

Assessment Cycle 2023-2024

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.

Methodology: The assessment process is as follows:

- (1) Data from the Maxient database in determining the timeline for resolving Title IX cases.
- (2) Analyze 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, 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.

Assessment Cycle 2023-2024

Service Outcomes (SO)

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

Measure 1.1 The Title IX Coordinator will explain the Title IX complaint process, work from intake to case closure, and resolve all Title IX cases within a timeframe of no more than 60-90 days after a Formal Complaint is signed. Informal Resolutions takes less time than Formal Resolutions/Hearings.

Finding: Target Met

Analysis: In AC 2022-2023 the target was met.

Based on these results, the office made the following changes. To run monthly analytics vs annual analytics, from the Maxient database, which houses records of Title IX cases at the University and assures the 60–90-day target timeframe for Formal case closures is met.

Decision: As a result of these changes, in AC 2023-2024 the target was met.

Based on these results, in AC 2024-2025 the TIX Office will implement individual case reviews, as they are completed and closed, to look for ways to improve time efficiency without jeopardizing the integrity of the case. This process will allow for improvement and/or continued compliance in the length of time required for the hearing process.

Measure 1.2 The University will provide educational opportunities for students through a Title IX component included in the University Studies 1000 classes for freshman. Title IX educational programming will be included with the mandatory training with Residential Life Students. Special programming will also be provided for all NSU students. Title IX will partner with student organizations in order to reach students and share this important information with them.

Finding: Target Met

Analysis: In AC 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 these requirements. A total of 1,253 students, mostly first year students, completed the module in the fall and spring semesters.

Based on the analysis of these results, in AC 2023-2024, My Student Body was discontinued, and Vector Solutions courses were implemented. In the Fall of 2023, 977 students completed the Title IX class and coursework in University Studies 1000, as well as the Vector TIX Module. In the Spring of 2024, 244 additional students completed the Title IX class through University Studies 1000, as well as the Vector TIX Module. A total of 1,221 students, mostly freshmen, completed the Title IX module in the 2023-2024 academic year.

Assessment Cycle 2023-2024

In addition to these students, 1199 NSU Residential Students were provided with Title IX information during August of 2023.

The Title IX Coordinator spoke on two separate occasions with the 24 student leaders from Freshman Connection to help prepare them to work with the NSU Freshman population and any problems or reports they may encounter.

In identifying other ways to reach students with this information, the Title IX Office partnered with campus groups such as SGA & UPC to bring speakers and presentations to campus for NSU students, in order to increase their knowledge and awareness of sexual misconduct and the prevention of sexual misconduct. The TIX Office also partnered with outside support groups such as Project Celebration, Inc. in order to provide support for sexual misconduct survivors.

Decision: In AC 2023-2024 the target was met. Based on the analysis of these results, in AC 2024-2025 the Title IX Office will implement researching new ways to present programming to NSU students. New, alternative educational programming will be provided to offer various perspectives and energies to students, while capturing their attention, to receive this educational information.

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

Finding: Target Not Met

Analysis: In AC 2022-2023 the target was met. The Title IX Office and Athletics Department worked together to provide training for 100% of student athletes during the NCAA Attestation due date in April, as required. The Associate Athletic Director for Compliance & Special Events worked with athletes, coaches, and members of athletics staff from April 10-14, 2023, in order to provide information, training, and programming with every member of the Athletics team. The TIXC was included throughout the process. The Title IX Office provided an in-person presentation to all student athletes and staff, from the Chief of Police for the Natchitoches Police Department, The Title IX Coordinator, the Vice President of the Student Experience and the President of the University.

In AC 2023-2024 the target was not met. The NCAA Attestation due date has now been changed to November, instead of April; therefore, this target has not been met, but will be met in November of 2024 and will reflect in AC 2024-2025.

Decision: As a result of these changes, in AC 2023-2024 the target was not met. Based on these results, moving forward in AC 2024-2025 the NCAA attestation/compliance date is set for November, instead of April. The TIX Office will work closely with the Associate Athletic Director for Compliance & Special Events on annual training in November of each year.

Assessment Cycle 2023-2024

As an added benefit, the TIX Office will also assist the Athletics Department in identifying professional speakers and/or trainers, for specifically for student athletes.

SO 2. The Title IX Office will provide professional training for all faculty/staff members who play an important role in the Title IX team. This training will assure highly trained a Title IX Coordinator, Deputy Coordinator, Advisors, Investigators, Hearing Chair, Hearing Panel, and Appeals members who work inside the process in order 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. Training will be provided by the Association of Title IX Administrators group.

Finding: Target Met

Analysis: In AC 2022-2023 nineteen (19) certifications remained active for the Title IX Team, through ATIXA (Association of Title IX Administrators). The TIX Coordinator scheduled training for each team member. This assisted in accurate record keeping and reporting of training sessions for the team.

Based on the analysis of AC 2022-2023 results, in AC 2023-2024 the Title IX Office identified other forms of training for TIX team members to utilize. New training options and opportunities helped to expand the knowledge base for the team. The Title IX team also hired a new Deputy Title IX Coordinator and provided the required training within the first week of employment.

Decision: As a result of these changes, in AC 2023-2024 the target was met. Based on these results, in AC 2024-2025 new table-top exercises will be implemented as a form of hands-on training, in addition to the formal training sessions.

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 AC 2024-2025. These changes are based on knowledge gained through the analysis of the 2023-2024 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.
- Partnered with SGA, UPC, and Greek Life to provide Title IX training to students.
- Worked with the President's Leadership Program, First Year Experience, and Freshman Connectors, which are all programs with student leaders, to provide Title IX training.

Assessment Cycle 2023-2024

- Instructors and the Title IX Office educated every University Studies 1000 student on the Title IX process.
- A highly trained group of faculty/staff members who work inside of the Title IX process provide services for NSU students.

Plan of Action Moving Forward

Moving forward from AC 2023-2024 to the AC 2024-2025 academic year, the Office of Student Advocacy and Title IX will:

- Research new or different methods of programming for educating students in Title IX and prevention, so that students may experience variety in the way information is presented and a variety of training methods.
- Seek professional development opportunities for Title IX and Student Advocacy employees, including the new Deputy Title IX Coordinator, and implement table-top exercises as a new type of hands-on training.
- Evaluate the Title IX/Power Based Violence complaint process on a case-by-case review, in order to identify any deficiencies in timeliness.
- Assure that all Title IX team members including, deputy coordinators, advisors, investigators, hearing officials, and appellate personnel, are trained and understand the Title IX processes.

Measure	Key Evidence
1.2	University Studies 1000 Title IX Component 1221 students attend the University Studies 1000 Class and receive information on the Title IX process.
1.2	Mandatory Trainings Residential Life-1199 Students Freshman Connector Leaders-24 Students
1.2	Programming and Partnerships-New Programs Survivor’s Circle (Project Celebration, Inc) Wellness Fest Train Your Brain with Evan Gambardella (Handling Trauma) In Her Shoes-Project Celebration, Inc. (Dating/Domestic Violence) Sex and Excess-Elaine Pasqua (Preventing Sexual Assault)
1.3	Mandatory, Annual Athletics Trainings This training will be held in November 2024

Assessment Cycle 2023-2024

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
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
Brandi Fontenot	Title IX Coordinator	04/16/2024	Grand River
	Title IX Investigator	04/18/2024	Grand River