

Assessment Cycle 2022-2023

Office of Student Advocacy and Title IX (TIX)

Program College: Student Experience

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Northwestern Mission. Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

The Student Experience Mission Statement. The Student Experience provides the University community with programs and services to support the academic mission of creating, disseminating, and acquiring knowledge through teaching, research and service while empowering a diverse student population to achieve their highest educational potential. The Student Experience creates a stimulating and inclusive educational environment that is conducive to holistic personal growth. The commitment to students initiates prior to entrance, sustains throughout the college experience, and continues beyond graduation. Enrollment Services provides equal access for education to potential students throughout the state and region and promotes economic stability and financial access to citizens. Student Affairs enhances student development and broadens intellectual, social, cultural, ethical, and occupational growth. The Student Experience works closely with faculty, staff, students, and the community to ensure graduates have the capability to promote economic development and improvements in the region.

Mission: The Office of Student Advocacy and Title IX seeks to ensure that all NSU students are provided with the support and resources they need to have a positive educational experience. The Office of Student Advocacy and Title IX assists all students in overcoming obstacles that may deter their educational goals, the office provides education to the university community on the preventing sexual assault, and eliminating discrimination based on sex, orientation, gender identity, and gender expression.

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Methodology: The assessment process is as follows:

- (1) Data from the Maxient database will be used in determining the timeline for resolving Title IX cases.
- (2) The director will analyze the data to determine whether the applicable outcomes are met.
- (3) Results from the assessment will be discussed with the appropriate staff.
- (4) In consultation with staff and senior leadership, will propose changes to measurable outcomes, assessment tools for the next assessment period and, where needed, service changes.
- (5) Educational data is collected from UNIV Studies 1000 classes, Res Life presentations, Athletics Department training, and other programming.

NOTE: In 2022 the Student Experience Strategic Focus area reorganized to enhance organizational efficiency and meet Federal Regulations. In doing so, the Student Advocacy/Title IX Office became an independent office and is no longer subordinate to the Office of Accountability/Student Conduct.

Service Outcomes (SO)

SO 1. The Title IX Office will comply with Federal and State regulations in order to maintain an informed, safe, and nondiscriminatory campus environment for students.

Measure 1.1 The Title IX Coordinator will offer support services, stop the behavior, explain the Title IX processes, and resolve all Title IX cases within a timeframe no more than 60-90 days after a Formal Complaint is signed. Informal Resolutions will take less time than Formal Resolutions.

Finding: Target Met

Analysis: In 2022-2023 the target was met. Based on reports from the Maxient database, which houses records of Title IX cases at the University, the 60-90 day target timeframe for processing all Title IX cases, was met.

Decision: In 2022-2023 the target was met. Also in 2022-2023, there were two Title IX Coordinators, who worked independently of each other, for the University. The first was employed until July 16, 2023. The second took over the position on July 17, 2023, and is currently employed. The Maxient database is the tool for record management, and measurement of timeliness in resolving Title IX cases.

Moving forward into the 2023-2024 academic year, Maxient will be used for record management and measurement. Each student involved in a case with the Title IX Office will continue to be offered support services and protection while the resolution process is in progress, as well as after the case is resolved. Cases will be resolved in the 60–90-day timeframe.

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Measure 1.2 The University will provide educational opportunities for students through a Title IX component included in the University Studies 1000 classes for first-year students. Title IX educational programming will be included with the mandatory trainings with Greek Life and Residential Life students. Special programming will also be provided for all NSU students. Title IX will partner with student organizations to reach students and share this information.

Finding: Target Met

Analysis: In 2022-2023 the target was met. In the fall of 2022, 856 students completed the Title IX class and coursework in University Studies 1000, as well as the My Student Body Module. In the Spring of 2023, 397 students completed the Title IX class through University Studies 1000, as well as the My Student Body Module. A total of 1,253 students, mostly first-year students, completed the Title IX module in the fall and spring semesters.

In addition, 961 NSU residential students were provided Title IX information during August 2022, and January 2023.

The Title IX Coordinator spoke with the 26 student leaders from Freshman Connection orientation leader and First Year Experience, to help prepare them to work with the NSU first-year student population.

439 students involved in Greek Life received mandatory TIX training.

In identifying other ways to reach students with this information, the Title IX Office partnered with campus groups including the Student Government Association and the University Programming Council to bring speakers and presentations to campus for NSU students, to increase knowledge and awareness of sexual misconduct. The TIX Office also partnered with outside support groups such as Project Celebration, Inc. to provide support for sexual misconduct survivors.

Decision: In 2022-2023 the target was met.

Moving forward, educational programming will be offered to NSU students. UNIV 1000 students will receive mandatory TIX training. Residential Life Students will receive mandatory TIX training. Alternative educational programming will be provided to offer various perspectives and energies to students, while capturing their attention, to receive this important information. An outside partner company will come to campus twice monthly throughout the fall 2023 semester to provide survivor support to students.

Measure 1.3. The University will work with the Athletic Department to provide sexual misconduct education to all athletes, coaches, and other personnel. The goal is to train 100% of student athletes, coaches, and athletic staff. This training is headed by the Associate Athletic Director for Compliance & Special Events, along with the Title IX Coordinator for Employees and Title IX Coordinator for students.

Finding: Target Met

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Analysis: In 2023-2024 the target was met. The Associate Athletic Director for Compliance & Special Events, met with the TIX Coordinator for students, and the F/S TIX Coordinator in order to share training efforts and to receive additional training topics/methods from TIX. The Associate Athletic Director for Compliance & Special Events worked with athletes, coaches, and members of athletics staff from April 10-14, 2023, to provide information, training, and programming with every member of the Athletics team. The TIXC for faculty/staff, and the TIXC for students were included throughout the process.

Decision: In 2022-2023 the target was met. Moving forward in 2023-2024 the TIX Offices will work closely with the Associate Athletic Director for Compliance & Special Events on annual training. As an added incentive, the TIX Office for students will also provide additional programming from professional speakers and/or trainers, for athletes specifically. The TIX Office for Students will partner with the Natchitoches Chief of Police and the District Attorney to bring more insight on the legal side of sexual misconduct that happens off campus. These programs will be geared towards student athletes, coaches.

SO 2. The Title IX Office will provide professional training for all faculty/staff members who play an important role in the Title IX process. This training will assure highly trained a Title IX Coordinator, Deputy Coordinator, Advisors, Investigators, Hearing Chair, Hearing Panel, and Appeals members are working to provide the most professional and informed services possible for our students.

Measure 1.1. The Title IX Office at NSU will utilize fully trained staff to carry out a fair and equitable TIX process for students. Training will be provided by the Association of Title IX Administrators group.

Finding: Target Met

Analysis: In 2022-2023 nineteen (19) certifications were earned by the new Title IX Team, through ATIXA (Association of Title IX Administrators).

Decision: In 2022-2023 the target was met. Moving forward in 2023-2024, training, workshops and tabletop exercises will be utilized to keep an A-rated Title IX team on the campus of Northwestern State University.

Comprehensive Summary of Key Evidence of Improvements Based on Analysis of Results. The following reflects changes implemented to drive the continuous process of seeking improvement in 2022-2023. These changes are based on the knowledge gained through the analysis of the 2021-2022 results.

- Provided training to educate students on Title IX/Power Based Violence, reporting, and processes.
- Partnered with housing, university police, and the Dean of Students office to provide safety talks to all NSU residential students.

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- Partnered with the Student Government Association, University Programming Council, and Greek Life to provide Title IX training to students.
- Worked with the student leaders in the President's Leadership Program, First Year Experience, and Freshman Connection, to provide Title IX trainings.
- Instructors and Title IX educated all students enrolled in University Studies 1000 classes on the Title IX process.
- A highly trained group of faculty/staff members provide services for NSU students.

SO	Measure	Key Evidence
1	1.2	University Studies 1000 Title IX Component 1253 students attended the University Studies 1000 Class and received information on the Title IX process.
1	1.2	My Student Body-Sexual Violence Module Scores August 15, 2022 through May 15, 2023 Pre-Test Scores = 70.3% average Post-Test Scores = 81.7% average
1	1.2	Mandatory Trainings Residential Life- 961 Students Greek Life- 439 students FC & FYE Leaders- 26 students
1	1.2	Programming and Partnerships Red Flag Relationships-KJ McNamara (SGA) RAINN (Rape, Abuse, & Incest National Network) (UPC) Bonny Shade Speaks-Sexual Assault Victim-to-Survivor (SGA) In Her Shoes-Project Celebration, Inc.
1	1.3	Mandatory, Annual Athletics Trainings-100% 293 Student Athletes 40 Coaches 22 Athletic Staff Members
2	1.1	Annual Professional Training for TIX Team 100% Trained *See Below*

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My Team's Certifications:

	Certification	Certified Date	Expiration Date
Landon Amberg	Title IX Hearing Advisors Certification	11/07/2022	11/07/2028
	Title IX Coordinator & Administrator Level One Certification	02/22/2023	02/22/2027
	Civil Rights Investigator Level One Certification	04/04/2023	04/04/2025
Veronica Biscoe	Title IX Coordinator & Administrator Level One Certification	04/26/2023	04/26/2029
	Civil Rights Investigator Level One Certification	06/25/2020	06/24/2028
	Investigation Report Writing	06/28/2021	06/27/2027
Taylor Camidge	ADA/504 Coordinator Certification	12/01/2022	12/01/2024
Reatha Cox	Title IX Hearing Chairs Certification	11/09/2022	11/09/2024
Rachel Cunningham	Title IX Hearing Advisors Certification	11/07/2022	11/07/2024
Jeff Gary	Title IX Hearing Chairs Certification	11/09/2022	11/09/2024
Haley Johnson	Civil Rights Investigator Level One Certification	11/17/2021	11/17/2023
Megan Lowe	Title IX Hearing Chairs Certification	11/09/2022	11/09/2024
Traci Norris	Civil Rights Investigator Level One Certification	06/25/2020	06/24/2024
	Civil Rights Investigator Level Two Certification	11/03/2022	11/03/2024
	Title IX Hearing Chairs Certification	06/23/2021	06/22/2025
	Title IX Hearing Officer & Decision-Maker Certification	07/28/2020	07/27/2024
Alan Pasch	Title IX Hearing Advisors Certification	11/07/2022	11/07/2024
Yonna Pasch	Title IX Hearing Chairs Certification	11/09/2022	11/09/2024
Julie Powell	Title IX Coordinator & Administrator Level One Certification	09/20/2022	09/20/2032
	Informal Resolution Level One: Foundations Certification	05/03/2023	05/03/2025
	Civil Rights Investigator Level One Certification	09/22/2022	09/22/2030
	Title IX Hearing Chairs Certification	11/09/2022	11/09/2026
	Title IX Hearing Advisors Certification	11/07/2022	11/07/2028
	Title IX Coordinator & Administration Level Two Certification	11/30/2022	11/30/2026
Michael Snowden	Civil Rights Investigator Level One Certification	09/23/2021	09/23/2023

Plan of Action Moving Forward

Moving forward in the 2023-2024 academic year, the Office of Student Advocacy and Title IX will:

- Provide educational resources for students regarding Title IX and Power Based Violence.
- Seek professional development opportunities for Title IX and Student Advocacy.
- Evaluate Title IX/Power Based Violence complaint process for deficiencies in timeliness.
- Secure professional speakers and trainers to assist in educating students in various way, so that students may experience a variety of information and training methods.
- Assure that all Title IX deputy coordinators, advisors, investigators, hearing officials,

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and appellate personnel, are trained and understand the Title IX processes.