ICUT TITLE IX TRAINING
Presented by Jody Shipper * Grand River Solutions
And
Martha Compton * Grand River Solutions
Via Zoom

Independent Colleges and Universities of Texas, Inc. (ICUT) is hosting four, 4-hour Title IX workshops with two Title IX experts from Grand River Solutions (Jody Shipper and Martha Compton). Their bios follow the agenda.

**From One Title IX Coordinator to Another: A Practical Approach to Navigating Beyond Compliance in the Post-Regulatory World**
July 7, 2021, 1:00 – 5:00 PM CDT
(2-15 minute breaks)

- The Title IX timeline: An overview of the evolution of Title IX and other applicable laws and regulations;
- The role of the Title IX Coordinator;
- Building a foundation for success through collaborative partnerships, effective communications, and comprehensive policies and procedures;
- Developing an all-encompassing plan for compliance;
- Effective approaches and procedures for responding to reports;
- Education and prevention strategies.

**Title IX and Equity Investigations**
July 13, 2021, 1:00 – 5:00 PM CDT
(2-15 minute breaks)

- The Regulations’ definition of sexual harassment;
- The scope of the school’s “education program or activity” as defined by the Regulations;
- Proper investigation processes;
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- Developing an investigative strategy;
- Party and witness interviews, evidence identification, collection, and analysis;
- Understanding issues of relevance and other evidentiary concerns;
- How to create an investigative report that fairly summarizes relevant evidence.
Introduction to the Title IX Hearing
July 21, 2021, 8:30 AM – 1:30 PM CDT
(2-15 minute breaks & 1, 30 minute break)

• The purpose of a hearing;
• Incorporating a trauma-informed approach within a due process framework;
• Hearing preparation;
• Setting party expectations;
• The roles of a hearing coordinator, hearing panel, and hearing chair;
• The role of the advisor, and efficiently working with them;
• Hearing day: managing the room;
• What process is due;
• Live examining and cross-examining;
• Technical aspects of a hearing;
• Writing the decision/outcome letter.

Decision-Makers: A Deep Dive into Serving in this Critical Role
July 28, 2021, 1:00 – 5:00 PM CDT
(2-15 minute breaks)

• Decorum and managing the process;
• Breaking down the policy into elements;
• Developing questions for parties and witnesses;
• Cross examination: relevancy determinations and articulation of rulings;
• Evidentiary considerations and evidence analysis.
Relevant Work Experience

**Grand River Solutions, Saratoga, CA**  
**2018 - present**  
**Co-Founder and Managing Director**

Provide consulting services, investigation and adjudication support, conduct investigations, training, conduct compliance reviews and audits. Practice is focused on Title IX, Title VI, and Title VII-related equity issues, as well as practices relating to the Clery Act and Violence Against Women Act. Develop policies and procedures specific to each institution designed to meet the prevention, response, investigation and adjudication needs of the institution, bringing into balance each institution’s unique values, mission and culture. Identify strengths and limitations of current institutional programming, policy and processes, while assisting in the development and creation of compliance plans, programming and policy designed to both meet and exceed regulatory demands and campus community expectations and needs.

**Project IX, Napa, CA**  
**2014 - 2018**  
**Co-Founder/Principal**

Co-founded “Project IX,” a non-profit corporation, focusing on providing comprehensive services for smaller or under-resourced secondary and post-secondary institutions in crafting policies and procedures designed to meet the specific institutional requirements of: Title IX, VAWA, Clery Act and SVSH regulations. Conduct audits and compliance reviews of K-12 schools, colleges, and universities.

**University of California, Office of the President, Oakland, CA**  
**2015 - 2016**  
**Systemwide Director Title IX/VAWA/Clery/Sexual Violence, Sexual Assault**

Ensured compliance with Title IX, VAWA, Clery Act, SVSH policies and procedures, and other related federal regulations. Responsible for directing and facilitating Title IX, Clery Act and VAWA compliance for the UC and all of its affiliated campuses. Oversaw systemwide compliance reviews and evaluations, conducted active monitoring of campus processes and effectiveness, including on-site reviews to ensure consistent institutional responses. Assisted campuses with implementation of new policies and procedures. Provided advice and guidance to the Office of the President and campuses as needed. Coordinated training and policy implementation trainings.
University of Southern California, Los Angeles, CA 2004 – 2015

Executive Director of the Office of Equity and Diversity

Developed the university’s first comprehensive investigations office, created and implemented protocols to coordinate and integrate the work of the Office of Equity and Diversity, Student Conduct, Human Resources, and Faculty Affairs. In 2012, created first campus Title IX office. Served as Chief Diversity Officer, Affirmative Action Director. Provided leadership, support and advice on issues of the prevention of, and response to, prohibited discrimination and harassment, including sexual assault. Created and designed the first campus-wide program to address issues involving the university's interaction with minors on campus. Advised on Clery Act compliance. Created new campus-wide Threat Assessment Team and implemented new threat assessment training and management procedures.


Senior Employment Law Associate

Counseled employers, including multiple universities, on all aspects of employment and higher education law including: Title IX, proper procedures for investigating employee complaints, hiring practices, best practices, employment policies, wage and hour regulations, leaves of absence, Americans with Disabilities Act, workers’ compensation, wrongful termination, and compliance with local, state and federal employment laws. Frequently conducted investigations on behalf of clients. Advised employers on crafting policies to reflect strategic vision and create strong alignment between policies, procedures, and mission statements and goals. Represented employers in all phases of state and federal litigation before state and federal administrative agencies.


$50 million dollar non-profit clinical and residential addiction treatment agency

General Counsel

Oversaw all employment law matters, and executive-level personnel matters. Supervised human resources department. Advised Board of Directors and executive staff on corporate, employment and labor law, development and implementation of employment policies, risk management, and best business practices. Chief investigator for all claims brought by employees, clients, patients, students, teachers, contracting agencies, government oversight agencies (DFEH, EEOC, California Attorney General) including claims of discrimination, harassment, allegations of inappropriate conduct by treatment providers, and all other claims of misconduct. Represented agency in legal proceedings involving employees, clients or other third parties, including state court and administrative hearings.
Littler Mendelson, San Francisco, CA  
**Associate and Summer Associate**

1995 – 1999

Represented employers in all aspects of employment law, including state and federal court and administrative hearings. Successfully argued motions in state and federal trial courts. Argued before the Ninth Circuit Court of Appeals. Handled \textit{pro bono} cases assigned directly by Ninth Circuit Court of Appeals.

- Drafted successful brief and served on litigation team for California Supreme Court appeal in matter of \textit{Cotran v. Rollins Hudig Hall}, which set the standard for workplace investigations in California

**Expert Witness Services**

Videckis v. Pepperdine University, Aug 2017  
U.S. District Court, Los Angeles  
Testified on behalf of defendant Pepperdine University

McLeod v. Duke University, Dec 2017  
Deposed, case settled prior to start of trial


Shank v. Carleton College, 2019  
Dismissed on summary judgment

Browning and Baity v. University of Findlay  
Settled prior to trial

KD v. Omaha Public School District

Mother Doe v. Richland County School Dist. 2

**Select Presentations, Webinars & Trainings**

\textit{NACUA Workshop, Washington, DC}  
“Title IX Coordinators: Selection, Responsibilities & Training”  
Feb 2012

\textit{United Educators Webinar}  
“Conducting Student Sexual Assault Investigations”  
Jun 2012

Over 750 participants from risk management and general counsel offices at UE member institutions.
ATIXA Annual Title IX Conference, Chicago, IL  
“Title IX Compliance Review”  
“Women Who Lead” luncheon speaker  

Jun 2012

NACUA Annual Conference, Chicago, IL  
“The Role of Attorneys in Threat Assessment”  

Jun 2012

University of California Office of the President and Stanford University  
Special 2-day Training Seminar: advanced interviewing techniques and best practices regarding Title IX investigations and rape and sexual assault cases  

Jul 2012

NACUA Virtual Seminar  
“Conducting Campus Sexual Assault Investigations”  
Sponsored in connection with American Council on Education (ACE)  

Jul 2012

Biola University  
Conducted sexual assault training for all faculty and staff  

Aug 2012

NACUA Virtual Seminar  
“Always Be Prepared: The OFCCP Audit and Enforcement Survival Guide”  

Aug 2013

Washington University, St. Louis  
Conducted University Sexual Assault Investigations Board (USAIB) training  

Sep 2013

Texas Higher Education Human Resources Association Conference  
“OFCCP Audit and Enforcement Guidance”  
School Law and Policy Institute, Stanford, CA  
Prevention Strategies and Legal Updates on Sexual Misconduct  

Jan 2014

NACUA Winter CLE Workshop, Miami, FL  
Student Sexual Misconduct Hearings: The (Un)due Burden of Due Process  

Mar 2014

NACUA Annual Conference, Denver, CO  
Challenging Title IX Issues? Ask the Experts!  

Jun 2014

NACUA Annual Conference, Washington, D.C.  
Annual conference planning committee  
Moderator  

Jun 2015

NACUA Winter CLE Workshop, Nashville, TN  
Member, planning committee  
Moderator: The Special Concerns of Domestic Violence Investigations  

Jan 2016
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<tr>
<th>Event</th>
<th>Date</th>
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<tr>
<td>United Educators Webinar</td>
<td>Mar, June and Sept. 2016</td>
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<td>Ask a Title IX Expert, Lead Presenter</td>
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<td>URMIA Annual Conference, San Diego, CA</td>
<td>Sep 2016</td>
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<td>Title IX, VAWA, and Clery: Are you REALLY in Compliance?</td>
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<td>Lessons Learned and Trends Arising from Claims Brought by Students</td>
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<td>United Educators’ Title IX Now, Washington, D.C.</td>
<td>Nov 2016</td>
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<td>Conducted 2-day training for 120 attendees</td>
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<td>NACUA Webinar</td>
<td>Dec 2016</td>
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<td>Ethical Obligations of Lawyers who Work</td>
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<td>Inside and Outside of the General Counsel’s Office</td>
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<td>NACUA Annual Conference</td>
<td>Jun 2017</td>
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<td>Member, planning committee</td>
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<td>University of Vermont Legal Issues in Higher Education</td>
<td>Oct 2017</td>
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<td>Title IX and Mental Health</td>
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<td>Augustana College Regional Training</td>
<td>July 2017</td>
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<td>Speaker and Program Coordinator</td>
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<td>Carmel Unified School District</td>
<td>Feb 2018</td>
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<td>Training for students, teaching staff, administrators</td>
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<td>Title IX Bootcamp for K12 Investigators</td>
<td>Apr 2018</td>
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<td>Coordinator and Speaker</td>
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<td>Tennessee Title IX Summit</td>
<td>Apr 2018</td>
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<td>Keynote Speaker</td>
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<td>Universidad de Guadalajara</td>
<td>Aug 2018</td>
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<td>Sensibilización y Mejores Practicas Internacionales en Material de Equidad y Cultura para la Paz en las Universidades</td>
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<tr>
<td>University of Vermont Legal Issues in Higher Education</td>
<td>Oct 2018</td>
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<td>Student Conduct and Syllabi</td>
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<td>Alabama College of Osteopathic Medicine</td>
<td>Nov 2018</td>
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<td>Keynote Speaker, Title IX Conference</td>
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National Conference on Law and Higher Education
Title IX and Athletics Compliance
Jan 2019

United Educators Webinar, Draft Title IX Proposed Regulations
Speaker
Feb 2019

University Risk Management and Insurance Association (URMIA)
Speaker, Protecting Your Campus from Sexual Predators
Sep 2019

Grand River Solutions Conference
Speaker, Reliability, Credibility, and Demeanor Evidence
Speaker, Incels on Campus
Oct 2019

National Conference on Law and Higher Education
Keynote Speaker
Speaker, Best practices in campus hearings, a practicum
Jan 2020

United Educators Podcast
Conducting Remote Investigations
Mar 2020

Grand River Solutions Training Program
Investigations and Hearings Under the New Title IX Regulations
Jun 2020

University Risk Management and Insurance Association (URMIA)
Speaker, Title IX Circuit Splits & the Impact on Institutions of Higher Education
Speaker, Sexual Harassment: It’s Not Just Title IX
Sep 2020

Publication

Additional Professional Experience and Associations

ATIXA, Association of Title IX Administrators
Advisory Board Member
2012 - 2014

California Association of Workplace Investigators (CAOWI, now AWI)
Founding board member
Past Chair, Certification Committee
Member, Best Practices Committee
2009 - 2012
Education

JD, Hastings College of the Law, San Francisco, CA, 1997

AmJur Award, Pre-Trial Practice
Dean’s Discussion Group Leader, Contracts
Managing Editor, Constitutional Law Quarterly
Internship, California Supreme Court

BSFS, International Relations, Georgetown University, 1982

Certificate of proficiency, Chinese

Université de Genève, Geneva, Switzerland, 1981
Smith College, Junior Year Abroad Program
PROFESSIONAL EXPERIENCE

**Grand River Solutions** – remote  
**Director of Strategic Partnerships and Client Relations**  
January 2021 – present

Provide consulting services, investigation and adjudication support, conduct investigations, training, conduct compliance reviews and audits. Practice is focused on Title IX, Title VI, and Title VII-related equity issues, as well as practices relating to the Clery Act and Violence Against Women Act. Develop policies and procedures specific to each institution designed to meet the prevention, response, investigation and adjudication needs of the institution, bringing into balance each institution’s unique values, mission and culture. Identify strengths and limitations of current institutional programming, policy and processes, while assisting in the development and creation of compliance plans, programming and policy designed to both meet and exceed regulatory demands and campus community expectations and needs.

**Concordia University Texas** – Austin, Texas  
**Dean of Students and Deputy Title IX Coordinator**  
January 2019 – November 2020

- Advocate for students in all aspects of decision-making at the university
- Provide leadership for key student affairs areas, including student conduct, behavior intervention and support, Title IX, residence life, student activities, counseling, first year and transition programs, and parent and family programs
- Support student success by assisting students in accessing services and resources related to academic success, mental health, wellness, interpersonal relationships, basic needs, finances, and social adjustment
- Chair the university’s Behavior Intervention and Support Team, providing direction and oversight to the university’s approach to threat assessment and responding to students of concern
- Provide crisis and emergency support, including serving in the after-hours on-call duty rotation
- Serve as the university’s chief conduct officer and custodian of conduct records
- Assist with the execution of institutional strategic initiatives associated with strengthening diversity and inclusion, including assisting with the Diversity and Inclusion Campus Climate Response Team
- Provide leadership to the Student Affairs team in absence of the Vice President
- Oversee the development, review, and revision of policies, processes, and protocols related to student life
- Coordinate the Title IX Education and Training Plan while serving on the Title IX Lead
Collaborate effectively with other institutional departments, offices, and units as well as community resources

Assist with overall development and management of Student Affairs budgets

Ohio University - Athens, Ohio

Director, Community Standards and Student Responsibility

Direct the overall administration of the student conduct system, including serving as the university’s chief conduct officer and custodian of conduct records

Provide leadership of the office, including direct supervision of an associate director, two assistant directors, two administrative staff, and two graduate assistants, as well as indirect supervision of 30 hearing officers in Housing & Residence Life

Generate reports in order to meet compliance requirements (Title IX, Clery, Biennial Report, etc.) as well as to analyze trends in student behavior

Oversee the recruitment, selection, training, and service of 50 University Hearing Board members

Manage all aspects of $412,000 annual operating budget; prepare, submit, and defend budget requests as needed

Use Maxient and PeopleSoft (amongst other programs) in order to track student data and for case management purposes; Level 5 Maxient user

Contribute to the overall administration of the division of student affairs as a member of the division’s leadership team

Represent the department and division to internal constituents and stakeholders including students, faculty, staff, university police, and university shared governance

Represent the university and department to external constituents and stakeholders including parents, community members, city offices, city police, prosecutor’s office, and local judges

Major Accomplishments as Director of Community Standards and Student Responsibility:

Selected to lead the division’s Strategic Planning Committee, focused on implementing the division’s breakthrough objectives related to equity and social justice

Completed the first significant revision of the Student Code of Conduct in over 40 years and established a biennial review process

Primary author of the institution’s current sexual misconduct student resolution process

Successfully advocated to increase funding by 34% and staffing by 1.5 FTE (33% staffing increase)

In collaboration with campus partners, created an award-winning educational program combining outdoor education with alcohol intervention.

Spent 2017-2018 as Interim Assistant Dean of Students, coordinating the Division of Student Affairs staff development efforts related to social justice development and education; participating in on-call duty and crisis response,
including managing a student death; represented the Dean of Students in her absence, including speaking to over 2,000 new students and their families during Bobcat Student Orientation.

**The University of Texas at Austin** - Austin, Texas

**Associate Director & Coordinator of Academic Integrity, Student Judicial Services**

- Provided primary oversight regarding intake, assignment, and adjudication of approximately 300 academic integrity cases per year
- Supervised two student conduct specialists and two graduate assistants
- Assisted associate dean with coordination and completion of department’s assessment and risk management plans; participated in the behavioral assessment team as needed
- Oversaw the university’s referral, investigation, and resolution process for all student organization misconduct; coordinated and provided leadership and training to the investigation team, consisting of approximately 30 professional staff members from a number of departments across campus
- Served as liaison to the university’s large study abroad program, developing policies and procedures for conduct issues that occur abroad, conducting annual training of faculty, and assisting with risk-management related to student participation in programs
- Maintained responsibility for all duties performed in the assistant director role

**Major Accomplishments as Associate Director, Student Judicial Services:**

- Successfully transitioned and integrated the student organization disciplinary process into Student Judicial Services from another operational area.
- Developed the department’s initial set of procedures and protocols specifically related to adjudicating Title IX issues.

**Assistant Director, Student Judicial Services**

- Interpreted and reviewed university rules, regulations, and policies related to student discipline, in accordance with Regent’s Rules
- Managed a personal caseload of approximately 200 student conduct cases per year, including the full range of offenses covered by the *Institutional Rules on Student Services and Activities* and resolved cases with sanctions ranging up to an including expulsion
- Served as member of emergency duty team and assisted in various student emergencies, such as medical and mental health situations, natural disasters, and student death
- Served as liaison for university faculty and staff on approach, resolution, and process-related matters pertaining to student discipline; conducted trainings on academic integrity and the discipline process for classes and academic department

Assistant Director, Office of Student Conduct

- Conducted disciplinary conferences and administrative hearings; determined student responsibility and appropriate sanctions
- Reviewed all incoming Campus Appearance Tickets, Administrative Memorandums, and Report of an Academic Integrity Violation Forms to determine the appropriate office and mechanism to be used to resolve the outstanding charges.
- Maintained university’s judicial database and trained all new staff (student conduct, university housing, and registration and records) as to its use
- Collected data in accordance with the Clery Act and prepared reports for board of trustees, athletics, and student affairs division
- Served as primary liaison with university housing, conducted trainings for residence hall staff, advised on policy and procedure, and consulted on relevant cases

Appalachian State University - Boone, North Carolina  July 1998 – May 2000

Resident Director, Housing and Residence Life

- Selected, trained, supervised, and evaluated four resident assistants with on-site supervision of security assistants in a 172-bed university residence hall
- Counseled students with personal and academic concerns, as well as served in crisis management duty rotation for an area of 2,200 resident students
- Interpreted and enforced university policies and conducted discipline meetings within the residence life intervention system
- Advised in-hall student government and oversaw programming budget for the residence hall

TEACHING, FACILITATION, AND CURRICULUM DEVELOPMENT EXPERIENCE

Adjunct Faculty, LDR 2116 – Student Leadership Practicum
Concordia University Texas, August 2019 – November 2020
- Instruct practicum course for student members of the university’s Student Government and Leadership Association with an instructional focus on shared governance structures and leadership theory

Faculty, Gehring Academy
Association for Student Conduct Administration, Summers 2016 & 2017; Track Coordinator, 2018
- Selected to serve as a faculty member for the Gehring Academy, ASCA’s premier educational event
- Develop and deliver curriculum related to the Director and Aspiring Director track, including supervision, compliance, institutional politics, cultural competency, and policy development and interpretation for approximately 70 people over four days
Teaching Assistant, EDHE 7210 - Introduction to Diversity in American Higher Education Ohio University, Spring Semester 2017

- TA for graduate level course, responsible for assisting faculty as well maintaining and updating course Blackboard site
- Responsible for developing and delivering curriculum for four three-hour class sessions, including all readings, assignments, and activities

Facilitation and Planning Teams, Sexual Misconduct Institute
Association for Student Conduct Administration, April 2016 – November 2016

- Served on a six-person team to plan the second ASCA institute, focused on sexual misconduct
- Selected to serve as a facilitator for the Institute, co-presenting the curriculum to a group of 50 participants over four days

Curriculum Writing Team, Sexual Misconduct Institute
Association for Student Conduct Administration, August 2015 – April 2016

- Selected as part of a five-person team to develop and write curriculum for inaugural Association for Student Conduct Association (ASCA) Title IX & Student Conduct Institute
- Designed curriculum to provide theoretical and legal knowledge, and opportunities for participants to practice responses to various sexual misconduct scenarios

Co-Instructor, EDP 369 K – Training Processes in Intergroup Dialogue
The University of Texas at Austin, Fall Semester 2011

- Co-taught three credit hour class for 15 undergraduate students designed to provide the foundational skills and knowledge needed to facilitate multicultural group interactions, particularly intergroup dialogues
- Topics included: basic group facilitation skills; social identity and group development; prejudice and stereotyping; privilege and oppression; intergroup communication; conflict intervention; and community building techniques

Cluster Facilitator, Leadershape Institute
McCombs School of Business, The University of Texas at Austin, January 2009

- Served as bridge between learning community and application in the “family cluster” of 10 students
- Facilitated selected components of the curriculum, guided group discussions, challenged assumptions, and encouraged reflection and feedback
CURRENT PROFESSIONAL AFFILIATIONS & INVOLVEMENT

Association for Student Conduct Administration (ASCA) 2001 – present
- Board of Directors – President, 2020 - Present
- Board of Directors – President-Elect, 2019 - 2020
- Board of Directors – Director of Education, 2017 - 2019
- Ohio State Coordinator, 2013 – 2016
- Awards Committee – Chair, 2009- 2012

Student Affairs Administrators in Higher Education (NASPA) 2014 – present
- 2020 Conference Planning Team, Local Arrangements Committee, 2019 - 2020
- Excellence Awards
  - Co-Chair, 2019 - Present
  - Area Award Chair, Violence Education, 2016 – 20019

PUBLICATIONS

SELECTED PRESENTATIONS
Compton, M., Curran, R., and Taylor, B. (2019, February). Navigating the #MeToo Movement in Student Affairs. Presentation at the Association for Student Conduct Administration annual conference.


**EDUCATION**

**Doctor of Philosophy**, Higher Education Administration – Anticipated, May 2022  
Ohio University – Athens, Ohio  
- Coursework and Comprehensive Exams complete

**Master of Arts**, Student Development – May 2000  
Appalachian State University – Boone, North Carolina

**Bachelor of Arts**, English (Psychology minor) – May 1998  
Keene State College – Keene, New Hampshire