

# SHOW ME TITLE IX CONFERENCE

JUNE 4-5, 2018



**COURTYARD MARRIOTT  
3301 LEMONE INDUSTRIAL BLVD.  
COLUMBIA, MO 65201**

Sex discrimination occurs when an individual has been treated differently because of their gender. Specifically, the University of Missouri System upholds Title IX of the United States Education Amendments of 1972, which prohibits discrimination on the basis of sex in any educational program or activity. Sexual misconduct on the basis of sex, dating/intimacy violence, and sexual harassment are forms of sex discrimination.

All parties involved will be treated equitably. All parties will be treated with respect by University resources (such as counseling and medical services); have an Advisor of their choice throughout the Equity Resolution Process; have the opportunity to have the complaint resolved through Conflict Resolution (for students) or the Administrative Resolution Process (for faculty); and have the opportunity to present a list of potential witnesses and have complaints heard in a manner that is outlined within the UM System Equal Employment/Equity Policy.

Where the Complainant is not the person who reported the incident, the Complainant has the following rights: to participate in any Equity Resolution Process; be notified of the outcome of the complaint in writing; report the incident to law enforcement; and to have assistance in making a report to law enforcement; and sanction.

Retaliation is any adverse action taken against a person because of that person's participation in the Equity Resolution Process. The University strictly prohibits retaliation against any person for making any good faith report to a Title IX Coordinator or for filing, testifying, participating in, or proceeding involving allegations of sex discrimination, sexual harassment, or sexual violence. Any person who engages in such retaliation shall be subject to disciplinary action in accordance with the University's Equal Employment/Equity Policy.

Participants in the Equity Resolution Process are protected from retaliation. Any person who reports an incident, or participates in any Equity Resolution Process, shall be protected from retaliation. Any person who engages in such retaliation shall be subject to disciplinary action in accordance with the University's Equal Employment/Equity Policy.



# WELCOME TO THE UNIVERSITY OF MISSOURI SYSTEM SHOW ME TITLE IX CONFERENCE!



*Leveraging the innovation of professionals across Missouri to strengthen Title IX services in education.*

Welcome to the first Show Me Title IX Conference, hosted by the University of Missouri (UM) System. In hosting the conference, the UM System hopes to share its best practices and innovative programming; provide training for investigators and coordinators; and create a space for other experts across the state to share their knowledge. Participants will engage with and learn from staff and faculty who work on the UM System campuses and Title IX and related professionals from other Missouri colleges, universities and K-12 classrooms.

## PROGRAMMING

The Show Me Title IX Conference program includes several tracks, including: Training for Coordinators and Investigators; Community Colleges; Education and Prevention; Social Justice; and Policy and Procedures. You can choose to follow a specific track or mix and match from different tracks to create the conference schedule that will best support your professional growth.

## CONTACT US

If you have any questions as you prepare for or attend the conference, feel free to contact us for further guidance and support:

- Emily Love, available by phone at (573) 882-0490 or email at [LoveEE@umsystem.edu](mailto:LoveEE@umsystem.edu)
- Peyton Flewelling, available by email at [pefg38@mail.missouri.edu](mailto:pefg38@mail.missouri.edu)

# MONDAY, JUNE 4

TIME	EVENT	TRACK	PRESENTER	ROOM
8:00 - 8:50 a.m.	<b>Welcome</b>	All tracks		Salon A-D
9:00 - 9:50 a.m.	<i>Challenging Issues for Investigators</i>	Training for Coordinators and Investigators	Thomas Baker, Paige Townley and Steve Wehling	Salon A/B
9:00 - 9:50 a.m.	<i>You Kiss Your Mother With That Mouth?: Talking Dirty With Title IX Professionals</i>	Training for Coordinators and Investigators	Jamie Ball	Salon C
9:00 - 10:20 a.m.	<i>Conversations with International Students about Power-Based Violence</i>	Education and Prevention	Brittani Fults and Tipparat Udmuangpia	Salon D
9:00 - 10:20 a.m.	<i>Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success</i>	Policies and Procedures	Tina Bloom, A. Cooper Drury, Marsha Fischer, Emily Love and Ben Trachtenberg	Show Me
10:00 - 10:50 a.m.	<i>Reverse Discrimination Claims in Title IX</i>	Training for Coordinators and Investigators	Thomas Baker and Steve Wehling	Salon A/B
11:00 - 11:50 a.m.	<i>How to Write a Report Following a Title IX Investigation</i>	Training for Coordinators and Investigators	Jill Patterson	Salon A/B
11:00 - 11:50 a.m.	<i>The Challenges of Title IX on Community College Campuses</i>	Community Colleges	Shelli Allen, Sylvia Edgar and Mary Zabriskie	Show Me
12:10 - 12:50 p.m.	<b>Lunch</b>			Salon A-D
1:00 - 1:50 p.m.	<i>Intern Resource Network: Promoting Student Safety and Equity Across Missouri</i>	Education and Prevention	Matthew Huffman	Salon A/B
1:00 - 1:50 p.m.	<i>People, Policies and Practices: A Close-Up Look at OTC's Title IX Team</i>	Community Colleges	Julia Holmes	Salon C
1:00 - 1:50 p.m.	<i>Top Ten Lessons in Avoiding Title IX Litigation</i>	Policies and Procedures	Hayley Hanson	Salon D
1:00 - 2:20 p.m.	<i>Creating and Implementing Effective Outreach Plans for Equity and Title IX Offices</i>	Education and Prevention	Brittani Fults	Show Me
2:00 - 2:50 p.m.	<i>Healing from, and Redefining, Purity Culture: The Struggle for Christian Survivors</i>	Education and Prevention	Geony Rucker	Salon A/B
2:00 - 2:50 p.m.	<i>Managing the Preinvestigation Phase and Working with Victims</i>	Training for Coordinators and Investigators	Alyssa Pomponio	Salon C
2:00 - 2:50 p.m.	<i>Combined Community Response Teams and How They Can Work for You</i>	Education and Prevention	Andrew Pepper	Salon D
2:50 - 3:15 p.m.	<b>Networking Break</b>			Salon A-D
3:15 - 4:30 p.m.	<i>Keynote: Knowledge is Power: Key Legal Concepts for Serving Your Community</i>	All tracks	Kate Nash	Salon A-D

# TUESDAY, JUNE 5

TIME	EVENT	TRACK	PRESENTER	ROOM
8:00 - 8:50 a.m.	<b>Keynote: Behind the Mask: Navigating Domestic Abuse on a College Campus</b>	All tracks	Tiffany Hill	Salon A-D
9:00 - 9:50 a.m.	<b>Developing an Effective Strategy for Coping with Stress: Moving Beyond Stress Balls and Coffee Breaks</b>	Education and Prevention	Kathy Preble	Salon A/B
9:00 - 9:50 a.m.	<b>Navigating the Process: Setting your Title IX GPS for Success</b>	Training for Coordinators and Investigators	Paige Townley	Salon C
9:00 - 10:20 a.m.	<b>Accommodations for Persons with Disabilities in the Investigation Process</b>	Policies and Procedures	Angela Branson and Amber Cheek	Salon D
9:00 - 10:20 a.m.	<b>Blurred Lines: Student-Led Discussions of Rape Culture in the Black Community at HWIs</b>	Social Justice	Velma Buckner, Brittani Fults and Ashley Woodson	Show Me
10:00 - 10:50 a.m.	<b>Working with Your Media Relations Team</b>	Education and Prevention	Andrew Careaga	Salon A/B
10:00 - 10:50 a.m.	<b>Using Technology to Increase Safety for Dating Abuse Survivors and Concerned Friends: The myPlan App</b>	Education and Prevention	Tina Bloom	Salon C
11:00 - 11:50 a.m.	<b>The Intersection Between the Role of Title IX Coordinator and Title IX Investigator</b>	Training for Coordinators and Investigators	Anna Kratky and Kim Sahr	Salon A/B
11:00 - 11:50 a.m.	<b>Training for Adjudication Boards</b>	Training for Coordinators and Investigators	Jessica Kennedy and Deanna Wendler Modde	Salon C
11:00 - 11:50 a.m.	<b>Closing the Loop: Writing a Complete Investigation Report</b>	Training for Coordinators and Investigators	Steve Wheling, Thomas Baker and Paige Townley	Salon D
11:00 - 11:50 a.m.	<b>Institutions of Higher Education and Human Trafficking: Response and Preparedness</b>	Social Justice	Mackenzie Cook, Brittani Fults and Kathleen Preble	Show Me
12:10 - 12:50 p.m.	<b>Lunch</b>			Salon A-D
1:00 - 1:50 p.m.	<b>Using Film as a Platform for Domestic Violence Awareness</b>	Social Justice	Tiffany Hill	Salon A/B
1:00 - 1:50 p.m.	<b>The Intersection between Title IX and the Criminal Justice System</b>	Training for Coordinators and Investigators	Anna Kratky and Kim Sahr	Salon C
1:00 - 1:50 p.m.	<b>Can We Prevent Sexual Assault with Sex Positivity?</b>	Education and Prevention	Laura Holt and Zoë Peterson	Salon D
1:00 - 1:50 p.m.	<b>Loss of Trust: The Effects of Leader Discrimination and Organizational Response</b>	Education and Prevention	Andrew Pepper	Show Me
2:00 - 2:50 p.m.	<b>Keynote Q&amp;A</b>			

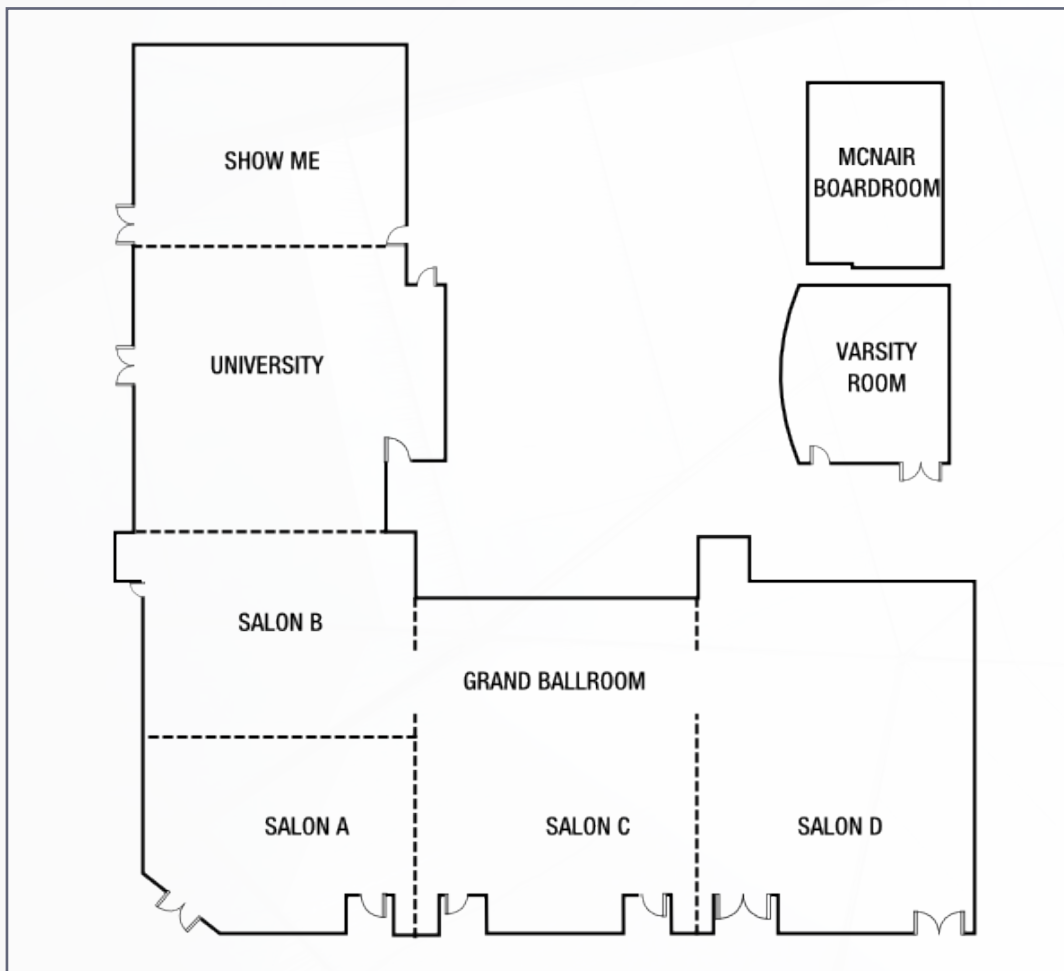
# CONFERENCE LOCATION

The 2018 Show Me Title IX Conference is located at the Courtyard Marriott, 3301 Lemone Industrial Boulevard in Columbia, MO. Free parking is available at the conference location. For more information on finding the Courtyard Marriott, please visit [www.marriott.com/hotels/travel/coucy-courtyard-columbia/](http://www.marriott.com/hotels/travel/coucy-courtyard-columbia/).

## COURTYARD MARRIOTT

3301 Lemone Industrial Boulevard  
Columbia, MO 65201

## CONFERENCE ROOM MAP



# PRESENTATIONS

## **Accommodations for Persons with Disabilities in the Investigation Process** *Individual Presentation, Policies and Procedures Track*

Persons with disabilities experience a higher rate of sexual assault than the general population, yet many institutions don't have accommodations that ensure investigation processes are usable by and welcoming to persons with disabilities. This presentation unpacks the recent federal report on sexual assault of persons with disabilities and provide advice on creating effective accommodation strategies.

## **Blurred Lines: Student-Led Discussions of Rape Culture in the Black Community at HWI** *Panel Discussion, Social Justice Track*

This workshop provides campuses with the necessary tools to design targeted programming and outreach for black students regarding power-based violence. Having intentional programming for black students by black students at historically white institutions allows for black students to uplift and empower their community and take action against relationship violence and sexual assault.

## **Can We Prevent Sexual Assault with Sex Positivity?** *Individual Presentation, Education and Prevention Track*

Researchers have theorized sex-positive sex education might reduce attitudes that support campus sexual assault. This session describes the development of a new, empirically-supported sex education program, including the results of a formative focus group study; provides an overview of the program's content; and presents preliminary research results related to program effectiveness.

## **Challenging Issues for Investigators** *Individual Presentation, Training for Coordinators/Investigators Track*

Many cases present complex issues to the investigator while OCR guidelines and court rulings provide little insight on how to handle these instances. This session covers measures to take to move through cases, and how these cases affect our practice. Specific topics and issues include graduate students, implementing the Rape Shield Law and encouraging victims who are reluctant to participate.

## **Closing the Loop: Writing a Complete Investigation Report** *Individual Presentation, Training for Coordinators/Investigators Track*

No other part of Title IX work is more important or challenging than writing the report. This session looks at all aspects of the report writing process, from when to start the report to ensuring that all perspectives are appropriately acknowledged. It also lists essential elements, identifies good writing techniques and highlights the best process for offering constructive advice to the investigator.

## **Combined Community Response Teams and How They Can Work for You** *Individual Presentation, Education and Prevention Track*

Being a community means there is a shared responsibility. When communities and schools collaborate, students are more successful and the entire community benefits. This session covers how to establish Combined Community Response Teams with key stakeholders in an effort to create an open dialogue to change, adapt and share resources for the betterment of the community.

## **Creating and Implementing Effective Outreach Plans for Equity and Title IX Offices**

*Individual Presentation, Education and Prevention Track*

This workshop outlines how to identify campus and community partners, explores opportunities for collaborations and sets realistic outreach and educational goals for campus populations such as staff, faculty and students. Participants will leave with a template to start developing their individual campus outreach and education plan.

## **Developing an Effective Strategy for Coping with Stress: Moving Beyond Stress Balls and Coffee Breaks**

*Individual Presentation, Education and Prevention Track*

While the answer to stress is often “find a good work/life balance,” such well-intentioned advice does not provide tangible ways of coping with stressful experiences. In this session, participants explore the effects of workplace stress; learn ways to identify burnout, compassion fatigue and secondary trauma; discuss the importance of a self-care regimen; and develop a self-care plan to help actualize healthy coping strategies.

## **Healing from, and Redefining, Purity Culture: The Struggle for Christian Survivors**

*Individual Presentation, Education and Prevention Track*

The problem with purity is oftentimes, it's taught incorrectly. The damage of purity culture on survivors of sexual violence is profound but preventable. This presentation emphasizes shifting messages to support and restore, not shame, Christian students while addressing needs.

## **How to Write a Report Following a Title IX Investigation**

*Individual Presentation, Training for Coordinators/Investigators Track*

This presentation covers best practices for preparing a report after completing an investigation for a Title IX complaint, including a breakdown of the information to include and how to summarize information and suggestions about what to include in the conclusion.

## **Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success**

*Panel Discussion, Policies and Procedures Track*

This panel discusses how institutions can improve Title IX policies to benefit students, employees and the institution as a whole, including information on how to identify policies that need improvement, how to assemble a group to craft better policies and how to engage stakeholders to create “buy-in.” It reviews how University of Missouri System faculty, Title IX staff, students and lawyers recently collaborated successfully.

## **Institutions of Higher Education and Human Trafficking: Response and Preparedness**

*Individual Presentation, Social Justice Track*

Institutions of higher education are uniquely positioned to respond to human trafficking. This session covers recommendations on how best to assist survivors pursuing degrees and serve enrolled students who may be victimized.

## **Intern Resource Network: Promoting Student Safety and Equity Across Missouri**

*Individual Presentation, Education and Prevention Track*

The primary goal of the Intern Resource Network is to prevent students from experiencing sexual harassment, violence and discrimination as they prepare to leave campus and enter the workforce. In this workshop, participants will discuss how to bridge the gown to town divide by working with employers in the public and private sector, as well as local domestic and sexual violence agencies.



## **Loss of Trust: The Effects of Leader Discrimination and Organizational Response** *Individual Presentation, Education and Prevention Track*

Recent events have demonstrated how perceived discrimination by leaders can negatively impact an organization's reputation. This presentation goes beyond studies that identify individual effects of racial discrimination at work and examines how such discrimination impacts organizations.

## **Managing the Preinvestigation Phase and Working with Victims** *Individual Presentation, Training for Coordinators/Investigators Track*

This presentation covers steps Title IX professionals may take to communicate options and work with someone who is reluctant to participate in an administrative complaint process. Special focus is put on tools to simplify the complaint process and recommendations for evaluating the effectiveness of the institution's Title IX response.

## **Navigating the Process: Setting Your Title IX GPS for Success** *Individual Presentation, Training for Coordinators/Investigators Track*

As you embark upon a Title IX investigation, the path is not always straightforward. This presentation focuses discussion on some of the steps we take as Title IX investigators in order to successfully bring all passengers from the beginning to the end of the journey.

## **People, Policies and Practices: A Close-Up Look at OTC's Title IX Team** *Individual Presentation, Community College Track*

In response to the Dear Colleague Letter of 2011, Ozark Technical College (OTC) created a model of practice in addressing complaints received. This session addresses the culture shift from a reactionary to a more responsive model and honestly assess what we have learned and note where we are headed.

## **Reverse Discrimination Claims in Title IX** *Individual Presentation, Training for Coordinators/Investigators Track*

The student sanctioned for sexual misconduct may argue in court that they were discriminated against on the basis of race, national origin and/or gender. "Reverse sex discrimination" claims have a long history in the courts, although the OCR's position is new. Participants will learn the importance of isolating other Civil Rights issues and building good relationships with colleagues.

## **The Challenges of Title IX on Community College Campuses** *Panel Discussion, Community Colleges Track*

Title IX regulations were written with four-year colleges in mind. Community colleges face unique challenges when it comes to compliance and meeting the needs of students. Title IX coordinators from community colleges in urban, suburban and rural settings share some of the issues frequently faced in these often nonresidential environments.

## **The Intersection Between the Role of Title IX Coordinator and Title IX Investigator** *Individual Presentation, Training for Coordinators/Investigators Track*

This presentation aims to provide participants with an understanding of the crucial aspects of a successful investigative process and a better sense of who is best positioned to handle responsibilities such as providing written resources to both parties, notice of charges, managing and implementing interim measures and providing regular status updates.

## **The Intersection Between Title IX and the Criminal Justice System** *Individual Presentation, Training for Coordinators/Investigators Track*

In this presentation, participants gain an understanding of the difference between Title IX and the criminal justice system; how to work in tandem with the police; necessary conversations before and during an overlapping investigation; and how to handle media inquiries.

## **Top Ten Lessons in Avoiding Title IX Litigation** *Individual Presentation, Policies for Procedures Track*

This session leverages guidance from recent Title IX court cases to identify common mistakes institutions make in addressing sexual misconduct that lead to lawsuits. Participants receive practical tips to use in investigations to help ensure fairness, effective resolution and risk mitigation.

## **Training for Adjudication Boards** *Individual Presentation, Training for Coordinators/Investigators Track*

At Washington University in St. Louis, complaints of sexual assault against students are investigated and decided by the University Sexual Assault Investigation Board (USAIB). Each member is trained by the Title IX Office. This session covers the Title IX Office's training approach and other topics, including success stories and difficult moments.

## **Using Film as a Platform for Domestic Violence Awareness** *Individual Presentation, Social Justice*

This interactive session highlights clips from the award winning domestic violence film, *The Last Time*, to facilitate discussion regarding the importance of advocacy efforts and the voice of survivors in effecting change.

## **Using Technology to Increase Safety for Dating Abuse Survivors and Concerned Friends: the myPlan App** *Individual Presentation, Education and Prevention Track*

myPlan is a free, research-tested resource available online and as a downloadable app. It helps users determine the health and danger level of a relationship, understand safety priorities and receive tailored information and resources. This presentation outlines the theory behind myPlan, evidence and app functionality, and information on how our Campus Toolkit helps leaders integrate myPlan into existing campus safety efforts.

## **Working with Your Media Relations Team** *Individual Presentation, Education and Prevention Track*

This session helps participants learn the ins and outs of working with media relations or communications teams on their campuses, including responding to media inquiries, preparing strategies for working with the media, addressing social media issues and more.

## **You Kiss Your Mother With That Mouth?: Talking Dirty with Title IX Professionals** *Roundtable, Training for Coordinators/Investigators Track*

This session creates a conversation about communication strategies related to the personal topics that are a necessary part of our work. To be effective, we're called upon to overcome taboos associated with sexual experiences and communicate authentically. Strategies congruent with different personal styles and tips for maintaining professionalism while also getting real with the people we serve will be provided.

# KEYNOTE SPEAKERS

## TIFFANY HILL

Legal Consultant and Owner, TH Authentic LLC

*Focuses: Employment and consumer law*



Tiffany Hill is an experienced employment and consumer law attorney. She litigates consumer law cases to ensure compliance with the Fair Credit Reporting Act and the Fair Debt Collection Practices Act. Hill's legal background includes employment as deputy district attorney in Nevada, assistant general counsel at Ohio University and in-house legal practice with Hammons Law Firm in Oklahoma. She gained corporate legal experience as a human resources legal advisor for Paycom in Oklahoma. As a legal consultant, Hill remains apprised of industry trends and employment legislation, and uses those skills to minimize legal liability within organizations.

Hill also utilizes her expertise to increase awareness of domestic violence. As an author, filmmaker and owner of TH Authentic LLC, she inspires survivors to move past the pain of domestic abuse into their authentic purpose. Similarly, Hill collaborates with organizations to cultivate young leaders through mentorship programs.

Hill earned a bachelor of civil law and a juris doctorate from the Louisiana State University Paul M. Hebert Law Center and is licensed to practice law in Louisiana, Ohio and Oklahoma. She obtained a bachelor of arts degree in political science from Southern University in Baton Rouge, Louisiana. Hill's professional and civic memberships include the Louisiana, Ohio and Oklahoma bar associations, the Society for Human Resource Management, the National Association of Professional Women, Women in Film and Television, Alpha Kappa Alpha Sorority, Incorporated and The Links, Incorporated. Her board affiliations include the Council on Education for Public Health, the Council for Accreditation of Counseling & Related Educational Programs, the American Psychological Association, the Board of Educational Affairs and the YWCA Human Resources Committee.

## KATE NASH

Attorney, Tueth Keeney

*Focuses: Higher education, education, nonprofit, litigation, labor and employment law*

Katherine L. Nash practices primarily in the areas of higher education, education, nonprofit, litigation, labor and employment law, and works with educational institutions, including public and private colleges and universities, community colleges, public school districts and charter schools. She regularly advises these institutions, as well as private employers, on employment issues including Title VII, the ADA, the ADEA, the FMLA and related state laws. She advises institutions of higher education on a wide range of legal issues, including employment matters, student rights, harassment and discrimination disputes, tenure litigation, first amendment issues, Title IX compliance and litigation, disability law, Title IV funding, board governance, endowment matters and more.

Nash also acts as outside general counsel to numerous institutions, advising them on a myriad of day-to-day legal issues. She has extensive experience on matters related to Title IX, VAWA, the Clery Act and Title IV regulations, and also represents educational institutions and other employers in state or federal court in Missouri and Illinois.

She represents clients in front of administrative agencies, such as the Equal Employment Opportunity Commission, the Missouri Human Rights Commission, the Illinois Department of Human Rights, the Department of Education's Office for Civil Rights and the Office of Federal Contract Compliance Programs.

Nash is a frequent lecturer and author on employment law and legal issues related to educational institutions. She is a member of the National Association of College and University Attorneys and the Council of School Attorneys. She has been recognized by Superlawyers in the field of education law. Nash has served as an adjunct professor at St. Louis University where she taught a course on the law of nonprofit organizations.



# SPEAKERS

Vice President of Student Development, East Central College

*The Challenges of Title IX on Community College Campuses*

SHELLI  
ALLEN

Shelli Allen serves as vice president of student development at East Central College in Union, Missouri, a rural town of 10,000 just west of suburban St. Louis. Prior to joining East Central College in 2014, she spent the better part of two decades in various student development positions at Metropolitan Community College in Kansas City, Missouri. Allen completed undergraduate work at Truman State University and graduate work at both the University of Iowa and the University of Missouri-St. Louis.

Institutional Compliance Officer and Title IX Officer, Truman State University

*You Kiss Your Mother With That Mouth?: Talking Dirty With Title IX Professionals*

JAMIE  
BALL

Jamie Ball began her professional life as an area coordinator and then took a detour into law school followed by work as a civil litigator and later, a public sector civil rights investigator. She has a student affairs heart and a lawyer brain--a combination that drew her to work as a Title IX professional.

Student Misconduct and Title IX Investigator, University of Iowa

*Closing the Loop: Writing a Complete Investigation Report; Challenging Issues for Investigators; and Reverse Discrimination Claims in Title IX*

THOMAS  
BAKER

Thomas R. Baker has worked for the dean of students at the University of Iowa for more than thirty years, with his first sexual misconduct case taking place in 1986. He currently works as the student misconduct and Title IX investigator and is the primary Title IX investigator for cases where the accused individual is a student. Since 1995, Baker has presented at more than 15 national conferences and published books and numerous articles on student affairs topics. Baker holds a juris doctorate and a master's degree from the University of Iowa, and is a licensed attorney in the state of Iowa.

Associate Professor for the Sinclair School of Nursing, MU

*Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success and Using Technology to Increase Safety for Dating Abuse Survivors and Concerned Friends: the myPlan App*

TINA  
BLOOM

Tina Bloom is a registered nurse, an associate professor at the Sinclair School of Nursing and a widely-published violence prevention scientist with expertise in gender-based violence on college campuses. She chairs the MU equity hearing panelist pool and is engaged in both the MU Council on Violence Against Women and the Provost's Sexual Assault and Intimate Partner Violence Task Force. Bloom serves on MU Faculty Council and from 2016-2017 chaired an ad hoc committee charged with identifying revisions to equity-related rules and regulations. Bloom earned a bachelor's degree at the University of Kansas and master's and doctorate degrees from the Oregon Health and Science University.

Access Advisor for the Mizzou Disability Center, MU

*Accommodations for Persons with Disabilities in the Investigation Process*

ANGELA  
BRANSON

Angela Branson is an access advisor at the Mizzou Disability Center. She previously worked as the Missouri Interpreter Certification System coordinator for the Missouri Commission for the Deaf and Hard of Hearing in Jefferson City, Missouri. Branson holds a bachelor's degree in psychology from Truman State University and an associates in applied science in deaf communication studies/interpreter training from St. Louis Community College. She has been a certified/licensed interpreter since 2001, when she started her career as an educational interpreter.

## VELMA BUCKNER

Senior Coordinator for the Gaines/Oldham Black Culture Center, MU

*Blurred Lines: Student-Led Discussions of Rape Culture in the Black Community at HWIs*

Velma Buckner serves as a senior coordinator for the Gaines/Oldham Black Culture Center (GOBCC) at the University of Missouri-Columbia. She is responsible for overseeing educational, social and cultural programming for underrepresented students. In her role, Buckner also advises several student organizations, including the Mizzou Black Women's Initiative and the Legion of Black Collegians. Through her time at the GOBCC, Buckner has received many accolades from student organizations. She was recently tapped into LSV, a secret honor society, in 2016. Buckner studied at Columbia College where she received both a bachelor's and a master's degree in criminal justice.

## ANDREW CAREAGA

Executive Director of Marketing and Communications, Missouri S&T

*Working with Your Media Relations Team*

Andrew Careaga is the executive director of marketing and communications for Missouri University of Science and Technology (Missouri S&T). His department is responsible for managing Missouri S&T's brand identity and coordinating marketing efforts with other divisions and departments on campus.

## AMBER CHEEK

Director of Accessibility and ADA Coordination, MU

*Accommodations for Persons with Disabilities in the Investigation Process*

Amber Cheek is the Americans with Disabilities Act (ADA) coordinator at the University of Missouri-Columbia (MU) and works to ensure the full inclusion of persons with disabilities in all aspects of campus life. She assists Human Resources in arranging workplace accommodations for faculty and staff with disabilities; engages in making the campus more accessible and disability friendly; and manages general ADA compliance campuswide. Cheek came to MU from the Office of Disability Employment Policy at the U.S. Department of Labor in Washington, D.C., where she was a presidential management fellow.

## MACKENZIE COOK

PhD Student in the School of Social Work, MU

*Institutions of Higher Education & Human Trafficking: Response and Preparedness*

MacKenzie Cook holds a master's in social work and is currently pursuing her doctoral degree at the University of Missouri-Columbia. Her research interests broadly consist of sexuality and sex education.

## A. COOPER DRURY

Associate Dean for the College of Arts and Sciences, MU

*Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success*

A. Cooper Drury is associate dean for the college of arts and sciences and a professor of political science at the University of Missouri-Columbia (MU) Truman School of Public Affairs. His primary research and teaching interests focus on foreign policy. Drury has authored or coauthored two books, a textbook and over two dozen articles and chapters. He has trained more than twenty doctoral students at MU. During the 2015-2016 academic year, Drury chaired the Ad Hoc Faculty Committee on Title IX, which reviewed MU policies and recommended several improvements.

## Title IX Coordinator, St. Charles Community College

*The Challenges of Title IX on Community College Campuses*

**SYLVIA  
EDGAR**

Sylvia Edgar is St. Charles Community College's Title IX coordinator and chief diversity officer. Edgar is an attorney and is licensed to practice law in Missouri and Tennessee. She has worked at institutions of higher education, including: Southeast Missouri State University, the National Judicial College, Florida State University and Indiana University. Edgar is a former assistant attorney general for the State of Missouri and certified mediator. She attended Indiana University School of Law and Earlham College.

## CHRO and Associate Vice President of Human Resources, UM System

*Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success*

**MARSHA  
FISCHER**

Marsha Fischer is chief human resources officer and associate vice president of the University of Missouri (UM) System Office of Human Resources. She previously served as a lawyer at the UM System Office of the General Counsel (OGC), where her duties included overseeing a comprehensive review of the University's equity resolution policies. Her primary areas of practice at OGC were employment law, litigation, Title IX, equity matters, academic affairs, student conduct and athletics. Before joining the OGC in 2014, Fischer was in private practice, working primarily on employment discrimination and personal injury cases. She earned her law degree at the University of Missouri-Columbia.

## Education, Prevention and Outreach Coordinator, MU

*Blurred Lines: Student-Led Discussions of Rape Culture in the Black Community at HWIs; Creating and Implementing Effective Outreach Plans for Equity and Title IX Offices; Institutions of Higher Education and Human Trafficking: Response and Preparedness; and Conversations with International Students about Power-based Violence*

**BRITTANI  
FULTS**

Brittani Fults is the education, prevention and outreach coordinator for the Office for Civil Rights & Title IX at the University of Missouri-Columbia (MU). She educates faculty, staff and students on equity, diversity and inclusion, as well as the various forms of discrimination and harassment that are prohibited on campus. Fults began her career in mental health and addiction after graduating from MU with a bachelor's in psychology and a minor in black studies and social justice. In 2016, she completed a master's in educational leadership and policy analysis.

## Partner, Husch Blackwell LLP

*Top Ten Lessons in Avoiding Title IX Litigation*

**HAYLEY  
HANSON**

As the leader of Husch Blackwell's higher education industry team, Hayley Hanson has a dedicated focus on representing institutions of higher education. Hanson advises public and private colleges and universities on all aspects of legal, compliance and governance issues. In addition to regularly updating and training higher education clients on their evolving Title IX and related regulatory and compliance obligations, she defends institutions in litigation and other disputes arising from federal statutes, including Title IX, other nondiscrimination laws, VAWA, Title IV and the Clery Act. She also assists clients with various risk management and compliance issues through legal compliance audits and extensive training programs. An active member of organizations supporting institutions of higher education, including the National Association of College and University Attorneys, Hanson frequently presents on in-depth issues linked to sexual misconduct prevention, response and resolution.

## Director of Equity and Compliance, Ozarks Technical Community College

*People, Policies and Practices: A Close-Up Look at OTC's Title IX Team*

**JULIA  
HOLMES**

Julia Holmes has an extensive history as an advocate for social justice. She has been employed at Ozarks Technical Community College for over 25 years and currently manages the Office of Disability Support and Equity and Compliance. Earning her first certification through Association of Title IX Administrators in 2011, Holmes values collaboration with other community college peers.

## LAURA HOLT

Psychologist and Outreach Coordinator, UMSL  
*Can We Prevent Sexual Assault with Sex Positivity?*

Laura Holt has worked in counseling at Indiana University, Ivy Tech Community College, Virginia Tech and Indiana University-Purdue University Indianapolis. In 2015, she joined counseling services at University of Missouri-St. Louis as a staff psychologist and outreach coordinator. Holt received a doctorate in counseling psychology from Indiana University. Her research is focused on sexual satisfaction and LGBTQ+ identities.

## MATTHEW HUFFMAN

Public Affairs Director, Missouri Coalition Against Domestic and Sexual Violence  
*Intern Resource Network: Promoting Student Safety and Equity Across Missouri*

Matthew Huffman is the public affairs director at Missouri Coalition Against Domestic and Sexual Violence. He has developed programs on capacity-building for prevention efforts, Title IX implementation and sexual health promotion. Huffman gained experience at the University of Missouri-Columbia Women's Center, and later as a shelter advocate and then a youth outreach coordinator at True North in Columbia.

## JESSICA KENNEDY

Director of Title IX Office and Title IX Coordinator, Washington University in St. Louis  
*Training for Adjudication Boards*

Jessica W. Kennedy serves as a Title IX coordinator and the director of the Title IX Office for Washington University in St. Louis. She received a bachelor's from Tulane University and a juris doctorate from Washington University.

## ANNA KRATKY

Title IX Coordinator, Saint Louis University  
*The Intersection between Title IX & the Criminal Justice System; The Intersection between the Role of Title IX Coordinator & Title IX Investigator*

Anna Kratky has been the Title IX coordinator in the Office of Institutional Equity and Diversity at Saint Louis University (SLU) since March 2015. She oversees all Title IX investigations as well as the prevention and awareness efforts on campus. Prior to her time at SLU, she was a sex crimes prosecutor at the City of St. Louis Circuit Attorney's Office. She obtained a law degree from SLU School of Law in 2008 and an undergraduate degree from Wheaton College in Norton, Massachusetts.

## EMILY LOVE

Director of Administration for Diversity, Equity and Inclusion, UM System  
*Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success*

Emily Love serves as director of administration for UM System's Office of Diversity, Equity and Inclusion and the University of Missouri-Columbia's (MU) Division of Inclusion, Diversity and Equity. She has led initiatives related to diversity and equity, including revising systemwide policies; developing and implementing climate surveys; managing a diversity audit; supporting the Men of Color, Honor and Ambition program; and assisting with the implementation of inclusive excellence. Love received a bachelor's from Truman State University and a master's from MU.

## DEANNA M. WENDLER MODDE

Assistant Vice Chancellor and Associate General Counsel,  
Washington University in St. Louis  
*Training for Adjudication Boards*

Deanna M. Wendler Modde is assistant vice chancellor and associate general counsel for Washington University in St. Louis. She received a bachelor's and a master's in social work from Washington University and a juris doctorate from the University of Illinois School of Law.

**Title IX Coordinator, Missouri State University**

*How to Write a Report Following a Title IX Investigation*

**JILL  
PATTERSON**

Jill Patterson has been the Title IX coordinator at Missouri State University since August 2015. She received a bachelor's degree from Washington University in St. Louis in 1990 and a law degree from the University of Missouri-Columbia in 1993. Patterson began her career as a public defender in Springfield, Missouri, and then served as a prosecutor in Greene County, Missouri, for about 15 years. Her work primarily focuses on sexual assault, domestic violence and adult and child sexual assault cases. Patterson has worked as the in-house counsel for the Greene County Sheriff and for Keck & Austin law firm.

**OVW Project Coordinator and Title IX Education Coordinator, Missouri S&T**

*Combined Community Response Teams and How They Can Work for You; Loss of Trust: the Effects of Leader Discrimination and Organizational Response*

**ANDREW  
PEPPER**

Andrew Pepper serves as the education development program coordinator for the Equity and Title IX office at Missouri University of Science and Technology (Missouri S&T). He facilitates management of the Office of Violence Against Women grant program, leadership of a combined community response team and development of services for underserved populations. His efforts also focus on increasing reporting standards and reducing sexual assault on and around the Missouri S&T community. Pepper earned a master's in industrial and organizational psychology with a specialization in leadership development. He is currently awaiting publication of research on the effect of racial discrimination on organizations and trust in leadership, as well as how organizations can mitigate such events effectively.

**Associate Professor and Director of the Sexual Assault Research and Education Program, UMSL**

*Can We Prevent Sexual Assault with Sex Positivity?*

**ZOË  
PETERSON**

Zoë Peterson is an associate professor of psychological sciences and serves as the director of the Sexual Assault Research and Education Program at the University of Missouri-St. Louis. She is also a research fellow of the Kinsey Institute for Research in Sex, Gender, and Reproduction at Indiana University and president-elect of the Society for the Scientific Study of Sexuality. Peterson's research focuses on college students' experiences of sexual assault and sexual coercion.

**Compliance Officer, University of Iowa**

*Managing the Preinvestigation Phase and Working with Victims*

**ALYSSA  
POMPONIO**

Alyssa Pomponio serves as a response coordinator for the Office of the Sexual Misconduct at the University of Iowa. In this role, she helps coordinate the university's response in Title IX cases, facilitates accommodations and provides updates to individuals involved in the Title IX process. Previously, Pomponio provided civil legal aid to victims of sexual violence; worked as a public defender (including representing clients with mental illness in a therapeutic court); and advocated for sex workers and victims of trafficking relating to immigration, post-conviction collateral consequences, human rights and legislation. Pomponio holds a juris doctorate from the University of Washington School of Law.



## KATHLEEN PREBLE

Assistant Professor for the School of Social Work, MU

*Developing an Effective Strategy for Coping with Stress: Moving Beyond Stress Balls and Coffee Breaks and Institutions of Higher Education and Human Trafficking: Response and Preparedness*

Kathleen M. Preble focuses her area of inquiry on issues related to understanding power perceptions within human trafficking dyads and gender-based violence. Preble is an assistant professor at the University of Missouri-Columbia school of social work and holds master's and doctoral degrees in social work.

## GEONY RUCKER

President, Value Unconditional

*Healing from, and Redefining, Purity Culture: The Struggle for Christian Survivors*

Geony Rucker is president of Value Unconditional, a nonprofit committed to helping people heal from trauma. She's a mother, a wife, a sexual violence educator and the author of "Trauma Sensitive Purity: A Bible-Based Guide to Teaching Children About Bodies, Boundaries and the Birds & the Bees." Rucker assists faith-based communities with challenging and reshaping purity culture, while teaching them how to support the survivors who've been hurt by it.

## KIM SAHR

Equity Officer, Saint Louis University

*The Intersection between Title IX and the Criminal Justice System and The Intersection between the Role of Title IX Coordinator and Title IX Investigator*

Kim Sahr is an equity officer in the Office of Institutional Equity and Diversity at Saint Louis University. She serves as the university's primary Title IX investigator and has experience completing investigations at private and public institutions; conducting investigations related to Title VII; and developing and administering training programs around sexual misconduct. Sahr's prior experience in higher education includes roles with student conduct programs as well as housing and residential life. Sahr holds a bachelor's degree in English and a master's degree in student affairs in higher education from Missouri State University.

## PAIGE TOWNLEY

Student Conduct Officer, University of Iowa

*Navigating the Process: Setting your Title IX GPS for Success and Challenging Issues for Investigators*

Paige Townley is a student conduct officer and serves as a Title IX investigator for the University of Iowa. She has presented at multiple conferences including at the American School Counselor Association (ASCA) in 2017 and 2018. Townley serves as the ASCA state coordinator for Iowa. In this role, she connects the organization to conduct officers in the state and works to provide local professional development opportunities. Townley holds a master's of education in college student affairs from Rutgers University.

## BEN TRACHTENBERG

Associate Professor for the School of Law, MU

*Improving Your Institution's Title IX Policies: Engaging Stakeholders for Success*

Ben Trachtenberg is an associate professor at the University of Missouri-Columbia (MU) School of Law. From 2015 to 2017, he served as chair of the MU Faculty Council and was appointed to two ad hoc committees charged with improving university policies related to Title IX. Trachtenberg is the author of the 2017 article, "How University Title IX Enforcement and Other Discipline Processes (Probably) Discriminate Against Minority Students," published in the Nevada Law Journal. He has presented about Title IX at Drake Law School and at the annual meeting of the Association of American Law Schools. Trachtenberg is a member of MU's equity hearing panelist pool.

**Education, Prevention and Outreach Coordinator, MU**

*Conversations with International Students about Power-Based Violence*

**TIPPARAT  
UDMUANGPIA**

Tipparat Udmuangpia is a doctoral student at the University of Missouri-Columbia Sinclair School of Nursing. She originally hails from Khon Kaen, Thailand. Currently on a five-year leave to pursue her doctorate degree with a scholarship from the Royal Thai Government, Udmuangpia is a lecturer at the Boromarajonani College of Nursing, as well as a government official from the Ministry of Public Health of Thailand. Her areas of interest include intimate partner violence during adolescent pregnancy and intimate partner violence screening, and her dissertation addresses intention about intimate partner violence screening among nursing students in Thailand. Udmuangpia holds a master's degree and is a registered nurse and midwife.

**Compliance Coordinator, University of Iowa**

*Challenging Issues for Investigators*

**STEVE  
WEHLING**

Steve Wehling is a compliance coordinator in the Office of Equal Opportunity and Diversity at the University of Iowa. Wehling's primary role is to conduct investigations into allegations of misconduct related to the university's policies on discrimination and harassment. Wehling is an attorney with nearly 15 years in higher education, including work as an instructor and roles in academic affairs and student services.

**Assistant Professor for the School of Education, MU**

*Blurred Lines: Student-Led Discussions of Rape Culture in the Black Community at HWIs*

**ASHLEY N.  
WOODSON**

Ashley N. Woodson is an assistant professor of social studies education at the University of Missouri-Columbia. She uses qualitative methods and critical theories of race to explore black kids' performances of citizenship and activism. Woodson is particularly interested in the civic stories adolescents tell as they think through intersections of race, gender, sexuality and religion. She is inspired by haiku poetry, Afrocentric graphic artists, humorous protest posters and 90s R&B. She has published in *Urban Education*, the *Journal of Lesbian Studies*, the *International Journal of Qualitative Studies in Education* and *Theory and Research in Social Education*. Woodson received a doctoral degree from Michigan State University.

**Director of Student Conduct and Title IX Coordinator, St. Louis Community College**

*The Challenges of Title IX on Community College Campuses*

**MARY  
ZABRISKIE**

Mary Zabriskie is the Title IX coordinator and director of student conduct at St. Louis Community College. She began her career working as a trial attorney in criminal and civil matters. Zabriskie later shifted her focus to higher education and accepted a position at Washington University in St. Louis, where she addressed student group conduct concerns including undertaking complex investigations. Zabriskie chaired the Anti-Hazing Task Force and served on the university's Sexual Assault Investigation Board. Zabriskie grew up in Massachusetts where she graduated with honors from Regis College and earned a juris doctorate at Northeastern University School of Law.

# ADDITIONAL INFORMATION

## Networking and Sponsor Room

A networking space is available in the University room, and may be used for introductions and collaboration between sessions, as well as visiting with sponsors.

## Lactation Room

A lactation room is available in room 101. If you need to access the lactation room, please connect with Peyton Flewelling or Emily Love via the contact information listed on the welcome page of this program.

## Food and Drink

If you're interested in food or drink after the conference, or if you're staying at the Courtyard Marriott and would like to purchase dinner, the hotel bistro is open from 5:00 to 10:00 p.m. You can also visit the front desk of the hotel for a list of nearby restaurants.

# A SPECIAL THANK YOU

We'd like to say a special thank you to our sponsors and supporters: Ibis, Husch Blackwell and the University of Missouri System Office of Academic Affairs, and to our campus colleagues at MU, UMKC, Missouri S&T and UMSL. We'd also like to share our appreciation for our collaborators from St. Louis Community College. Without your support and contributions, this conference would not be possible.



# HUSCH BLACKWELL



## University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

