

TENNESSEE TITLE IX SUMMIT 2019

Monday, May 20, 2019
UTC University Center

8:00 a.m.	Check-in and Breakfast
9:00 a.m.	Opening Remarks
9:30 a.m.	Keynote Address
10:30 a.m.	Break
10:45 a.m.	Concurrent Sessions By Track
11:45 a.m.	Lunch and Prevention Materials
12:45 p.m.	Break
1:00 p.m.	Concurrent Sessions By Track
2:00 p.m.	Break
2:15 p.m.	Concurrent Sessions By Track
3:15 p.m.	Break
3:30 p.m.	Closing Remarks



SCHEDULE
AT A GLANCE

SCHEDULE

Time	Session	UC Location
8:00 a.m.	CHECK-IN AND BREAKFAST	Tennessee Room
9:00 a.m.	OPENING REMARKS/KEYNOTE ADDRESS FEATURING PETER LAKE	Tennessee Room
10:30 a.m.	BREAK	
10:45 a.m.	Concurrent Sessions by Track	
Title IX and Prevention	Maybe He's Born With It; Maybe It's Healthy Masculinity	Chattanooga Room C
Law Enforcement	Title IX and Campus Police: A Coordinated Campus Response to Sexual Violence	Chattanooga Room B
Conduct	Title IX and Due Process Protections	Raccoon Mountain Room
Student Support and Response	Responding to Reports of Sexual Misconduct 201	Chattanooga Room A
11:45 a.m.	LUNCH AND PREVENTION MATERIALS	Tennessee Room
12:45 p.m.	BREAK	
1:00 p.m.	Concurrent Sessions by Track	
Title IX and Prevention	Engaging Your Athletics Department to Prevent Sexual Violence: Promising Practices and Lessons Learned	Chattanooga Room C
Law Enforcement	Trauma Informed Response to Sexual Violence: Part One	Chattanooga Room B
Conduct	Anticipating Change: Title IX Investigations and Shifting Federal Mandates	Raccoon Mountain Room
Student Support and Response	Trauma and Title IX: Navigating Survivorship During an Investigation	Chattanooga Room A
2:00 p.m.	BREAK	
2:15 p.m.	Concurrent Sessions by Track	
Title IX and Prevention	The Weaponization of Alcohol: Effectively Linking High-Risk Alcohol Use Prevention to Campus Title IX Efforts	Raccoon Mountain Room
Law Enforcement	Trauma Informed Response to Sexual Violence: Part Two	Chattanooga Room B
Conduct	Intersections of Title IX and Behavioral Risk Assessment	Chattanooga Room A
Student Support and Response	The Importance of Campus Advocacy	Chattanooga Room C
3:15 p.m.	BREAK	
3:30 p.m.	CLOSING REMARKS	Tennessee Room



SCHEDULE

SESSION DESCRIPTIONS

9:30-10:30 a.m.

Keynote Title IX Update: The Potential Impact of Proposed Regulations, a Look at Recent Court Cases and an Eye on Congress

PETER LAKE

Proposed Title IX regulations promulgated in 2018 and the accompanying notice and comment period received over 100,000 comments, many of them not supportive of key features of the proposed regulations. The Department of Education has been taking months reviewing the staggering volume of comments: meanwhile, Congress has been discussing these regulations and the future of Title IX. Some issues including requiring direct cross-examination, campus responses to off-campus incidents and the restriction of the definition of harassment are dominating the debate. In addition, recent court cases in the Sixth Circuit and in California are shaping discussions while Congress deliberates the reauthorization of the Higher Education Act. Professor Peter Lake, a national expert on Title IX, will discuss these important issues and offer his thoughts on what campuses should be doing to prepare for what lies ahead in this exceptionally dynamic moment in Title IX regulation.

10:45–11:45 a.m.

TITLE IX AND PREVENTION **Maybe He's Born With It; Maybe It's Healthy Masculinity**

AMANDA MCCLELLAN

Based on the University of Tennessee, Knoxville experience with providing Healthy Masculinity programs on campus, presenter will discuss the UT Knoxville program model and common issues that arise during these types of conversations. Participants will engage in hands-on activities to generate discussion.

LAW ENFORCEMENT **Title IX and Campus Police: A Coordinated Campus Response to Sexual Violence**

STEPHANIE ROWLAND
HARRY WOLVERTON

In this session, presenters will learn how the University of Tennessee at Chattanooga Title IX Coordinator, Title IX Team and UTC PD Sexual Assault Relationship Violence Liaison Officer work together to serve individuals who have been impacted by sexual violence. Discussions will include information about Title IX and UTC PD efforts to create a trauma-informed approach to investigations.

CONDUCT **Title IX and Due Process Protections**

PETER LAKE

There have been wide-ranging debates about the parameters of fundamentally fair and/or due process in the Title IX grievance process. But what exactly is fundamentally fair or due process in the context of Title IX-related enforcement efforts on campus? What is a hearing? Can a single investigator model be legally fair? Does due process require cross-examination? Does fundamentally fair process entail the same requirements for public and private colleges? Are campuses essentially being asked to run college courts? Professor Lake will share his insights on the debate about fundamentally fair/due process in the higher education environment.

STUDENT SUPPORT AND RESPONSE **Responding to Reports of Sexual Misconduct 201**

LAURA BRYANT
SARAH THOMAS

This presentation will be an extension of last year's session titled "Responding to Reports of Sexual Misconduct 101." If you did not attend last year's presentation at the Title IX Summit in Knoxville, we still want you to attend. There will be information for everyone. Please join us to learn more about supporting both complainants and respondents through the Title IX process.

1:00–2:00 p.m.

TITLE IX AND PREVENTION **Engaging Your Athletics Department to prevent Sexual Violence: Promising Practices and Lessons Learned**

LAURA BRYANT
ERICA MEREDITH
DONNA THOMAS

Preventing sexual violence is about collaboration and education. Learn how the Office of Title IX, Center for Health Education & Wellness, UT Athletics and Helen Ross McNabb Center partner to provide the UT Knoxville athletics community with a comprehensive educational approach to preventing and responding to sexual violence. The presentation will include challenges faced, lessons learned and strategies that can be implemented on your campus to meet the unique needs of student-athletes.

LAW ENFORCEMENT **Trauma-Informed Response to Sexual Violence: Part One**

KELLEY KAIN

Part One and Part Two will present best practices for basic level trauma-informed law enforcement investigations. These sessions provide information on trauma and the brain, how to overcome the effects of trauma and memory and examples of interview strategies.

CONDUCT **Anticipating Change: Title IX Investigations and Shifting Federal Mandates**

MICHELLE BUCK

How long is too long when completing a Title IX investigation? What information should be included in the investigative report? Will changing federal Title IX regulations impact current practices? Join a Title IX Investigator for a conversation about investigation timelines and investigative reports that are both thorough and efficient. Participants will learn strategies for reducing investigation timelines and drafting comprehensive investigative reports to best serve students in light of changing federal mandates.

STUDENT SUPPORT AND RESPONSE **Trauma and Title IX: Navigating Survivorship During an Investigation**

SARAH JORDAN WELCH

For many student-survivors, going through a Title IX investigation can be terrifying and, in some cases, re-traumatizing. We will examine the ways a survivor's neurobiology of trauma may impact the experience of an investigation and how survivors can be supported. This will also be a chance to learn about how survivors' marginalized identities impact the way they navigate an investigation and practices in place that keep student-survivors from accessing services. While a Title IX investigation may never be easy or comfortable, there are opportunities for these processes to be healing, and at the very least, not re-traumatizing.

2:15–3:15 p.m.

TITLE IX AND PREVENTION **The Weaponization of Alcohol: Effectively Linking High-Risk Alcohol Use Prevention to Campus Title IX Efforts**

PETER LAKE

Despite clear correlations between sexual assault and alcohol, why are campuses having such a hard time addressing these issues together under Title IX? How can we constructively discuss the role of alcohol in the context of Title IX without victim blaming? Alcohol does not itself cause sexual assault, but the weaponization of alcohol is one method used by perpetrators to prey on victims. Lake will discuss the weaponization of alcohol and the important role AOD prevention staff have in campus Title IX efforts. He will also offer some insights on important new research in the field suggesting that serial perpetrators are a significant risk on campus.

LAW ENFORCEMENT **Trauma-Informed Response to Sexual Violence: Part Two**

KELLEY KAIN

Part One and Part Two will present best practices for basic level trauma-informed law enforcement investigations. These sessions provide information on trauma and the brain, how to overcome the effects of trauma and memory and examples of interview strategies.

CONDUCT **Intersections of Title IX and Behavioral Risk Assessment**

BRETT FUCHS
MATTHEW HOLZMACHER

Title IX cases often present concerns outside of the scope of Title IX investigators/ teams. As practitioners are presented with these overlapping concerns, how do they respond? Does information remain compartmentalized? Are other campus partners engaged? Learn more about what UTC is doing to resolve the intersecting concerns, as well as some of the efforts the university has taken to increase reporting and campus engagement.

STUDENT SUPPORT AND RESPONSE **The Importance of Campus-Based Survivor Advocacy**

ALLI CANSLER
SARA PETERS

UTC has had campus-based advocacy since the founding of the Transformation Project in 2002. Today, advocacy continues at UTC through Survivor Advocacy Services. Research finds that victims who work with advocates experience less distress, are less likely to experience certain negative outcomes (such as self-blame, guilt or depression) and are less reluctant to seek further help. Given the complexities regarding Title IX and higher education policy regarding response to sexual misconduct, relationship violence and stalking, campus-based advocates can provide a unique perspective and additional help in navigating university processes beyond community-based victim advocates.



PRESENTER
BIOGRAPHIES
AND CONTACT
INFORMATION



LAURA BRYANT | Deputy Title IX Coordinator for Prevention, Training and Education
University of Tennessee, Knoxville

Lbryant7@utk.edu

Laura Bryant provides oversight of all student, faculty and staff training and evaluation related to Title IX at UT Knoxville. Additionally, she has direct oversight of the prevention plans for students, faculty and staff. Bryant earned a bachelor's degree in nutrition from the University of Tennessee at Chattanooga, and she has a master's in social work from UT Knoxville. Currently, Bryant is pursuing a doctorate in educational psychology with an emphasis in adult learning.

MICHELLE BUCK | Title IX Investigator
Office of Student Conduct & Community Standards, University of Tennessee, Knoxville

michelle.buck@tennessee.edu

Michelle Buck serves the UT Knoxville Office of Student Conduct & Community Standards as a Title IX investigator. Before joining UT Knoxville in 2016, she worked as the assistant director of Academic Success and Student Affairs at Mercer University College of Law in Macon, Georgia. While at Mercer, Buck served the university as a campus-trained Title IX investigator. Buck earned a bachelor's degree in political science and English literature from Miami University, and a law degree from the Temple University Beasley School of Law.

ALLI CANSLER | Assistant Director of Advocacy and Education
Center for Women and Gender Equity, University of Tennessee at Chattanooga

allison-cansler@utc.edu

Alli Cansler is the assistant director of advocacy and education in the Center for Women and Gender Equity and serves as the primary victim advocate at UTC. In addition to advocacy, Cansler teaches in the Criminal Justice and Women's Studies departments, teaching Intro to Women's Studies and Violence Against Women. She is a two-time graduate of the University of Alabama and worked as a victim advocate for a non-profit that served nine counties in West Alabama.

BRETT FUCHS | Associate Dean of Students
University of Tennessee at Chattanooga

brett-fuchs@utc.edu

Brett Fuchs is associate dean of students at UTC. Since 2016, Fuchs has overseen the UTC Office of Student Conduct and Office of Student Outreach & Support. Fuchs earned a bachelor's in political science from Allegheny College, a master's in higher education administration from the University of Connecticut, and he is currently pursuing a doctorate in learning and leadership at UTC.

MATTHEW HOLZMACHER | Assistant Director of Student Conduct and
Student Conduct Investigator
University of Tennessee at Chattanooga

matthew-holzmacher@utc.edu

Matthew Holzmacher is assistant director of student conduct and student conduct investigator at UTC. Holzmacher has been at UTC since 2010, previously serving as sergeant/investigator for the UTC Police Department. In his current role, Holzmacher serves as the primary investigator for the Office of Student Conduct, investigating all alleged student misconduct. Holzmacher earned a bachelor's in criminology from Auburn University and a master's in criminal justice from UTC.

KELLEY KAIN | Corporal
University of Tennessee, Knoxville Police Department
kain@utk.edu

Kelley Kain is a corporal in the UT Knoxville Police Department Investigations Unit. Her prior duties included working in the patrol division and the community relations unit. Kain earned a bachelor's degree in English from the University of Georgia. She has developed material and taught classes on trauma-informed law enforcement throughout the state of Tennessee. Kelley serves as the departmental liaison to the UT Knoxville Commission for LGBT People and the Crisis Intervention Team. She has worked at UT Knoxville Police Department for four years.

PETER LAKE | Professor of Law, Charles A. Dana Chair,
and Director of the Center for Excellence in Higher Education Law and Policy
Stetson University College of Law
lake@law.stetson.edu

Peter Lake is professor of law, Charles A. Dana Chair and the director of the Center for Excellence in Higher Education Law and Policy at Stetson University College of Law. He has spent nearly 30 years in the classroom teaching law students and served as Stetson's interim director of Title IX compliance in 2015. He is an internationally-recognized expert on higher education law and policy and has been quoted or referred to in hundreds of newspapers and court opinions throughout the United States, including the Supreme Courts of California and Massachusetts in 2018. Lake, an award-winning academic, has authored numerous law review articles, books and other publications. Lake is a highly sought-after speaker and he has served as a presenter or keynote speaker at several hundred international, national, regional and local meetings. He has trained thousands of campus personnel on many student safety and other campus issues, including student mental health, alcohol and drug abuse, Title IX and sex discrimination, and First Amendment issues. Lake is a graduate of Harvard College and Harvard Law School and has recently signed on as a Senior Higher Education Consulting Attorney at the law firm of Steptoe & Johnson PLLC.

AMANDA MCCLELLAN | Intern - Master of Science in Social Work,
Center for Health Education & Wellness
University of Tennessee, Knoxville
amcclellan@utk.edu

After 10 years in the non-profit world, Amanda McClellan returned to pursue a master's in social work at the UT Knoxville. Her field placement at the Center for Health Education & Wellness provided incredible opportunities to engage in sexual violence prevention through a variety of evidence-based models. McClellan hopes to continue using her trauma training to build trauma-informed systems post-graduation.

ERICA MEREDITH | University of Tennessee Young Adult Wellness Specialist
Helen Ross McNabb Center
erica.meredith@mcnabb.org

Erica Meredith serves as the University of Tennessee Young Adult Wellness Specialist with the Helen Ross McNabb Center in Knoxville. This unique position is in partnership with the UT Knoxville Athletics Department. Meredith previously served as a therapist and team leader for the Bridges school-based program at the Helen Ross McNabb Center for five years and has worked in the field of counseling and social work for the past eight years. She earned a bachelor's degree from Lindsey Wilson College and a master of science in counseling at Campbellsville University in 2011.

SARA PETERS | Director, Center for Women and Gender Equity,
University of Tennessee at Chattanooga
sara-peters@utc.edu

Sara Peters has been at UTC since 2005 when she was hired as the coordinator of education and advocacy for the Transformation Project serving as the campus' only victim advocate. In 2008 she became the founding director of the UTC Center for Women and Gender Equity and developed survivor advocacy services within the Center. Peters earned both bachelor's and master's degrees in history from Auburn University. Currently, she is working on a doctorate in the Learning and Leadership program at UTC.

STEPHANIE ROWLAND | Title IX Coordinator, University of Tennessee at Chattanooga
stephanie-rowland@utc.edu

Stephanie Rowland became UTC's Title IX Coordinator in March 2015. Rowland is the chair of UTC's Sexual Misconduct, Relationship Violence and Stalking Response Team and the Sexual Misconduct, Relationship Violence and Stalking Prevention Committee. Under her oversight, UTC has implemented sexual assault awareness campaigns that have resulted in a more than 400% increase in SMRVS reports since 2015. Rowland has also conducted more than 200 total training sessions on various topics, including: Title IX, mandatory reporting, consent, and/or resources and support to faculty, staff, students, colleagues and community members. Rowland has a bachelor's degree in English from Virginia Tech and a law degree from the University of Arizona James E. Rogers College of Law.

DONNA THOMAS | Senior Associate Athletics Director/Senior Woman Administrator/
Chief of Staff
University of Tennessee, Knoxville
dthomas7@utk.edu

Donna Thomas is the deputy Title IX coordinator for intercollegiate athletics at UT Knoxville and assists with compliance efforts regarding gender equity in athletics, assists with creation and implementation of the Athletics Prevention Plan; and receives reports of sex discrimination and sexual misconduct. She also provides information to student-athletes, coaches and other athletics staff about Title IX to help raise awareness about sexual misconduct and its prevention. Thomas has a bachelor's degree in secondary physical education and a master's degree in recreation and athletics administration, both from UT Knoxville.

SARAH THOMAS | Deputy Title IX Coordinator for Student Support
University of Tennessee, Knoxville
sarahthomas@utk.edu

Sarah Thomas is deputy Title IX coordinator for student support at UT Knoxville. Thomas has a master's degree in counseling and is currently pursuing a doctorate in higher education administration. Thomas has worked at UT Knoxville since 2016, and her primary responsibilities include working with complainants and respondents addressing Title IX issues.

SARAH JORDAN WELCH | **Prevention Educator and Victim Resource Specialist**
Center for Sexual Misconduct Prevention and Response, Vanderbilt University
sarah.jordan.welch@vanderbilt.edu

Sarah Jordan Welch is a licensed master social worker and has a master's of social work from the University of Washington and a bachelor's degree from The Evergreen State College. Welch brings a passion for educating students and providing empathy and support for those impacted by interpersonal violence. She is committed to furthering communal knowledge about issues of violence and the layered identities of survivors, including gender, race, class, ability and sexuality. Welch's focus is on supporting survivors, focusing on the relationship with trauma and bodies, while also understanding and educating on the systemic causes of violence. Welch is the primary coordinator for Project Safe's victim services and advocacy-based programs.

HARRY WOLVERTON | **Sexual Assault Relationship Violence Liaison Officer, Sergeant**
University of Tennessee at Chattanooga Police Department

Sergeant Harry Wolverton has been a UTC police officer since 2012. He serves as a UTC Police sergeant and has seven years of law enforcement experience and training. Currently he is the Sexual Assault Relationship Violence Liaison Officer and is specifically assigned to investigate crimes of relationship and sexual violence and stalking. Wolverton has received specialized training in criminal investigations, trauma-informed interviewing and interrogation. He has a bachelor's degree in criminal justice and is currently working toward a bachelor's in accounting; both from UTC.