

Executive Summary of the internal Title IX review committee (Kathleen Hutnick, Chris Liang and Monica Najar)

In response to student complaints, raised through The Brown and White and via direct communication with university administrators, Provost Nathan Urban met with Drs. Najar, Hutnik, and Liang (hereto referred to as the Internal Team) on July 20, 2022 to discuss the need for an internal review of the Title IX processes. At that meeting, Provost Urban charged the Internal Team to answer the following three questions

- (1) What is the response time?
- (2) What is the tone of communication between the Title IX office?, and
- (3) What are structural issues that need to be addressed?

The Internal Team was informed by Provost that the University had contracted with TNG Consulting to provide an External Review. The Internal Team was to answer the three questions through interviews with key stakeholders, including the Title IX coordinator. To assist in addressing the first question, the Internal Team was to receive data from TNG Consulting. The Internal Team was, after multiple attempts and a meeting, unable to receive data from the consultants, (though it did receive a preliminary list of TNG's recommendations). The Internal Team was, however, able to determine from interviews with the Title IX officer, staff, faculty, and students that there has been a serious and concerning delay in response time for reports filed by complainants. Interviews with multiple stakeholders suggest that delay in response is associated with the following factors (1) understaffing of the Title IX office; and (2) diminished ongoing coordination between Title IX and supportive services. Complainants reported the delayed communication and the failures in communication and the slow movement of the investigation have negatively impacted their recovery, their focus on work and school, and their relationship with the University. Additionally, interviews suggest that email is a primary mode of communication. Although an initial email in response to students was reported to be trauma-informed through consultation with the GVES office, follow-up communication and in-person communication may not have been trauma-informed. Finally, with respect to the third question, a variety of issues regarding staffing, coordination of campus-wide supports, as well as reporting models for the Title IX Office were raised. All interviewees believe the Title IX office is understaffed. They offered recommendations for additional staffing and most recommended that the office not be located within the Office of the General Counsel.