

**REPORT TO THE UNIVERSITY OF WISCONSIN SYSTEM BOARD OF REGENTS
AND TO DAVID WARD, INTERIM CHANCELLOR, UW-MADISON**

INDEPENDENT INVESTIGATION OF ALLEGATIONS INVOLVING JOHN CHADIMA

PATRICK J. FIEDLER

AXLEY BRYNELSON, LLP

MARCH 12, 2012

Background

On January 9, 2012, I was appointed to a review team by University of Wisconsin-Madison Chancellor David Ward, to review allegations of inappropriate conduct by former Associate Athletic Director John Chadima. The other members of the review team were Dale Burke, Assistant Chief Emeritus of UW-Madison, Yolanda Garza, Assistant Dean of Students Emeritus of UW-Madison, and Roger Howard, Associate Dean of Students Emeritus of UW-Madison. The charge of Chancellor Ward was to review the following:

1. Allegations of inappropriate conduct by former Associate Athletic Director John Chadima during the most recent Rose Bowl trip, including but not limited to sexual improprieties and abuse of authority;
2. Abuse of authority or other inappropriate conduct by Mr. Chadima in his role as Associate Athletic Director;
3. A review of the administrative reporting process for misconduct allegations.

The charge also instructed the review team to inform Chancellor Ward about other matters which may come to our attention of which he should be aware.

The work and conclusions of the review team were set forth in a report entitled, "2012 Rose Bowl Incident Review" which was submitted to Chancellor Ward on January 23, 2012. The report referred to the complaining witness as John Doe [hereafter JD1]. That report will be referred to as Report #1. This report, Report #2, is the result of a subsequent investigation based upon new allegations which came to the attention of Chancellor Ward after his office released Report #1 to the public.

On February 2, 2012, Chancellor Ward contacted me and advised that he had received information of another adult male who was reporting an allegation of inappropriate conduct by John Chadima. The Chancellor indicated that the prior investigation may need to be reopened and asked if I would be willing to be involved. I stated that I was.

On February 3, 2012, Chancellor Ward contacted me and stated that he was appointing me to conduct an independent investigation. I requested the assistance of two experienced police investigators and this was approved. My specific charge was to conduct an independent investigation of this new allegation and any additional allegations of sexual impropriety or abuse of authority by John Chadima that may be reported to me. Additionally, if any other matters came to my attention about which the Chancellor should be aware, I was requested to inform him.

On February 6, 2012, the Chancellor's Office issued a press release. It included information that the UW-Madison Police Department was investigating a second allegation involving John Chadima and an adult male. It stated that I was conducting an independent investigation of these and any related allegations, that I would be joined by two investigators, and that I was to summarize the results of my inquiry in a report to the Chancellor and the Board of Regents. It also stated in relevant part:

"We are urging anyone who may have been a victim or anyone with information about inappropriate conduct by Mr. Chadima to come forward. We recognize that not all victims or people with information wish to report to the police, although I would

encourage them to do so. In addition to contacting UW Police, former Judge Fiedler is available to accept reports and information.”

The release included separate contact information for both the UW Police Department and for me.

The investigation commenced on February 6, 2012 when I met with the two detectives that were assigned to assist with the investigation. They are Det. Carol Ann Kashishian of the UW-Madison Police Department and Det. Steve Wegner of the Dane County Sheriff’s Office. At that time, only one person had come forward since the release of Report #1. This person will be referred to as John Doe 2 [hereafter JD2]. That afternoon I was contacted by another individual who advised that he had been involved in a similar incident (as that of John Doe 1) and this person is being referred to as John Doe 3 [hereafter JD3].

On February 9, 2012, the Chancellor Ward issued another press release. This release stated in relevant part:

“I have been informed by the University of Wisconsin Police Department (UWPD) that it is investigating a third allegation involving John Chadima and an adult male. The UWPD deems the allegation to be credible.

As previously stated, university police continue to investigate all allegations of sexual Impropriety or abuse of power brought to their attention.

We are urging anyone who may have been a victim or anyone with information about inappropriate conduct by Mr. Chadima to come forward. We continue to urge victims and people with information to contact the UWPD – regardless of when or where the alleged inappropriate conduct took place – by phone at [number omitted] or by e-mail

at [address omitted].

Individuals may also contact former Dane County Circuit Judge Patrick Fiedler by phone at [number omitted] or by e-mail at [address omitted].”

John Doe 2 [JD2]

On January 27, 2012, an anonymous individual left a voice message on the office phone of Lt. Jason Whitney of the UW-Madison Police Department. In that message, the caller identified himself as John Doe 2. According to Lt. Whitney’s report, the message stated in relevant part:

“Hi Lt. Whitley. My name is John Doe #2. I’m calling, actually I don’t exactly know the proper channels or what exactly the proper format this to do is. But basically, I’m calling with regards to the John Chadima incident. I want to get some further information regarding how that is going down as I had an incident myself that was interesting, to say the least, regarding with Mr. Chadima. I want to see, first and foremost talk to you, see the proper channels, see the best way to be confidential, things of that nature, but didn’t want to come forward or say anything, but after reading, trying to play it off as a drunken incident, I felt it would be worth my time to at least see what I could do to potentially help or something, to possible show that there might be a pattern there. I appreciate if you could give me a call, my phone number, my office line is [number omitted] or you can reach me by my cell at [number omitted]. Once again my name is John Doe #2 and just calling to see if you can point me in the proper direction or if there’s anything I can do to be of assistance. Thank you very much and have a great day sir.” *(sic)*

Subsequently, according to Lt. Whitney’s report, Whitney and Lori Berquam, UW-Madison Dean of Students, interviewed JD2 by telephone on February 1, 2012. (JD2 resides out-of-state.) I, along with the two assigned detectives, interviewed JD2 by telephone on February 7. The following is a summary of those interviews.

JD2 is a former UW-Madison football player and this is how he knows John Chadima. In 2010, JD2 was in Madison to visit and attend a football game [specific date and game omitted]. He admits that he had been drinking throughout the course of the day. After the game, he went to the football locker room along with several former players and equipment managers, and John Chadima. JD2 said that alcohol and mixers were available in the football training room and that he had several more drinks. JD2 noticed that his cell phone was going dead and he plugged it in at the training room. After some time in the training room, JD2 along with several other former players and John Chadima went to a local bar near the campus and had several more drinks. JD2 had left the football training room without his cell phone and did not retrieve it until the next day.

Eventually, it was decided that the group would go downtown and meet with other friends and players. John Chadima offered JD2 a ride to downtown and they went to Chadima's car, which JD2 recalls as being a black or blue BMW four door. Chadima drove and, as they passed the downtown area, JD2 remarked to Chadima, "Where are we going? I have to meet up with my friends." Chadima replied, "Oh no, we gotta go see my house. I can't go out, you really need to check out my house." JD2 stated that he told Chadima numerous times, "I need to go downtown. I don't want to see your house. I want to see my friends." Chadima again advised JD2 that he need to check out his house. En-route to Chadima's house, Chadima made statements to JD2 speculating on the size of JD2's penis and that Chadima thought that JD2 had "a nice ass." JD2 stated that at this time, he went on "high alert." JD2 stated that he was intoxicated and could not get out of the car because Chadima was driving too fast. JD2 was unaware of where they were but it appeared to be a rural area.

JD2 stated that they eventually arrived at Chadima's house and went inside. Chadima gave JD2 a tour of the house. Chadima made an alcoholic drink for himself and JD2 declined the offer for his own drink. Chadima continuously mumbled comments about JD2's "ass." JD2 asked Chadima if he was gay. Chadima did mumble that he was gay. JD2 said, "It's ok if you're gay." JD2 continuously stated that he needed to go downtown. Chadima remarked that he [Chadima] wasn't going downtown and that JD2 could spend the night. JD2 was really nervous about Chadima's intentions and went to the first floor bathroom and locked himself in. JD2 estimates that he stayed in the locked bathroom for a couple of hours. JD2 waited to the point where he could not hear anything and opened up the bathroom door. JD2 went upstairs, looked into Chadima's bedroom, and observed that Chadima appeared to be passed out.

JD2 left the house, went to a gas station and a cab was called. JD2 took the cab downtown and met up with some friends at a bar. At the bar, JD2 told a close friend [hereafter CF] about what had occurred. At a later time, JD2 told his wife, who had not made the trip to Madison with him, what had happened.

JD2 does not want his name to be released to the public.

On February 8, the two detectives and I spoke by telephone with JD2's close friend. CF related what JD2 had told him about the incident. In this interview, CF's statements as to what JD2 had related to him were consistent with what JD2 had stated in his various interviews. CF stated that a couple weeks prior (to the 2/8/12 interview), he had seen a news story on ESPN relating to the Chadima incident (presumably being aired after the public release of the 2012 Rose Bowl Incident Review report) and had called JD2 to ask if this was the same individual who

JD2 had the incident with in 2010. JD2 stated that it was. Later that same day, JD2 and CF spoke at length by phone. JD2 related that if there was an open investigation, then he would talk to a detective. JD2 stated that he did not want to get anyone into trouble but, because of the press report, he did want people to know that what had occurred (as related by JD1) was not a single incident.

John Doe 3 [JD3]

JD3 made the initial contact with me by phone on the afternoon of February 6, 2012. He said that he had been referred to me by an employee of the UW Athletic Department [hereafter UWAD1] with whom he had spoken. JD3 was interviewed by myself and the two assigned detectives on February 6 (by telephone), and on February 13 (in person). Additionally, I spoke with him by phone on one other occasion and one of the detectives spoke with him by phone on a separate occasion. (The three of us also had an in-person interview with UWAD1, who had put JD3 in touch with me. That interview is addressed later in this report.) The following is a summary of those interviews and conversations.

JD3 was a student employee of the Athletic Department for three years in the 2000's [specific years omitted]. He stated that a friend contacted him after the news came out relating to JD1. JD3 then contacted UWAD1 who he stated was supportive and gave him my contact information.

JD3 was at a party held during a time that the UW football team was at a bowl game [specific game omitted]. The party was in John Chadima's suite and there were three other student employees present. JD3 went into another room in the suite and was pouring himself a

tonic water. Chadima came up to him and put his hand on JD3's lower buttocks and moved his hand "upward along the crack area" and then pushed his hand in by his anus. This was done on the outside of JD3's pants. JD3 got very upset and Chadima remarked something to the effect, "Don't talk to anyone. You should be grateful for this opportunity." JD3 then left Chadima's suite.

JD3 stated that "There were so many times of inappropriate contact." JD3 said that they occurred when JD3 was alone, working at Camp Randall Stadium.

JD3 described an incident when he was working in the football office supply area. Chadima walked up behind JD3, pressed himself up against him and said, "The football players have been talking and saying you're gay. You can assume that I will always have an eye out for you."

JD3 described another incident when he had finished cleaning the football field and was walking alone when he was approached by Chadima. Chadima remarked to him, "All the other guys say you're gay. You don't have a girlfriend, you don't attend football parties, you don't do anything normal guys do. You can come out with me sometime. I will take you out." JD3 said that after this incident that Chadima would continue to come up to him and tell him that other students think he is gay and that includes both student employees and football players. JD3 said that this caused him to isolate himself from his co-workers and others.

JD3 said that there was an away game [specific game omitted] which he did not attend because of fear of what Chadima might do to him. This was because Chadima had approached him a few weeks prior to that game and remarked "I bet you're looking forward to [location

omitted]. Maybe we could have some time alone. I will have to find a reason for you to stop by my room. I will find something for you to do.”

JD3 said that sometime prior to a different away game [specific game omitted], he was working in an office at Camp Randall. Chadima came into the room and put both of his hands on JD3’s shoulders. Chadima asked if JD3 was ready for “one last hurrah” at the away game. Chadima then stated to JD3 that “I could make it special for you.” JD3 related to me that this was when he decided that he would not go to this away game.

JD3 stated that these types of statements by Chadima caused him mental abuse. JD3 estimates that Chadima subjected him to this verbal harassment on at least ten separate occasions over a three-year period.

JD3 does not want his name to be released to the public.

On February 7, the two detectives and I did an in-person interview with UWAD1. He indicated that JD3 had called him the previous day. JD3 told him that something had happened to him that was similar to the reports coming out about John Chadima but was more along the lines of harassment. UWAD1 stated that he called JD3 back the morning of February 7 and that JD3 told him that he wishes to remain anonymous and that he has no interest in pursuing this. Further, that JD3 stated that he did not know if what happened to him was criminal but that he did feel it was harassment.

Interviews

The detectives and I interviewed a total of 30 people. See Appendix A. Some of them had been previously interviewed during the first investigation in January 2012. Almost all of the people interviewed are presently employed by the UW-Madison Athletic Department. I do not believe that it is necessary to give a synopsis of every interview. I will summarize those that I feel are most important within my specific charge of conducting an independent investigation of this new allegation and any additional allegations of sexual impropriety or abuse of authority by John Chadima that have been reported to me, as well as any matters that have come to my attention about which the Chancellor should be aware. Unless otherwise indicated, all of the summaries of interviews of specific individuals were conducted by both detectives and me.

Barry Alvarez

Barry Alvarez was interviewed in person. He came to Wisconsin from Notre Dame to assume the position of head football coach in 1990. Shortly thereafter, he hired John Chadima who came from the University of Iowa. Alvarez had previously been on the coaching staff at Iowa, during the time period 1979-86. Chadima had been the head student manager there and Alvarez would have had contact with him the last three years that Alvarez was at Iowa.

When Alvarez came to Wisconsin, he had an opening for football operations. Chadima was recommended to him by Dan McCarney, who knew Chadima from Iowa. Alvarez contacted Chadima and hired him at Wisconsin.

As it relates to the allegations involving Chadima and JD1, Alvarez found out about it from Sean Frazier. Specifically, Frazier told Alvarez that the allegation was that Chadima had touched a student manager. Alvarez' reaction was that he was shocked. He had the same

reaction upon being advised as to JD2 and then JD3. Alvarez states that he felt he knew Chadima like a son and that no one had ever intimated anything like this about Chadima.

During the interview, we questioned Alvarez about whether he had any knowledge as to Chadima having any type of drinking problem. Alvarez stated, that to his knowledge, there was no such problem and that he never saw signs of any problem. We referred Alvarez to the specific charge of this investigation and he stated that he knows of no sexual improprieties or abuses of authority by Chadima.

Sean Frazier

Sean Frazier was interviewed in person. He has been at UW-Madison since August 2007 and has known John Chadima since then. His contacts with Chadima, while frequent and often on a daily basis, were limited to professional contacts at work and at Athletic Department social events. Frazier stated that he was not aware of Chadima having any alcohol problem and, upon hearing about Chadima's statement relating to an alcohol problem, his reaction was one of shock as well as concern. Upon hearing of the allegations involving Chadima and JD1, Frazier stated that he was shocked. Frazier was the person who first advised Barry Alvarez about the JD1 allegations and he states that Alvarez' reaction was "shock, dismay and confusion." When Frazier learned about the allegations by JD2 and then JD3, his reaction each time was one of "complete shock." Frazier stated that he has no knowledge of any sexual improprieties or abuses of authority by Chadima.

Bret Bielema

Bret Bielema was interviewed in person. He is going into his ninth year as a football coach and his seventh year as the head coach at UW-Madison. Bielema started at the University of Iowa in 1988 as a freshman and a member of the football team. Prior to John Chadima leaving Iowa in 1990, Bielema knew who he was but did not have much contact with him.

When Bielema became head coach at Wisconsin, his contacts with Chadima were on a professional but not a social basis. Upon learning of the allegations involving JD1, Bielema was just "floored." Upon learning of JD2 and then JD3, Bielema was shocked. As to the nature of these allegations, Bielema never had any reason to suspect that there were any problems with Chadima. When asked if there was any indication that Chadima had a drinking problem, Bielema states that he never saw nor heard any indication of a problem. Regarding the two members of the Athletic Department who were contacted by JD1 and who then brought the allegations forward, Bielema states that they did the right thing.

Student Employee [hereafter SE]

SE is a student employee of the Athletic Department. He was interviewed in person. He had also been interviewed by telephone for the first investigation. (The first investigation took place while he was out-of-town on winter break.)

SE had been one of the student employees who JD1 told about the allegations regarding John Chadima at the 2012 Rose Bowl. During this interview, he was asked how things were going for him at work after the release of Report #1. SE's response was that things were going well and that everyone has been very supportive. He stated that there have been no

repercussions to him resulting from his involvement in the reporting of and cooperation with the first investigation.

As he was during the first investigation, SE was asked if he was aware of any information relating to incidents of sexual impropriety or abuse of authority by John Chadima. His answer was the same as it was during his prior interview. Other than the allegations by JD1, SE is not aware of any other information.

SE was asked if he had ever observed any unprofessional behavior by John Chadima. SE stated that he had not. He further related that in the past he had shared a hotel room with another former student employee and John Chadima in Chicago for the Big Ten luncheon and that nothing inappropriate had occurred.

SE was asked if he had any information about text messages that had appeared on Chadima's phone. Those messages were to a different student employee and the content was that Chadima was telling this student to come to Chadima's room or that he would be fired. SE stated that Chadima used the phrase, "you're fired", on numerous occasions and that SE always felt that it was in joking. As to the specific text messages sent to the different student employee, SE stated that he believes that he himself sent those on Chadima's phone. The purpose was to get this student employee to come up to Chadima's room and have a drink. SE stated that the student did come to the room, had a drink, and that they laughed about the messages. SE stated that he considered any statements by Chadima, "to do something or be fired", to be a running joke. SE estimated that he has been jokingly fired by Chadima over 30 times.

Athletic Department Employee 1 [hereafter UWAD1]

UWAD1 is a regular (as opposed to a student) employee of the Athletic Department. He was interviewed in person. He had also been interviewed in person for the first investigation. His name was redacted from Report #1 by UW legal counsel and, to protect the requested confidentiality of JD1 and JD3, I am not naming him in this report.

During this interview, UWAD1 stated that, on February 6, 2012, he received a phone call from an individual (later determined to be JD3). JD3 told him that there had been an incident in the 2000's involving John Chadima which he felt was along the lines of "harassment." UWAD1 discussed options on how to proceed and who to contact. JD3 stated that he felt better after talking with UWAD1 but that he did not want to go any further than this phone call. JD3 stated that he had never mentioned or reported the incident to anyone else before. After the phone call, UWAD1 discussed this with Walter Dickey (Associate AD for Student Services-Compliance) and, in a separate conversation, with UWPD Lt. Jason Whitney. On February 7, UWAD1 called JD3 and discovered that he was 21 years of age when the incident occurred. UWAD1 did not ask about any of the details of the incident. During this second phone call, JD3 stated that he wanted to remain anonymous and that he had no interest in pursuing anything at this time.

UWAD1 was asked, as he was during the first investigation, if he was aware of any information relating to incidents of sexual impropriety or abuse of authority by John Chadima. He stated that he had never heard anything of an improper nature about Chadima.

UWAD1 was one of the individuals in the Athletic Department who had been approached at the Rose Bowl by JD1 and who had forwarded the allegation up the chain of

command. During his interview, he was asked how the situation at work was after the release of Report #1. UWAD1 replied that people at work have been very good and that senior staff members have told him that he did the right thing.

Athletic Department Employee 2 [hereafter UWAD2]

UWAD2 is an employee of the Athletic Department. He was interviewed in person. He had also been interviewed in person for the first investigation. As is the case with UWAD1, UWAD2's name was redacted from Report #1 by UW legal counsel so as to protect the identity of JD1. I am respecting that and am not naming him in this report.

UWAD2 was asked, as he was during the first investigation, if he was aware of any information relating to incidents of sexual impropriety or abuse of authority by John Chadima. He stated that he had never heard anything of an improper nature about Chadima. He further stated that, "We were all shocked by this." UWAD2 had daily contact with Chadima, respected him, and considered him to both a friend and a mentor.

UWAD2 was asked about any information relating to John Chadima making statements about firing individuals. He answered that Chadima was known for saying, "I could have you fired", and that this was a "running joke" which he never took seriously.

UWAD2, like UWAD1, was one of the people in the Athletic Department who had been approached at the Rose Bowl by JD1 and who had forwarded that allegation up the chain of command. During his interview, he was asked how JD1 was doing after the release of Report #1. His response was that JD1 seemed to be the same – "business as usual" – and that he

appeared to be "100% fine." When asked how he himself was doing, UWAD2 stated that the administration has been great about supporting UWAD1 and him.

Jeff Savoy

Jeff Savoy assisted in the first investigation as well as in this investigation. He provided information as to the contents of John Chadima's university-issued computer, cell phone and I-Pad. The only items of concern were certain text messages that were addressed previously in this report.

Other Interviews

Appendix A lists the names and positions (except where redacted to protect the identities of JD1, JD2 and/or JD3) of everyone who was interviewed during this investigation. What I attempted to do by selecting these individuals to interview is to get a good cross-sampling of members of the Athletic Department. Most of the people interviewed spoke in very positive terms about John Chadima. Frequently, I heard comments about Chadima's devotion to UW-Madison and to his job. Many people described him as a friend. A common response when asked about an interviewee's reaction to the allegations was that of being shocked. When individually asked if he/she had ever received any information relating to allegations of sexual improprieties or abuse of power by John Chadima, the answer was always no.

Other than SE, no other current student employees were interviewed during this investigation. During the first investigation, JD1 and nine other student employees were interviewed. I felt at that time, and I have received no subsequent information that would

indicate otherwise, that those ten individuals were telling me any and all information that they had related not only to the allegations of JD1 but also as to anything else relating to John Chadima that was important. I, therefore, saw no need to subject them to more interviews. During the first investigation, three student employees, as is their right, declined the interview requests. I respected their decision then as I do now.

Collateral Interview

During the course of this investigation, the Chancellor's Office provided me with copies of correspondence that it had received from a former employee (not a student employee) of the Athletic Department. This individual had questioned why he had not been contacted during this first investigation in light of the fact that he had sent an e-mail complaining of alleged mistreatment by his immediate supervisor, who was in turn supervised by John Chadima. The materials received from this individual complained of a hostile work environment in which his immediate supervisor did not treat him properly. He felt that he "was treated highly unfairly by Mr. Chadima and the Athletic Department of the University of Wisconsin and specifically [his immediate supervisor]." He further stated that this caused him to resign his position.

I reviewed these materials and found no allegations relating to sexual improprieties or abuse of power by John Chadima. At my request, the two detectives interviewed this person by telephone. They reported that they received no information during that interview which related in any way to the charge of this investigation. I mention this only to illustrate that I considered all complaints that came to my attention.

John Chadima

John Chadima is represented by Atty. Charles W. Giesen. Mr. Giesen had asked whether I was willing to receive letters in support of Mr. Chadima and I stated that I was. On March 5, 2012, Mr. Giesen delivered nine letters to me. Four of those letters are from former UW football players and five are from former UW student employees. Each of the individuals gives his name. All speak in very positive terms about how much they enjoyed their interactions at UW with John Chadima and how Chadima remains a good friend to this day. They note the fine personal qualities which Chadima has. Most ask if there is anything which they can do to be of assistance.

In my opinion, these letters are consistent with thoughts and opinions expressed by those who were interviewed during this investigation. Although the letters do not indicate whether or not the respective authors have any knowledge of sexual improprieties or abuse of power by John Chadima, had these individuals been asked to answer that specific question, my sense is that their answers would have been no. This would be consistent with the information provided by those who were interviewed.

On March 7, Mr. Giesen delivered a letter to me. See Appendix B. This was in response to a previous invitation which I had extended to John Chadima, through Mr. Giesen, to meet with me. In that letter, Mr. Giesen correctly notes that I had been reluctant to discuss the nature of the allegations with him prior to such a meeting and that Mr. Giesen had been reluctant to commit to such a meeting without knowing the subject areas of the inquiry.

On March 8, Mr. Giesen and I discussed this in a telephone conversation. During this discussion, I expressed to Mr. Giesen that I understood his concerns as set forth in his 3/7/12

letter. I advised Mr. Giesen that JD2 and JD3 had each stated to me their desire that their names remain confidential and that, based upon their requests, I was not going to provide the information which he was seeking. I told Mr. Giesen that if I gave him the names, there was no way I could prevent the names of JD2 and JD3 from being disclosed to the public. Thus, no interview of John Chadima was conducted.

Conclusion

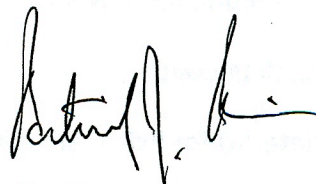
As noted at page 3 of this report, my specific charge was to conduct an independent investigation of this new allegation (at that time, the allegation reported by JD2), and any additional allegations of sexual impropriety or abuse of authority by John Chadima that may be reported to me. Additionally, if any other matters came to my attention about which the Chancellor should be aware, I was requested to inform him. My focus during the course of this investigation was to remain within the parameters of my specific charge. The assistance which I received from Det. Carol Ann Kashishian and Det. Steve Wegner was invaluable. Even though I worked with police officers, I must emphasize that I was not conducting a criminal investigation or an investigation for a potential civil lawsuit or an investigation for purposes of an employment matter.

In my opinion, the Chancellor's Office has made a good faith effort to request that anyone who has any information about inappropriate conduct by John Chadima should come forward. After the allegation by JD2, the Chancellor issued a press release on February 6, 2012 making this request. After the allegation by JD3, the Chancellor issued a similar press release on February 9. To date, no one else has come forward with any more allegations.

Interviews were conducted with everyone listed on Appendix A. One constant coming from those interviews is that no one had any information whatsoever of any sexual improprieties or abuse of power by John Chadima. This lack of information is consistent with the allegations by JD1, JD2 and JD3, all of whom described incidents in which no one else was present.

Therefore, based on my investigation, as detailed in this report, I am not aware of any other allegations of sexual impropriety or abuse of authority by John Chadima. Likewise, it is my opinion that no other matters have come to my attention about which the Chancellor should be aware.

Respectfully submitted this 12th day of March, 2012.

A handwritten signature in black ink, appearing to read "Patrick J. Fiedler", with a stylized flourish at the end.

Patrick J. Fiedler

Attorney

Axley Brynson, LLP

Appendix A – List of Interviews

John Doe 2 [JD2]

John Doe 2's close friend [CF]

John Doe 3 [JD3]

Student Employee [SE]

Athletic Department Employee 1 [UWAD1]

Athletic Department Employee 2 [UWAD2]

Athletic Department Employee 3 [UWAD3] [name redacted in Report #1]

Collateral Interviewee

Barry Alvarez, Director of Athletics

Bret Bielema, Head Football Coach

Terry Calloway, Assistant Equipment Manager

Barry Davis, Head Wrestling Coach

Justin Doherty, Associate AD for External Relations

Barry Fox, Facilities Director

Sean Frazier, Deputy Athletic Director

Terry Gawlik, Senior Associate AD for Sports Administration

Dennis Helwig, Assistant AD for Sports Medicine

Ben Herbert, Head Football Strength Coach

John Hill, Neil's Liquor, Middleton

Daron Jones, Event Manager

Kevin Kluender, Assistant AD for Marketing and Promotions

Joe McKillip, former Equipment Manager

Todd Nelson, Assistant AD for Event Operations

Appendix A – List of Interviews

Marija Pientka, Associate AD for Development

Lisa Powell, Program Assistant

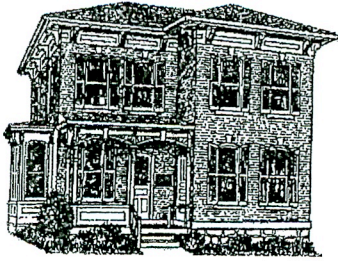
Jeff Savoy, Office of Campus Information Security, Division of Information Technology

Holly Weber, Director of Human Resources, Athletic Department

Pete Weiden, Assistant Director of Football Operations

Linda Wilkins, Administrative Assistant

Tim Wise, Assistant AD for Events and Facilities



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Appendix B

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Charles W. Giesen

cgiesen@giesenlaw.com

March 7, 2012

Patrick J. Fiedler
Axley Brynson, LLP
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Via Email and First Class Mail

Re: John Chadima

Dear Attorney Fiedler:

We are writing as a follow up to the invitation you recently extended to our client, John Chadima, to meet with you or the committee appointed by Chancellor David Ward. At that time, you were reluctant to discuss the nature of the allegations with me in preparation for such a conference and I in turn was reluctant to commit to a meeting on behalf of Mr. Chadima without knowing the subject areas of the inquiry.

Since we spoke, I have given the matter further thought and would renew my request that we be provided with some information regarding the allegations, in particular who is making the allegation, what the nature of the allegation is, and when and where any conduct covered by the allegation allegedly occurred. One reason we are making this request is the inherent unfairness of "ambushing" a person in an inquisitorial setting with accusations which have been made against him and giving that person, who admittedly has been under extraordinary emotional duress, no opportunity to reflect on or recall the allegations or events in question. I say this because I know of no situation in our legal system, be it a jury trial, a grand jury proceeding, a John Doe hearing, a deposition in civil litigation, or any other legal proceeding in our system, where a witness is expected to respond to allegations with absolutely no advance knowledge of the nature or scope of such allegations.

Appendix B

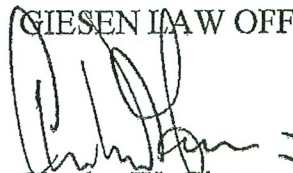
Patrick J. Fiedler
March 7, 2012
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We are hopeful that your sense of fairness would lead you to agree with this request. Thank you for your consideration.

Very truly yours,

GIESEN LAW OFFICES, S.C.

By



Charles W. Giesen

CWG:djh
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