



WILLIAM & MARY

CHARTERED 1693

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September 30, 2020

Mr. Arthur H. Bryant, Esq.
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RE: Announcement of Sports Realignment at William & Mary

Dear Mr. Bryant

I am the University Counsel for William & Mary and am writing in response to your September 23, 2020 letter to President Rowe inquiring about William & Mary's plans for ensuring Title IX compliance as the institution implements a realignment of its sports offerings.

For background, on September 3, 2020, William & Mary announced that, at the conclusion of the 2020-21 academic year, it will cease offering four men's programs (gymnastics, indoor track, outdoor track, and swimming) and three women's programs (gymnastics, swimming and volleyball.) On September 25, 2020, the university announced a process to open a dialogue with the impacted programs and the community as whole to reach a shared understanding about what athletics excellence means at William & Mary. While the identified challenges and timeline for solutions remain unchanged, this process will open discussion to include exploration of an alternative path forward for William & Mary Athletics. With that in mind, below is a response to the specific concerns raised in your letter.

The decision to reduce sports offerings was necessitated in part by a recognized need to ensure that the overall athletic opportunities offered to men and women are substantially proportionate. As you noted, the reduction of sports alone will not accomplish the goal of Title IX compliance.

In preparation for the 2021-22 academic year, William & Mary is implementing a series of changes to enhance the opportunities offered through its remaining women's sports programs. Attached is a spreadsheet that details the full scope of planned roster changes, many of which are already under way as a routine part of roster management. In particular you will note that an additional eight athletes will

be added to the women's lacrosse program to accommodate the open substitute style of play preferred by the head coach hired in 2019. Also, eleven athletes will be added to both the women's indoor and outdoor track programs reflecting an increase in scholarship resources and coaching capacity made possible by the deliberate realignment of the Athletics Department. More moderate increases will be made to the women's basketball, field hockey, and golf programs to restore roster strength that has ebbed in recent years. In addition to increasing the opportunities available for women, reductions will be made to the size of certain remaining men's programs, including football.

Taking into account the full scope of changes to William & Mary's sports offerings for the 2021-22 academic year, the university will provide 56.81% of its athletic opportunities to women. This offering is substantially proportionate to the undergraduate enrollment rate for women which was 58.07% for the 2019-20 academic year. Although preliminary data indicate that there will be no significant movement in the enrollment rate for the 2020-21 year, William & Mary is prepared to make further participation adjustments if needed to achieve Title IX compliance. In addition, William & Mary is closely managing its scholarship distribution process to also achieve proportionality in that aspect of its program.

I trust that this additional information satisfies the concerns raised in your September 23 letter. If you are still interested in discussing this matter, I would be happy to find a time to meet.

Sincerely,

/Carrie S. Nee/

Carrie S. Nee