

Gender Inequity Among the Gender Equity Enforcers

by Peter Wood

National Association of Scholars

June 12, 2013

Read the analysis here:

http://www.nas.org/articles/gender_inequity_among_the_gender_equity_enforcers.

Data

Abbreviations:

TIX = Title IX

TIXC = Title IX Coordinator

ADAC = Americans with Disabilities Act Coordinator

1. University of Alaska Anchorage: 58% female, 42% male

- Dr. Dewain L. Lee, Deputy TIXC, Dean of Students and Associate Vice Chancellor for Student Development.
 - “She is responsible for receiving student complaints of sexual harassment, including sexual assault, sexual violence or other sexual misconduct, against other University students.”
Source: <http://www.uaa.alaska.edu/deanofstudents/title-ix.cfm>
- **Marva Watson, TIXC**, Director, Office of Campus Diversity & Compliance
 - In accordance with Title IX regulations, the University has designated Marva Watson, Director of the Office of Campus Diversity & Compliance, as the University’s Title IX Coordinator responsible for overseeing UAA’s Title IX compliance effort.
- Jerry Trew, J.D., TIX Investigator, Office of Campus Diversity & Compliance

2. University of Alaska Fairbanks: 59% female, 41% male

Listed as “Title IX Contacts”:

- Ana M. Richards, Diversity Specialist & TIXC, Office of Diversity & Equal Opportunity
- Mauria Gerdeman, Civil Rights Investigator, Office of Diversity & Equal Opportunity
- Kayt Sunwood, Women’s Center Manager, Office of Diversity & Equal Opportunity
- Don Foley, UAF Judicial Services
- Laura McCollough, Residence Life
- Kristina Giddings, Compliance/Associate Athletics Director/SWA, UAF Athletics Department

3. **Amherst College, Amherst, MA: 49% female, 51% male**
 - Sexual misconduct infractions are reported either to the campus police or to the Title IX Coordinator or the Deputy Coordinators.
 - Suzanne Coffey, TIXC and TIX Committee Chair, director of athletics.
 - Deputy TIXC:
 - Jen Hughes (athletics), head coach of the women's soccer team
 - Molly Mead (students), director of the center of community engagement
 - Gregory Call (faculty), dean of the faculty, professor of mathematics
 - Maria-Judith Rodriguez (staff, administration and visitors), director of human resources
 - Susie Mitton Shannon (students), interim assistant dean of student conduct

4. **University of Arkansas, Fayetteville: 49% female, 51% male**
 - TIX officer, through office of affirmative action (<http://newswire.uark.edu/articles/16783/a-message-regarding-sexual-harassment-and-related-campus-policies>). TIXC/Compliance Officer handles both faculty and student complaints.
 - TIX: Jenifer S. Tucker, Compliance Officer, ADAC/TIXC, Office of Equal Opportunity and Compliance, (law degree, attorney) <http://oeoc.uark.edu/148.php>
Tucker bio: <http://www.zoominfo.com/p/Jenifer-Tucker/1320291273>
 - Deputy TIXC: Monica Holland, director of Office of Academic Integrity and Student Conduct

5. **Arkansas State University, Jonesboro: 58% female, 42% male**
Office of Affirmative Action, <http://www.astate.edu/a/affirmative-action/>
 - Traci Perrin, Director of Institutional Equity, TIXC
 - Sandra Elliott, Equity Specialist
 - Patience Bartunek, Assistant Dean of Student Conduct, Deputy TIXC
 - Katrina Watson, Employee Services Coordinator, Deputy TIXC
 - Stacey Willmot, Associate AD/Senior Woman Administrator Deputy TIXC

6. **Bellevue College, Bellevue, WA: 55% female, 45% male**
 - Lucy Parke Macneil, TIXC and Vice President of Human Resources

7. **Boise State University, Boise City, ID: 53% female, 47% male**
 - Christian Wuthrich, Dean of Students/TIXC
 - Report to for student-to-student sexual discrimination
 - Marla Henken, Director, EEO/Affirmative Action
 - Report to for faculty-to-student sexual discrimination

8. **Bowdoin College, Brunswick, ME: 49% female, 51% male**
 - Cases involving accusations of sexual misconduct by students are adjudicated by the Sexual Assault and Misconduct Board, which is chaired by Dean for Student Affairs Timothy Foster

- Meadow Davis, the advisor to the Student Sexual Assault and Misconduct Board, is the TIXC and was formerly the director of the Women’s Resource Center
9. **Brown University, Providence, RI: 52% female. 48% male**
- According to receptionist in the student life office, Natalie Basil, Director of the Residential Experience, received a Master’s in student affairs in higher education from Indiana University of Pennsylvania, handles sexual misconduct investigations. (We were not able to verify this by any publicly available secondary source.)
 - Liza Cariaga-Lo, Associate Provost for Academic Development and Diversity, is the University’s “overall” TIXC.

Source: <http://www.brown.edu/about/administration/institutional-diversity/sites/brown.edu.about.administration.institutional-diversity/files/uploads/Title%20IX%20Coordinators%20.pdf>

- Allen Ward, Senior Associate Dean of Student Life, is “[TIXC] for matters involving instances of sex discrimination, sexual harassment, and sexual misconduct by students.”
- Vice President for Campus Life & Student Services Margaret Klawunn is “[TIXC] responsible for overseeing the Department of Athletics compliance with [TIX].”

10. **University of California at Berkeley, CA: 53% female, 47% male**

- Nancy Chu, Assistant Vice Provost/TIX Officer.
 - “University officials are required under UCB policy to seek guidance from Nancy Chu before responding to reports of harassment that come to his/her attention.”
- Denise Oldham, (Sexual Harassment Officer) [TIX Compliance Coordinator](#)
 - “All members of the campus community are encouraged to contact the [TIX] Compliance Coordinator (Sexual Harassment Officer) if they observe or encounter conduct that may be subject to the University’s Policy on Sexual Harassment. Reports of sexual harassment may be brought to the [TIX] Compliance Coordinator, to a human resources coordinator, or to any manager, supervisor, or other designated employee responsible for responding to reports of sexual harassment. If the person to whom harassment normally would be reported is the individual accused of harassment, reports may be made to another manager, supervisor, human resources coordinator, or designated employee. Managers, supervisors, and designated employees are required to notify the [TIX] Compliance Coordinator when a report is received.”

Source: [TIX Compliance Coordinator](#)

11. **UCLA: 55% female, 45% male**

- Pamela Thomason, Sexual Harassment Office, Sexual Harassment and TIXC,
Source: <http://www.sexualharassment.ucla.edu/contactus.html>

12. **Claremont McKenna College, Claremont, CA: 47% female, 53% male**

- Mary Spellman, TIXC, Assistant VP and Dean of Students
 - “Dean Spellman is responsible for overseeing the Dean of Students department, staff, and programs. She is the primary contact for returning sophomores, juniors, and seniors, but her main focus is to be an advocate for all students. Dean Spellman is available to listen to students with questions or concerns about their CMC experience and to help find solutions to any problems or difficulties students may be having. Additionally, she oversees conduct issues and the Judiciary Board and serves as the College’s [TIXC]. Dean Spellman has a BA in Anthropology from Occidental College, a Masters in Education from Indiana University-Bloomington, and a Doctorate in Educational Leadership from Saint Mary's College of California.”
 - Source: http://www.cmc.edu/dos/who_we_are.php
- Dianna Graves, Deputy TIXC, Faculty, Director of Academic Planning
- Andrea Gale, Deputy TIXC, Staff and Third Parties, Director of Human Resources

13. University of Colorado, Boulder: 47% female, 53% male

- Katherine Erwin, Director of Office of Discrimination and Harassment, TIXC
Erwin’s bio: <http://www.colorado.edu/insidecu/editions/2008/3-25/awardskudos.html>
- Office of Discrimination and Harassment Overview:
<http://hr.colorado.edu/dh/Pages/default.aspx>
Office of Discrimination and Harassment staff members:
<http://hr.colorado.edu/dh/Pages/Contact.aspx>

14. Concordia University Irvine, CA: 59% female, 41% male

- Gilbert Fugitt, TIXC, Dean of Student Affairs, Assistant to the President on Campus Diversity Issues
 - “Fugitt...joined the Concordia community in 2007 as Service Leadership Coordinator. Within a year he was named as Director of Servant Leadership and Development and then Director of Student Leadership and Development as his role was broadened to include all student leadership initiatives. He became Associate Dean of Community Involvement and Leadership Development in 2011. In that role he has been responsible for initiatives to build campus-wide community and civic engagement. Before joining the staff at Concordia, Fugitt served as Director of Christian Education for Our Savior Lutheran Church in Arcadia, California.”
 - Source: <http://www.cui.edu/AboutCUI/News/Press-Releases/View-Press-Release/tabid/598/ArticleId/3/Dr-Gilbert-Fugitt-Selected-as-New-Dean-of-Students-for-Concordia-University-Irvine.aspx>
- To report sexual harassment contact one of the following:
 - Karyn Pace, Director of Judicial Affairs
 - Gilbert Fugitt, Dean of Students
 - Gary McDaniel, Executive Vice President, Chief Enrollment Officer
- To report other sexual misconduct contact one of the following:

- Rebecca Kindreich, Wellness Center, Director of Counseling Services
- Scott Keith, Office of Residential Education and Services, Associate Dean of Students, Residential Education and Services
- Gilbert Fugitt, Dean of Student Affairs Office, Associate Vice President of Student Affairs/Assistant to the President on Campus Diversity Issues/Dean of Student Affairs/TIXC
- Derek Vergara, Associate Vice President of Student Affairs/Assistant to the President on Campus Diversity Issues/Dean of Student Affairs/TIXC
- Steven Rodriguez, Campus Safety Office, Director of Campus Safety

15. Cornell University, Ithaca, NY: 50% female, 50% male

- Department of Inclusion and Workforce Diversity, <http://share.cornell.edu/>
- Lynette Chappell-Williams, TIXC, associate vice president, Department of Inclusion and Workforce Diversity: “Oversees all [TIX] complaints and attempts to identify and address any patterns or systemic problems that arise during the review of such complaints. Is available to meet with students, as needed, and work with campus and other law enforcement officials, as necessary.”
 Source: <http://share.cornell.edu/policy-6-4-revision-feedback/>
- Alan Mittman, director, Office of Workforce Policy and Labor Relations: “Handles complaints initiated by students of [TIX] sexual harassment and sexual violence against faculty or staff members and non-Cornell community members (i.e., third parties).” (same source)
- Anita Brenner, associate director, Department of Athletics and Physical Education: “Supports the [TIXC] by handling complaints of discrimination under [TIX] in athletics.” (same source)
- Mary Beth Grant, judicial administrator: “Handles complaints initiated by students of [TIX] sexual harassment and sexual violence against other students.” (same source)

16. University of Delaware, Newark: 57% male, 43% female

- Office of Equity and Inclusion
 - Bindu Kolli, TIXC, Director of Policy, Compliance & Equity Office of Equity & Inclusion
 - Samantha Huge, Deputy TIXC, For Athletics, Deputy Director, Athletics & Recreation Services
 - Dawn Thompson, Deputy TIXC, For Student Life, Dean of Students/AVP for Student Life
- Office of Student Conduct: <http://www.udel.edu/studentconduct/>
- Student code of conduct: <http://www.udel.edu/stuguide/12-13/code.html#harass>

17. Eastern Washington University, Cheney, WA: 55% female, 45% male

- Gayla Wright, TIXC, Director of Equal Opportunity, Affirmative Action, ADAC, [Office of Equal Opportunity & Diversity](#)

18. Gonzaga University, Spokane, WA: 54% female, 46% male

- Victoria Loveland, TIXC, Equal Opportunity Officer
- [Sexual Assault Response Team](#)

19. Gordon College, Wenham, MA: 61% female, 39% male

- Nancy Anderson, TIXC, Director of Human Resources
- Heidi Forget, CSD TIX Officer, Counselor
- Julie Brown, Athletics TIX Officer, Head Coach Women's Basketball/Assistant Athletic Director/Senior Women's Administrator

20. Harvard University, Cambridge, MA: 51% female, 49% male

- Mia Karvonides, TIXC, (former attorney for the Office of Civil Rights in the US Department of Education), Office of the Assistant to the President for Institutional Diversity and Equity
Source:http://www.boston.com/yourcampus/news/harvard/2013/03/harvard_hires_first_title_ix_coordinator_for_the_university.html

21. Haverford College, Haverford, PA: 54% female, 46% male

- Haverford has two TIXCs
 - Lee Watkins, TIXC, the Registrar
 - Steve Watter, TIXC, Dean of Student LifeSource: http://www.haverford.edu/deans/title_ix.php

22. Hendrix College, Conway, Arkansas: 58% female, 42% male

- Patrick MacDonald, TIXC
- “How do I report sexual misconduct?”,
<http://www.hendrix.edu/sexualmisconduct/default.aspx?id=64688>

23. University of Illinois at Urbana Champaign: 45% female, 55% male

- Menah Pratt-Clark, TIXC, Director of the Office of Equity and Access
- Bio: “Menah Pratt-Clarke received a BA and MA in Literary Studies from the University of Iowa. Additionally, she received a JD and PhD in Sociology from Vanderbilt University. She worked as a federal appellate law clerk for Honorable Sam Ervin, III on the 4th Circuit Court of Appeals. She served as University Compliance Officer, University Counsel, and Assistant Secretary of the University at Vanderbilt University for 8 years. She has over 15 years of legal experience in the practice of law and is a licensed attorney in Illinois and Tennessee. Dr. Pratt-Clarke was an adjunct law professor at Vanderbilt Law School, and adjunct professor at Fisk University and American Baptist College in Nashville, Tennessee. She joined the University of Illinois as the Assistant Provost and Associate Director for the Office of Diversity, Equity, and Access in October 2006.”
Source: <http://diversity.illinois.edu/staff2.html>
- Office of Diversity, Equity and Access: <http://diversity.illinois.edu/director.html>

- Sexual Harassment Policy: <http://diversity.illinois.edu/sexualharassment.html>
24. **University of Iowa, Iowa City, Iowa: 52% female, 48% male**
- Georgina Dodge, TIXC, Chief diversity officer and associate vice president: <http://diversity.uiowa.edu/cdo/title-ix>
 - Dodge's bio: <http://news-releases.uiowa.edu/2010/may/051310cdoDodge.html>
 - TIX Deputy Coordinators, responsible for receiving complaints of sexual harassment, including sexual assault, sexual violence, or other sexual misconduct, are:
 - Monique DiCarlo, Sexual misconduct response coordinator (background in social work and women's studies)
DiCarlo bio: http://www.uiowa.edu/~fyi/issues/issues2008_v45/11172008/profiles.html
 - Jennifer Modestou, Director, Office of Equal Opportunity and Diversity
Modestou bio: http://news-releases.uiowa.edu/2007/september/090707modestou_EOD.html
 - Sexual harassment policy overview: <http://www.sexualharassment.uiowa.edu/assistance.php>
25. **University of Kansas, Lawrence, Kansas: 50% female, 50% male**
- Jane McQueeney, JD, TIXC, Executive Director, Office of Institutional Opportunity and Access
 - McQueeney's bio: <http://ioa.ku.edu/staff/mcqueeney>
 - Office of Institutional Opportunity and Access: <http://ioa.ku.edu/about-ioa>
26. **Kent State University, Kent, Ohio: 59% female, 41% male**
- Loretta Shields, TIXC Director, Compliance and Benefits (Human Resources)
TIX: "Any incident of gender discrimination, sexual harassment, or sexual misconduct against a student, faculty or staff member should be reported to the [TIXC] or a Deputy Coordinator. The Coordinator/Deputy will help connect the student, staff, or visitor with university and community resources as well as ensure the university takes appropriate steps to end and prevent any harassment."
Source: <http://www.kent.edu/hr/aa/titleix.cfm>
 - Janet Kittell, Deputy TIXC, Sr. Associate Athletic Director
 - Pamella Fitzgerald, Deputy TIXC, Affirmative Action Coordinator
27. **Kenyon College, Kenyon, Ohio: 54% female, 46% male**
- Mariam Nabil El-Shamaa, TIX contact, Director of Equal Opportunity, <http://www.kenyon.edu/equalopportunity.xml>.
 - Accusations of sexual misconduct by students is investigated by the Student Conduct Review Board: <http://www.kenyon.edu/x34599.xml>
 - Board Members: <http://www.kenyon.edu/x8883.xml>
28. **University of Massachusetts, Amherst: 50% female, 50% male**

- Issues involving sexual harassment are handled by the Office for Equal Opportunity and Diversity (EO&D): <http://www.umass.edu/eod/title9.html>
- Débora D. Ferreira, TIXC, Executive Director for the EO&D
- “Matters dealing with [TIX] can be reported to EO&D. In accordance with the [Sexual Harassment Policy and Procedures](#), EO&D provides both formal and informal means of confidentially resolving sexual harassment, (including sexual violence) complaints, which are either between employees or a student filing against an employee. Cases in which a student files against another student are usually handled through the Dean of Students Office. Additionally, EO&D provides training to raise awareness through understanding and identifying behaviors that may be considered sexual harassment/sexual violence.”
Source: <http://www.umass.edu/eod/title9.html>
- Sarah Green, deputy TIXC, Associate Director of EO&D
- Becky Lockwood, deputy TIXC for the Center for Women and Community Associate Director, Rape Crisis/Violence Prevention.
 - “The Center for Women and Community provides free, confidential crisis services, counseling and support groups for victims of sexual and relationship violence for people of all gender identities and expressions. The services offered through the Everywoman’s center are available not only to our campus community, but also to those from the Five Colleges, area residents and teens.” (same source)
- Tom O’Donnell, deputy TIXC for the UMass Amherst Police Department, Interim Deputy Chief of Police.
- Enku Gelaye, deputy TIXC for the Dean of Students Office, Associate Vice Chancellor for Student Affairs/Dean of Students and Allison Berger, Associate Dean of Studenta
 - “The Dean of Students Office provides confidential investigative and disciplinary processes for incidents of student against student sexual violence and harassment, in accordance with the Code of Student Conduct.” (same source)

29. Massachusetts Institute of Technology: 45% female, 55% male

- Co-TIXC:
 - a. Alison Alden, TIXC for employees, vice president for human resources
 - b. Barbara Baker, TIXC for students, senior associate dean for student life
- Deputy TIXC
 - Judith Robinson, TIXC for undergraduate students, Associate Dean for Student Outreach and Support
 - Jason McKnight, TIXC for graduate students, Assistant Dean for Graduate Education
 - Jennifer Walsh, TIXC for staff, Manager, Human Resource Officers
 - Doreen Morris, TIXC for faculty, Assistant Provost
 - Lisa Murray, TIXC for athletics, Athletic Trainer
 - Julie Soriero, TIXC for athletics, Department Head/Associate Professor
 - Ramona Allen, TIXC for School of Architecture, Director of Human Resources

- Eileen Ng, TIXC for School of Engineering, Assistant Dean for Finance and Human Resources
- Marc Jones, TIXC for School of Humanities, Arts, Social Sciences, Assistant Dean
- Jacon Cohen, TIXC for Sloan School of Management, Associate Dean for Undergraduate and Master's Programs and Senior Lecturer
- Heather Williams, TIXC for School of Science, Assistant Dean
- Kerry Harrison, TIXC for Lincoln Laboratory, Assistant Department Head Human Resources

30. University of Mississippi: 55% female, 45% male

- Questions regarding Title IX, Affirmative Action, employment discrimination or harassment may be directed to:
- Donna Gurley, Interim Director of the Office of Equal Opportunity and Regulatory Compliance
- Judy Hopper, Assistant Director Office of Equal Opportunity and Regulatory Compliance
- Joseph Lawhorne, Assistant TIXC for Office of Equal Opportunity and Regulatory Compliance
- Office of Equal Opportunity and Regulatory Compliance, http://www.olemiss.edu/depts/affirmative_action/

31. Mississippi State University, Oxford, Mississippi: 48% female, 52% male

- Office of the Dean of Students receives complaints from employees and students, processed by TIXC, <http://www.students.msstate.edu/sexualmisconduct/faq/index.php>
- The Sexual Harassment Policy is devised and periodically reviewed by the Office of Human Resources Management
- Judy Spencer, TIXC, Director of Human Resources

32. University of Missouri, Columbia: 52% female, 48% male

- Noel Ann English, TIXC, Director of MU Equity
 - English's Bio: <http://equity.missouri.edu/about/staff.php>
- Sexual harassment policy overview: <http://equity.missouri.edu/resource-library/sexual-harassment.php>
- The MU Equity Office Advisory Board: <http://equity.missouri.edu/about/board.php>

33. Montana State University, Bozeman, MT: 46% female, 54% male

- Diane Letendre, TIXC, Director of Office of Institutional Equity
 - "Diane is responsible for the University's compliance with state and federal civil rights laws which protect employees and students from discrimination and harassment on the

basis of race, sex, national origin, religion, age, and other characteristics...Diane has a Master of Public Administration degree and a Bachelors in Public Relations both from MSU. She has achieved certification as a Professional in Human Resources (PHR) from the Human Resources Certification Institute.”

Source: <http://www.montana.edu/equity/staff.html>

- Sexual violence reporting requirement:
<http://www.montana.edu/titleix/reportingrequirements.pdf>
- “TIX complaints involving student complainants and student respondents will be referred to the Dean of Students for investigation and shall be subject to the [Student Conduct Code](#).”

34. University of Nebraska—Lincoln: 46% female, 54% male

- Linda Crump, TIXC, the Director of the Office Equity, Access and Diversity
- Office of Inclusion and Equity, “Developing an Inclusive and Supportive Campus Climate,” <http://www.unl.edu/equity/>
- Sexual Harassment Policy: http://stuafs.unl.edu/sa_policies_sexharass.shtml

35. University of Nevada, Reno, NV: 53% female, 47% male

- Denise Cordova, TIXC, Director of the Equal Opportunity Office
 - Job Description: “Denise investigates internal discrimination and sexual harassment complaints as well as conducts sexual harassment/discrimination prevention training for University faculty, staff, students, and student employees. As the [TIXC], Denise develops and presents campus-wide TIX training programs and participates in student orientation. As [Americans with Disabilities Act Coordinator], Denise manages employee ADA requests for accommodation under the Americans with Disabilities Act.”
- Source: <http://www.unr.edu/eotix/contact-us/denise-cordova>
- “Denise...earned a Master of Science Degree in Equity and Diversity in Education and a graduate certificate in Race, Gender, and Identity, from the University of Nevada, Reno.” (same source)

36. University of New Mexico, Albuquerque: 56% female, 44% male

- Theresa Ramos, TIXC, acting director of the Office of Equal Opportunity, Director of the
- Office of Equal Opportunity staff: http://www.unm.edu/~oeounm/oeo_staff.htm

37. North Dakota State University, Fargo: 43% female, 57% male

- Eveadean M. Myers, J.D., TIXC Vice President of the Division of Equity, Diversity and Global Outreach, ADAC
 - Myers’s bio: “Eveadean Morrison Myers serves as the Vice President for Equity, Diversity and Global Outreach at North Dakota State University. Myers serves as a member of the President’s Cabinet and is the University’s first executive director and chief diversity officer. She is the University’s [TIX] and [ADAC] and oversees campus

wide efforts to create a campus community actively committed to inclusion and pluralism.

Source: <http://www.nadohe.org/bio-eveadean-myers>

- “Vice President Myers previously served as the Executive Director and Chief Diversity Officer at North Dakota State University. Myers was Associate Director for Affirmative Action/Equal Opportunity and Diversity for Iowa State University for ten years before coming to NDSU. Myers’ career expands more than two decades in administrative positions both in public higher education and corporate America. Myers earned her Bachelor of Science Degree from Iowa State University and her Juris Doctorate degree at the University of Iowa College of Law.”

Source: http://www.ndsu.edu/diversity/womens_resources/ndstatecoordinator/

- “Myers is a past member of the Board of Directors for the American Association for Affirmative Action and also served as national membership chair. She has twice received the President’s Award from AAAA for her commitment to equity and affirmative action. Currently, Vice President Myers is the co-chair for the American Council on Education’s Office of Women in Higher Education North Dakota Women’s Leadership Network, serves as a board member of both the National Association of Diversity Officers in Higher Education (NADOHE) and the Fargo-Moorhead Jeremiah Program, and is the North Dakota State University representative on the APLU’s Commission on Access, Diversity and Excellence (CADE).” (same source)

38. University of Notre Dame, South Bend, IN: 46% female, 54% male

- Sarah Wake, J.D., TIXC, Director of the Office of Institutional Equity, http://www3.nd.edu/~equity/title_ix/TitleIXCoordinator.shtml (no bio available)
- Sexual misconduct reporting overview: <http://csap.nd.edu/policy/how-to-report-sexual-assault-and-sexual-misconduct/>
 - William Stackman, deputy TIXC in the Office of Student Affairs, Associate Vice President for Residential Life: <http://csap.nd.edu/get-info/sarp/>
 - William Stackman bio: <http://studentaffairs.nd.edu/about/directory/>

39. University of Oklahoma, Norman, OK: 50% female, 50% male

- Laura Palk, TIXC, OU Institutional Equity & TIXC
[Palk’s Bio: https://www.ou.edu/content/publicaffairs/archives/PalkNamedTitleIXCoordinator.html](https://www.ou.edu/content/publicaffairs/archives/PalkNamedTitleIXCoordinator.html)
- Associate TIX coordinators:
 - Shad Satterthwaite, Associate TIXC, Equal Opportunity Officer and Affirmative Action Officer, <http://faculty-staff.ou.edu/S/Shad.B.Satterthwaite-1/>
 - Susan Sasso, assists with the University’s Title IX compliance
 - Larry Naifeh, Assists with the University’s Title IX compliance with athletics, Executive Associate Athletics Director

40. University of Pennsylvania, Philadelphia, PA: 52% female, 48% male

- Patrice Miller, [TIX Compliance Coordinator](#)
- Sexual harassment handbook: <http://www.upenn.edu/affirm-action/responsesh.html>
- Procedures for resolving complaints: <http://www.upenn.edu/affirm-action/resolcomplaint.html>

41. Penn State University, University Park, PA: 46% female, 54% male

- Students may choose to take sexual misconduct complaints directly to the affirmative action office: <http://www.psu.edu/dept/aaoffice/>
 - Affirmative Action Office Staff:
 - Kenneth Lehrman III, TIXC, vice provost for affirmative action (Ph.D. in political science, University of Oregon, and a J.D. from U of O School of Law)
 - Carmen B. Borges, associate director
 - Alan Finnecy, Senior AA Specialist (J.D. from University of Pittsburgh)
- Students with sexual misconduct complaints may contact the University-wide designated sexual harassment resource person for students: Peggy Lorah, Director of the Center for Women Students, D.Ed., “active in women’s advocacy for over twenty years,” <http://studentaffairs.psu.edu/womenscenter/director.shtml>
- Danny Shaha, TIX deputy coordinator for complaints against students, senior director of office of student conduct
- Charmelle Green, additional TIX deputy coordinator
- Contributors to sexual misconduct policy: “For a number of years, Office of Student Conduct worked closely with staff from the Center for Women Students and the Centre County Women’s Resource Center in creating guidelines for responding to victims and accused students. One of the significant outcomes of these efforts was the creation of a training manual for responding to incidents of sexual misconduct.”
Source: http://studentaffairs.psu.edu/conduct/conduct/documents/SexualMisconductCases_000.PDF
- Center for Women Students staff: Peggy Lorah, Director (see above); Audra Hixson, assistant director; Susan DelPonte, student advocacy specialist, and two female student workers.

42. Quinnipiac University, Hamden, CT: 62% female, 38% male

- Monique Drucker, TIXC, dean of students
- All reports of sexual harassment and discrimination, including sexual assault, made to any university employee must be reported to the university’s TIX coordinator or a deputy TIX coordinator.
- The university TIX coordinators are:
 - Sarah Steele, the deputy TIXC for Academic Affairs for complaints against
 - Anna Spragg, deputy TIX for HR handles complaints against employees (non-faculty)

- Seann Kalagher, deputy TIX coordinator for student affairs handles complaints against students, visitors, and third parties
43. **Reed College, Portland, OR: 54% female, 46% male**
- Ed McFarlane, TIXC (Office of the Treasurer)
 - Sexual misconduct cases are reviewed the Misconduct Board
44. **Rice University, Houston, TX: 48% female, 52% male**
- Report instances of sexual misconduct to the university police
 - Also report instances to Assistant Dean of Student Judicial Programs
 - Russell Barnes, TIXC and The Director of Equal Employment Opportunity Programs and Affirmative Action, <http://professor.rice.edu/IndependentPage.aspx?id=291>
45. **University of Tennessee—Chattanooga: 55% female, 45% male**
- All sexual misconduct complaints are submitted to Director of Affirmative Action who determines next steps individually:
<http://www.utc.edu/Administration/OfficeOfEquityAndDiversity/FileComplaint.php>
 - [Dr. Bryan Samuel, TIXC, Director of the](#) Office of Equity and Diversity
46. **University of Tennessee—Knoxville: 49% female, 51% male**
- The Office of Equity and Diversity receives sexual misconduct complaints
 - Relevant equity and diversity staff:
 - Marva Rudolph, Ed.D, director
 - Jennifer L. Richter, TIXC, associate director
 - Amit D. Patel, esq., EEO specialist
47. **University of Texas at Austin: 51% female, 49% male**
Institutional Equity Coordinators:
- Katherine Antwi Green, J.D., **Title VI and deputy TIXC**, Assistant Vice President of the Office of Institutional Equity
 - Jennifer R. Hammat, Ed.D., **TIXC and Age Discrimination Act of 1975 Coordinator**, Assistant Vice President for Student Affairs
 - Christa F. López, **deputy TIXC**, Coordinator of Student Emergency Services
48. **University of Utah, Salt Lake City: 45% female, 55% male**
- Kristah Pickens, TIXC, Director of the Office of Equal Opportunity and Affirmative
 - Pickens's bio: http://www.pcs.w.utah.edu/women_of_note/2011/Krista-Pickens.html
49. **University of Washington, Seattle/Tacoma, WA: (Seattle: 52% female, 48% male; Tacoma: 56% female, 44% male)**

- Amanda Paye, TIXC and ADAC
- Susan L. Neiff, M.Ed. Ombudsman
- About Title IX: <http://f2.washington.edu/treasury/riskmgmt/compliance/titleIX>

50. Washington State University, Pullman, WA: (51% female, 49% male)

Title IX Committee

- Raul Sanchez, Director of the Office for Equal Opportunity
 - “As the Lead Coordinator, Mr. Sanchez has responsibility for coordinating the university's efforts to comply with and carry out its responsibilities under [TIX] and its implementing regulations, and is primarily responsible for coordinating the investigation of all [TIX] complaints”
Source: <http://president.wsu.edu/office/presidential-committees/titleIX.html>
- Anne McCoy, deputy TIXC for Athletics, Assistant Director of of Athletics and Senior Woman Administrator
 - “As the Deputy Coordinator for Athletics Ms. McCoy is responsible for [TIX] compliance in matters involving student athletes, coaches and athletic administrators and staff, including training, education, communication, and investigation of complaints.” (same source)
- Melynda Huskey, deputy coordinator for student affairs, Assistant Vice President and Dean of Students, Office of Student Affairs and Enrollment
 - “As the Deputy Coordinator for Student Affairs, Ms. Huskey is responsible for [TIX] compliance in matters involving students, including training, education, communication, and investigation of complaints.” (same source)
- Cathy Claussen, Deputy [TIXC] for Faculty/Staff, professor of Educational Leadership and Counseling Psychology
 - “As the Deputy Coordinator for Faculty and Staff, Ms. Claussen is responsible for [TIX] compliance in matters involving employees and visitors, including training, education, communication, and investigation of complaints.” (same source)

51. Whitworth University, Spokane, WA: (57% female, 43% male)

- Dolores Humiston, TIXC and associate vice president for human resource services

52. University of Wyoming, Laramie, WY: (52% female, 48% male)

- [Office of Diversity and Employment Practices receives](#) sexual misconduct complaints
- Office of Diversity and Employment Practices Staff:
 - Oneida Blagg, TIXC and director of the Office of Diversity and Employment Practices
 - Jim Osborn, EEO and Diversity Specialist