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Welcome to our third RAPID annual report; I think you will enjoy this inside look at University of Colorado athletics. I am now in my seventh year as your athletic director and continue to be excited about what we have accomplished thus far in my tenure, but even more so about what lies ahead in the future.

This report will once again give you the opportunity to review our major accomplishments of the 2018-19 academic and athletic year. It also touches upon how we plan to continue adding to these successes in the near future.

We added the 29th national championship to our coffers last November when the women’s cross country won the NCAA title. Mark Wetmore earned another national coach of the year honor, and also tutored Dani Jones, who won two NCAA individual titles last year (cross country, outdoor 5,000M) and became our sixth four-time national champion.

The women’s outdoor track team recorded its second highest finish at the national meet (ninth), women’s lacrosse and volleyball also earned NCAA championship berths, and our ski team claimed third in the nation with Erik Dengerud the freestyle Nordic champion, CU’s NCAA-best 95th individual title. The men’s basketball team, predicted to do great things this coming year, posted its second best record down the stretch and advanced to the final eight of the NIT.

We are a little over two-thirds of the way into our second three-year strategic plan. One of the key focal points within the second plan was to improve the graduation success rate to at least 90 percent; it was 88 percent at the end of the last plan. We have met that important goal, as it stands at 91 percent, which correlates with the NCAA target for the new revenue distribution that begins this fiscal year; those who have achieved that level will receive additional monies from the NCAA.

Another major tenet in our plan has been a commitment to gender equity. We are pleased to report that we attained a benchmark participation rate in that the percentage of female student-athletes – 45 percent – matched identically the one for female undergraduates enrolled at CU Boulder in the fall of 2018.

We continue to evolve as we meet our targets and assess new goals. There have been several changes in intercollegiate athletics over the past few years, most notably the COA (cost of attendance), which has made life easier for many student-athlete, with many more changes expected in the not-so-distant future.

It is a privilege to share these successes and experiences of Colorado athletics with you, and again want to thank those of you who have contributed to make these possible. You have played a major role in contributing to our success and to the world class and holistic student-athlete experience we truly believe we providing to our young people.

RICK GEORGE
ATHLETIC DIRECTOR
The foundation of CU Athletics does not change. While we adjust every year to meet specific goals and needs both on and off the field of competition, our bottom line is and will always be to provide a world-class and holistic Student-Athlete experience.

That foundation encompasses:

**PURPOSE**
CU Athletics provides an opportunity for our diverse Student-Athletes to compete at the highest collegiate level, foster an emotional connection with our constituents and promote the University.

**CORE VALUES**
CU Athletics personnel are and will be exemplified by reflecting the following Core Values, including a sense of urgency (RAPID) in the achievement of this plan:

- **Respect** - Recognize and embrace each individual’s unique value to the department
- **Accountability** - Take personal responsibility for actions and results
- **Passion** - Personal energy that drives work ethic, focus, and a need to excel
- **Integrity** - Always operate in an honest and ethical manner
- **Dedication** - Unwavering loyalty to the department and our shared vision

**VISION**
To be nationally recognized as a premier athletics department, by providing a world-class and holistic Student-Athlete experience, operating in a fiscally responsible manner, while consistently competing for and winning championships.

**MISSION**
CU Athletics will win championships by recruiting, developing and inspiring Student-Athletes to succeed academically, athletically and personally through leadership and advancing our culture of excellence.

**VALUE PROPOSITION**
CU Athletics showcases the University nationally, transforming our broad and diverse communities into stakeholders by inspiring excellence, instilling pride, and celebrating success.
FINANCIAL SNAPSHOT

CU ATHLETICS REVENUE & EXPENSES

<table>
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<th></th>
<th>FY2017</th>
<th>FY2018</th>
<th>FY2019</th>
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<tr>
<td>Total Revenue</td>
<td>$86,537,487</td>
<td>$85,084,427</td>
<td>$88,830,618</td>
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<tr>
<td>Total Expenses</td>
<td>$86,537,295</td>
<td>$85,083,434</td>
<td>$92,526,618</td>
</tr>
<tr>
<td>Net</td>
<td>$192</td>
<td>$993</td>
<td>($3,696,000)</td>
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CU Athletics ended FY19 with a budget deficit for the first time since 2013-14 due to accounting requirements related to severance payments from the football coaching change. Ticket revenues also missed budget projections in football and men’s basketball, affecting the overall net revenue. Offsets on the expense side related to excises taxes and decreases in allocations to the renewal and replacement fund as well as a restructuring of debt service helped alleviate the overall deficit impact. The FY20 budget was structured to have a corresponding surplus to eliminate the FY19 deficit from any long-term debt impact for Athletics.

Colorado’s membership in the Pac-12 continues to provide a consistent source of revenue. In FY19, the Pac-12 distributed higher amounts to CU related to the contractual escalators from the television rights agreement as well as higher-than-expected revenues earned through Pac-12 Enterprises, resulting in an overall increase from the previous year by more than $1.4M.
University of Colorado student-athletes work hard in the classroom and have been rewarded with the department’s highest grade point averages and Graduation Success Rate (GSR) yet. Over the past three years, the Graduation Success Rate, measured as a four-class cohort, has increased from 88 percent to 91 percent, which is the highest graduation rate in the history of CU Athletics. The latest single-year GSR is also 91 percent, keeping the trend rising in the right direction.
CU student-athletes cumulative GPA has a steady upward trajectory.

- 191 Student-Athletes on Fall 2018 AD’s Honor Roll
- 183 Student-Athletes on Spring 2019 AD’s Honor Roll
- 136 Student-Athletes on Conference All-Academic Teams (Pac-12, MPSF All-Academic, USTFCCCA All-Academic, and RMISA All-Academic Teams)
- 32 Student-Athletes received 4.0’s
- Kaitlyn Benner, CoSIDA All-America Second Team
- Sage Hurta, CoSIDA All-America Second Team
- Elle Otten, WGCA All-American Scholar
- Kaitlyn Benner, Pac-12 Female Track & Field Scholar Athlete of the Year
- Kaitlyn Benner and Sage Hurta, CoSIDA Academic All-District 7
- Max Luukko and Louise Ronaldson, Pac-12 Postgraduate Scholarship Award
- Olivia Anichman, Sophia Castillo, Audrey Kingdom, Bridget Mitchell, Samantha Nemirov, Annika Nissen, Holly Sutherland, Elinor Wolf, IWLCA Academic Honor Roll
During her time at CU, Colorado standout Kaitlyn Benner epitomized the term “student-athlete,” becoming a shining example of the world-class experience CU Athletics provides.

Benner earned All-American honors six times for the Buffaloes — three in cross country and three in track. Along the way, she helped the Buffs win cross country conference and regional championships, as well as earn podium finishes at the NCAA Championships.

But her excellence also stretched into academics, community service and leadership, as she struck the perfect balance between competing as an elite athlete and taking full advantage of her educational opportunities.

Benner graduated in 2019 with a degree in chemical and biological engineering, earning an outstanding 3.94 GPA along the way. She co-taught a freshman engineering seminar and worked as an undergraduate researcher on a project to develop an antibody for use in cancer treatment.

Benner also served in a leadership role for her peers. A three-year member of CU’s student-athlete advisory committee, she helped organize community service projects for Buffs student-athletes, and she also served as a representative on the CU Athletics Safety and Security Committee.

Her well-rounded college career did not go unnoticed. In June 2019, she was named Colorado’s recipient of the Pac-12 Tom Hansen Conference Medal.

One month later, she became CU’s first-ever winner of the Pac-12 Woman of the Year award, given to athletes who have “distinguished themselves in academic achievement, athletic excellence, community service and leadership.”

Now, Benner is working in the medical field, where she hopes to help develop treatments that are more affordable and accessible to low-income populations.

“Kaitlyn is one of those students that professors dream of – smart, hard-working, conscientious, and fun! In addition, her work ethic, team skills and obvious enjoyment for what she was doing made her a role model for her peers – she truly led by example.”

- Dr. Janet DeGrazia, Professor of Chemical and Biological Engineering
CHAMPIONSHIP RECOGNITION & ALUMNI SUCCESS

The highlight of the 2018-19 athletic year was our women’s cross country team winning the NCAA championship. It was their third national title and the 29th national championship overall in CU history. Other top national finishes for the year included third place by the ski team, fourth place by men’s cross country, ninth by women’s outdoor track (their second-highest finish ever) and 16th by the men’s indoor track team. The lacrosse and volleyball teams earned NCAA Tournament berths, and four other sports had individuals participate in NCAA championship events: men’s and women’s golf, women’s indoor track and men’s outdoor track. Mark Wetmore was once again named the national coach of the year for women’s cross country, the fourth time he has been recognized with the honor.

TEAM SUCCESSES
• 2018 NCAA Women’s Cross Country Champions
  Senior Dani Jones individual champion (third time in school history)
• 2018 Skiing: 3rd Place in NCAA Championship
• 2018 Men’s Cross Country: 4th Place in NCAA Championship
• 2019 Women’s Outdoor Track: 9th Place in NCAA Championship (second-highest finish in school history)

NCAA TEAM TOURNAMENT APPEARANCES BY:
• Women’s Lacrosse
• Women’s Volleyball

NCAA INDIVIDUAL APPEARANCES BY:
• Men’s Golf (one student-athlete)
• Women’s Golf (one student-athlete)
• Men’s Indoor Track (two student-athletes)
• Women’s Indoor Track (two student-athletes)
• Men’s Outdoor Track (three student-athletes)
• Women’s Outdoor Track (10 student-athletes)

NOTABLE
• Men’s Basketball: Finished season with a 12-4 mark, reached semifinals of the Pac-12 Tournament and Elite 8 of the NIT
• Men’s Skiing: Freshman Erik Dengerud was the NCAA Freestyle Champion
• Women’s Soccer had its best start ever (13-0-3)
• Women’s Lacrosse: 8-2 in Pac-12 play (now 31-6 in conference games the last four years, 17-3 in the Pac-12)

COACH OF THE YEAR
MARK WETMORE
• 2018 NCAA Women’s Cross Country Coach of the Year
• Six-time national coach of the year
BUFFS IN THE PROS

- Juwann Winfree drafted in the sixth round of the NFL Draft by the Denver Broncos (the first Buff drafted by Denver since 1980)
- Undrafted free agent Phil Lindsay had a 1,000-yard rushing season as a rookie with the Denver Broncos and made the Pro Bowl
- There were 15 Buffs on the 2019 NFL rosters
- There are currently four Buffs in the NBA
- 13 Buffs in NBA G League or overseas
- Currently five Buffs playing professional soccer in NWSL or Europe
- Erin Greening Drafted 3rd round (pick 25) by Orlando Pride
  - Scored first goal on July 14, 2019
- Scout Watson: Signed with Seattle Reign FC
- Two Buffaloes currently playing on the Canadian and Korn Ferry tours
- Overall, 39 Buffs playing professionally in their sport
An integral part of the University of Colorado Athletics Department vision has been the commitment to gender equity. Since Rick George’s arrival in 2013, the effort to address gender equity concerns has been a priority. Beginning with the immediate refurbishing of Dal Ward locker room space to accommodate six varsity women’s teams and the Spirit Squad, including soccer, ski, golf, tennis, track and cross country, the focus on investment and equity for all has not waned. This has significantly impacted recruiting and results for our women’s sport programs.

The 2018-19 fiscal year saw continued effort in this area. A requirement for Title IX compliance is reaching the benchmark participation rate. We are extremely proud to report that the participation rate for female student-athletes identically matches the undergraduate full-time enrollment rate for females in Fall 2018 at CU-Boulder. The graph below demonstrates reaching the goal of 45 percent female participants, matching the 45 percent of full-time female undergrads at CU-Boulder.
Having 45 percent participation is only the tip of the iceberg when discussing gender equity in Division I athletics. At CU, we focus not just on whether our women participate, but how their experience is when they participate as a CU athlete. To that end, the 2018-19 fiscal year saw continued upgrades and improvements for our women athletes. These improvements include:

- All student-athletes participate in the department’s fueling station, with oversight by two registered dietitians. The fueling station, offered twice daily, has enhanced performance for all women student-athletes in their effort to compete for and win championships. This is no more evident than the 2018 NCAA national championship won by women’s cross country, where appropriate fueling becomes vital in a sport where tenths of a second matter.

- The women’s volleyball and women’s lacrosse locker rooms, located in the CU Events Center, are currently being upgraded and modernized. Lacrosse, winners of the inaugural Pac-12 championship in 2018 and recipients of three consecutive NCAA bids, along with volleyball, an NCAA Sweet 16 participant in 2017 and NCAA Tournament participant in 2018, are programs with strong leadership, followership, and bright futures that will benefit in recruiting from these facility upgrades.

- The health and welfare of our women student-athletes is a top priority. The addition of a full-time certified athletics trainer for lacrosse, coupled with an additional licensed mental health professional with specialized certification in eating disorders, has been a welcome support service utilized heavily by female athletes across the department.

- Women’s volleyball recently completed an eight-day trip to China, benefitting from both cultural experiences and elite-level competition. For a young squad, this investment will pay huge dividends as they strive to compete for their first championship in the difficult Pac-12 Conference.

- Women’s indoor and outdoor track have significantly benefitted from the use of the Indoor Practice Facility for daily practice. Talented women student-athletes attracted to Boulder due to the new facility were in need of more competitive meets for preparation for tough national competition later in the season. Increases in numbers of competitive opportunities, including the Texas Relays in Austin, the Tyson Invitational in Arkansas and the Mount Sac Relays in Southern California, has resulted in much better results. CU’s women recorded a fourth-place conference finish in Indoor Track, a ninth-place finish nationally in Outdoor Track, and a national championship in the 5,000 meters by Dani Jones in 2019.

These and other investments like those listed above are the result of constant monitoring regarding how our female athletes experience their sport opportunities at CU-Boulder. With continued enhancements and attention to our women’s sport programs, our expectations continue to elevate as we progress towards 2020 and beyond.
BECAUSE OF YOU, WE ACCOMPLISHED AMAZING THINGS DURING THE 2018-19 ACADEMIC YEAR!

FY2019 TOTAL RAISED $27,068,825
BEST FUNDRAISING YEAR IN CU ATHLETICS HISTORY

- 6,417 TOTAL DONORS
- $50 MOST COMMON GIFT SIZE
- 46 DONORS IN 7 COUNTRIES
- 1,172 FIRST TIME DONORS
- 148 TOTAL ATHLETIC ENDOWMENTS WORTH $28.3 M
- $10.5 M IN PRINCIPAL LEVEL GIFTS
- 9,378 TOTAL NUMBER OF GIFTS
- $232 AVERAGE GIFT SIZE
- 138 SCHOLARSHIP DONORS FOR 350 STUDENT-ATHLETES

Because of you, we accomplished amazing things during the 2018-19 academic year!
INVESTING IN CHAMPIONS

• POST SEASON PLAY: Volleyball, Men’s Basketball, Women’s Lacrosse, Ski, T&F/XC
• 3 NCAA Individual Titles
• Pro-Buffs in NFL, NBA, NWSL, WPLL, and playing overseas
• Funded program and new trailer for Ralphie

IMPACTING STUDENT-ATHLETES

• Expansion of Psychological Health, Nutrition and Leadership and Career Development
• Locker room renovation capital project for Men’s Basketball, Women’s Lacrosse, Volleyball
• Women’s Basketball, Soccer, and Volleyball international competition & trips

CHANGING LIVES

• 330 student-athletes avg 3.0
• Cumulative GPA 3.0 best on record
• 85 student-athletes earned Pac-12 All-Academic honors
• 55% of all student-athletes owned 3.0 or higher
• 33 additional National Academic honors in Track and Ski
Over the course of the past year, we have worked diligently to raise the money necessary to renovate the locker rooms for women’s lacrosse, women’s volleyball and men’s basketball.

"We are all so excited to have a brand-new locker room, especially for the new showers and the larger common area for pre-game dance parties! It shows how dedicated Rick George is to bettering our facilities as a whole; for both men’s and women’s sports. We feel very thankful to be included in this process and we really look forward to seeing it unveiled in the coming weeks!"

- Julia Lisella, Women’s Lacrosse

"These renovations are a major enhancement for Colorado basketball. The refreshed space is a boost for the guys who are here and it will be a draw for future top talent. The renovations show that Colorado is serious about its men’s basketball program and it’s a win-win for everyone"

- Tad Boyle, Men’s Basketball Head Coach
Student-athlete scholarships are at the core of everything we do, but we still have work to do in order to fully fund scholarships through philanthropic giving. Our Scholarship Donor Program is the best way to directly support scholarships and have a meaningful impact in a student-athlete’s life.

When you join the Scholarship Donor Program, you have the opportunity to be connected with a student-athlete. Through this relationship, you are able to provide support, encouragement and guidance through their academic and athletic careers at CU and beyond.

While larger than ever, our Scholarship Donor Program is only touching a fraction of our student-athletes. We believe every student-athlete deserves the opportunity to be paired with a scholarship donor.

“Being sponsored by Dave and Suzanne Hoover has been great because it has allowed me to build a meaningful relationship with somebody who has been actively involved in the Colorado community, and it has allowed me to feel secure when I’m not at home with my family. When you are away at school, it is great to know that you have people who are looking out for you as if they were family.”

- Blake Stenstrom, Football, with Dave and Suzanne Hoover, Scholarship Donors
ONGOING FUNDRAISING INITIATIVES

$13M
Overall Student-Athlete Wellness Initiatives Goal through FY20  |  We have raised $7.16M through the end of FY19

$2.69M  Raised through FY19  Goal: $4.5M
SCRIPPS LEADERSHIP & CAREER DEVELOPMENT PROGRAM HIGHLIGHTS

WHAT WE HAVE ACCOMPLISHED:
• Hired two new full-time positions and two new interns
• Executed industry-focused events to expose student-athletes to a multitude of companies
• Completed a month-long career immersion program for football student-athletes
• Created the Women With Attitude Program, focusing on empowering female student-athletes

WHAT WE ARE WORKING ON:
• Formalizing the flex internship program and expanding the opportunities offered
• Creating a formal database for tracking student-athlete interactions
• Connecting with former student-athletes by partnering with the Alumni Club/Buffs4Life

WHAT WE STILL NEED TO DO:
• Continue to grow program with more staff and additional, cohesive offices
• Career tracks/experiential learning opportunities
• Institute a mentorship program

$1.74M  Raised through FY19  Goal: $4M
PSYCHOLOGICAL HEALTH & PERFORMANCE HIGHLIGHTS

WHAT WE HAVE ACCOMPLISHED:
• Hired additional staff, including one full-time professional and two minor rotations for pre-doctoral interns
• Created Bolder Buffs, a student-athlete peer advocacy group for mental health
• Increased support network for student-athletes on campus and in the community
• Created a partnership with Buffs4Life to reach former student-athletes

WHAT WE ARE WORKING ON:
• Continue to grow the PHP team by adding another full-time licensed professional, one post-doctoral intern, two pre-doctoral interns, and a full time data specialist/reception specialist
• Protocol – 24/7 support for staff and student-athletes (call center for after-hours consultations/emergencies)
• Upgrades through our record keeping system, Titanium - CCAPS – A measure to track progress of student-athletes’ mental health

WHAT WE STILL NEED TO DO:
• Create a more conducive space for the PHP department, plus additional space is a must once all positions have been hired
• Acquire computers/iPads to be able to check clients in quickly and for them to complete the CCAPS and paperwork
• Acquire dedicated PHP office equipment to ensure total confidentiality

$2.73M  Raised through FY19  Goal: $4.5M
PERFORMANCE NUTRITION HIGHLIGHTS

WHAT WE HAVE ACCOMPLISHED:
• Hired an assistant dietician who will provide services for football specifically
• Improved fueling station offerings with much higher-quality service, including diligent food allergy labeling as well as vegan/vegetarian offerings
• Diversified and economized food supply by supplementing our standard food order with a company that offers local, high-quality foods at a discounted price
• Buffs Blends: implemented a seasonal menu to educate student-athletes about sustainable seasonal eating habits
• Fueling program has increased student-athlete participation from about 205 per day to an average of 250 per day for the evening fueling station.

WHAT WE ARE WORKING ON:
• High performance nutrition plans continue to be designed and executed for the unique needs of each team
• Includes body composition and biomarker analysis for supplement evaluation and nutrition education
• Performance dieticians continue to provide sweat analysis for men’s and women’s basketball student-athletes, which allows for the development of individual hydration plans

WHAT WE STILL NEED TO DO:
• Additional workspace for staff – as the team grows, the space needs are growing rapidly as well
• Teaching kitchen space
• Summer Fueling Program – while the student-athletes are taking summer courses and working out voluntarily, we should provide the same fueling options they receive during the academic year
• Increased funding for the Gold Card Program and for the fueling program as a whole
The University of Colorado Athletic Hall of Fame was established in 1998 to recognize outstanding individual and team accomplishments and to preserve the heritage, pride and tradition of the CU Athletics.

Appropriately, one of CU’s most distinguished alumni, former United States Supreme Court Justice Byron “Whizzer” White, was the lone member inducted into the Athletic Hall of Fame’s inaugural class in 1998. All inductees were nominated by their peers in the Alumni C-Club or by members of the selection committee.

The Living Legends induction ceremony celebrates the 50th Anniversary of a student-athlete’s first letter from the University of Colorado. It is the goal of the Alumni C Club to preserve and foster the tradition of CU Athletics by honoring those letter winners who helped to create the foundation of success we experience today. Nearly 2,000 letter winners have been inducted, and the Living Legends dinner has become one of the Alumni C Club’s signature annual events.

In 2001, the Alumni C Club established the Living Legend Endowment for the purpose of ensuring the future of this recognition. The endowment has grown to over $150,000 through the generous support of alumni and friends.

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**2018 HALL OF FAME INDUCTEES**

- **Pete Brock**, Football (1972-75)
- **Hatfield Chilson**, Football/Basketball/Baseball (1923-26)
- **Charlie Gardner**, Basketball (1963-66)
- **Jay Howell**, Basketball (1974-78)
- **Steve Sidwell**, Football & Assistant Coach (1963-73)
- **Kordell Stewart**, Football (1991-94)
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**2018 LIVING LEGENDS**

- William Aeschlimann - Track/Cross Country
- Bobby Anderson - Baseball
- Bill Blanchard - Football
- George Blockfrn - Track/Cross Country
- Blake B. Blount - Football
- Brad Blunt - Football
- Carl D. Bodamer - Tennis
- James Bouware - Swimming
- James L. Brattan - Football
- William Brundige - Track/Cross Country
- Paul F. Carabase - Skiing
- Dave Capra - Football
- William Cathcart-Rahe - Swimming
- Nicholas B. Cobb - Football
- Stanleigh Cole - Track/Cross Country
- Jim Coach - Football
- Tim Corrin - Track/Cross Country
- Jim Cumming - Swimming
- Steve Dalporto - Football
- Douglas K. Dolph - Football
- Michael Doyle - Wrestling
- Steve Dalporto - Football
- Doug Engel - Football
- Dan Frazier - Gymnastics
- Edward A. Fusiek - Football
- Mike Garin - Football
- Gerald Gifford - Track/Cross Country
- Steven B. Githens - Track/Cross Country
- Pat Gifford - Track/Cross Country
- Steve Giddings - Track/Cross Country
- Mike Gold - Football
- Gregory Hauptmann - Track/Cross Country
- Dennis E. Havig - Football
- Douglas Gerry Hebard - Golf
- Roger Hendershot - Swimming
- Kenneth Hodges - Track/Cross Country
- John K. Hoeschler - Tennis
- Gregory F. Holmes - Track/Cross Country
- Lloyd M. Hutchinson - Basketball
- Dick Robert - Football
- Dave Rodriguez - Gymnastics
- Paul Saia - Wrestling
- RR Schnackenberg - Skiing
- Lance Sears - Football
- Daniel F. Shea - Basketball
- Robert C. Shwayder - Swimming
- Bruce R. Smith - Football
- Gregory Smith - Basketball
- Robert Bruce Smith - Football
- Scoopy Smith - Football
- Rich Varriano - Football
- John R. Waggoner - Swimming
- Ward Walsh - Football
- Dennis D. Whisler - Football
- Dan Wigart - Track/Cross Country

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ATHLETICS

GO BUFFS!