

EXHIBIT

8

Hayes
8/15/2020

Committee on Excellence in Athletics Meeting

April 17, 2019

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

Data in tables

- **Roster size**
 - Brown: average at Brown over 5 years
 - Winning: average over 5 years of rosters of championship teams
 - Optimal: roster needed at Brown to promote competitiveness (Jack's view)
- **Support slots**
 - Brown: average slots given over 5 years
 - Optimal: slots needed to support optimal roster (Jack's view)
- **Diversity**: Fraction athletes who are HUG (Black, Latinx, Native/Indigenous)

Baseline for Men's sports

Sport	Roster			Support slots	
	Brown	Winning	Optimal	Brown	Optimal
Baseball	28	32	32		
Basketball	14	16	16		
Crew	51	52	50		
Fencing	12	15	12		
Football	107	120	120		
Golf	8	9	10		
Ice Hockey	27	28	28		
Lacrosse	38	50	50		
Soccer	26	28	28		
Squash	12	14	12		
Swim-dive	27	36	36		
Tennis	12	12	12		
Track, Field & CC (3)	100	100	100		
Water polo	18	18	18		
Wrestling	25	36	30		
SUBTOTAL VARSITY MENS	526	593	581	119	142

Baseline for Women's Sports

Sport	Roster			Support slots	
	Brown	Winning	Optimal	Brown	Optimal
Basketball	14	16	16		
Crew	54	54	54		
Equestrian	33	33	33		
Fencing	14	15	12		
Field Hockey	22	24	26		
Golf	9	9	10		
Gymnastics	17	20	24		
Ice Hockey	23	28	28		
Lacrosse	30	32	32		
Rugby	30	32	36		
Skiing	8	12	10		
Soccer	25	30	30		
Softball	18	20	20		
Squash	13	14	12		
Swim-dive	31	40	40		
Tennis	10	12	12		
Track, Field & CC (3)	129	110	110		
Volleyball	18	17	20		
Water polo	22	20	20		
SUBTOTAL VARSITY WOMENS		550	594	606	102

Baseline summary

	Current	Implement optimal
#sports	38	38
#athletes, total	1075	1099
#athletes, men	526	554
#athletes, women	550	545
% women	51.1%	49.6%
#slots, total	220	263
#slots, men	119	133
#slots, women	102	129
%women	46.1%	49.2%
diversity	18.8%	19.5%

Notes:

- If no changes were made to the number of varsity sports, but we implemented optimal roster sizes and support slots, we would need to have 262 support slots per year (32 over current maximum) and add 24 student athletes
- This demonstrates one reason why we are not competitive: we are stretching support slots too thinly across too many sports
- Note that about 19% of student-athletes are HUG. The overall at Brown for undergrads is 21%

Three scenarios

Blue: Common across both scenarios
Red: Different across scenarios 1 and 2

Scenario 1

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

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, cut men's & women's tennis

Covert to club or cut

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

Add

- Sailing (coed, w)

Scenario 3

Major change: Keep women's running, cut men's & women's tennis

Covert to club or cut

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

Add

- Sailing (coed, w)

Scenario 1a (note: sports in blue are cut or added in all scenarios, red differ across scenarios)

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)

Notes

- Gender balance too low
- Slots under 230 maximum
- Diversity declines

	Current	Implement optimal
#sports	38	27
#athletes, total	1075	872
#athletes, men	526	420
#athletes, women	550	452
% women	51.1%	51.8%
#slots, total	220	227
#slots, men	119	111
#slots, women	102	115
%women	46.1%	50.9%
diversity	18.8%	16.7%

Scenario 1b: Same as Scenario 1a but reduce football roster from 120 to 100

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)

Notes

- Gender balance is good
- Slots are under 230 maximum
- Diversity declines

	Current	Implement optimal
#sports	38	27
#athletes, total	1075	852
#athletes, men	526	400
#athletes, women	550	452
% women	51.1%	53.1%
#slots, total	220	222
#slots, men	119	106
#slots, women	102	115
%women	46.1%	52.0%
diversity	18.8%	16.4%

Scenario 1a & 1b comments

Advantages

- Frees up space in OMAC for other sports
- No need to maintain track at football stadium when field is turfed
- 11 fewer existing varsity teams to support
- Added teams (sailing) have excellent facilities, are already well-supported, and are competitive

Disadvantages

- Gender balance works only if football roster reduced
- Keeps a number of weaker women's teams, most notably equestrian
- Worse on diversity

Scenario 2a

Covert to club or cut

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

Add

- Sailing (coed, w)

Notes

- Gender balance is good
- Diversity largely unchanged
- Support slots over maximum by 7

	Current	Implement optimal
#sports	38	28
#athletes, total	1075	927
#athletes, men	526	435
#athletes, women	550	492
% women	51.1%	53.1%
#slots, total	220	237
#slots, men	119	117
#slots, women	102	119
%women	46.1%	50.4%
diversity	18.8%	18.3%

Scenario 2b: Same as 2a but football roster reduced from 120 to 100

Covert to club or cut

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

Add

- Sailing (coed, w)

Notes

- Gender balance is excellent
- Diversity down very slightly
- Support slots over maximum by 2

	Current	Implement optimal
#sports	38	28
#athletes, total	1075	907
#athletes, men	526	415
#athletes, women	550	492
% women	51.1%	54.2%
#slots, total	220	232
#slots, men	119	112
#slots, women	102	119
%women	46.1%	51.5%
diversity	18.8%	18.0%

Scenario 2a & 2b

Advantages

- Eliminating tennis for men and women opens up the 4th floor of the Pizzatola for basketball court (used by numerous sports)
- Maintains women's track, field & CC as the large women's sport that balances football—become “the” place for women's track, field & CC?
- Able to cut weaker women's teams that would have been maintained under Scenario 1
- Gender balance is good, even without reducing football roster, and is excellent with reduction in football roster

Disadvantages

- Have to maintain track and field space in OMAC and football field—which is not suitable for large competitions
- Would have to set support slots slightly below “optimal” for some sports

Scenario 3a

Covert to club or cut

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

Add

- Sailing (coed, w)

Notes

- Gender balance is good
- Diversity reduced*
- Support slots under 230 maximum

	Current	Implement optimal
#sports	38	28
#athletes, total	1075	910
#athletes, men	526	420
#athletes, women	550	490
% women	51.1%	53.8%
#slots, total	220	224
#slots, men	119	111
#slots, women	102	112
%women	46.1%	50.2%
diversity	19.0%	17.3%

* Estimate since diversity of women's running is unknown

Scenario 3b: same as 3a but football roster reduced

Covert to club or cut

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

Add

- Sailing (coed, w)

Notes

- Gender balance is good
- Diversity reduced*
- Support slots under 230 maximum

	Current	Implement optimal
#sports	38	28
#athletes, total	1075	890
#athletes, men	526	400
#athletes, women	550	490
% women	51.1%	55.1%
#slots, total	220	219
#slots, men	119	106
#slots, women	102	112
%women	46.1%	51.4%
diversity	19.0%	17.3%

* Estimate since diversity of women's running is unknown

Scenario 3a & 3b

Advantages

- Eliminating tennis for men and women opens up the 4th floor of the Pizzitola for basketball court (used by numerous sports)
- Maintains women's running as a 3-season sport, but reduces need for OMAC space and assistant coaches for field events
- Focus on women's running would create more opportunity for excellence
- Gender balance is good, even without reducing football roster, and is excellent with reduction in football roster

Disadvantages

- Would have to retain a weaker women's sport (equestrian) although we could focus on making it strong
- Impact on diversity likely to worsen, but we do not know composition of a women's 3-sport running program

Final list of sports under scenarios 1, 2 & 3

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

Discussion