

Message

From: jh104 [jack_hayes@brown.edu]
on behalf of jh104 <jack_hayes@brown.edu> [jack_hayes@brown.edu]
Sent: 6/4/2020 8:40:30 PM
To: Samuel Mencoﬀ [smencoﬀ@mdcp.com]
Subject: Rosters

University undergraduate enrollment trending to 52% female 48% male

Using our planned roster totals

407 male athletes 47.2%
456 female athletes 52.8%
863 total athletes

Using our planned roster totals and adding men's track (60 participants)

467 male athletes 50.6%
456 female athletes 49.4%
923 total athletes

Using our planned roster totals and adding men's track (60 participants) and women's equestrian (32 participants)

467 male athletes 48.9%
488 female athletes 51.1%
955 total athletes

The variance in the third example is about 1%. If the undergraduate female enrollment rose slightly above 52%, we could make slight reductions to selected men's teams and/or increases to selected women's teams to remain in proportionality.

Sent from my iPad

Message

From: Mencoff, Samuel M. [smencoff@mdcp.com]
on behalf of Mencoff, Samuel M. <smencoff@mdcp.com> [smencoff@mdcp.com]
Sent: 6/4/2020 8:56:52 PM
To: jack_hayes@brown.edu
Subject: FW: Athletics
Attachments: 2018-19 Ivy League EADA Participation Comparison.xlsx



Hi Jack,
Just sent to Chris.
Sam

From: Mencoff, Samuel M.
Sent: Thursday, June 4, 2020 8:50 PM
To: 'Christina' 'Paxson (christina_paxson@brown.edu)' <christina_paxson@brown.edu>
Subject: Athletics

Hi Chris,

I am attaching data on our Ivy League peers that I requested from Jack. It's really interesting. It shows that Brown has the highest % female undergraduate population in the Ivy League. For our peers who are not subject to the Consent Decree, there is a positive correlation between a high female % population and a high variance. Penn, who has the second-highest female % in the population is managing to a 10.8% band. Cornell, with the third-highest female % is managing to a 7.9% band. Under the Consent Decree Brown is required by the court to manage to a 3.5% band, going to 2.25% proforma for the new configuration.

As we know, the existence of the Consent Decree, and the math behind it, leads us to the *Excellence in Athletics* strategy. That needs to be explained clearly as the predicate for why we have come out the door we have.

But here's an idea. Could we use this moment, where anger and frustration, especially from track and squash, are intense and building to go after the Consent Decree once and for all? Could we channel all this emotion away from anger at Brown to anger at the court and kill this pestilential thing? The argument would be that the Consent Decree is forcing us to eliminate these sports, and the court would then be bombarded with e-mails and calls as we are now. We would be aligned then with all who oppose us now.

I have asked Jack to analyze whether, if we were no longer subject to the Consent Decree and had the latitude to operate within the bands of our Ivy peers, we could achieve the roster size realignment that we are seeking even while retaining track, for example. We might be able to get to the same place in a different way. I'm not suggesting a change of strategy, but it would be worth knowing what our options are.

Sam

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Brown University
 Department of Athletics and Physical Education
 2018 - 2019 EADA Data

Institution Name	Undergraduates		Student - Athletes		Variance				
	Male	Female	Male	Female					
Brown University	3,113	46.3%	3,613	53.7%	498	48.9%	521	51.1%	2.6%
Columbia University	4,085	53.3%	3,581	46.7%	505	55.1%	411	44.9%	1.8%
Cornell University	7,108	47.1%	7,990	52.9%	700	55.0%	573	45.0%	7.9%
Dartmouth College	2,193	50.9%	2,118	49.1%	587	53.4%	512	46.6%	2.5%
Harvard University	3,583	51.3%	3,397	48.7%	654	53.5%	569	46.5%	2.1%
Princeton University	2,707	51.1%	2,594	48.9%	665	58.2%	478	41.8%	7.1%
University of Pennsylvania	4,857	46.9%	5,499	53.1%	609	57.7%	447	42.3%	10.8%
Yale University	2,952	49.7%	2,986	50.3%	584	55.4%	471	44.6%	5.6%

Notes

Of the schools with variances similar to Brown (Columbia, Dartmouth and Harvard), they all have more men than women in their undergraduate population.

Message

From: Hayes, Jack [jack_hayes@brown.edu]
on behalf of Hayes, Jack <jack_hayes@brown.edu> [jack_hayes@brown.edu]
Sent: 6/4/2020 9:47:17 PM
To: Mencoﬀ, Samuel M. [smencoﬀ@mdcp.com]
Subject: Re: Rosters

EXHIBIT
18
Hayes
8/15/2020

Yes. I'd say we would probably want to adjust a few men's rosters (down) and a few women's rosters (up) and we would be in a good place.

On Thu, Jun 4, 2020 at 9:42 PM Mencoﬀ, Samuel M. <smencoﬀ@mdcp.com> wrote:

Thanks, Jack. If we weren't subject to the Consent Decree couldn't we easily operate even in Scenario II? The variance would only be 3.6% (53.7-50.1=3.6%). Sam

From: Hayes, Jack <jack_hayes@brown.edu>
Sent: Thursday, June 4, 2020 9:31 PM
To: Mencoﬀ, Samuel M. <SMencoﬀ@MDCP.com>
Subject: Re: Rosters

[From External Sender]

The percentages improve for women in each example when using the EADA count.

I 44.2% men & 55.8% women

II 49.9% men & 50.1% women

III 48.4% men & 51.6% women

In the third one, minor tweaks to men's and women's rosters would put us within proportionality.

On Thu, Jun 4, 2020 at 8:40 PM jh104 <jack_hayes@brown.edu> wrote:

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Sent from my iPad

--

Jack Hayes

Director of Athletics

Brown University

235 Hope Street

Providence, RI 02912

(401) 863-2972

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--

Jack Hayes

Director of Athletics

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Providence, RI 02912

(401) 863-2972

Message

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on behalf of Hayes, Jack <jack_hayes@brown.edu> [jack_hayes@brown.edu]
Sent: 6/4/2020 9:56:00 PM
To: Mencoﬀ, Samuel M. [smencoﬀ@mdcp.com]
Subject: Re: Rosters



Since we have been previously sued, we would likely be best off if we were as close to 52% as possible. We can get there easily in scenario III.

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--
Jack Hayes
Director of Athletics
Brown University
235 Hope Street
Providence, RI 02912
(401) 863-2972

Message

From: Paxson, Christina [christina_paxson@brown.edu]
on behalf of Paxson, Christina <christina_paxson@brown.edu> [christina_paxson@brown.edu]
Sent: 6/5/2020 12:06:08 PM
To: Mencoﬀ, Samuel M. [smencoﬀ@mdcp.com]
Subject: Re: Athletics

EXHIBIT
3
Paxson
8/14/2020

I spoke with Jack about this. I think it's a good idea. He is talking with Eileen, and I will follow up. This might be the perfect moment to petition the court to get us out of this agreement, which would let us restore men's track, field and CC and still remain in compliance with Title IX. The question would be how quickly can we do this.

On Thu, Jun 4, 2020 at 8:50 PM Mencoﬀ, Samuel M. <smencoﬀ@mdcp.com> wrote:

Hi Chris,

I am attaching data on our Ivy League peers that I requested from Jack. It's really interesting. It shows that Brown has the highest % female undergraduate population in the Ivy League. For our peers who are not subject to the Consent Decree, there is a positive correlation between a high female % population and a high variance. Penn, who has the second-highest female % in the population is managing to a 10.8% band. Cornell, with the third-highest female % is managing to a 7.9% band. Under the Consent Decree Brown is required by the court to manage to a 3.5% band, going to 2.25% proforma for the new configuration.

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--

Christina H. Paxson
President
Professor of Economics and Public Policy
Brown University

Message

From: Paxson, Christina [christina_paxson@brown.edu]
on behalf of Paxson, Christina <christina_paxson@brown.edu> [christina_paxson@brown.edu]
Sent: 6/5/2020 1:30:42 PM
To: Cass Clatt [cass_clatt@brown.edu]
Subject: Fwd: [EXTERNAL] Re: FW: Cutting Men's Track and Field



Cass,
See Kevin's plea for the letter to make it clear that the committee was advisory only and that the decisions were made by me and the Corporation.

----- Forwarded message -----

From: **Kevin Mundt** [REDACTED]
Date: Fri, Jun 5, 2020 at 1:27 PM
Subject: Re: [EXTERNAL] Re: FW: Cutting Men's Track and Field
To: Paxson, Christina <christina_paxson@brown.edu>

First, I think your last thought has tremendous merit and we should pursue that path.

I don't know what effect further communication will have at this point. I do know that it is necessary. It could be incendiary and cause further outrage. But we must state our case clearly, compelling and with whatever data you feel we can share at this point.

I do think stating clearly that this is the university's and corporation's decision, and that our committee was there to help analyze and recommend, may help anyone on the committee whose business e-mail is being used avoid further harassment which, honestly, at this point, it has become.

Sent from my iPad

On Jun 5, 2020, at 12:55 PM, Paxson, Christina <christina_paxson@brown.edu> wrote:

How can I help? We are sending out a more detailed letter today so people will have a fuller understanding of the issues (including the consent decree.) If nothing else this will re-direct energy toward Brown.

Honestly, if we were not under the consent decree, we could bring back men's track and field and stay in compliance with Title IX (as it is applied to every other university.) I have been thinking about using this as a moment to petition the court for relief.

Chris

On Fri, Jun 5, 2020 at 12:40 PM Kevin Mundt [REDACTED] wrote:
I really would appreciate the university getting these people off my back.

-----Original Message-----

From: Franco Martins <FrancoM@dpr.com>
Sent: Friday, June 5, 2020 12:05 PM

To: Kevin Mundt <[REDACTED]>
Subject: [EXTERNAL] Cutting Men's Track and Field

Hello,

I know virtually no information as to who you are or what your job is but I've been told two things and I wanted to get more information from you;

- 1- was there a vote that decided to end our program
- 2- if there was PLEASE tell me you voted against this
- 3- if there wasn't can you describe the process

Thank you

--
Christina H. Paxson
President
Professor of Economics and Public Policy
Brown University

--
Christina H. Paxson
President
Professor of Economics and Public Policy
Brown University

Message

From: Paxson, Christina [christina_paxson@brown.edu]
on behalf of Paxson, Christina <christina_paxson@brown.edu> [christina_paxson@brown.edu]
Sent: 6/7/2020 12:00:51 PM
To: Mencoff, Samuel M. [smencoff@mdcp.com]
Subject: Re: Excellence in Athletics

EXHIBIT
15
Paxson
8/14/2020

Thanks, Sam. I appreciate your response to Rich. I think the decision to reinstate track, field and CC, but hold firm on the others, is the right thing to do. I hope I can hold that consensus on Tuesday.

I've also been having a number of internal conversations about athletics--mainly about [REDACTED]
[REDACTED] Would you have time later today to discuss? I'm free from 1 to 4, and after 5.

On Sun, Jun 7, 2020 at 11:52 AM Mencoff, Samuel M. <smencoff@mdcp.com> wrote:

Chris,

When I became Chancellor I promised that there would be no secrets between us. I am forwarding, in confidence, this e-mail exchange with Rich in that spirit. I think it summarizes well where things stand, at least from my perspective. Best to start at the bottom and read up from there. If I am off-base on anything, or missing something, I hope that you will correct me. I believe that we are on the right path, and my goal is to be as helpful and supportive of you in the coming days as I possibly can.

Sam

Begin forwarded message:

From: "Friedman, Rich - Merchant Bkg" <rich.friedman@gs.com>
Date: June 7, 2020 at 10:25:38 AM EDT
To: "Mencoff, Samuel M." <SMencoff@MDCP.com>
Subject: RE: Excellence in Athletics

[>From External Sender]

Very good points

Will be interesting

From: Mencoff, Samuel M. <smencoff@mdcp.com>
Date: Sunday, Jun 07, 2020, 10:22 AM
To: Friedman, Rich - Merchant Bkg [MBD] <rich.friedman@ny.ibd.email.gs.com>
Subject: Re: Excellence in Athletics

Rich,

Yes, I agree that we would have benefited from more discussion. You couldn't be more right about that.

The fact is that while we have pockets of excellence in athletics, we are far from excellent. We are the least excellent member of the Ivy League. Women's squash is 0-42 over the last several years in Ivy League play. It's hard to paint that as excellent.

Almost everyone agrees that one impediment (among others) is that we simply have too many varsity sports. The combination of that fact and the unique standard to which we are held under the consent decree, results in the forced under-rostering of our men's teams. Brown has the second-most varsity teams in the Ivy League and the lowest number of male athletes. Addressing that doesn't guarantee excellence, but until we do we won't even have a shot at broad excellence.

While most agree that we have to reduce the number of varsity sports, reasonable people could differ over which ones, and memories and emotions play a big part in this. The Ad Hoc committee came up with a recommendation on how best to do this. And now issues of race have entered into it. That is where we are today.

As you have pointed out, while we might have the right math and the right text book answer, we are now in a real-world crisis where all of that matters less.

I think that we have a reasonable plan now to be open and transparent on the facts about what drove us to the decision on track et. al. I wish that we had done that from the start, but there was some legal hesitation to be explicit about this. The consent decree drove us to eliminate a big men's sport, and football was out. I think that disclosing that we plan to try to overturn the consent decree also gives us a somewhat graceful way to back down and reinstate track. I still wonder about some of the nuances about how to position this, as we discussed yesterday.

We have no such graceful way or logical underpinning for the other sports, and putting them back in will undercut the basic rostering purpose of this whole exercise. Besides, squash is the only other sport kicking up any dust at all. I think we have to tough it out on the rest of the sports and support Chris, otherwise this whole thing unravels.

Sorry for rambling. Those are my thoughts, but I would welcome better ideas - truly.

As far as Tuesday's call goes, I'm worried about exactly what you are. I've been speaking with many Corporation members this weekend and will continue to for the next few days. I am trying to set the table for Chris in advance as best I can.

██████████ He and his wife ██████████ are Brown alumni and parents of a son on the track team. They are lovely, high quality people who are not bomb throwers. They recently made their first leadership gift to Brown ██████████ and feel let down and possibly misled. I can't say that I blame them.

Thanks sincerely for your help and thoughts.

Ugh is right.

Warm regards,
Sam

On Jun 7, 2020, at 9:05 AM, Friedman, Rich - Merchant Bkg
<rich.friedman@gs.com> wrote:

[From External Sender]

Sam

I woke up this morning and thought more about yesterday's call and our discussion on Thursday. I've come to the conclusion that I supported Chris' plan because I wanted to support Chris and I bet that most of the Board did so as well.

With the best of intentions, Chris proved that she has the full support of the Board, but because of the current circumstances, the Board was not in a position to discuss fully all of the collateral consequences of the plan. People may have kept their questions to themselves because of the circumstances.

Will be interesting to see what happens on the call this week. We could easily end up in the proverbial rabbit hole as Zoom is not the same as an in person meeting.

ReInstating XC/TF will be good but may not go far enough. I bet most Board members aren't so sure we are landing in the right place. Like years ago, it is the small minority of people who need to be outspoken to save a sport. I am still surprised that no one defended women's squash in which we are good and is in my opinion a legitimate varsity sport. And, despite our inadequate facilities we still attract great talent

Some of the varsity sports we are eliminating continue to be Ivy League Varsity sports. (Squash, Fencing; maybe others).

Finally, Alison's report of her discussion with [REDACTED] (not sure who he is) bothered me with the narrative of "Are we not Excellent in Athletics" on the daily Zooms?

Ugh

RAF

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Christina H. Paxson
President
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Brown University

Message

From: Paxson, Christina [christina_paxson@brown.edu]
on behalf of Paxson, Christina <christina_paxson@brown.edu> [christina_paxson@brown.edu]
Sent: 6/9/2020 9:26:05 AM
To: Mencoff, Samuel M. [smencoff@mdcp.com]; Kevin A. Mundt '76 [REDACTED]
Subject: Fwd: Read this one

EXHIBIT
4
Paxson
8/14/2020

Sam, Kevin,

I wanted you to see the letter that we intend to send out after the students are told about reinstating men's track, field and cross country. I expect both of you may have wanted us to be more explicit about our intention to fight the consent decree. Our concern is that this could rile up the Cohens of the world and put us in a defensive posture. We need space to work out a rock-solid legal strategy and then go on the offensive. That said, I'd really value your reaction to the letter. Thanks.

--
Christina H. Paxson
President
Professor of Economics and Public Policy
Brown University

Date for distribution: 8 p.m. Tuesday, June 9
Display name: President Christina H. Paxson
From: president@brown.edu

Subject: Decision on track and field and cross country

Dear Brown Community,

We have heard clearly from our community over the past couple of weeks that the University's decision to transition men's varsity track and field and cross country to club status will have real and lasting implications for efforts to build and sustain diverse and inclusive communities for our students at Brown, and particularly our community of black students and alumni.

Our students, alumni and parents took the time to share their deeply personal stories of the transformative impact that participation in track, field and cross country has had on their lives. Many noted that, through Brown's history, these sports have been a point of entry to higher education for academically talented students who otherwise would not have had the opportunity, many of them students of color. In addition, we heard from members of the women's track, field and cross country teams who made a compelling case that eliminating the men's program would adversely impact the women's program.

Considering these and other factors, the University has decided to reinstate the varsity status of men's track, field and cross country at Brown. This change is effective immediately and does not alter other decisions to reduce the number of varsity sports as part of the Excellence in Brown Athletics Initiative.

As I wrote in my letter to the community on Saturday, the primary reason for eliminating men's track, field and cross country was to help Brown remain in compliance with a 1998 settlement agreement stemming from a Title IX lawsuit. This was not the case for any of the other teams that were transitioned out of varsity status.

This settlement agreement created tight constraints specific to Brown regarding the balance of varsity athletics opportunities for women relative to men. The University has achieved the required balance historically by maintaining squad sizes of men's teams that, on average, are below Ivy League squad sizes. As a result, Brown has a larger fraction of athletics opportunities for women than most of its peers.

The reinstatement of men's track, field and cross country will have implications for the squad sizes of Brown's varsity teams. However, we have determined that with some modifications, Brown will be able to remain in compliance with the requirements of the legal settlement along with Title IX for the time being. In the coming year, the University will examine alternative strategies for addressing the issues that arise from the settlement agreement.

Maintaining and strengthening diversity was a foundational principle in considering the final makeup of varsity teams from the outset of the Excellence in Brown Athletics Initiative. The original revised roster of varsity sports maintained Brown's overall diversity in varsity athletics, but we now more fully appreciate the consequences of eliminating men's track, field and cross country for black students in our community and among our extended community of black alumni.

As I shared this weekend, members of the Brown athletics community will receive invitations in the coming days to participate in virtual meetings to hear directly from Director of Athletics Jack Hayes and me about the decisions underlying the athletics initiative. We hope to address common questions being raised and ongoing areas of concern.

Again, I remain committed to the decision to reduce the number of varsity teams to increase the competitiveness of athletics at Brown. We will do so while providing equal opportunities to participate in athletics, regardless of sex, and remaining true to our values of supporting diversity and inclusion.

Sincerely,

Christina H. Paxson
President

Message

From: Sullivan, Colin [colin_sullivan@brown.edu]
on behalf of Sullivan, Colin <colin_sullivan@brown.edu> [colin_sullivan@brown.edu]
Sent: 6/9/2020 5:27:01 PM
To: Hayes, Jack [jack_hayes@brown.edu]
Subject: Re: Roster numbers for track

He's working on this. Some of this would be bringing kids back in January for training and indoor meets (requires housing and food) as we only offer this to our high level folks now. Also, providing a pair or two of training shoes and racing flats would help. Once we can identify the cost of some of these items, I think this is something that can easily be pitched to and supported by donors going forward.

Colin Sullivan
Deputy Director of Athletics
Brown University
233 Hope Street, Box 1932
Providence, RI 02912
401-863-2272

On Tue, Jun 9, 2020 at 5:20 PM Hayes, Jack <jack_hayes@brown.edu> wrote:
Great. Thanks. Would be good to know what would be needed to keep them engaged.

On Tue, Jun 9, 2020 at 5:18 PM Sullivan, Colin <colin_sullivan@brown.edu> wrote:
Tim's goal would be 150 for next year which will include adding a few walk-on which he feels is doable. Looking ahead this number would be 150+ in 20-21 assuming he has [REDACTED] admission slots for this class. In future years, he feels confident this number can be in the 160+ range with [REDACTED] slots on the women's side. He is working on strategies to keep the recruited walk-ons engaged as this would require some support beyond what we currently offer.

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On Tue, Jun 9, 2020 at 4:56 PM jh104 <jack_hayes@brown.edu> wrote:
Great. Where would that put our number going forward and where does he think he can get the number up to next year?

Sent from my iPad

On Jun 9, 2020, at 4:42 PM, Sullivan, Colin <colin_sullivan@brown.edu> wrote:

Jack - Fyi

Colin Sullivan
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----- Forwarded message -----

From: **Springfield, Tim** <tim_springfield@brown.edu>
Date: Tue, Jun 9, 2020 at 4:25 PM
Subject: Re: Roster numbers for track
To: Sullivan, Colin <colin_sullivan@brown.edu>

Colin,

Next year's (2020-21) women's roster includes 6 walk-ons. If we could add some high AI walk-ons, and made a more concerted effort to recruit, I would think we could double this number to 12 over the next year or two. If we also are supporting [REDACTED] we could do this:

Each year:
Support: [REDACTED]
Walk-on + High AI: 6

If we added 20+ each year, and provided the right level of equipment / opportunity, I think we could maintain around 70, even with some expected attrition.

Tim Springfield
Director of Track and Field and Cross Country
Alden-Rothenberg Coaching Chair
Brown University

401-863-2400 (office)
401-316-6462 (cell)
401-863-1844 (fax)

On Tue, Jun 9, 2020 at 4:14 PM Sullivan, Colin <colin_sullivan@brown.edu> wrote:

Thanks Tim and this is helpful. If there were [REDACTED] admissions supports on the women's side do these #'s increase? Also, I would think if we are able to admit a couple high AI recruited walk-ons (above the Univ. AI) this would also help the numbers assuming we can provide the local/regional competition opportunities you suggest.

Colin Sullivan
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On Tue, Jun 9, 2020 at 2:16 PM Springfield, Tim <tim_springfield@brown.edu> wrote:
Jack, Colin,

I've been thinking of strategies to grow the women's roster for next year, 2020-21, and beyond. I'm reasonably confident that we could get to these numbers next year, and higher thereafter:

30-32 cross country
60-64 indoor track
60-64 outdoor track

150-160

Key steps:

1. Actively recruit current Brown students who ran cross country / track in high school. (Immediate)
2. Broaden our recruiting efforts for walk-on level athletes--bring them in for official visits, etc. (2021-22 and beyond)
3. Provide adequate training equipment for all team members, walk-ons and recruited athletes.
4. Provide full competitive opportunities for expanded roster at local / regional meets. This would be easy to do at minimal cost.

Thanks--let me know if you want to discuss further.

Tim Springfield
Director of Track and Field and Cross Country
Alden-Rothenberg Coaching Chair
Brown University

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On Sun, Jun 7, 2020 at 2:08 PM Springfield, Tim <tim_springfield@brown.edu> wrote:
Jack,

Following up on our phone conversation, I wanted to put some roster numbers in front of you.

Roster Numbers

2020-21

	Women
Cross Country	26
Indoor Track	55
Outdoor Track	55
 Total Count	 136

2021-22

	Women
Cross Country	27
Indoor Track	62
Outdoor Track	62
 Roster Count	 151

Finally, I have long thought it would be in the department's interest to provide women's cross country/track with some ultra-high AI spots--we can find suitable athletes over 230 AI. If we had 2 or 3 such spots per year, and used them on cross country, our numbers could look something like this:

2021-22 with 3 additional high AI slots

	Women
Cross Country	30
Indoor Track	65
Outdoor Track	65
 Roster Count	 160

FYI.

Tim

Tim Springfield

Director of Track and Field and Cross Country
Alden-Rothenberg Coaching Chair
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--
Jack Hayes
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Christina H. Paxson

MEMORANDUM

To: Eric Estes
Eileen Goldgeier
Jack Hayes

From: Christina Paxson 

Re: Resolution on Varsity Athletics and Club Sports

Date: June 4, 2020

I write to inform you that the Corporation approved the following resolution at its meeting on May 21, 2020.

Resolution on Varsity Athletics and Club Sports

Whereas in January 2020 President Paxson appointed a Committee on Excellence in Athletics and charged its members to make recommendations to enhance the quality of the student experience in athletics:

Whereas in making its recommendations the Committee was guided by the following principles:

- Enhancing the quality of the student experience in athletics,
- Increasing competitiveness in varsity athletics,
- Providing for gender equity,
- Ensuring diversity and inclusion,
- Sustaining reasonable support for the pursuit of excellence, and
- Building a stronger University community with a focus on affinity, pride and collegiate loyalty;

Whereas the Committee reached findings and made recommendations to President Paxson which in turn were discussed with the Committee on Campus Life and the Corporation in the course of meetings in May 2020;

Whereas the Corporation has confirmed that the Committee's findings and recommendations advance the University's goals of enhancing the quality of the student experience in athletics, providing for gender equity, ensuring diversity and inclusion, sustaining reasonable support for the pursuit of

excellence, increasing competitiveness in varsity athletics, and building a stronger university community with a focus on collegiate loyalty;

Now, therefore, be it resolved that the Corporation endorses and approves the findings and recommendations of the Committee, including its recommendations regarding the numbers and identities of varsity and highly competitive club sports at Brown which accommodate students' athletic interests and abilities, and fully commits to supporting the efforts and initiatives recommended by the Committee;

And be it further resolved that the Corporation authorizes the President to carry out the recommendations of the Committee and to review periodically the distribution between intercollegiate and club teams to determine whether the athletics program is meeting the interests and abilities of the undergraduate students in a manner consistent with the above stated goals.

KAPLAN HECKER & FINK LLP

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August 9, 2020

VIA EMAIL

Lynette Labinger, Esq.
128 Dorrance Street, Box 710
Providence, RI 02903
ll@labingerlaw.com

Re: Cohen v. Brown University, No. 92-cv-197-JJM-LDA (D.R.I.)

Dear Lynette,

We write on behalf of Defendants in the above-referenced action to inform you that by email, we are providing you with a link and credentials to download additional documents that Defendants are producing in this action. The documents included in this production supplement our July 17, 20, 23, 31 and August 7 and 9 productions and can be found at Bates numbers BROWN2020_00024253 - BROWN2020_00026195. Specifically, this production includes documents responsive to the requests in your letter dated July 27, 2020.

As we have noted, we are working as hard as we can to get you the documents that are the subject of the Court's August 3 order, and we will be continuing our rolling document production.

Pursuant to the parties' agreement of July 15 and August 5, 2020, as reflected in the emails and correspondence between you and counsel for Defendants, certain pages of the production are marked "COHEN V. BROWN – DESIGNATED CONFIDENTIAL." Plaintiffs' counsel has agreed to maintain the confidentiality of these marked materials pursuant to the procedures agreed upon by the parties on July 15 and August 5. Further, in making this production, Defendants do not waive, and intend to assert and maintain, all applicable privileges, including the attorney-client privilege and work-product protection, even in the event of an inadvertent production of privileged material. Defendants also reserve all rights to object to the use of these documents in this proceeding, including on grounds of relevance and admissibility.

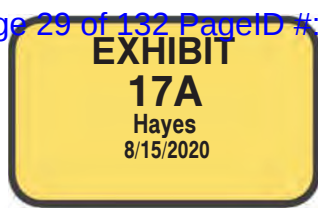
Please let us know if you have any trouble accessing any of the documents being produced.

Very truly yours,



Roberta A. Kaplan

cc: Counsel of Record



Document Produced Natively.

Sport	Coach's Ideal Roster Size
Baseball	31
Basketball	16
All Track Combined	72 (20+52)
Fencing	15
Football	110
Golf	9
Ice Hockey	28
Lacrosse	48
Rowing	46
Soccer	28
Squash	15
Swimming & Diving	30
Tennis	10
Water Polo	18
Wrestling	30

Sport	Coach's Ideal Roster Size
Basketball	18
All Track Combined	84 (26+58)
Equestrian	28
Fencing	15
Field Hockey	22
Golf	10
Gymnastics	19
Ice Hockey	24
Lacrosse	38
Rowing	46
Rugby	35
Skiing	12
Soccer	30
Softball	20
Squash	15
Swimming & Diving	36
Tennis	10
Volleyball	18
Water Polo	20



BASELINE CASE: NO CHANGES MADE

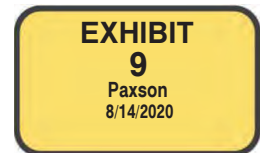
Sport	# sports represented	Roster sizes			diversity current
		Brown (5-yr av)	Coaches' ideal	Ivy Average	
Mens					
Baseball	1	28.0	31.0	32.0	16.7%
Basketball	1	14.4	16.0	17.0	46.7%
Crew	1	50.8	46.0	43.0	13.9%
Fencing	1	12.4	15.0	17.0	36.4%
Football	1	107.4	110.0	110.0	31.8%
Lacrosse	1	38.0	48.0	43.0	16.7%
Soccer	1	26.4	28.0	28.0	29.2%
Squash	1	11.8	15.0	16.0	0.0%
Swim-dive	1	27.2	30.0	33.0	7.1%
Tennis	1	11.6	10.0	13.0	9.1%
Track, Field & CC	3	100.0	72.0	138.0	35.8%
Water polo	1	18.2	18.0	18.0	5.6%
Wrestling	1	25.2	30.0	30.0	12.5%
SUBTOTAL MENS	15	471.4	469.0	538.0	24.2%
Womens					
Basketball	1	13.8	18.0	16.0	58.3%
Crew	1	53.8	46.0	50.0	6.3%
Equestrian	1	32.6	28.0	29.0	20.0%
Fencing	1	14.2	15.0	16.0	0.0%
Field Hockey	1	22.2	22.0	22.0	0.0%
Golf	1	8.8	10.0	9.0	11.1%
Gymnastics	1	16.8	19.0	20.0	6.7%
Ice Hockey	1	23.0	24.0	23.0	0.0%
Lacrosse	1	30.4	38.0	30.0	0.0%
Rugby	1	30.0	35.0	31.0	22.2%
Skating	1	8.0	12.0	15.0	10.0%
Soccer	1	24.8	30.0	27.0	51.9%
Softball	1	17.8	20.0	19.0	22.2%
Squash	1	13.4	15.0	14.0	0.0%
Swim-dive	1	31.0	36.0	34.0	7.9%
Tennis	1	10.4	10.0	11.0	0.0%
Track, Field & CC	3	129.0	84.0	145.0	29.8%
Volleyball	1	17.5	18.0	18.0	0.0%
Water polo	1	22.0	20.0	18.0	13.0%
SUBTOTAL WOMENS	21	519.5	500.0	547.0	17.0%
TOTAL	36	990.9	969.0	1085.0	20.4%
gender ratio		52.4%	51.6%	50.4%	

BASELINE SUMMARY

	Results with alternative roster sizes			
	Current	Brown (5-yr av)	Coaches' ideal	Ivy average*
#sports	38	38	38	38
#athletic opportunities, total	991	991	969	1085
#athletic opportunities, men	471	471	469	538
#athletic opportunities, women	520	520	500	547
% women	52.4%	52.4%	51.6%	50.4%
diversity	20.4%			

*If not an Ivy sport, relevant league is used

BROWN2020_00000502



Two scenarios

Blue: Common across scenarios

Red: Different across scenarios

Scenario 1

Major change: cut men's track, field & CC, cut women's track and field

Covert to club or cut

- Fencing (m/w)
- Golf (m/w)
- Skiing (w)
- Squash (m/w)
- Tennis (m)
- Track & Field (m/w)
- Cross country (m)

Add

- Sailing (coed, w)

Scenario 2

Major change: Keep women's track, field & CC; keep men's CC, cut men's & women's tennis

Covert to club or cut

- Fencing (m/w)
- Golf (m/w)
- Skiing (w)
- Squash (m/w)
- Equestrian (w)
- Tennis (m/w)
- Track, Field & CC (m)

Add

- Sailing (coed, w)

BROWN2020_00000493

Ex. 22

Review from last meeting

- **Goals**

- Improve competitiveness of Brown varsity athletics
- Improve club sports
- Provide equal opportunity to male and female athletes

- **Consent Decree**

- Eliminating any woman's teams reduces variance from 3.5% to 2.25%
- Currently, about 53% of Brown undergraduate students are women



Hayes, Jack <jack_hayes@brown.edu>

Re: Rosters - Important

1 message

Mercado, Felix <felix_mercado@brown.edu>
To: "Hayes, Jack" <jack_hayes@brown.edu>
Cc: Carolan Norris <carolan_norris@brown.edu>

Wed, May 13, 2020 at 7:10 PM

Hey Jack,

Ideal Roster Size for my programs is 18 for the Men and 20 for the Women. On the men I currently have 19 and on the women we are at 24, I always anticipate carrying more women to help with Title 9 numbers. While you didn't ask for this info I will also provide that to consistently remain a top tier team having [REDACTED] spots for the men and [REDACTED] for the women would be great :). Thank you Jack and stay safe!

On Wed, May 13, 2020 at 6:05 PM Hayes, Jack <jack_hayes@brown.edu> wrote:

Dear Coaches –

As you can imagine, I am using this time to work on budgets and the allocation of admissions slots as we think strategically about our program. Please answer the following question:

What would your ideal roster size be?

If that is different from what your current roster is, please explain.

I would appreciate your answer by **8pm this evening**. Please respond using "reply" rather than "reply all".

Thanks,

Jack

—
Jack Hayes
Director of Athletics
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—
Recruiting Questionnaire Summer Water Polo Camps
GO BRUNO!
Felix Mercado
Head Coach Brown University
Men and Women's Water Polo Programs
401 863 9042 O
305 495 9427 C



Excellence in Athletics

Corporation Committee on Campus Life

May 14, 2020



Purpose of today's meeting

- Discuss the findings of the Committee on Athletics Excellence, in advance of the upcoming Corporation meeting
- Vote on whether or not to move this recommendation forward to the Corporation

This meeting is strictly confidential. Please do not discuss with others outside of this committee.



Background: competitive excellence

- Brown, a member of the Ivy League, currently has 38 Varsity sports (17 men's and 21 women's) as well as a number of highly competitive club sports
- Although there are some bright spots, Brown has not been competitive in the Ivy League, winning 2.8% of championships in the past 10 years.
- This is inconsistent with one of the core values of Ivy League:

"Each member school ought not to merely tolerate, but to value a balance of competitive success within the Group. *Although schools may differ in those sports in which they excel, a reasonable competitive balance among institutions over time over all sports should be sought.*"

- **More importantly, it is inconsistent with Brown's approach to targeted excellence in all that we do, in academic and other pursuits**



Background: Gender equity & Title IX

- Brown has a strong commitment to providing equal opportunity to women and men in varsity athletics
- A 1998 Consent Decree established that the fraction of varsity athletics opportunities for women can not be more than 3.5% below the fraction of undergraduate students who are women. If any women's varsity sport is eliminated, the variance goes from 3.5% to 2.25%
- Example: If 51% of undergraduate students are women, the fraction of women athletes who are female cannot currently drop below 47.5%. If a women's sport is cut, the threshold would be 48.75%
- Over time, the fraction of undergraduate students who are women has risen, creating pressure to under-roster men's teams relative to women's teams
- **Maintaining gender equity in athletics is not just about compliance with the consent decree and Title IX: it is also the right thing to do**



Timeline of work on athletics

- **August 2018:** "Increasing the competitiveness of varsity athletics" is shared with the Corporation as one of my annual priorities.
- **November 2018:** Brown commissioned Collegiate Sports Associates (CSA) to conduct a review of varsity athletics at Brown.
- **February 2019:** The Campus Life Committee discusses the recommendations of the CSA report. Several recommendations were subsequently implemented.
- A current that ran through the report, which was confirmed more directly in my private conversations with the review team, was that we have too many varsity teams relative to resources (facilities, admissions support slots, international financial aid, operating budgets)
- **December 2019:** Established a Committee on Excellence in Excellence, chaired by trustee emeritus Kevin Mundt, who also chairs the Athletics Advisory Council



Committee membership

- Kevin Mundt '76, chair
- Richard Caputo, Jr. '88
- Kathryn Quadracci Flores '90
- Eileen Goldgeier '85 (and ex officio as GC)
- Earl Hunt '03
- Jonathan M. Nelson '77
- Paula McNamara '84



Committee charge

*The charge of this committee is to develop a proposal with recommendations to determine the **numbers and identities of varsity and highly competitive club sports** at Brown which accommodate the students' athletic interests and abilities.*

The goals of this endeavor is to enhance the quality of the student experience in athletics, provide for gender equity, ensuring diversity and inclusion, sustaining reasonable support for the pursuit of excellence, increasing competitiveness in varsity athletics, and building a stronger university community with a focus on collegiate loyalty.



The committee was asked to consider:

1. Are there available **competitive opportunities** within the Ivy League and/or peer institutions to maintain a competitive varsity schedule or club schedule?
2. Does Brown have **quality facilities or use of quality facilities in Rhode Island** for the sport which can be used to host athletic contests, competitions and tournaments?
3. What are the average **roster sizes** of the sports within the Ivy League and the NCAA and how do those averages measure up to Brown's five-year roster averages?
4. How might Brown utilize its **recruiting admissions slots** more effectively to re-focus its efforts on perhaps a smaller and different menu of varsity sports?
5. Determine the **opportunities for male and female student-athletes** so that there is substantial proportionality with the undergraduate population as required by Title IX and Brown's consent decree.
6. Does the varsity sport or a highly competitive club sport have the **potential to build and strengthen community?**
7. How **competitive** within the Ivy League has each team been over the past 10 years, and for non-Ivy sports, how competitive has the team been within the appropriate sport association?



Resources

- The committee was assured that changing the number and composition of varsity and club sports would **NOT** be accompanied by:
 - A reduction in the number of admissions recruiting slots
 - A decline in the operating budget for athletics
- The number of recruiting slots to remain at 230 (up from 205 in 2012)
- Operating budgets to be strategically reallocated to varsity and club sports
- To the extent that varsity sports to be converted to club status have endowments, the endowment would follow the sport (subject to donor preferences)



What the committee did

1. Reviewed the competitive record for each sport
2. Reviewed the quality of facilities for practice and competitions
3. Discussed other factors, like need for international financial aid
4. Assessed each varsity sport plus two of the highly-competitive club sports (co-ed and women's sailing) for:
 - Competitiveness
 - Facilities for practice and competitions; locational advantages
 - Potential "community impact"—school spirit, alumni engagement



Example of analysis with two sports

	Swimming	Squash
Facilities	Pool is best in Ivy League	Squash courts are worst in Ivy League
International financial aid	Not a priority in swimming	60% of the First-Team All-Ivy honorees in last 4 years were international students
Recent finishes	Men: 4 th this year Women: 5 th this year, 4 th last year	Men: Ivy record since 2015 is 1-41 Women: Ivy record since 2015 is 0-42
Needs	Increase in squad size of 3 to 6	Squash facility More international financial aid Increases in squad size of 3 to 5
Challenge	Unless the rosters are increased, likely to remain in the 4-6 range in the Ivy League	Without a new facility and more international financial aid, we will remain in last place. Larger rosters alone are insufficient

Summary rating sheet: men's teams

Sport	Competitiveness	Facilities or locational advantage	Potential Community impact	Average rating
Mens				
Lacrosse	5	5	5	5.0
Crew	5	4	4	4.3
Sailing (coed)	5	5	3	4.3
Soccer	3	5	5	4.3
Basketball	4	3	5	4.0
Water polo	3	5	4	4.0
Football	2	4	5	3.7
Swim-dive	2	5	3	3.3
Baseball	2	4	3	3.0
Ice Hockey	3	2	4	3.0
Wrestling	2	3	3	2.7
Fencing	2	1	1	1.3
Golf	1	2	1	1.3
Tennis	2	1	1	1.3
Track & Field + CC	2	1	1	1.3
Squash	1	1	1	1.0

Note: Plans underway to renovate Meehan (hockey facility)

Note: cannot host Ivy championships at Brown but other good local options exist

Summary rating sheet: women's teams

Sport	Competitiveness	Facilities or locational advantage	Potential Community impact	Average rating
Womens				
Soccer	5	5	5	5.0
Crew	5	4	4	4.3
Lacrosse	3	5	5	4.3
Sailing (coed)	5	5	3	4.3
Sailing (womens)	5	5	3	4.3
Water polo	4	5	4	4.3
Swim-dive	3	5	3	3.7
Basketball	2	3	5	3.3
Rugby	3	4	3	3.3
Volleyball	3	3	4	3.3
Field Hockey	2	4	3	3.0
Gymnastics	3	3	3	3.0
Softball	2	4	3	3.0
Ice Hockey	1	2	4	2.3
Golf	2	2	1	1.7
Tennis	2	1	1	1.3
Track& Field +CC	2	1	1	1.3
Equestrian	1	1	1	1.0
Fencing	1	1	1	1.0
Skiing	1	1	1	1.0
Squash	1	1	1	1.0

Note: Plans underway to renovate Meehan (hockey facility)

Note: cannot host Ivy championships at Brown but other good local options exist

Roster sizes also matter...

Sport	Brown (5-yr av)	Ivy Average
Mens		
Baseball	28.0	32.0
Basketball	14.4	17.0
Crew	50.8	43.0
Fencing	12.4	17.0
Football	107.4	110.0
Lacrosse	38.0	43.0
Soccer	26.4	28.0
Squash	11.8	16.0
Swim-dive	27.2	33.0
Tennis	11.6	13.0
Track, Field & CC	100.0	138.0
Water polo	18.2	18.0
Wrestling	25.2	30.0
SUBTOTAL MENS	471.4	538.0

If Brown squad sizes were the same as Ivy averages, we would need about ~58 more opportunities for male athletes

Roster sizes also matter...

Sport	Brown (5-yr av)	Ivy Average
Basketball	13.8	16.0
Crew	53.8	50.0
Equestrian	32.6	29.0
Fencing	14.2	16.0
Field Hockey	22.2	22.0
Golf	8.8	9.0
Gymnastics	16.8	20.0
Ice Hockey	23.0	23.0
Lacrosse	30.4	30.0
Rugby	30.0	31.0
Skiing	8.0	15.0
Soccer	24.8	27.0
Softball	17.8	19.0
Squash	13.4	14.0
Swim-dive	31.0	34.0
Tennis	10.4	11.0
Track, Field & CC	129.0	145.0
Volleyball	17.5	18.0
Water polo	22.0	18.0
SUBTOTAL WOMENS	519.5	547.0

If Brown squad sizes were the same as Ivy averages, we would need about ~28 more opportunities for female athletes



Final combination of varsity teams had to meet the following criteria

- Favor teams that have higher ratings (competitiveness, facilities, community impact)
- Give each varsity team the “optimal” squad size (calculated in a variety of ways)
- Gender equity: increase the fraction of varsity opportunities for women
- Consider impact on diversity

Recommendation

Covert to club or cut

- Fencing (m/w)
- Golf (m/w)
- Skiing (w)
- Squash (m/w)
- Equestrian (w)
- Tennis (m/w)
- Track, Field & CC (m)

	Current	Alternative roster sizes			
		Brown (5-yr av)	Winning teams (5-yr av)	Coaches' ideal*	Ivy average*
#sports	38	27	27	27	27
# athletic opportunities, total	1025	794	907	845	875
# athletic opportunities, men	506	362	428	397	394
# athletic opportunities, women	520	432	479	446	481
% women	50.7%	54.4%	52.8%	52.9%	55.0%

Add

- Sailing (coed, w)

Notes: Numbers may not add up to rounding error.

*"Coaches' ideal" for track, field and cross country counts squad size differently than the other methods

Equity and diversity

1. Using the ideal squad sizes reported by coaches, the % athletic opportunities for women is very close to the fraction of women in the undergraduate student body, and about the fraction using Ivy average squad sizes.
2. Currently, 19.9% of student athletes are HUG, relative to 21% in the undergraduate population. Assuming that the diversity of each team stays the same over time, this plan would reduce %HUG to between 18.4% to 19.4%. We will continue to emphasize our goal of increasing diversity among student-athletes.



Comments

1. The scenario envisions making women's track, field and cross country into a premier women's program at Brown
2. Changing tennis to a club sport could open up the 4th floor of the Pizzatola for a second basketball court (used by numerous men's and women's sports)
3. Elevates a club sport—sailing (women's and co-ed)—for which we have a natural locational advantage and a new facility
4. Bring resources into club sports that already exist (running, golf, tennis, and skiing) and paves the way for new club sports (squash, fencing, equestrian)

Final list of recommended varsity teams

Men's	Women's
1. Baseball	1. Basketball
2. Basketball	2. Crew
3. Crew	3. Field Hockey
4. Football	4. Gymnastics
5. Ice Hockey	5. Ice Hockey
6. Lacrosse	6. Lacrosse
7. Soccer	7. Rugby
8. Swim-dive	8. Sailing (w)
9. Water polo	9. Soccer
10. Wrestling	10. Softball
Coed	11. Swim-dive
1. Sailing (coed)	12. Track
	13. Field
	14. Cross country
	15. Volleyball
	16. Water polo

Will making this change automatically guarantee competitiveness?



- Rationalizing the allocation of sports between varsity and club is necessary but not sufficient to achieve excellence in athletics.
- It will pave the way to other actions that will drive success:
 - Establishing high bars for coaches, while supporting their professional development
 - Focusing on admissions and recruitment for outstanding, diverse student-athletes on appropriately-rostered teams
 - Develop a plan that advances remaining women's and men's varsity teams through improved facilities for practice, competition, and locker rooms
 - Developing tailored strength, conditioning and nutrition programs for varsity teams



Why is this a good time to do this?

- From the point of view of current students, no time is a good time—but some times are better than others
- Announcing in late-May/early-June is early enough that incoming student-athletes on affected teams can transfer, and now new students (currently rising seniors) will be disadvantaged
- Athletics is likely to be seriously disrupted in the coming academic year due to COVID-19. Student-athletes who will be seniors are unlikely to be able to compete in the fall, maybe in the spring
- Students in affected teams will be able to transfer if they choose to do so, and will be supported by Brown in this process



What's ahead

- Discuss with Corporation on May 21, possibly schedule a follow-up meeting
- Planning underway on
 - Communications
 - Student support
 - Donor relations/gift agreements/legal

- **Strictly confidential!!!**



Discussion



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BROWN2020_00000532
Ex. 25, Pg. 24



Excellence in Athletics Corporation Meeting

May 21, 2020



Purpose of this meeting

- Discuss the findings of the Committee on Athletics Excellence

This meeting is strictly confidential. Please do not discuss with others outside of the Corporation



Background: competitive excellence

- Brown, a member of the Ivy League, currently has 38 Varsity sports (17 men's and 21 women's) as well as a number of highly competitive club sports
- Although there are some bright spots, Brown has not been competitive in the Ivy League, winning 2.8% of championships in the past 10 years.
- This is inconsistent with one of the core values of Ivy League:

"Each member school ought not to merely tolerate, but to value a balance of competitive success within the Group. *Although schools may differ in those sports in which they excel, a reasonable competitive balance among institutions over time over all sports should be sought.*"

- **More importantly, it is inconsistent with Brown's approach to targeted excellence in all that we do, in academic and other pursuits**



Background: Gender equity & Title IX

- Brown has a strong commitment to providing equal opportunity to women and men in varsity athletics
- A 1998 Consent Decree established that the fraction of varsity athletics opportunities for women can not be more than 3.5% below the fraction of undergraduate students who are women. If any women's varsity sport is eliminated, the variance goes from 3.5% to 2.25%
- Example: If 51% of undergraduate students are women, the fraction of women athletes who are female cannot currently drop below 47.5%. If a women's sport is cut, the threshold would be 48.75%
- Over time, the fraction of undergraduate students who are women has risen, creating pressure to under-roster men's teams relative to women's teams
- **Maintaining gender equity in athletics is not just about compliance with the consent decree and Title IX: it is also the right thing to do**



Timeline of work on athletics

- **August 2018:** “Increasing the competitiveness of varsity athletics” is shared with the Corporation as one of my annual priorities.
- **November 2018:** Brown commissioned Collegiate Sports Associates (CSA) to conduct a review of varsity athletics at Brown.
- **February 2019:** The Campus Life Committee discusses the recommendations of the CSA report. Several recommendations were subsequently implemented.
- A current that ran through the report, which was confirmed more directly in my private conversations with the review team, was that we have too many varsity teams relative to resources (facilities, admissions support slots, international financial aid, operating budgets)
- **December 2019:** Established a Committee on Excellence in Excellence, chaired by trustee emeritus Kevin Mundt, who also chairs the Athletics Advisory Council



Committee membership

- Kevin Mundt '76, chair
- Richard Caputo, Jr. '88
- Kathryn Quadracci Flores '90
- Eileen Goldgeier '85 (and ex officio as GC)
- Earl Hunt '03
- Jonathan M. Nelson '77
- Paula McNamara '84



Committee charge

*The charge of this committee is to develop a proposal with recommendations to determine the **numbers and identities of varsity and highly competitive club sports** at Brown which accommodate the students' athletic interests and abilities.*

The goals of this endeavor is to enhance the quality of the student experience in athletics, provide for gender equity, ensuring diversity and inclusion, sustaining reasonable support for the pursuit of excellence, increasing competitiveness in varsity athletics, and building a stronger university community with a focus on collegiate loyalty.



The committee was asked to consider:

1. Are there available **competitive opportunities** within the Ivy League and/or peer institutions to maintain a competitive varsity schedule or club schedule?
2. Does Brown have **quality facilities or use of quality facilities in Rhode Island** for the sport which can be used to host athletic contests, competitions and tournaments?
3. What are the average **roster sizes** of the sports within the Ivy League and the NCAA and how do those averages measure up to Brown's five-year roster averages?
4. How might Brown utilize its **recruiting admissions slots** more effectively to re-focus its efforts on perhaps a smaller and different menu of varsity sports?
5. Determine the **opportunities for male and female student-athletes** so that there is substantial proportionality with the undergraduate population as required by Title IX and Brown's consent decree.
6. Does the varsity sport or a highly competitive club sport have the **potential to build and strengthen community?**
7. How **competitive** within the Ivy League has each team been over the past 10 years, and for non-Ivy sports, how competitive has the team been within the appropriate sport association?



Resources

- The committee was assured that changing the number and composition of varsity and club sports would **NOT** be accompanied by:
 - A reduction in the number of admissions recruiting slots
 - A decline in the operating budget for athletics
- The number of recruiting slots to remain at 230 (up from 205 in 2012)
- Operating budgets to be strategically reallocated to varsity and club sports
- To the extent that varsity sports to be converted to club status have endowments, the endowment would follow the sport (subject to donor preferences)



What the committee did

1. Reviewed the competitive record for each sport
2. Reviewed the quality of facilities for practice and competitions
3. Discussed other factors, like need for international financial aid
4. Assessed each varsity sport plus two of the highly-competitive club sports (co-ed and women's sailing) for:
 - Competitiveness
 - Facilities for practice and competitions; locational advantages
 - Potential "community impact"—school spirit, alumni engagement



Example of analysis with two sports

	Swimming	Squash
Facilities	Pool is best in Ivy League	Squash courts are worst in Ivy League
International financial aid	Not a priority in swimming	60% of the First-Team All-Ivy honorees in last 4 years were international students
Recent finishes	Men: 4 th this year Women: 5 th this year, 4 th last year	Men: Ivy record since 2015 is 1-41 Women: Ivy record since 2015 is 0-42
Needs	<ul style="list-style-type: none"> Increase in squad size of 3 to 6 	<ul style="list-style-type: none"> Squash facility More international financial aid Increases in squad size of 3 to 5
Challenge	Unless the rosters are increased, likely to remain in the 4-6 range in the Ivy League	Without a new facility and more international financial aid, we will remain in last place. Larger rosters alone are insufficient

Summary rating sheet: men's teams

Sport	Competitiveness	Facilities or locational advantage	Potential Community impact	Average rating
Lacrosse	5	5	5	5.0
Crew	5	4	4	4.3
Sailing (coed)	5	5	3	4.3
Soccer	3	5	5	4.3
Basketball	4	3	5	4.0
Water polo	3	5	4	4.0
Football	2	4	5	3.7
Swim-dive	2	5	3	3.3
Baseball	2	4	3	3.0
Ice Hockey	3	2	4	3.0
Wrestling	2	3	3	2.7
Tennis	2	1	2	1.7
Track & Field + CC	2	2	1	1.7
Fencing	2	1	1	1.3
Golf	1	2	1	1.3
Squash	1	1	1	1.0

Plans underway to renovate Meehan (hockey facility)

Can't host championships, but other opportunities exist

Cannot host Ivy championships at Brown but could at Bryant.

Summary rating sheet: women's teams

Sport	Competitiveness	Facilities or locational advantage	Potential Community impact	Average rating
Soccer	5	5	5	5.0
Crew	5	4	4	4.3
Lacrosse	3	5	5	4.3
Sailing (coed)	5	5	3	4.3
Sailing (womens)	5	5	3	4.3
Water polo	4	5	4	4.3
Swim-dive	3	5	3	3.7
Basketball	2	3	5	3.3
Rugby	3	4	3	3.3
Volleyball	3	3	4	3.3
Field Hockey	2	4	3	3.0
Gymnastics	3	3	3	3.0
Softball	2	4	3	3.0
Ice Hockey	1	2	4	2.3
Golf	2	2	1	1.7
Tennis	2	1	2	1.7
Track& Field +CC	2	2	1	1.7
Equestrian	1	1	1	1.0
Fencing	1	1	1	1.0
Skiing	1	1	1	1.0
Squash	1	1	1	1.0

Plans underway to renovate Meehan (hockey facility)

Can't host championships, but other opportunities exist

Cannot host Ivy championships at Brown but could at Bryant.

Roster sizes also matter...

Men's Sports	Brown (5-yr av)	Ivy Average
Baseball	28.2	32.0
Basketball	14.8	17.0
Crew	49.6	43.0
Fencing	11.2	17.0
Football	104.0	110.0
Golf	8.0	9.0
Ice Hockey	27.2	28.0
Lacrosse	39.4	43.0
Soccer	26.6	28.0
Squash	12.3	16.0
Swim-dive	27.8	33.0
Tennis	11.4	13.0
Track, Field & CC	120.0	138.0
Water polo	18.8	18.0
Wrestling	25.0	30.0
SUBTOTAL MENS	471.4	538.0

If Brown squad sizes were the same as Ivy averages, we would need about ~67 more opportunities for male athletes

Roster sizes also matter...

Women's Sports	Brown (5-yr av)	Ivy Average
Basketball	15.0	16.0
Crew	52.2	50.0
Equestrian	28.8	29.0
Fencing	13.0	16.0
Field Hockey	22.8	22.0
Golf	9.6	9.0
Gymnastics	16.4	20.0
Ice Hockey	23.2	23.0
Lacrosse	30.6	30.0
Rugby	30.0	31.0
Skiing	7.4	15.0
Soccer	24.4	27.0
Softball	18.0	19.0
Squash	13.0	14.0
Swim-dive	31.6	34.0
Tennis	10.4	11.0
Track, Field & CC	152.0	145.0
Volleyball	16.8	18.0
Water polo	22.4	18.0
SUBTOTAL WOMENS	537.6	547.0

If Brown squad sizes were the same as Ivy averages, we would need about ~9 more opportunities for female athletes



Final combination of varsity teams had to meet the following criteria

- Favor teams that have higher ratings (competitiveness, facilities, community impact)
- Give each varsity team the “optimal” squad size
- Gender equity: increase the fraction of varsity opportunities for women
- Consider impact on diversity

Recommendation

Covert to club

- Fencing (m/w)
- Golf (m/w)
- Skiing (w)
- Squash (m/w)
- Equestrian (w)
- Track, Field & CC (m)

Convert to varsity

- Sailing (coed, w)

	Current	Alternative roster sizes			
		Brown (5-yr av)*	Ivy average*	Coachs' ideal	Brown plan
#sports	38	29	29	29	29
# athletic opportunities, total	1062	839	859	863	863
# athletic opportunities, men	524	373	395	407	407
# athletic opportunities, women	538	466	464	456	456
% women	50.6%	55.5%	54.0%	52.8%	52.8%

Notes: Numbers may not add up to rounding error.

*Counts opportunities differently than Coach's ideal and Brown plan

Equity and diversity

- % athletic opportunities for women under the Brown plan exceed % women in undergraduate student body (52.8% versus 52.3%)
- Holding the current composition of teams fixed, fraction of student-athletes who are HUG declines slightly and fraction of athletes who are in the "highest" or "high" financial need category rises slightly
- We are committed to increasing diversity within athletics (%HUG among varsity athletes is currently slightly below overall student body)



Comments

1. The scenario envisions making women's track, field and cross country into a premier women's program at Brown
2. Elevates a club sport—sailing (women's and co-ed)—for which we have a natural locational advantage and a new facility
3. Bring resources into club sports that already exist (running, golf, skiing, squash) and paves the way for new club sports (fencing, equestrian)
4. Operating budgets that are freed up would be used to strengthen remaining varsity sports and to increase club sport staffing

Final list of recommended varsity teams

Men's	Women's
1. Baseball	1. Basketball
2. Basketball	2. Crew
3. Crew	3. Field Hockey
4. Football	4. Gymnastics
5. Ice Hockey	5. Ice Hockey
6. Lacrosse	6. Lacrosse
7. Soccer	7. Rugby
8. Swimming and diving	8. Sailing (w)
9. Tennis	9. Soccer
10. Water polo	10. Softball
11. Wrestling	11. Swimming and diving
Coed	12. Tennis
1. Sailing (coed)	13-15. Track, Field and Cross Country
	16. Volleyball
	17. Water polo

Will making this change automatically guarantee competitiveness?



- Rationalizing the allocation of sports between varsity and club is necessary but not sufficient to achieve excellence in athletics.
- It will pave the way to other actions that will drive success:
 - Establishing high bars for coaches, while supporting their professional development
 - Focusing on admissions and recruitment for outstanding, diverse student-athletes on appropriately-rostered teams
 - Develop a plan that advances remaining women's and men's varsity teams through improved facilities for practice and competition and better locker rooms/community space (e.g. moving tennis out of Pizzatola would benefit 7 sports)
 - Developing tailored strength, conditioning and nutrition programs for varsity teams



Why is this a good time to do this?

- From the point of view of current students, no time is a good time—but some times are better than others
- Announcing in late-May/early-June is early enough that incoming student-athletes on affected teams can transfer, and now new students (currently rising seniors) will be disadvantaged
- Athletics is likely to be seriously disrupted in the coming academic year due to COVID-19. Student-athletes who will be seniors are unlikely to be able to compete in the fall, maybe in the spring
- Students in affected teams will be able to transfer if they choose to do so, and will be supported by Brown in this process



What's ahead

- If we move ahead, the sooner we can announce this the better:
 - Current students will have opportunities to transfer, if they want
 - Recruiting of rising seniors is ramping up right now
- An announcement would stress:
 - Excellence in athletics
 - No decline in the number of recruited athletes or in the operating budget
 - Gender equity
 - Support for students
- **Strictly confidential!!!**



Discussion



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Ex. 26, Pg. 24



BROWN

Title IX in Athletics

Office of the General Counsel
March 12, 2020



Legal Framework of Title IX in Athletics

34 C.F.R §106.41 Athletics

(a) General.

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any interscholastic, intercollegiate, club or intramural athletics.

(b) Separate Teams.

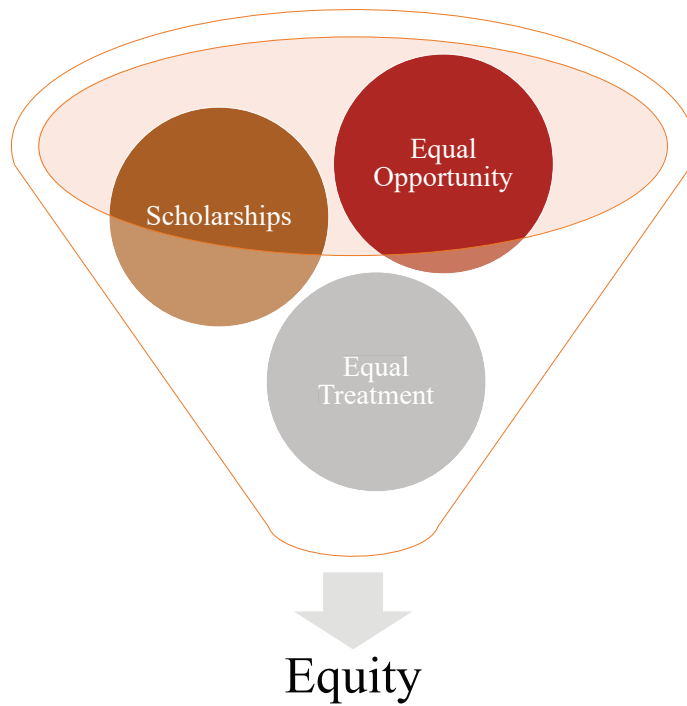
A recipient may operate or sponsor separate teams for members of each sex where selection for such teams is based upon competitive skill or the activity involved is a contact sport (i.e. boxing, wrestling, rugby, ice hockey, football, basketball, etc.).

(c) Equal Opportunity

A recipient which operates or sponsors interscholastic, intercollegiate, club or intramural athletics shall provide equal athletic opportunity for members of both sexes (see “laundry list”).



Title IX Athletic Equity



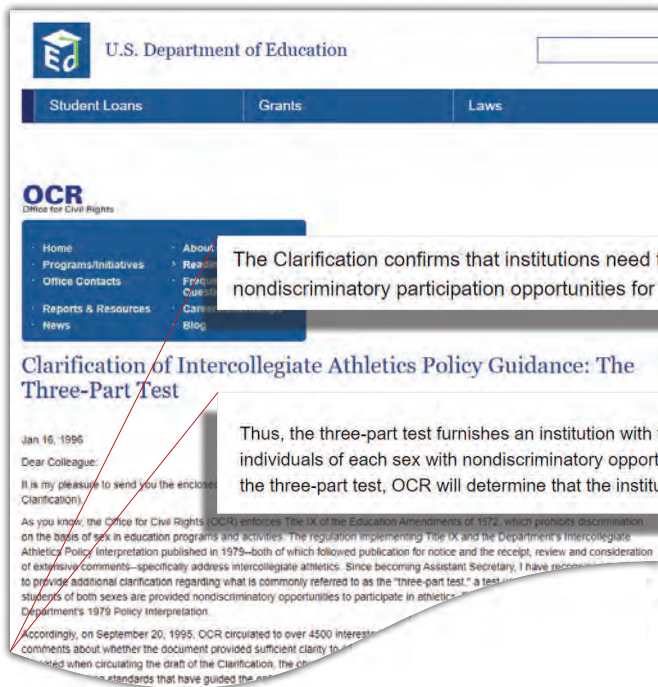
Title IX Athletic Equity - Equal Treatment

“Laundry List”

- Locker rooms, practice and competitive facilities
- Scheduling of games and practices
- Coaching: staffing, experience, and compensation
- Academic services
- Equipment and supplies
- Medical, training, strength and conditioning
- Communications and on-campus dining
- Travel and Per Diem
- Support services/director of operations
- Recruitment



Title IX Athletic Equity - Equal Opportunity

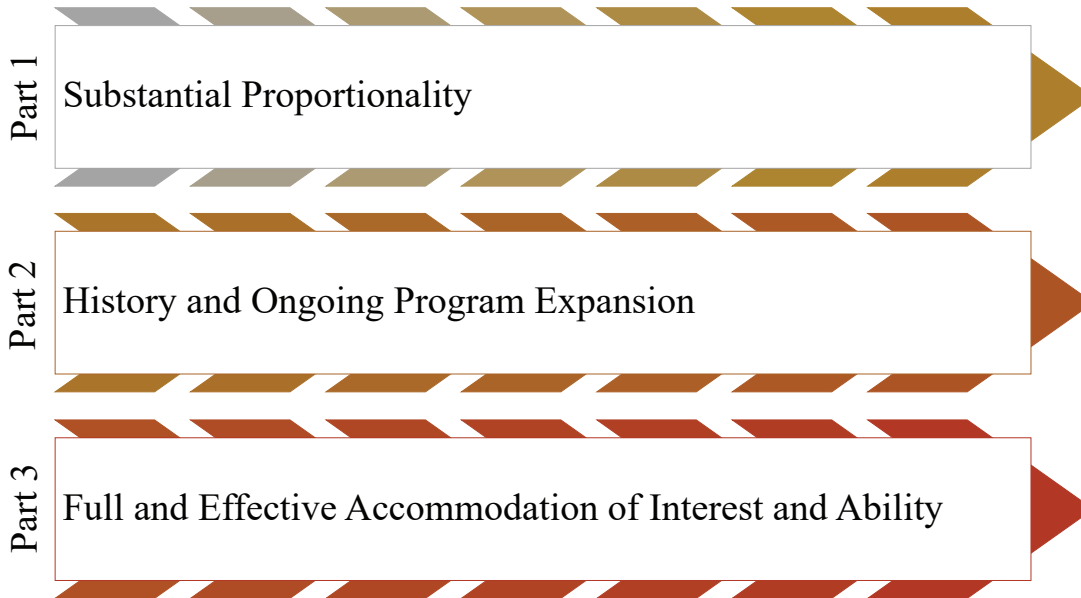


The Clarification confirms that institutions need to comply only with any one part of the three-part test in order to provide nondiscriminatory participation opportunities for individuals of both sexes.

Thus, the three-part test furnishes an institution with three individual avenues to choose from when determining how it will provide individuals of each sex with nondiscriminatory opportunities to participate in intercollegiate athletics. If an institution has met any part of the three-part test, OCR will determine that the institution is meeting this requirement.



Title IX Athletic Equity - Equal Opportunity – 3 Part Test



Title IX Athletic Equity - Equal Opportunity – 3 Part Test

Part 1

Institution provides intercollegiate level athletic participation opportunities for male and female students in a number substantially proportionate to their respective full-time undergraduate enrollment numbers



OCR Analysis

OCR analyzes those athletes who:

- are receiving institution-sponsored support;
- are participating in organized activities during a sport's season;
- are listed on the eligibility squad list; and
- who, because of injury, cannot meet 1, 2, or 3 above but continue aid based on athletic ability.



Title IX Athletic Equity - Equal Opportunity – 3 Part Test

Example A

Institution A has a total of **600** athletes. Women make up **52%** of the University's enrollment, but only represent **47%** of its athletes. If the University provided women with **52%** of athletic opportunities, approximately **62** additional women would be able to participate. Because this is a significant number of unaccommodated women, it is likely that a viable sport could be added.

Institution A has not met Part 1

Example B

Institution B has a total of **60** athletes. Women make up **52%** of the University's enrollment, but only represent **47%** of its athletes. If the University provided women with **52%** of athletic opportunities, approximately **6** additional women would be able to participate. 6 participants are unlikely to support a viable team.

Institution B would be able to meet Part 1



Title IX Athletic Equity - Equal Opportunity – 3 Part Test

Part 2

An institution can show that it has a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the underrepresented sex.



OCR Analysis

OCR will review the entire history of the athletic program including an institution's

- record of adding or upgrading intercollegiate teams for the underrepresented sex;
- increasing the numbers of participants for the underrepresented sex; and
- affirmative responses to requests by students or others for addition or elevation of sports.



Title IX Athletic Equity - Equal Opportunity – 3 Part Test

Part 3

Is the institution fully and effectively accommodating the interests and abilities of its students who are members of the underrepresented sex - including students who are admitted to the institution though not yet enrolled.



OCR Analysis

- In making its determination, OCR will consider whether there is:
 - unmet interest in a particular sport;
 - sufficient ability to sustain a team in the sport; and
 - a reasonable expectation of competition for the team.

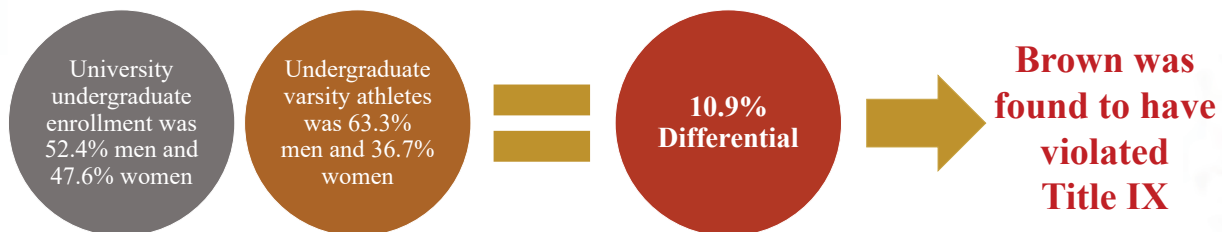
If all three conditions are present OCR will find that an institution has not fully and effectively accommodated the interests and abilities of the underrepresented sex.



Cohen v. Brown – Class Action Lawsuit

- Brought in Rhode Island federal court against the University, Brown’s President, and Brown Athletics Director
- Plaintiff class comprised of all present, future, and potential Brown women students who participate, seek to participate, and/or are deterred from participating in intercollegiate athletics funded by Brown
- The suit arose in response to Brown’s decision in May 1991 to demote 4 varsity teams from University-funded varsity status to donor-funded varsity status
- The demoted teams were women’s gymnastics and volleyball and men’s water polo and golf

In the 1990-1991 Academic Year, Brown funded 31 intercollegiate varsity teams
(16 men’s and 15 women’s)



Cohen v. Brown – Achieving Compliance: Part 1

1992

- The district court certified the class and denied Brown’s motion to dismiss
- Preliminary injunction issued against Brown, ordering the reinstatement of women’s gymnastics and volleyball to University-funded status and prohibiting the elimination or reduction in the status of funding of any existing women’s varsity team until case resolved

1993

- Brown appealed preliminary injunction to the First Circuit, which upheld the district court’s decision

1995

- The district court ruled that Brown was in violation of Title IX
- Brown was ordered to submit a comprehensive plan for coming into compliance



Cohen v. Brown – Achieving Compliance: Part 1

1995

- Brown submitted a plan which was rejected by the district court
- The district court pointed out that Brown could achieve compliance in a number of ways:
 - Eliminate its athletic program altogether
 - Elevate or create the requisite number of women’s positions
 - Demote or eliminate the requisite number of men’s positions
 - Implement a combination of these remedies

1996

- Brown appealed to the First Circuit, which upheld the judgment, but reversed the remedial order and remanded the case back to the district court
- The First Circuit reasoned that, as part of academic freedom universities deserve great leeway in their operations, and thus, Brown should be able to determine how it will bring itself into compliance with Title IX:

“Our respect for academic freedom and reluctance to interject ourselves into the conduct of university affairs counsels that we give universities as much freedom as possible in conducting their operations consonant with constitutional and statutory limits”



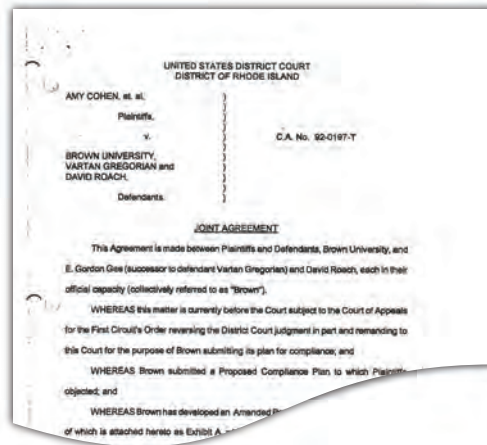
Cohen v. Brown – Achieving Compliance: Part 1

1997

- On remand to the district court, Brown was ordered to submit its revised plan for compliance

1998

- The district court gave final approval to the Joint Agreement and entered judgment for the plaintiffs against Brown



Cohen v. Brown – The Joint Agreement

- The Joint Agreement was entered October 9, 1998
- Indefinite in duration
- Contains mechanisms to bring Brown back into compliance if allowable variance is exceeded

The University will maintain no more than a 3.5% variance between percentage of women in the undergraduate population and the percentage of women varsity athletes



Cohen v. Brown - Proportionality

Certain changes to the University's athletic program trigger a reduction in the permitted variance to 2.25%

The triggers are:

- The elimination of intercollegiate athletic teams for women or of co-ed teams or the change in status of intercollegiate athletic teams for women or co-ed teams from the university-funded to the donor-funded level
- The replacement or substitution of existing intercollegiate athletic teams for women or co-ed teams at the university or donor-funded level
- The creation of intercollegiate athletic teams for men at the university or donor-funded level
- The change of intercollegiate athletic teams for men from the donor-funded to the university-funded level



Brown Recent History of Variances

Year	Variance
2009-2010	5.60%
2010-2011	0.91%
2011-2012	1.11%
2012-2013	0.34%
2013-2014	0.99%
2014-2015	1.43%
2015-2016	1.18%
2016-2017	2.63%
2017-2018	2.87%
2018-2019	2.68%



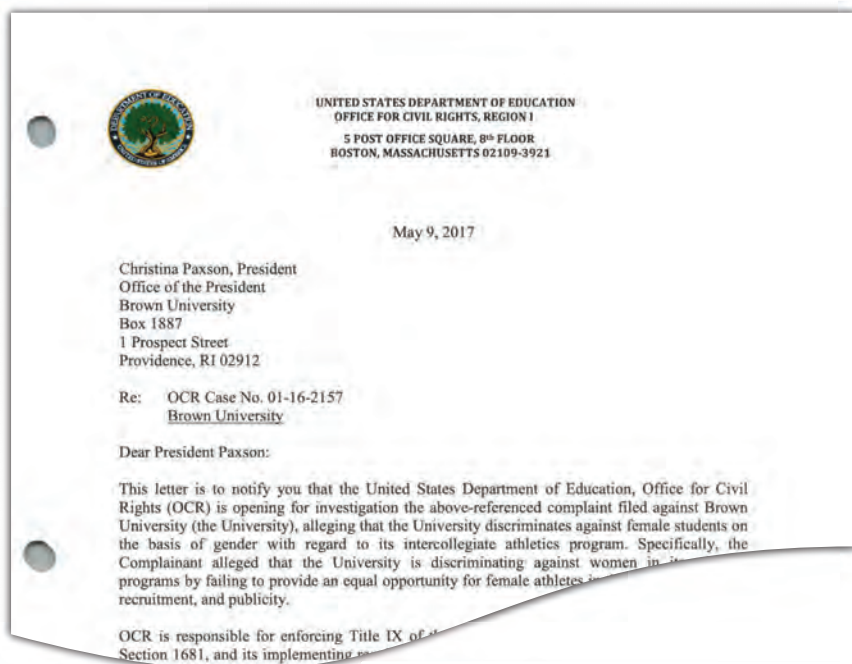
Funding Determination

- Private donations are institutional dollars
- Goods and services provided through private funding will be included in any equity analysis

“A school may not skirt the requirement of providing both sexes equal opportunity in athletic programs by providing one sex more than substantially proportionate opportunity through the guise of ‘outside funding.’” (*Chalenor v. Univ. of North Dakota*)



Brown Pending Title IX Matter



Complainant:
Unknown

Allegations:

Brown discriminates against female students on the basis of gender with regard to its intercollegiate athletics program.

Specifically, that Brown discriminates against women by failing to provide an equal opportunity for female athletes in the areas of coaching, recruitment, and publicity.



Message

From: Paxson, Christina [christina_paxson@brown.edu]
on behalf of Paxson, Christina <christina_paxson@brown.edu> [christina_paxson@brown.edu]
Sent: 1/5/2020 6:39:39 PM
To: Kevin A. Mundt '76 [REDACTED]; Menco, Samuel M. [smenco@mdcp.com]
Subject: comments welcome



—
Christina H. Paxson
President
Professor of Economics and Public Policy
Brown University

Committee on Excellence in Athletics

Motivation

Brown University's athletics program currently offers 38 varsity sports and 33 club sports. Each year, this program provides hundreds of Brown students with valuable opportunities to compete and experience all of the developmental benefits that come with athletics participation.

Although the benefits of athletics are clear, the large numbers of varsity sports at Brown present a significant challenge. With a few exceptions, Brown's varsity teams are not as competitive as they could be. In the decade from 2009 to 2018, Brown garnered only 2.8% of Ivy titles, the lowest in the Ivy League. A report conducted in early 2019 by Collegiate Sports Associates emphasizes the link between the large number of teams and the lack of competitiveness, and states that "without careful management and difficult decisions, the context can evolve into comprehensive competitive mediocrity."

Students who come to Brown to compete at the varsity level want to be competitive, and the current underperformance of varsity sports leads to suboptimal student experiences. In addition, varsity teams that aren't competitive are less likely to play a significant community-building role. The numbers and enthusiasm of the students, faculty, staff and alumni who came out for women's soccer this past fall and, a few years ago, for men's lacrosse, demonstrate that athletics has the potential to build community at Brown—provided that teams are competitive.

There are many reasons why Brown teams don't win more often. With financial resources spread across so many sports, team operating budgets are relatively low. This has resulted in low coaching salaries in many (although not all) sports, making it difficult to attract and retain top talent. The large number of sports also places stress on things that are not in team operating budgets: facilities for competition, practice and training; office space for coaches; funds to match competing financial aid offers and financial aid for international student athletes; funds for training and conditioning staff; and administrative time in the athletics department and the admissions office. The lack of adequate facilities is a major impediment, preventing some teams from being able to host competitions at Brown.

One of the most limited resources in athletics, which is not financial, is the number of admissions recruiting slots. Over the past 7 years, the number of slots has been increased from 205 to 230, and the ratio of slots to the size of the undergraduate student body is on the high side among our peers. Even so, with 38 varsity sports, not all teams have enough recruiting slots to fill their rosters. Teams that must rely on walk-ons are placed at a significant disadvantage.

Brown athletics should not be allowed to "evolve into comprehensive competitive mediocrity." It is time to make hard choices, by taking a comprehensive look at our menu of varsity and club teams, and examining whether a re-designation of some varsity teams to club and (possibly) some club teams to varsity would, in the long run, be better for our students and for Brown.

Committee charge:

Develop a proposal to rationalize the numbers and identities of varsity and club sports at Brown, with the goal of enhancing the experience of students who participate in both varsity and club sports; increasing competitiveness in varsity athletics; and building a stronger university community.

Specifically, the committee will assess existing varsity and club sports with respect to the criteria outlined below, and make recommendations about which sports should take on club or varsity status. The goal should be to reduce the overall number of varsity sports to no more than 25 (although I will be glad to see a report that offers options with numbers that range from 23 to 27.)

Primary criteria for evaluating whether a sport should have varsity status:

1. Does Brown have a track record of competitiveness in the sport? Are there reasons to think (based on current coaching staff or other special factors) that the sport could become competitive with reasonable increases in resources (financial and/or recruiting slots)?
2. Does Brown have adequate facilities for the sport? For example, are there places for practice and competition on or close to campus, and are Brown's facilities adequate to host competitions and tournaments? What resources would be needed to bring facilities up to standards, and is it realistic that funds for this purpose could be raised?
3. Does the sport have the potential to build community? For example, at colleges and universities with successful programs, does the sport attract a large fan base?

[Note that I am not including, as a criteria, the fraction of the sport's operating budget that is endowed. As discussed above, the team operating budget is only one of the factors that influences success. The endowment of any varsity team that is switched to club status would go to support the club sport.]

Finally, any plan must be compliant with the Title IX standards specified in Brown's consent decree. Basically, if Brown eliminates any women's varsity sports, the percentage of each gender participating in the program will have to be within 2.25% of each gender's participation in the undergraduate enrollment for the same academic year. This would be reduction from the current threshold of 3.50%.

Committee meetings and timeline

The committee will meet monthly (by Webex or in person) between March 2020 and June 2020. Briefing materials will be prepared prior to each meeting.

A tentative agenda is as follows:

March 2020:

- Overview of the competitiveness of each of Brown's varsity and (more competitive) club teams
- Briefing on Title IX
- Discussion of current and optimal roster sizes, and the allocation of recruiting slots

April 2020:

- Assessment of the adequacy of facilities for each sport
- Review of the operating budget for each sport
- Assessment of the current capacity of shared resources, like strength and conditioning, and training

May 2020:

- Interactive analysis of implications of different choices for recruiting slots, AI averages, and gender equity. Ideally all members will attend in person.

June 2020:

- Discussion of and vote on final recommendations

Over the summer, the Athletics Department and the University will develop communications plans for students, parents, coaches, and alumni, and transition plans for coaches. The goal would be to announce changes in early fall, before seniors have made commitments to Brown, and allowing time for the University to counsel and assist students who want to transfer.

Confidentiality

This committee will work in complete confidentiality. Members will refrain from sharing any committee materials or the committee's deliberations.

Committee membership (tentative)

- Kevin Mundt, chair
- George Barrett
- Rich Caputo
- Kathryn Quadracci Flores
- Eileen Goldgeier
- Jim Kim
- Paula McNamara

The committee will be staffed by the senior members of the Athletics Department (Jack Hayes, Colin Sullivan, Jeanne Carhart and Carolan Norris)

CONFIDENTIAL (03/10/2020)

Committee on Excellence in Athletics

The Ivy League

Since 1954, the Ivy League has established and occasionally amended a Statement of Principles that governs intercollegiate athletic competition. The Statement of Principles serves as the Ivies' unique signature relating to intercollegiate varsity sports.

The original Ivy Agreement (1954) provides, in part, the following:

The Group affirm[s] their conviction that under proper conditions intercollegiate competition in organized athletics offers desirable *development and recreation for players and a healthy focus of collegiate loyalty*. . . .In the total life of the campus, emphasis upon intercollegiate completion must be kept in harmony with the essential educational purposes of the institution.

To this end, the Group will *foster intra-group athletic completion in all sports*. No member institution, however, shall necessarily field a team in every sport.

Over the decades, the Ivy League has amended the Statement of Principles to provide, in part, the following:

1. Intercollegiate athletics ought to be maintained within a perspective that holds *paramount the academic programs of the institution and the academic and personal growth of the student athlete*.
2. The member schools are committed to *equal opportunities* in athletics for men and women.
3. The member schools ought to *look primarily within the Group for standards of competitive excellence and, for most sports, ought to measure success or failure in competition with each other*.
4. Each member school *ought not to merely tolerate, but to value a balance of competitive success within the Group. Although schools may differ in those sports in which they excel, a reasonable competitive balance among institutions over time over all sports should be sought*.

Ivy League Manual (2019-2020), pp. 1-5.

Overview

Currently, Brown University's athletics program offers 38 varsity sports and 33 club sports, which is third largest in the country after Stanford University and Harvard University. Each year, this program provides over a thousand Brown students with valuable opportunities to compete and experience the developmental benefits that come with athletics participation. Although the benefits of athletic participation are clear, the large numbers of varsity sports at Brown present a significant challenge for competitive excellence and has not offered a balance of competitive success across sports within the Ivy League, as articulated in the Statement of Principles. In the decade from 2009 to 2018, Brown garnered only 2.8% of Ivy titles, the lowest in the Ivy League.

Students who attend Brown and compete at the varsity level want to experience competitive play with success, and the current underperformance of varsity sports leads to suboptimal student experiences on their varsity teams. In addition, non-competitive varsity teams are less likely to build a cohesive Brown

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community, as compared to competitive varsity teams, such as the outpouring of community support and spirit that developed during the Women's Soccer Ivy League Championship season in fall 2019.

Several factors can be examined to determine whether Brown should re-focus its efforts on perhaps a smaller and different menu of varsity teams so as to increase the competitive balance within the Ivy League and to pursue a standard of excellence at Brown.

Committee Charge

The charge of this committee is to develop a proposal with recommendations to determine the numbers and identities of varsity and highly competitive club sports at Brown which accommodate the students' athletic interests and abilities. The goals of this endeavor is to enhance the quality of the student experience in athletics, provide for gender equity, ensuring diversity and inclusion, sustaining reasonable support for the pursuit of excellence, increasing competitiveness in varsity athletics, and building a stronger university community with a focus on collegiate loyalty.

The following criteria will be assessed for all varsity sports and some of the highly competitive club sports:

1. Are there available competitive opportunities within the Ivy League and/or peer institutions to maintain a competitive varsity schedule or club schedule?
2. Does Brown have quality facilities or use of quality facilities in Rhode Island for the sport which can be used to host athletic contests, competitions and tournaments?
3. What are the average roster sizes of the sports within the Ivy League and the NCAA and how do those averages measure up to Brown's five-year roster averages?
4. How might Brown utilize its recruiting admissions slots more effectively to re-focus its efforts on perhaps a smaller and different menu of varsity sports?
5. Determine the opportunities for male and female student-athletes so that there is substantial proportionality with the undergraduate population as required by Title IX and Brown's consent decree.
6. Does the varsity sport or a highly competitive club sport have the potential to build and strengthen community?
7. How competitive within the Ivy League has each team been over the past 10 years, and for non-Ivy sports, how competitive has the team been within the appropriate sport association (e.g. ECAC and IRA)?

Committee Meetings and Timeline

The committee will meet monthly (by Zoom or in person) between March 2020 and June 2020. A tentative agenda is as follows:

March 2020:

- Discussion of committee charge
- Briefing on Title IX standards and other gender equity issues
- Overview of the competitiveness of each of Brown's varsity and highly competitive club teams.

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- Discussion of current and average roster sizes (comparing Ivy Group and NCAA average rosters), and the allocation of recruiting slots across varsity sports

April 2020:

- Assessment of facilities for each sport
- Assessment of the current capacity of shared facilities (e.g. training rooms)
- Review of the operating budget for each sport

May 2020

- Interactive analysis of implications of different choices for recruiting slots, AI averages, operating expenses, gender equity, and diversity and inclusion. Ideally, all members will attend this meeting in person.

June 2020:

- Discussion of and vote on final recommendations

Committee members

- Kevin Mundt, chair
- Richard Caputo, Jr.
- Kathryn Quadracci Flores
- Earl Hunt
- Jonathan M. Nelson
- Paula McNamara
- Eileen Goldgeier (ex officio)

The committee will be staffed by Jack Hayes, Director of Athletics, and Marguerite Joutz, Chief of Staff and Assistant to the President.

CONFIDENTIALITY: THE COMMITTEE WILL WORK IN COMPLETE CONFIDENTIALITY. MEMBERS SHALL REFRAIN FROM SHARING ANY COMMITTEE MATERIALS OR THE COMMITTEE'S DELIBERATIONS. SOME INFORMATION PROVIDED MAY BE PROTECTED BY THE ATTORNEY-CLIENT PRIVILEGE.

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
2018-2019 Intercollegiate Athletic Participation Numbers

Full Time Degree Seeking Undergraduates Fall 2018

Men	3113	46.28%
Women	3613	53.72%
Total	<u>6726</u>	

Women's Teams

	<u>1st Comp.</u>	<u>Last Comp.</u>	<u>Average</u>	<u>Minimum</u>
Basketball	18	16	17	15
Crew*	54	48	51	52
Cross Country	24	24	24	31
Equestrian	24	19	21.5	32
Fencing	13	14	13.5	16
Field Hockey	23	23	23	22
Golf	11	11	11	10
Gymnastics	14	14	14	14
Ice Hockey	23	23	23	23
Lacrosse	33	32	32.5	27
Rugby	20	32	26	24
Skiing	9	9	9	10
Soccer	25	25	25	26
Softball	20	20	20	18
Squash	14	14	14	15
Swimming	37	37	37	30
Tennis	10	10	10	12
Track - indoor	54		52	57
- outdoor		50		
Volleyball	19	19	19	19
Water Polo	24	24	24	17
		Actual:	466.5	470 Target

* 1st Comp includes 4 women on the men's crew team

** Last Comp includes 3 women on the men's crew team

Varsity Athletes 2018-2019

Men	447.5	48.96%
Women	<u>466.5</u>	51.04%
Total	914	

PRODUCED IN NATIVE FORMAT

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
2019-2020 Intercollegiate Athletic Participation Numbers

Full Time Degree Seeking Undergraduates Fall 2019

Men	3249	47.71%
Women	<u>3561</u>	52.29%
Total	6810	

Women's Teams

	<u>1st Comp.</u>	<u>Last Comp.</u>	<u>Average</u>	<u>Minimum</u>
Basketball	15	12	13.5	15
Crew*	50	51	50.5	52
Cross Country	18	20	19	31
Equestrian	24	23	23.5	32
Fencing	11	13	12	16
Field Hockey	24	23	23.5	22
Golf	9	9	9	10
Gymnastics	15	15	15	14
Ice Hockey	19	18	18.5	23
Lacrosse	30	30	30	27
Rugby	32	36	34	24
Skiing	10	10	10	10
Soccer	27	27	27	26
Softball	18	18	18	18
Squash	14	14	14	15
Swimming	38	38	38	30
Tennis	8	8	8	12
Track - indoor	43	43	43	57
- outdoor	*Did not have a season			
Volleyball	19	20	19.5	19
Water Polo	23	23	23	17
		Actual:	449	470 Target

* 1st Comp includes 2 females on the men's crew team

** Last Comp includes 3 female on the men's crew team

Varsity Athletes 2019-2020

Men	448	49.94%
Women	<u>449</u>	50.06%
Total	897	

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
2019-2020 Intercollegiate Athletic Participation Numbers

Full Time Degree Seeking Undergraduates Fall 2019

Men	3249	47.71%
Women	<u>3561</u>	52.29%
Total	6810	

Men's Teams

	<u>1st Comp.</u>	<u>Last Comp.</u>	<u>Average</u>	<u>Maximum</u>
Baseball	29	30	29.5	26
Basketball	14	14	14	13
Crew	38	37	37.5	46
Cross Country	15	15	15	18
Fencing	11	11	11	14
Football	88	89	88.5	98
Golf	8	8	8	8
Ice Hockey	29	30	29.5	28
Lacrosse	48	48	48	38
Soccer	26	25	25.5	24
Squash	15	15	15	12
Swimming	28	28	28	24
Tennis	11	11	11	10
Track - indoor	44	46	45	50
- outdoor	*Did not have a season			
Water Polo	20	20	20	15
Wrestling	22	23	22.5	25
		Actual:	448	449 Target

Varsity Athletes 2019-2020

Men	448	49.94%
Women	<u>449</u>	50.06%
Total	897	

Acknowledgment of Counsel

The undersigned counsel for Brown University, has received and reviewed the foregoing letter of Lynette Labinger of November 20, 2001, and hereby acknowledges and agrees that the following three points have been agreed to by the parties, by their counsel, on November 13, 2001, in Cohen v. Brown University:

First, the parties acknowledge that they disagree as to whether or not the Joint Agreement permits or authorizes Brown to include participants on discrete women's junior varsity teams in determining participation ratios as set forth in Section III.F. of the Joint Agreement or in determining Brown's compliance with the "permitted variance in participation ratios," as described in Section III of the Joint Agreement. Plaintiffs contend that such individuals cannot be included in the count; Brown contends that they can. However, the parties have concluded that they can reach agreement as to the three subject junior varsity teams as presently constituted without resolving this disagreement. As a result, on this first issue, the parties have not waived or abandoned their respective positions, which are expressly reserved in the event of a future dispute.

Second, the parties have agreed that the participants in women's junior varsity soccer, women's junior varsity volleyball and women's junior varsity ice hockey will not be included in determining participation ratios as set forth in Section III.F. of the Joint Agreement or in determining Brown's compliance with the "permitted variance in participation ratios," as described in Section III of the Joint Agreement, for 2000-2001. Brown has further agreed that it will not count these participants in 2001-2002, or for any year hereinafter that the subject teams continue as presently constituted (practice, competition, coaching, etc.). *Brown has agreed that, in the event we are unable to agree as to the timing or method to achieve the 3.5% permitted variance, Brown will not assert that the participants of the three subject junior varsity teams, if they remain as constituted in 2000-2001, can or should be included in determining participation ratios.*

Third, the parties recognize, as a consequence of their agreement to exclude the participants of the three subject junior varsity teams from the determination of participation ratios for 2000-2001, that Brown did not achieve a permitted variance of 3.5% or less for 2000-2001. Under the Joint Agreement, if Brown fails to meet the applicable permitted variance, the parties are obliged to confer and attempt to achieve agreement as to the appropriate remedy. If we are able to agree upon a plan, we are required to reduce it to writing, without involving the Court. If we are unable to agree as to a plan for Brown to meet the permitted variance, we are to present our dispute as to how best to achieve compliance to the Court for resolution.

For defendants Brown University, et al:



12/4/01

date



BROWN UNIVERSITY

OFFICE OF THE GENERAL COUNSEL

Beverly E. Ledbetter, General Counsel
James M. Green, Deputy Counsel
Yolanda J. Lamboy, Associate Counsel
Edward von Gerichten, Associate Counsel
Janice E. Wright, Associate Counsel

Via e-mail and regular mail

August 24, 2010

Lynette Labinger, Esq.
Roney & Labinger LLP
344 Wickenden Street
Providence, RI 02903

RE: Cohen v. Brown University

Dear Lynette:

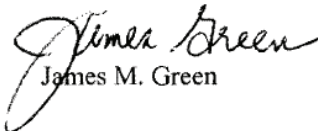
I am writing in response to your letter dated August 9, 2010 regarding the obligations of the University under the Joint Settlement Agreement to provide the Plaintiff class with an explanation for the deviation from the permitted variance for the 2009-2010 academic year and Brown's proposal for achieving the permitted variance in the upcoming year and thereafter. While Brown is confident that it will achieve the permitted variance in the 2010-2011 academic year, Brown's goal is to reduce the variance in the coming year to 1.37 % and it is implementing plans that will assure compliance in future years.

Attached is Brown's "Proposal for Meeting the Permitted Variance in Accordance with the Joint Settlement Agreement" which addresses the 2009-2010 year's deviation from the permitted variance, provides a summary of the factors that lead Brown to anticipate achieving the permitted variance in the upcoming year and details Brown's reduced variance goal for 2010-2011 and proposals for maintaining compliance in the future.

This proposal was developed with Margaret Klawunn, the Vice President for Campus Life and Student Services and Michael Goldberger, the Director of Athletics and Joan Taylor, the Associate Director, each of whom took active roles in analyzing the data and planning for future compliance.

Please let me know if you have any questions regarding the proposal. Please let me know whether you would like to meet to discuss this Plan. We had tentatively set a meeting time of 10 am on September 3, 2010 at your office.

Sincerely,


James M. Green

Cc: Michael Goldberger
Margaret Klawunn
Beverly Ledbetter
Joan Taylor

Brown University Proposal for
Meeting the Permitted Variance in accordance with the Joint Settlement Agreement
August 19, 2010

I. Participation 2009-2010

For the academic year 2009-2010, women represent 52.30% of the student body and women athletes represent 46.70% of the student athlete population, resulting in a 5.6% difference between the enrollment and athletes. Men constitute 47.70% of the student population and 52.30% of the student athlete population. The charts showing participation levels (with targets) are attached. While Brown exceeded the permitted variance, the actual number of participants required to achieve compliance in 2009-2010 is quite small, a spread of 18.15 athletes out of 864.5 participants.

Having looked carefully at the data to determine the cause of the variance, no single reason can be identified, but there are a number of areas which can be addressed to ensure compliance in future years.

Taken as a group, the male varsity teams with a combined roster of 460 exceeded the group target of 446 by fourteen. Of the sixteen men's varsity sports twelve either met or were within 1.5 athletes of their targets. One team, basketball, was three below the target and two teams substantially exceeded their targets, cross country by seven and track by 7.5. By contrast, the women's varsity sports as a group, with 404.5 participants, fell 27.5 participants short of the 432 goal. Of the nineteen women's varsity sports, eleven teams either met or exceeded their targets (seven) or were no more than .5 under target (four). The remaining eight women teams fell below their targets by more than .5. The most significant shortfalls were in cross country (6.5), ice hockey (6), lacrosse (8), soccer (4) and track (4). What follows is a brief description of the difficulties encountered in men's and women's cross country and track and women's ice hockey and lacrosse.

Cross Country and Track Due to a large number of complaints and a subsequent investigation, the Athletic Director decided to remove, in mid season, the head coach responsible for both men's and women's cross country as well as men's and women's indoor and outdoor track. The Athletic Director had concerns for the health and welfare of track athletes since a large number of women track athletes were injured or quit the team as a result of the coach's overly draconian training and nutrition regimens, as well as issues related to body image. The Athletic Director selected one of the assistant coaches, Michelle Eisenreich, to serve as the interim cross country/track coach beginning in mid-February 2010. Coach Eisenreich devoted nearly all of her time at the start of her interim head coach duties to coaching the athletes, and roster management suffered. When the new coach subsequently reviewed the team rosters submitted by the previous head coach she removed 10 athletes from the women's cross country list and 14 from the indoor track list as being injured and never competing. Coach Eisenreich's roster cuts reached the athletic administration office for the first time in July 2010. The female numbers for track and cross country resulted in 11 fewer athletes than set as the minimum and fewer than the participation number the athletic administration anticipated as a result of the reports from the previous coach. The men's track and cross country participation numbers show that there were 14 participants above the target. With the upheaval concerning the investigation and removal of the previous cross country and track head coach, the athletic administrators failed to carefully monitor these rosters.

Women's Ice Hockey The women's ice hockey coach felt that a change in culture was needed on her team during the 2009-2010 season and she decided to hold tryouts for all athletes interested in playing including existing returning team members. The net result of the tryouts was the cutting of several

members of the team prior to the date of the first competition. In 2009-2010 women's ice hockey fielded only twenty athletes on the first day of competition or six fewer than the target. By contrast, the women's ice hockey team had a full complement of 26 players at the time of the first competition in 2008-2009.

Women's Lacrosse The women's lacrosse team fell 8 athletes short of its target as a result of several athletes quitting the team and four having season' ending injuries.

II. Based on current projections, Brown will achieve the permitted variance of 3.5% in 2010-2011, but Brown has a goal for 2010-2011 of a 1.37% variance

The University is committed to achieving the permitted variance of 3.5% in 2010-2011 but has established a target variance of 1.37%. Initial projections indicate a student body ratio of 52.15% women and 47.84% men in total enrollment for the upcoming year. Estimating student athlete participation rates based on committed recruited matriculates in each sport, departing senior athletes and projected attrition based on the average over the last five years indicates that Brown will be well within the permitted variance in the coming year.

Attached is a chart which shows the participation rates for varsity sports over the last five years, a five year average, the number of individuals expected to submit eligibility paperwork as of August 16, 2010 and the revised targets for each sport established by the Athletic Director. Attached is a worksheet showing the variance over the last two years with a projection for 2010-2011 using the Athletic Director's targets. If the Athletic Director's targets are met there would be a variance of 1.37%. The 2010-2011 targets for men's teams are at or near the five year average participation rates. The women's team targets exceed the five year average in some cases. In particular the Athletic Director expects a stronger than average participation in track with the advent of the new coach.

The Athletics Department for the first time has begun using its new ACS In Control student-athlete information management system which the Department obtained from ACS Athletics. InControl is a comprehensive, integrated system that simplifies processes and gives coaches and administrators better control of the data and day-to-day operations that drive the student-athlete life-cycle. InControl helps with student-athlete forms, roster management, compliance monitoring, and recruiting.

The Athletics Department has generated projected rosters for each of the varsity sports using ACS. The rosters (attached) were generated by taking all of the non-graduating student-athletes from teams last year and then adding in the recruited first years. Athletics then added in the names of any non-recruited students who had reached out to coaches and expressed an interest in joining the team. Athletics then sent out to each of the identified athletes a request to complete 10 different eligibility forms.

These projected rosters are subject to considerable fluctuation. As athletes have begun responding to the eligibility data request there have been subtractions from the rosters because some of the returning players, as well as some of the potential walk-ons have decided they will not be on the team this year and have removed themselves from consideration. A handful of others have been injured or decided to take a semester or year away from Brown.

Athletics expects to continue to see the rosters change because once the students have all returned for the new academic year, there will be more interest in walking on to the teams. Some teams - soccer, football, lacrosse, track and field, etc - will see one or two such walk-ons, if any. But the men's and women's crew teams, the equestrian team, and the men's and women's fencing teams may collectively have about 100 students express interest in walking on to the teams. Walk-ons will be added to the ACS generated rosters. Based on past experience by September 20, 60-70 of those 100 walk-ons will withdraw from the

teams. In September 2010 and continuing through March 2011, as teams begin competition, Athletics will generate the official squad lists which serve the dual purpose of being the NCAA roster of record.

Notwithstanding the expected compliance with the permitted variance, Brown is taking steps to encourage more incoming first year women to participate in varsity sports. Data on the class of 2014 shows that there are large numbers of women students who have expressed an interest in one of the varsity sports offered at Brown. Associate Athletic Director Bob Kenneally will work with the admissions office to obtain names of first year female students who participated in high school sports and who have expressed interest in continued participation in college. Emails will be sent to those athletes providing them with information about our varsity program. While the results cannot be predicted at this time, it is fully anticipated that some of these students will join the teams in the upcoming year.

III. Plans for continuing compliance with the permitted variance

- Regular monitoring of participation numbers will occur during the year with adjustments made as possible to achieve the goals. This should be made easier by the use of the ACS system. Going forward, two types of roster actions will require the specific written authorization of the Athletic Director, namely cutting a female athlete from a roster which is at or below the target for that sport and adding a male athlete to a roster that is at or exceeds the target for that sport.
- The minimum and maximum participation goals will be reviewed on an on-going basis.
- Emphasis will continue to be placed on active recruitment of women athletes to offer and obtain acceptance to fill the full number of available slots for recruited athletes. Brown has had considerable success in admitting recruited women athletes. The athletic recruits admitted to the class entering in the fall of 2010 include 123 men and 114 women. In the four years since 2007-2008 athletic recruits admitted include 493 men and 463 women.
- Retention of student athletes on varsity teams will be a high priority. The Athletic Director has asked an Associate Director to prepare a comprehensive report of the past four years of matriculants by gender and sport and the retention rate in each of those sports.
- The Athletic Director has already met this month with all coaches to emphasize the expectations regarding minimum and maximum participation numbers and retention of student athletes. Success in achieving the University's goals will be one of the factors of a coach's performance evaluation.

In summary, the University is committed to fulfilling both the spirit and terms of the Agreement.

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
2009-2010 Intercollegiate Athletic Participation Numbers

Enrollment Fall 2009

Men	2858	47.70%
Women	3138	52.30%

Women's Teams	<u>1st Comp.</u>	<u>Last Comp.</u>	<u>Average</u>	<u>Minimum</u>	<u>Notes</u>
Basketball	14	15	14.5	15	
Crew	49	50	49.5	50	Includes 6 women on men's crew at first comp and 5 women on men's crew at last comp
Cross Country	21	20	20.5	27	
Equestrian	29	32	30.5	30	
Fencing	15	15	15	17	
Field Hockey	21	21	21	23	
Golf	9	8	8.5	8	
Gymnastics	13	13	13	15	
Ice Hockey	20	20	20	26	
Lacrosse	24	24	24	32	
Skiing	7	9	8	8	
Soccer	25	25	25	29	
Softball	18	18	18	17	
Squash	14	15	14.5	15	
Swimming	28	28	28	28	
Tennis	13	13	13	12	
Track	47	41	44	48	First In/Last Out
Volleyball	20	20	20	16	
Water Polo	13	22	17.5	16	
Total	400	409	404.5	432	
% of Total Athletes			46.70%		

Corrected as of 8/17/2010

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS					
2009-2010 Intercollegiate Athletic Participation Numbers					
Enrollment Fall 2009					
Men	2858	47.70%			
Women	3138	52.30%			
Men's Teams			<u>1st Comp.</u>	<u>Last Comp.</u>	<u>Average</u> <u>Maximum</u> <i>Notes</i>
Baseball			27	26	26.5 26
Basketball			12	10	11 14
Crew			50	44	47 46
Cross Country			27	27	27 20
Fencing			14	16	15 14
Football			100	96	98 99
Golf			8	8	8 8
Ice Hockey			29	29	29 28
Lacrosse			39	39	39 38
Soccer			26	26	26 26
Squash			11	13	12 12
Swimming			24	23	23.5 25
Tennis			10	9	9.5 10
Track			48	47	47.5 40
Water Polo			15	15	15 14
Wrestling			27	25	26 26
Total			467	453	460 446
% of Total Athletes					53.20%

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
Intercollegiate Athletic Participation Numbers Since 2005-2006
with Requests for Eligibility Determinations as of 08-16-2010
and Athletic Director's Roster Targets for 2010-2011

Men's Teams	05-06	06-07	07-08	08-09	09-10	5 year avg	Elig. Requests	Target
baseball	24.5	26	25.5	24	26.5	25.3	30	26
basketball	12.5	11	14.5	13	11	12.4	13	13
crew	33	43.5	42	45.5	47	42.2	49	46
cross c	17.5	22	20	26	27	22.5	30	18
fencing	15	15	14	15	15	14.8	13	14
golf	9.5	9	6.5	6	8	7.8	10	8
ice hockey	27	25.5	24	28	29	26.7	29	28
lacrosse	35.5	33	38	37.5	39	36.6	40	38
soccer	24	24	25	24.5	26	24.7	29	24
squash	11	11.5	12	11	12	11.5	13	12
swimming	22	24	23	22	23.5	22.9	26	24
tennis	10	9	10	10	9.5	9.7	13	10
track	47.5	51.5	47	40	47.5	46.7	54	40
wrestling	22.5	21.5	26.5	26	26	24.5	34	25
football	94.5	93.5	91	106	98	96.6	116	98
water polo	13.5	12	12	15.5	15	13.6	20	15
Total	419.5	432	431	450	460	438.5	519	439
	48.8%	51.0%	51.0%	50.7%	53.2%	50.9%	51.3%	49.22%
Women's Teams								
basketball	15.5	15	16	15.5	14.5	15.3	18	15
crew	56.5	53	46	52.5	49.5	51.5	50	52
fencing	21.5	15.5	15.5	16.5	15	16.8	13	16
f hockey	24	20	22.5	23.5	21	22.2	22	22
golf	7.5	7	6.5	8	8.5	7.5	9	10
ice hockey	22	21	22	26	20	22.2	25	23
lacrosse	27	26	28.5	32	24	27.5	33	29
soccer	25	27	31.5	29.5	25	27.6	26	26
softball	18	16	14.5	16.5	18	16.6	21	19
squash	16	15	15	12.5	14.5	14.6	14	15
swimming	33	28	23	28	28	28	33	30
tennis	10.5	10.5	10.5	15.5	13	12	13	13
track	50.5	50	50.5	47	44	48.4	74	57
volleyball	16.5	18	17	17	20	17.7	21	19
gymnastics	15	10	12.5	15	13	13.1	17	14
skiing	13	12	10.5	8	8	10.3	10	10
x country	22	24	29	33	20.5	25.7	44	33
equestrian	32.5	33.5	32	28	30.5	31.3	26	33
water polo	13.5	14	11.5	13	17.5	13.9	24	17
Total	439.5	415.5	414.5	437	404.5	422.2	493	453
	51.2%	49.0%	49.0%	49.3%	46.8%	49.1%	48.7%	50.78%

The Eligibility Requests column represents the number of individuals expected to submit eligibility paperwork as of August 16, 2010. These numbers are expected to fluctuate considerably up until the time of first competition when official rosters will be set.

BROWN UNIVERSITY DEPARTMENT OF ATHLETICS
Intercollegiate Athletic Participation Numbers Since 2008-2009

<u>Enrollment Fall 2008</u>			<u>Athletes 2008-2009</u>			<u>Variance WS to WA</u>
Men	2834	48.20%	Men	450	50.70%	
Women	3040	51.80%	Women	437	49.30%	2.50%
Total	<u>5874</u>		Total	<u>887</u>		
 <u>Enrollment Fall 2009</u>			 <u>Athletes 2009-2010</u>			 <u>Variance WS to WA</u>
Men	2858	47.70%	Men	460	53.20%	
Women	3138	52.30%	Women	404.5	46.70%	5.60%
Total	<u>5996</u>		Total	<u>864.5</u>		
 <u>Enrollment Fall 2010 (Projected)</u>			 <u>Athletes 2010-2011 (AD's Target)</u>			 <u>Variance WS to WA</u>
Men	2925	47.84%	Men	439	49.22%	
Women	3188	52.15%	Women	453	50.78%	1.37%
Total	<u>6113</u>		Total	<u>892</u>		

Step 1 - Coach

Brown University

Student - Athlete Roster Declaration Form

When completed and signed by the Head Coach, this form will serve as the initial roster reported at the beginning of each academic year.

Sport Women's Cross Country

Academic Year 2020-21

Name	Brown UIN#	Banner#	Class	Transfer/Walk-On	Email
Bartczak, Isabela			2022		
Bibbey, Mary			2022		
Butler, Hannah			2021		
Dokholyan, Katherine			2022		
Drage, Allison			2024		
Faulhaber, Emily			2024		
Hade, Felicity			2024		
Hajda, Allison			2021		
Kompellen, Emily			2022		
Kriss, Stephanie			2024		
Madgic, Emma			2023		
Martinez, Alexandra			2022	Walk-on	
			2023	Walk-on	
Moini, Emily			2024		
Ofek, Danna			2024		
Orchard, Katie			2023		
Reichheld, Sarah			2024		
Sassan, Caroline			2024		
Shipon, Sara			2021		
Skahill, Emily			2022		
Smith, Maya			2024		
Stronski, Isabel			2021		
Valentine, Samantha			2021		
Pate, Bailey			2023	Walk-on	
Terrasson, Margaux			2023		
			2021	Transfer	

Wieg, Amy



2024

Walk-on



Treanor,
Katherine

McCarthy,
Madison

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DATE 07-14-2020

Step 2 - Sports Administrator

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DATE 07/16/2020

Step 1 - Coach

Brown University

Student - Athlete Roster Declaration Form

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Sport **Women's Indoor and Outdoor Track**

Academic Year **2020-21**

Name	Brown ID#	Banner#	Class	Transfer/Walk-On	Email
Alvarez, Kate			2023	Walk-on	
Baker, Margaret			2023		
Barakat, Hanna			2021		
Bartczak, Isabela			2022		
Begor, Flynn			2023		
Bibbey, Mary			2022		
Butler, Hannah			2021		
Crawford, Jae			2022		
Davis, Daryn			2024		
Desir, Arielle			2022		
Dokholyan, Katherine			2022		
Drage, Allison			2024		
Dumas, Lily			2023		
Ezeama, Nneka			2024		
Faulhaber, Emily			2024		
Frey, Madelyn			2022		
Gallant, Emma			2024		
Hade, Felicity			2024		
Hajda, Allison			2021		
Hilkert, Meredith			2023	Walk-on	
Kompelien, Emily			2022		
Kriss, Stephanie			2024		
Madgic, Emma			2023		
Manna, Brooklyn			2024		
Marrinan, Cecilia			2024		
			2023		

Martinez, Alexandra	2024	Walk-on
Mathew, Anjoli	2024	
McCarthy, Madison	2022	Walk-on
McMeniman, Erin	2023	
Moini, Emily	2024	Walk-on
Odenigbo, Chiamaka	2024	
Otek, Danna	2023	
Ofulue, Amanda	2024	
Orchard, Katie	2021	
Pate, Bailey	2023	
Reichheld, Sarah	2021	
Renelus, Felicia	2024	
Sassan, Caroline	2022	
Scott, Sydney	2024	
Shipon, Sara	2021	
Skahill, Emily	2022	
Smith, Maya	2022	
Stern, Lauren	2024	
Stokes, Jaiden	2022	
Stoiler, Shira	2022	
Stronski, Isabel	2023	
Terrason, Margaux	2021	Walk-on
Treanor, Katherine	2024	Transfer
Tsoukas, Zoe	2021	
Uche, Ijeoma	2024	
Ury, Brooke	2021	
Valentine, Samantha	2023	
Waite, Kennedy	2024	
Whelan, Mary	2024	
Willig, Amy	2024	Walk-on
Yeboah-Kodie, Lauren	2024	Walk-on
Rothenberg, Kelly		
Battle, Aaliyah		

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DATE 07/14/2020

Step 1 - Coach

Brown University

Student - Athlete Roster Declaration Form

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Sport Women's
Outdoor Track

Academic Year 2020-21

Name	Brown UID#	Banner#	Class	Transfer/Walk- On	Email
Alvarez, Kate			2023		
Baker, Margaret			2023		
Barakat, Hanna			2021		
Bartczak, Isabela			2022		
Battle, Aaliyah			2024		
Begor, Flynn			2023	Walk-on	
Bibbey, Mary			2022		
Butler, Hannah			2021		
Crawford, Jae			2022		
Davis, Daryn			2024		
Desir, Arielle			2022		
Dokholyan, Katherine			2022		
Drage, Allison			2024		
Dumas, Lily			2023		
Ezeama, Nneka			2024		
Faulhaber, Emily			2024		
Frey, Madelyn			2022		
Gallant, Emma			2024		
Hade, Felicity			2024		
Hajda, Allison			2021		
Hilkert, Meredith			2023		
Kompellen, Emily			2022		
Kriss, Stephanie			2024		
Madgic, Emma			2023		
Manna, Brooklyn			2024		
Marrinan, Cecilia			2024		

Martinez, Alexandra	[REDACTED]	2022		[REDACTED]
	[REDACTED]	2024		[REDACTED]
Mathew, Anjali	[REDACTED]	2024		[REDACTED]
McCarthy, Madison	[REDACTED]	2022	Walk-on	[REDACTED]
McMeniman, Erin	[REDACTED]	2023	Walk-on	[REDACTED]
Moini, Emily	[REDACTED]	2024		[REDACTED]
Odenigbo, Chiamaka	[REDACTED]	2024		[REDACTED]
Ofeq, Danna	[REDACTED]	2023		[REDACTED]
Ofulue, Amanda	[REDACTED]	2024		[REDACTED]
Orchard, Katie	[REDACTED]	2021		[REDACTED]
Pate, Bailey	[REDACTED]	2023		[REDACTED]
Reichheld, Sarah	[REDACTED]	2021		[REDACTED]
Renelus, Felicia	[REDACTED]	2024	Walk-on	[REDACTED]
Rothenberg, Kelly	[REDACTED]	2024		[REDACTED]
Sassan, Caroline	[REDACTED]	2022		[REDACTED]
Scott, Sydney	[REDACTED]	2024		[REDACTED]
Shipon, Sara	[REDACTED]	2021		[REDACTED]
Skahill, Emily	[REDACTED]	2022		[REDACTED]
Smith, Maya	[REDACTED]	2022		[REDACTED]
Stern, Lauren	[REDACTED]	2024		[REDACTED]
Stokes, Jaiden	[REDACTED]	2022		[REDACTED]
Stoller, Shira	[REDACTED]	2024		[REDACTED]
Stronski, Isabel	[REDACTED]	2023		[REDACTED]
Terrason, Margaux	[REDACTED]	2021		[REDACTED]
Treanor, Katherine	[REDACTED]	2024		[REDACTED]
Tsoukas, Zoe	[REDACTED]	2021		[REDACTED]
Uche, Ijeoma	[REDACTED]	2021		[REDACTED]
Ury, Brooke	[REDACTED]	2023		[REDACTED]
Valentine, Samantha	[REDACTED]	2021		[REDACTED]
Waite, Kennedy	[REDACTED]	2023		[REDACTED]
Whelan, Mary	[REDACTED]	2024		[REDACTED]
Willig, Amy	[REDACTED]			[REDACTED]
Yeboah-Kodie, Lauren	[REDACTED]			[REDACTED]

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