### **Suggestion for Improvements:**

1. Ensure that part-time coaches attend rules education meetings, and are educated with the same diligence as full-time coaches that are in the office more frequently. If part-time coaches do not attend rules education/staff meetings and are missing out on information, make that a requirement because the part-time coaches can often be the individuals committing violations.

## **G. Amateurism, Extra Benefits, Boosters and Agents**

### **Current Strengths:**

1. Boosters are well educated about extra benefits. Educational flyer is provided to all season ticket holders along with tickets each year. Upon sending a donation receipt to a donor, the donor receives information related to NCAA rules on the receipt.
2. The Senior Associate AD for Compliance meets with each team at the beginning of each sport season to review NCAA legislation, extra benefits and encourage asking questions when they are unsure about rules related to extra benefits and boosters.
3. Student-athletes do not often receive per diem cash, as teams eat meals using institutional credit cards. But, if student-athletes do receive per diem, they are required to sign for all money received during travel.
4. The Senior Associate AD for Compliance monitors the amateurism status of all incoming and current student-athletes.
5. The Senior Associate AD for Compliance is included in the initial recruiting travel itinerary for coaches and the reimbursement process for coaches' recruiting expenses. Having this second step of review along with the business manager provides an extra layer of review and approval of all institutional credit card expenditures to ensure proper spending/usage.
6. The institution has developed an autograph policy for only those less than 18 years of age limited to a certain area of the arena post-game. This policy protects student-athletes, especially in the sport of women's basketball for extreme booster involvement and exposure to fans that may be looking for autographs for the wrong reasons.
7. The women's basketball program is heavily involved with boosters and supporters of the program. The Senior Associate AD and senior staff have a heightened awareness of rules compliance with the women's basketball program. That awareness should continue due to the sport being of high profile, as well as the frequent involvement of student-athletes at donor events, post-game interactions, occasional meals, etc.

### **Suggestion for Improvements:**

1. During the visit, student-athlete education about agents/agent interaction was not discussed. Should there not be a process in place related to agents, senior student-athletes trying to turn professional (or those seeking professional career prior to graduation), need to be well educated about permissible and non-permissible activities related to agents on an individual basis through the Senior Associate AD for Compliance. It is believed that this is covered on a base level at the beginning of the year compliance meeting, but may need to be more individually focused towards the end of each academic year.

2. There was no mention of a policy for facility rentals for groups including prospective student-athletes during the visit. In order to ensure that groups consisting of prospects do not get free or reduced rental of facilities, if not already in place, it would be prudent to formalize the rental approval process within the department even though if there may be verbal approval process that is followed for facility approval for outside groups.
3. In the future, it would be beneficial for the Senior Associate AD for Compliance to meet with the boosters at an event to give an in-person presentation on rules education in addition to the written material that is provided annually.
4. The equipment management is loosely managed at the institution due to there not being a dedicated equipment manager. Since coaches order equipment directly through an Adidas contact, the department needs to develop a process in which the compliance office and/or sport administrator is/are copied on all orders placed by coaches.

## **H. Camps and Clinics**

### **Current Strengths:**

1. The compliance office has a detailed policy and procedure, including required forms that must be filled out and returned before and after the camp or clinic, relating to institutional camps and clinics.
2. The business manager administers camp funds and reconciles funds for all institutional camps. The business manager also pays all employees of the camps only after receiving a camp employment form for each employee.
3. Camp brochures or forms are reviewed by the Senior Associate AD for Compliance prior to dissemination.

### **Suggestion for Improvements:**

1. The business manager should review and audit the books of all privatized coaches' camps (i.e. camps run through LLCs), as all camps run by an institution's coach are still considered to be institutional camps.

## **I. Student-Athlete Employment**

### **Current Strengths:**

1. All staff members are required to notify the compliance office prior to hiring any students for work in the athletic department. Prior to the student-athlete's employment, the employment arrangement must be approved by the Senior Associate AD for Compliance.

2. There is appropriate monitoring of athletic and non-athletic employment. All student-athletes with jobs are required to have their employer complete paperwork detailing payment and other employment information.

## **J. Student-Athlete Welfare**

### **Current Strengths:**

1. All student-athletes interviewed believed that there was someone in the athletics department that they could go to in the event of a major problem/issue related to their team, themselves or the department.
2. All student-athletes must agree at the beginning of the academic year to uphold the department's social media policy. Men's/women's basketball student-athletes take part in media training.
3. The institution refuses to do weigh ins for student-athletes. Instead the strength and conditioning coaches have approved programs related to performance. With the heightened scrutiny surrounding mental health, if there is a concern related to a student-athlete's weight, professionals gather to discuss the issue and handle appropriately.
4. There is a protocol in place that the head athletic trainer is the designated approver of all supplements/nutrition enhancements. The strength and conditioning staff gets all supplements approved by the head athletic trainer even if they believe it is an approved substance.
5. The department has a Safe Space program within athletic training for drug testing and drug usage.

## **K. Conclusion**

The Green Bay compliance department has numerous strengths that have been highlighted in this report. The review emphasized the university and athletic department's commitment to compliance. The report also emphasizes the compliance office's relationship and collaboration with other departments on campus, especially financial aid and the Registrar. The compliance office has appropriate and effective monitoring procedures and policies in place, and rules education is a major strength within the entire department. Suggestions included are mostly tweaks for improvement, not major overhauls. The main suggestions for improvement would include adding an additional staff member in the area of academics, and succession planning with departments outside of athletics to ensure smooth transitions when long-tenured individuals are no longer working with athletics. Overall, the outcome of the review was positive, as the Senior Associate AD for Compliance does a nice job managing the athletics compliance program.

# APPENDIX F

## Single Year Graduation Success Rate

	2019	2020	2021	2022	2023	2024
<b>Green Bay</b>	<b>88.7</b>	<b>91.5</b>	<b>92.3</b>	<b>95.0</b>	<b>93.6</b>	<b>94.0</b>
All Division I	90.0	90.6	90.4	90.9	92.2	91.9
DI Subdivision	92.1	92.5	92.3	92.3	93.8	93.2
Horizon	89.1	91.5	90.0	90.5	91.5	92.6



## Single Year Academic Progress Rate (APR)

	2019	2020	2021	2022	2023	2024
<b>Green Bay</b>	<b>985</b>	<b>972</b>	<b>961</b>	<b>984</b>	<b>982</b>	<b>994</b>
All Division I	985	988	986	984	987	989
DI Subdivision	987	989	986	983	985	989
Horizon	985	984	985	984	982	991



Graphs compare Green Bay student-athletes to the Horizon League and NCAA scores for 2024 GSR and APR

# **APPENDIX G**

Total Athletics Related Debt

The Total Athletics-Related Debt of \$2,589,194.72 includes:

- (1) \$1,933,344.15 is the outstanding bonds payable on the UWGB Phoenix Sports Complex (Kress Events Center), a facility used by the Athletics Department (without rental fees or chargebacks). The payment of interest and principal on these bonds are not the responsibility of the Athletics Department and a separate segregated fee is used to fund the debt service.
- (2) \$655,850.57 is the outstanding bonds payable for the Athletic Field Complex. This includes the Aldo Santaga Soccer Field and the King Park Softball Field. The Athletics Department is responsible for payments on this debt.

<b>UWGB Phoenix Sports Center</b>		<b>UWGB Athletics Field Complex - Bond</b>	
<b>Fiscal Year</b>	<b>Principal</b>	<b>Fiscal Year</b>	<b>Principal</b>
2025	159,656.76	2025	24,031.40
2026	283,503.73	2026	24,714.19
2027-2030	1,117,075.93	2027-2030	114,081.68
2031-2034	214,155.87	2031-2034	128,953.31
2035-2038	73,243.22	2035-2038	252,450.79
2039-2043	85,708.64	2039-2042	111,619.20
<b>Totals</b>	<b><u>1,933,344.15</u></b>	<b>Totals</b>	<b><u>655,850.57</u></b>
Bonds	2,589,194.72		
Notes	-		
	<b><u>2,589,194.72</u></b>		

**2025 ANNUAL ACADEMIC FREEDOM &  
FREEDOM OF EXPRESSION REPORT**

**REQUESTED ACTION**

For information and discussion.

**SUMMARY**

The Universities of Wisconsin take pride in their commitment to academic freedom and freedom of expression. Each university works throughout the academic year to cultivate a culture of free expression and viewpoint diversity that enables the production and transmission of knowledge to the benefit of Wisconsin students and communities. This presentation will include a brief report of these efforts as detailed in the 2024-2025 Regent Policy Document 4-21 Compliance Report. Leadership from the Wisconsin Institute for Citizenship and Civil Dialogue (WICCD) will summarize the reported efforts occurring on the Universities of Wisconsin campuses to promote freedom of expression and civil dialogue, and provide an update on WICCD's activities in these areas.

**Presenters**

- Chris Patton, Vice President for University Relations
- Michael Ford, Director, Wisconsin Institute for Citizenship and Civil Dialogue

**BACKGROUND**

Regent Policy Document 4-21, "Commitment to Academic Freedom and Freedom of Expression," requires the University of Wisconsin System to prepare an annual report for the Board of Regents describing implementation of the policy, including a description of efforts to support academic freedom and freedom of expression and a report of policy violations.

The 2023-28 Strategic Plan adopted by the Board of Regents on Dec. 8, 2022, also includes a commitment to expanding efforts on freedom of expression and civil dialogue, including the formation of WICCD.

## **Related Policies**

- [Regent Policy Document 4-21, "Commitment to Academic Freedom and Freedom of Expression"](#)

## **ATTACHMENTS**

- A) 2024-2025 Regent Policy Document 4-21 Compliance Report



## 2024-2025 Regent Policy Document 4-21 Compliance Report

### Introduction

Wisconsin Regent Policy Document 4-21 (RPD 4-21), "Commitment to Academic Freedom and Freedom of Expression," affirms the Universities of Wisconsin Board of Regents' commitment to academic freedom and freedom of expression. RPD 4-21 states that:

- "Academic freedom includes the freedom to explore all avenues of scholarship, research, and creative expression, and to reach conclusions according to one's own scholarly discernment.
- "Freedom of expression includes the right to discuss and present scholarly opinions and conclusions on all matters both in and outside the classroom. These freedoms include the right to speak and write as a member of the university community or as a private citizen without institutional discipline or restraint, on scholarly matters, or on matters of public concern."

RPD 4-21 also mandates that the Universities of Wisconsin "shall report annually to the Board of Regents regarding the efforts of its institutions to uphold the principles expressed in this policy and to fulfill the Board's Commitment to Academic Freedom and Freedom of Expression." Specifically, the report must:

- [D]escribe any affirmative steps its institutions have taken in furtherance of the Board's commitment, as well as any material barriers to these freedoms within the System and steps being taken to remove those barriers.

- [D]escribe any formal complaints of violations of these freedoms during the reporting period and the administrative response to those complaints, including any disciplinary proceedings involving students or employees.
- [C]omply with all federal and state law privacy protections for students and employees.

## **Process**

This report was drafted by staff at the Wisconsin Institute for Citizenship and Civil Dialogue (WICCD), a unit of the Universities of Wisconsin whose mission “is to provide resources, opportunities, and support for teaching, learning, and practicing viewpoint diversity; freedom of expression; academic freedom; civil dialogue; and civic participation within our universities and communities.”<sup>1</sup>

Data were collected via a Qualtrics survey form emailed to Chancellors and Assistant Chancellors on all 13 UW campuses on June 23, 2025. Representatives from all 13 campuses completed the Qualtrics survey. Data were then reviewed and compiled by WICCD staff. The remainder of this report is formatted to meet the requirements of RPD 4-21, containing the following sections:

- Overview of activities related to free expression and academic freedom on campuses
- A summary of barriers to free expression and academic freedom on campuses
- A listing of student and faculty/staff complaints related to free expression and academic freedom
- A summary of relevant WICCD sponsored activities
- Suggestions for future reporting and compliance

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<sup>1</sup> <https://www.wisconsin.edu/wiccd/>

## Overview of Activities, Communications, and New Student Orientations

As can be seen in Table One, UW campuses reported 264 activities related to free expression and academic freedom. The campuses reported total attendance/participation in all activities to be 51,541 employees and students. Activities included specific classes on free expression, invited speakers, student workshops and trainings, faculty workshops and trainings, community events, etc. It is possible the number of activities is undercounted given that each campus uses its own process for collecting and counting relevant activities.

### Campus Activities

Table One: Campus Activities

<b>Campus</b>	<b>Number of Activities</b>	<b>Total Student/Employee Attendance at/ Participation in Specific Activities *</b>
Eau Claire	20	5,028
Green Bay	9	590
La Crosse	18	1,922
Madison	86	18,514
Milwaukee	20	13,034
Oshkosh	10	701
Parkside	23	2,995
Platteville	3	147
River Falls	8	936
Stevens Point	15	2,308
Stout	17	361
Superior	20	4,118
Whitewater	15	887
<b>Total</b>	<b>264</b>	<b>51,541</b>

\*Excludes campus wide emails, websites, and new student orientations. Numbers reflect total attendance at/participation in activities, not the total number of unique individuals who attended or participated.

Campus Notifications to Students and Employees

Table Two displays the number of reported email notifications to students and employees related to Universities of Wisconsin and individual campus policies on free expression and academic freedom. As can be seen, campuses report a total of 41 and 30 notifications to students and faculty, respectfully. In general, notifications were aimed at making students and employees aware of relevant policies and resources related to free expression and academic freedom, or to make them aware of an upcoming event related to academic freedom and/or freedom of expression.

*Table Two: Notifications to Students and Employees*

<b>Campus</b>	<b>Notifications to Students</b>	<b>Notifications to Employees</b>
Eau Claire	2	2
Green Bay	3	1
La Crosse	4	3
Madison	15	10
Milwaukee	1	1
Oshkosh	1	1
Parkside	3	2
Platteville	3	3
River Falls	5	2
Stevens Point	2	1
Stout	1	1
Superior	1	1
Whitewater	3	2
Total	41	30

New Student Orientations

RPD 4-21 states that “Each UW institution shall include in orientation for freshman and transfer students information regarding freedom of expression consistent with this policy.” To help accommodate this requirement, WICCD has developed seven training modules for campuses to utilize: [Training Modules | Wisconsin Institute for Citizenship and Civil Dialogue](#). The modules are used by all incoming students at:

- UW-Eau Claire
- UW-Milwaukee
- UW-Oshkosh
- UW-Platteville
- UW-Stevens Point

## **Reported Barriers to Free Expression and Academic Freedom on Campuses**

UW-La Crosse reported barriers to free expression and academic freedom on campus. Barriers reported by campus representatives include:

- Limited funding for continuation of essential activities related to civil discourse, free expression, and academic freedom
- Staffing constraints
- Challenges in training discussion facilitators

UW-La Crosse worked to overcome these barriers by securing a WICCD grant to support targeted activities, creating intensive in-person trainings for new faculty and students to provide more meaningful engagement, and by utilizing campus centers interested in promoting free speech and academic freedom.

## **Student and Faculty Staff Complaints**

As shown in Table Three, a total of 20 complaints were made against students (17) and employees (3) overall related to free expression. A majority of campuses (8) reported no complaints. Full details of each complaint and corresponding action taken are provided in Table Four.

Table Three: Student Complaints by Campus

<b>Campus</b>	<b>Against Students</b>	<b>Against Employees</b>
Eau Claire	0	1
Green Bay	4	2
La Crosse	0	0
Madison	9	0
Milwaukee	3	0
Oshkosh	0	0
Parkside	0	0
Platteville	0	0
River Falls	1	0
Stevens Point	0	0
Stout	0	0
Superior	0	0
Whitewater	0	0
<b>Total</b>	<b>17</b>	<b>3</b>

Table Four: Specific Details of Complaints

<b>Date</b>	<b>Campus</b>	<b>Complaint</b>	<b>Action Taken</b>
4.1.25	Eau Claire	A student alleged an individual, later identified as a faculty member serving as a department chair, flipped over a table run by the UWEC College Republicans on the campus mall. The incident was reported first to the UW-Eau Claire Police Department and then to university administration.	The university confirmed the students were tabling in an allowable location and increased administrative presence on the campus mall for the remainder of that day. When UW-Eau Claire Police identified the faculty member, they issued a citation for disorderly conduct. Shortly thereafter, the faculty member was placed on administrative leave and the university requested an investigation from the Universities of Wisconsin Office of Compliance and Integrity; the university subsequently removed the faculty member from their chair position. During the course of the investigation evidence supported a finding of

			misconduct, including the faculty member admitting to engaging in the inappropriate behavior. A resolution agreement was reached between the faculty member and the University that included sanctions of suspension without pay for one year, multiple apologies to the campus community, and additional required training for the faculty member.
7.30.24	Green Bay	Student complaint about statements regarding transgender athletes made on a professor's personal social media.	No action taken.
9.9.24	Green Bay	Student complaint about posters for a student religious organization being removed.	An investigation could not find suspects.
9.10.24	Green Bay	Student complaint about posters for a student religious organization being removed.	An investigation could not find suspects.
9.17.24	Green Bay	Student complaint about posters for a student religious organization being removed.	An investigation could not find suspects.
11.8.24	Green Bay	Student complaint about statements made on a professor's personal social media.	No action taken.
2.21.25	Green Bay	Student complaint about another student's antisemitic posts on social media.	An investigation determined posts were made on a fake account.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received disciplinary probation.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received a written reprimand.

12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received a written reprimand.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	None. Respondent was found not responsible.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	None. Respondent was found not responsible.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received a written reprimand.
12.6.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received disciplinary probation.
12.7.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received disciplinary probation.
12.11.24	Madison	Student disruptive during a UW Board of Regents meeting and for discharging bodily fluids on food at the meeting.	Student received disciplinary probation.
9.18.24	Milwaukee	A non-affiliated individual reported to UWMPD that a student poured liquid on a sign that they were holding.	The student was cited by UWMPD. Through the student conduct process, the student was found responsible and given a disciplinary warning.
9.18.24	Milwaukee	A non-affiliated individual was using a speaker cone. They reported that a student took the cone from the non-affiliated individual. When confronted by UWMPD, the student ran, eventually throwing the cone in the dumpster.	The student was cited by UWMPD. Through the student conduct process, the student was found responsible and was required to complete community service.

4.1.25	Milwaukee	A non-affiliated individual reported that the sign they were holding was kicked by a student. The non-affiliated individual reported the incident to UWMPD.	The student was warned through UWMPD. Through the student conduct process, the student was found responsible and required to participate in an educational sanction.
4.15.25	River Falls	UWRF student reported an incident of vandalism of poster boards during an on-campus demonstration.	The Student was identified from the supplied video from the incident report. The disciplinary process as outlined in UWS Chapter 17 took place. The student accepted responsibility for the reported behavior. Both educational and punitive sanctions were issued to the identified student.

**WICCD Sponsored Activities**

Since its founding, WICCD has conducted numerous activities to advance the goals of free expression and academic freedom on UW campuses and beyond.

Grant Program

Since Spring of 2024, WICCD has awarded \$270,000 in competitive grants to fund 20 staff and faculty projects on 10 campuses. The tables below (Five and Six) display the number of projects by campus, and the primary focus area of each funded project.

In the latest funding cycle (Spring 2025), a total of 21 proposals were submitted requesting \$408,000. A total of six projects were funded using the available \$90,000 in grant funds.

*Table Five: WICCD Grant Totals Since 2024*

<b>Campus</b>	<b>Number of Projects</b>	<b>Amount Awarded</b>
Eau Claire	1	\$6,000
La Crosse	1	\$21,000
Madison	6	\$76,000
Milwaukee	2	\$44,000
Oshkosh	3	\$38,000
River Falls	1	\$20,000
Stevens Point	1	\$18,000
Stout	1	\$10,000
Superior	3	\$24,000
Whitewater	1	\$13,000

*Table Six: WICCD Grant Focus Areas*

<b>Primary Focus Area</b>	<b>Number of Projects</b>	<b>Amount Awarded</b>
Civil Dialogue	14	\$184,000
Civic Engagement	4	\$63,000
Freedom of Expression	1	\$10,000
Viewpoint Diversity	1	\$13,000

*Student Workshops*

WICCD regularly works with campus partners to support student workshops related to free expression and civil dialogue. Highlights include:

- Spring 2025: Pluralist lab Civil Dialogue Training at UW-Madison with 27 student attendees from six campuses.
- Spring 2025: Student free expression workshop at UW-La Crosse with 36 attendees from eight campuses. 93.9% of attendees rated the information presented as excellent in a post-event survey.
- Fall 2025: Student free expression workshop on October 11 at UW Eau-Claire with 31 attendees.

### WICCD Teams

There are 53 staff and faculty members spread across the 13 UW campuses who are part of the WICCD Teams network. These individuals meet monthly during the academic year to present information and share ideas related to WICCD's focus areas. We have held two annual retreats in Madison for this group:

- Spring 2024: 53 participants, including Teams members, legislators, speakers, and invited guests from outside the Universities of Wisconsin.
- Spring 2025: 37 participants, including Teams members and speakers.

### Planned K-12 Activities

The University of Wisconsin Strategic Plan S4 – 4.1 states it is the role of the Universities of Wisconsin to “[a]mplify the efforts of the universities to be public advocates and a resource for K-12 schools around free expression, academic freedom, and civil discourse.” WICCD is helping advance that goal in the following ways:

- WICCD hosted the [Wisconsin Civic Educators Summit: Foundations of Civic Culture](#) on October 4<sup>th</sup> 2025 in Wausau in partnership with the Jack Miller Center.
- WICCD received a three-year \$1,098,684 grant from the federal Department of Education to conduct 19 teacher training workshops in partnership with all 13 UW campuses over the next three years. The project will impact about 380 current and future Wisconsin K-12 teachers.

### **Suggestions for Future Reporting and Compliance**

Universities of Wisconsin campuses reported a significant number of activities related to academic freedom and freedom of expression on campus. In the future, there are numerous things that can be done to improve both reporting and overall impact of activities:

- *Improving clarity of guidance:* Currently WICCD requests information via a Qualtrics survey with detailed guidance for the types of activities to be reported. However, many campuses still had questions. In the future, WICCD will provide a decision tree with clear examples of what should and should not be reported.
- *Emphasizing academic freedom activities:* Reported activities were primarily student-focused and related to free expression and/or community engagement. However, academic freedom activities focused on faculty were largely not reported. In the future, WICCD will seek to engage a faculty lead on each campus to assist in reporting of academic freedom activities of which the staff primarily tasked with reporting activities to WICCD may not be aware.
- *Increasing number of in-person activities:* The types of activities reported by campuses varied greatly, however some outlying examples of high-impact activities included in-person student trainings at UW-La Crosse and UW-Eau Claire. Such activities will be encouraged in addition to the online trainings that are used by most campuses.
- *Encouraging cohort activities:* Activities that engage the same group of students over the course of the year, such as the UW-Madison deliberation dinners, have the potential for a higher impact than one-off activities. Such models should be shared for adaptation across the Universities of Wisconsin.
- *Increasing interactive activities:* Activities that involve interaction between students, faculty, and community members will be encouraged as part of WICCD's mission to increase civic participation.

Thursday, December 4, 2025

**HOST-CAMPUS PRESENTATION  
BY UW-WHITewater CHANCELLOR COREY KING,  
“AN INSTITUTIONAL APPROACH TO ARTIFICIAL INTELLIGENCE FOR  
STUDENT SUCCESS”**

**REQUESTED ACTION**

For information and discussion.

**SUMMARY**

The University of Wisconsin–Whitewater will highlight how the campus is integrating virtual reality (VR) and artificial intelligence (AI) into teaching and learning to enhance student success, strengthen skill development, and advance career readiness. Through a live demonstration and interactive experience, the session will illustrate how immersive technologies are preparing students to navigate complex real-world environments while reinforcing UW–Whitewater’s commitment to innovation and student success.

**Presenters**

- Dr. Corey A. King, Chancellor, UW-Whitewater
- Dr. Robin Fox, Interim Provost and Vice Chancellor for Academic Affairs, UW-Whitewater
- Dr. Jon Spike, Special Assistant to the Provost for AI, UW-Whitewater
- Jessica Patterson, Math Education student, UW-Whitewater
- Dr. Ozgul Kartal, Associate Professor of Mathematics Education, UW-Whitewater

## BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

### II. Board of Regents

Friday, December 5, 2025  
8:30 a.m.

Room 164, Hamilton Room  
James R. Connor University Center  
190 Hamilton Green Way, Whitewater, Wisconsin  
& via Zoom Videoconference

1. Calling of the Roll
2. Closed Session  
Move into closed session to:
  - A. Consider personnel evaluations of chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.;
  - B. Confer with legal counsel regarding potential or pending litigation [*New York v. Trump* (District of Rhode Island, Case No. 25-cv-00039), *Mass. v. NIH* (District of Massachusetts, Case No. 25-cv-10338), *AAU v. NIH* (District of Massachusetts, Case No. 25-cv-10346), *California v. Dept. of Education* (District of Massachusetts, Case No. 25-cv-10548), *New York v. McMahon* (District of Massachusetts, Case No. 1:25-cv10601), *Colorado v. HHS* (District of Rhode Island Case No. 25-cv-00121), *Rhode Island v. Trump* (District of Rhode Island, Case No. 1:25-cv-00128), *Mass. v. HHS* (District of Massachusetts, Case No. 25-cv-10814), *AAU v. Dept. of Energy* (District of Massachusetts, Case No. 1:25-cv-10912-ADB), *Maryland v. Corporation for National and Community Service, operating as AmeriCorps* (District of Maryland, Case No. 1:25-cv-01363), *ACLS, et. al. v. McDonald et. al.* (Southern District of New York, Case No: 1:25-cv-03657), *New York v. Kennedy* (District of Rhode Island, Case No. 1:25-cv00196), *AAU v. National Science Foundation* (District of Massachusetts, Case No. 1:25-cv-11231), *AAU, et al. v. Department of Defense* (District of Massachusetts, Case No. 1:25-cv-11740); *New Jersey v. OMB* (District of Massachusetts, Case No. 1:25-cv-11816); *Washington, et al. v. Department of Education* (Western District of Washington, Case No. 2:25-cv-01228)], as permitted by s. 19.85(1)(g), Wis. Stats.;
  - C. Consider strategies for crime detection and prevention, as permitted by s.19.85(1)(d), Wis. Stats.; and
  - D. Consider a university staff member request for review of a UW-Milwaukee termination decision, as permitted by s. 19.85(1)(a), (b), and (f), Wis. Stats.
3. Return to open session to take potential action on matters discussed in closed session
4. Adjourn

*The closed session agenda for Thursday, December 4, 2025, may also be considered on Friday, December 5, 2025, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.*