REGISTRATION AND INFORMATION

Registration begins September 8, 2018
• There is NO CHARGE to attend the 2018 Consortium of Title IX and Equity Officers in Higher Ed. However, a head count for food and logistical purposes is requested.
• To register for the Consortium, please visit: goo.gl/forms/6WJKZGaUz1gdnpBo1

Lodging
• Hilton Garden Inn Wichita (in Bradley Fair) includes breakfast
• SpringHill Suites Wichita East at Plazzio (rate includes hot buffet breakfast)
• Hampton Inn & Suites Wichita-Northeast (rate includes hot buffet breakfast)

Transportation from the Airport (ICT) & Ground Transportation
• flywichita.com
• Uber/Lyft
• WSU shuttle service available from/to hotels from 7:30am – 8:00am and 5:00pm

Parking On-Site
• Parking is available in Lot 24 for attendees. Interactive Wichita State Campus Map
• Additional parking available in visitor spaces. No parking in red/reserved spaces. Parking Rules are enforced (i.e. you will receive a ticket).

ABOUT THE CONSORTIUM

MISSION
The Consortium for Title IX & Equity Officers in Higher Ed is a network of professionals dedicated to the prohibition of discrimination and Title IX compliance in higher education. The consortium provides members with a network of support and an opportunity to share resources and best practices that continue to expand their knowledge and skills. We support our Member Universities in their efforts to cultivate an inclusive and equitable environment wherein diversity and excellence are mutually reinforced goals.

VISION
The Consortium serves as a voice for Title IX and Equity Officers to educate the higher education community about best practices for preventing sexual and gender based violence and discrimination. The Consortium utilizes the collective knowledge and experience of its membership to serve as a think tank for developing innovative and thoughtful solutions to general and equality-related concerns facing the nation’s colleges and universities.
Welcome to the October 2018 conference of the Consortium of Title IX & Equity Officers in Higher Ed.

**WICHITA STATE UNIVERSITY IS PLEASED TO HOST THIS TWO-DAY CONFERENCE ON ITS CAMPUS.**

**Welcome from the 2018 Planning Committee**

| Margo R. Foreman | AVP Diversity, Inclusion and Equal Opportunity & Title IX Coordinator | Iowa State University |
| Travis Gill | Director of Equal Opportunity | University of Texas Southwestern Medical Center |
| Kim D. Kirkland | Executive Director and Title IX Coordinator | Oregon State University |
| Paul Leverington | Title IX Officer & ADA Officer for Students | The University of Texas of the Permian Basin |

| LaTanya Lowery | Chief Compliance Officer | The University of Texas of the Permian Basin |
| Natasha M. Stephens (Hostess) | Title IX Coordinator | Wichita State University |
| Brittney D. Wardlaw | Manager of Equity & Civil Rights | Baylor University |

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## THE CONSORTIUM CONFERENCE SCHEDULE AT A GLANCE

### Sunday, October 21, 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Point Person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00 p.m. – 6:30 p.m.</td>
<td>Happy Hour Social</td>
<td>Stephens</td>
<td>*Hilton Garden Inn</td>
</tr>
</tbody>
</table>

*Hilton Garden Inn Wichita, 2041 N Bradley Fair Parkway, Wichita, KS 67226

### Monday, October 22, 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speaker/Presenter</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. – 8:00 a.m.</td>
<td>Shuttle Services</td>
<td>Scott Jones - KSU</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>8:45 a.m. – 9:25 a.m.</td>
<td>Welcome &amp; Breakfast</td>
<td>OIEC – Wichita State University</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>9:30 a.m. – 10:45 a.m.</td>
<td>Session 1</td>
<td>Scott Schneider, J.D.</td>
<td>Spencer 264</td>
</tr>
<tr>
<td>10:45 a.m. – 11:45 a.m.</td>
<td>Session 2a</td>
<td>Alyssa Bryant, J.D.</td>
<td>Mark Green, Ph.D.</td>
</tr>
<tr>
<td>10:45 a.m. – 11:45 a.m.</td>
<td>Session 2b</td>
<td></td>
<td>Edmiston 256</td>
</tr>
<tr>
<td>12:00 p.m. – 1:15 p.m.</td>
<td>Lunch &amp; Keynote Speaker</td>
<td>Haley Hanson, J.D.</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>1:30 p.m. – 2:30 p.m.</td>
<td>Session 3a</td>
<td>Haley Hanson – Follow-up</td>
<td>Michelle Duncan, J.D.</td>
</tr>
<tr>
<td>3:30 p.m. – 4:30 p.m.</td>
<td>Session 4a</td>
<td>Kalynn Cheyney, LMSW</td>
<td>Tyra Miles, LAC</td>
</tr>
<tr>
<td>3:30 p.m. – 4:30 p.m.</td>
<td>Session 4b</td>
<td>Marc Bennett, J.D.</td>
<td>Spencer 264</td>
</tr>
<tr>
<td>5:00 p.m.</td>
<td>Shuttle Services</td>
<td>Scott Jones – KSU</td>
<td>Beggs Ballroom</td>
</tr>
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</table>

### Tuesday, October 23, 2018

<table>
<thead>
<tr>
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<td>Beggs Ballroom</td>
</tr>
<tr>
<td>8:15 a.m. – 9:15 a.m.</td>
<td>Breakfast &amp; Keynote Speaker</td>
<td>Chief Jones – OKU PD</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>9:30 a.m. – 10:30 a.m.</td>
<td>Session 1</td>
<td>Anna Ritchie, J.D.</td>
<td>John Jones, WSU</td>
</tr>
<tr>
<td>9:30 a.m. – 10:30 a.m.</td>
<td>Session 2</td>
<td></td>
<td>Spencer 264</td>
</tr>
<tr>
<td>10:45 a.m. – 12:00 p.m.</td>
<td>Session 3</td>
<td>Rob Buelow, EverFi</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>12:00 p.m. – 1:00 p.m.</td>
<td>Lunch – Keynote Speaker</td>
<td>Scot Beckenbaugh</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>1:15 p.m. – 2:15 p.m.</td>
<td>Session 4</td>
<td>Scot Beckenbaugh – Follow-up</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>2:15 p.m. – 3:00 p.m.</td>
<td>Consortium Business Meeting &amp; Closing Remarks</td>
<td>Consortium Planning Committee</td>
<td>Beggs Ballroom</td>
</tr>
</tbody>
</table>
Session 1: “Institutional Obligations in Legacy Sex Abuse Cases”
Speaker: Scott D. Schneider
October 22, 2018 | 9:30 a.m. – 10:45 a.m.
Over the past year, there have been several high-profile instances where former employees, students, or patients have come forward alleging they were sexually abused years (and sometime decades) ago by university employees. This presentation will summarize a couple of high-profile cases, discuss institutional Title IX obligations when faced with legacy-abuse cases, and identify various developing and unresolved legal issues associated with these claims.

Session 2a: “Title IX, Sex Discrimination, and Transgender Americans: A Legal, Practical, and Personal Perspective on the Rights of Transgender Students, Staff, and Faculty”
Speaker: Alyssa J. Bryant, Esq.
October 22, 2018 | 10:45 a.m. – 11:45 a.m.
Recently, several courts have reconsidered whether discrimination against a transgender person because of their nature is “sex discrimination” under Title IX of the U.S. Educational Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 1557 of the Affordable Care Act, and any other law which forbids sex discrimination. Although several United States Circuit Courts of Appeal have held that transgender discrimination is “sex discrimination,” the fate of this rapidly evolving area of the law is called into question by recent appointments to the federal judiciary. Ms. Bryant will provide the historical context in this area of the law, insight into recent develops, and practical tips for relating with transgender students, staff and faculty.

Session 2b: “Keep Calm and Breathe On: Is Self-Care For Real?”
Speaker: Mark Green
October 22, 2018 | 10:45 a.m. – 11:45 a.m.
During this session we will talk about compassion fatigue and the effects that it can have on our ability to work in this field. We will talk about strategies for reducing stress, and how to achieve and maintain that elusive life balance we all hear so much about. Dr. Green will lead a brief relaxation training and give some practical tips for self-care that don’t have to take more time out of our day.

Session 3a: “#MeToo, Due Process, and Bad Actors: Striking the Balance in Troubling Times”
Speaker: Haley Hansen
October 22, 2018 | 1:30 p.m. – 2:30 p.m.
In responding to climate and sexual misconduct concerns, institutions face competing interests presented by public pressure, institutional values, and dedication to fairness. This session will focus on addressing #MeToo, respondent rights and developing guidance and case law, and institutional response to misconduct reports.
5. How to analyze and defend decentralized hiring
4. When is it appropriate to waive the requirement
3. Who should be considered an “employee”
2. Whether AAP statistics can be leveraged in your diversity and inclusion program and the associated legal risks;
1. Risks that accompany increased focus on pay equity from the OFCCP, EEOC and at the state and local level;

1. Risks that accompany increased focus on pay equity from the OFCCP, EEOC and at the state and local level;
2. Whether AAP statistics can be leveraged in your diversity and inclusion program and the associated legal risks;
3. Who should be considered an “employee” in your AAP and how does OFCCP handle alternative employment relationships such as on-call and temporary workers;
4. When is it appropriate to waive the requirement to post a job with the appropriate employment service delivery system;
5. How to analyze and defend decentralized hiring decisions in a centralized AAP or a class-based EEOC claim?

Michelle Duncan as she walks through five common issues in creating and implementing successful, compliant AAPs:

- Human Trafficking is a form of abuse and exploitation, therefore it directly relates to efforts of Title IX. As survivors (as well as those at-risk of or subjugated to exploitation) attend college, Title IX has a role in ensuring safe environments to encourage growth, both personally and academically. In this presentation, the audience will learn the CCHT mission and approach to anti-trafficking work. Additionally, the audience will understand human trafficking as it relates to abuse and exploitation, the importance of survivor leadership, the role of Title IX in combating abuse, exploitation, and trafficking, as well as learn how they can partner with CCHT in their efforts.

Marc Bennett will discuss the interaction between the Criminal Justice System and Title IX. He will explain how police interviews differ from Title IX interviews, how officers must be guarded and not release their information until a criminal investigation is complete. Many times these differences can create frustration between the two entities, Jones will explain what can be done to relieve tensions and create cooperation between the two groups in an effort to achieve a common goal.

The Four Questions You Must Ask to Transform Your Prevention Strategy from Good to Great

Anna Ritchie will explore the practical changes occurring in offices for handling serious harassment allegations? How much has really changed? And what lessons can we learn as workplaces grapple with the right approach for handling serious harassment allegations? Explore the practical changes occurring in offices across the country and examine how private sector shifts may impact your campus.

CONCURRENT SESSIONS – DAY 2

Title IX and the Campus Police; Partnership for the Success of Campus Communities

Keynote Speaker: Leon P. Jones
October 23, 2018 | 8:15 a.m. – 9:15 a.m.

Policing on a university campus provides some unique challenges for any law enforcement agency. One of the biggest challenges for a college or university police force is navigating the federal regulations that must be adhered to regarding Title IX and Clery reporting. During this session Oklahoma State University Police Chief Leon Jones will explore how campus police departments can work with Title IX offices and investigators regarding sexual assault reports. Jones will explain the differences between a police investigation and a Title IX investigation, how police interviews differ from Title IX interviews, and why officers must be guarded and not release their information until a criminal investigation is complete. Many times these differences can create frustration between the two entities. Jones will explain what can be done to relieve tensions and create cooperation between the two groups in an effort to achieve a common goal.

At a Crossroad: Intersections Between Campus and Corporate Cultures in the #MeToo Movement

Speaker: Anna Ritchie
Tuesday, October 23, 2018 | 9:30 a.m. – 10:30 a.m.

The #MeToo movement disrupted corporate culture and shocked many as businesses terminated a succession of prominent industry leaders. But how much has really changed? And what lessons can we learn as workplaces grapple with the right approach for handling serious harassment allegations? Explore the practical changes occurring in offices across the country and examine how private sector shifts may impact your campus.

The Four Questions You Must Ask to Transform Your Prevention Strategy from Good to Great

Speaker: Rob Buelow
Tuesday, October 23, 2018 | 10:45 a.m. – 12:00 Noon

Many well-intended campus prevention initiatives lack the rigorous intentionality necessary for making a transformative impact on sexual assault. Much is known about effective strategic planning, yet less than half of campuses are effectively engaging in this critical prevention process. This session will explore four simple questions that can increase institutional investment in prevention, maximize current resources, and ultimately make sexual assault prevention efforts more impactful.

Transform Your Prevention Strategy From Good to Great

Speaker: Scot Beckenbaugh
Tuesday, October 23, 2018 | 1:15 p.m. – 2:15 p.m.

This presentation will include practical, experienced based tips on the importance of engagement in critical conversations, defining the scope of the mediation, the importance of timing, setting, and managing inter and intra related participant conflict during the mediation. This session will also highlight the importance of closure and transparent process follow-up steps necessary to enhance the likelihood durable solutions, designed to enable participants to practice positive conflict management.

Accessibility and Accommodations at WSU

Speaker: John P. Jones
Tuesday, October 23, 2018 | 9:30 a.m. – 10:30 a.m.

Wichita State University has been on a challenging journey to ensure an accessible experience for all students. This presentation will discuss the agreement with the National Federation of the Blind that was the catalyst for this journey, the distinction between accessibility and accommodations, WSU’s new policies and resources to address those challenges, and next steps for all members of the organization.
Leon P. Jones – Chief of Police

As a twenty-four year veteran of the Oklahoma State University Police Department, Chief Leon Jones has served in numerous capacities. Beginning his law enforcement career as a patrol officer in October 1994, he progressed through the ranks of Sergeant, Lieutenant, and Captain before his promotion to Chief of Police in August of 2017.

While working full time, Chief Jones attended classes at OSU before completing his Associate (2004), Bachelor (2006), and Master degrees (2008) in Criminal Justice. He also attended and successfully graduated from the FBI 222nd National Academy in Quantico, Virginia, in 2005.

Chief Jones is credited with the development of a successful police bike patrol program on the OSU campus, as well as establishing great working relationships with campus partners using community outreach programs. In addition, he has served as the principal investigator for both state and federal grants which promoted Traffic and Pedestrian safety and education projects. As the designated Lake Patrol supervisor, Chief Jones created the format for the day-to-day operations of law enforcement at the university owned Lake Carl Blackwell and surrounding properties.

Scot Bechenbaugh, Deputy Director

Scot is the Deputy Director/National Representative who reports to the Director and serves as the Agency’s “master mediator” of high profile collective bargaining disputes and is responsible for developing and coordinating increased engagement with FMCS customers for future relationship development and mediation opportunities in key industries and occupations. Scot is also responsible for mentoring the Agency’s next generation of major dispute mediators and serves as the management Chair of the Mediator Partnership Council. He handles a variety of assignments to support the initiatives, policies, and programs of the Director of FMCS and represents the Director in meetings of various national, state, and area organizations concerned with labor relations and conflict resolution matters to explain and promote the use of FMCS services by employers, unions, and government entities.

A longtime member of the Association of Labor Relations Agencies, Scot also serves on the ALRA Executive Board. He holds a B.A. in Political Science from the University of Northern Iowa and an M.A.P.A., with an emphasis in Industrial Relations, from the University of Iowa.
Scott D. Schneider, Partner

Scott is a partner in the Austin office of Husch Blackwell LLP and a member of the firm’s Education Practice Group where he assists education entities with complex legal issues. Scott is a prominent litigator, as well as a sought-after advisor on Title IX, training programs, faculty hiring, promotion and tenure, and risk management within student affairs. Scott also provides expert witness testimony on matters dealing with institutional response to allegations of sexual misconduct. He is nationally recognized for his contributions to news media, including NPR, The Chronicle of Higher Education, Inside Higher Ed, CBS News and The Wall Street Journal.

Scott is an award-winning professor at Tulane University, where he teaches on higher education and labor and employment law. Scott has been retained by the National Center for Campus Public Safety to serve as a faculty member for its Trauma-Informed Sexual Assault Investigation and Adjudication training program for campus officials. Scott is rated by Martindale-Hubbell as AV Preeminent and has been selected for Best Lawyers in America in Education Law and Labor and Employment Law.

Alyssa J. Bryant, Esq.

Alyssa is a frequent speaker on both the legal and societal treatment of transgender Americans. She is on the voting board of Oklahomans for Equality, Inc. and is the only openly transgender lawyer in Oklahoma. She brings a unique and personal perspective to these issues which, in the area of Title IX, go far beyond questions of bathroom access.

Ms. Bryant is on the board of directors of Oklahomans for Equality, Inc. and the University of Central Oklahoma’s Women’s Research Center and BGLTQ+ Student Center. Ms. Bryant began her career as a certified public accountant with the “Big Eight” accounting firm of Coopers & Lybrand. After graduating from the University of Oklahoma College of Law with distinction, she became a partner at one of Tulsa’s most prestigious law firms. In 2011, she began coming out as transgender to her family and later to her colleagues and is currently the only openly transgender lawyer in Oklahoma. She has practiced law for more than 30 years.

Mark Green, Assistant Director

Dr. Mark Green received his undergraduate degree in Psychology from Brigham Young University and a Ph.D. in Counseling Psychology from Indiana State University. He is a licensed psychologist and the Assistant Director of the Counseling & Testing Center over Prevention Services at Wichita State University. His background includes working with adolescents for 6 years in various residential facilities, doing counseling with adults for a year in a maximum security prison, and 10 years doing clinical work with college students. At Western Washington University he coordinated the Men’s Violence Prevention Program and he currently oversees WSU’s Prevention Services, including substance abuse prevention, suicide prevention, and sexual assault prevention.

Michelle L. Duncan, Principal

Michelle is a Principal in the Denver office of Jackson Lewis P.C. Michelle is a member of the Affirmative Action Compliance and OFCCP Defense Practice Group and the Pay Equity Resource Group. Michelle represents employers in affirmative action and employment discrimination matters before OFCCP. She counsels employers on the design and implementation of company-wide AAP structures, applicant tracking systems, pre-employment tests and other compliance issues. Michelle advises employers on pay equity issues and directs pay equity analyses for employers in many industries including higher education.

Michelle joined the firm after working for nearly fourteen years as a trial attorney with the U.S. Department of Labor, Office of the Solicitor. During her tenure with the Solicitor’s Office, Michelle was widely regarded as a leading expert on OFCCP litigation. She litigated numerous OFCCP cases and provided counsel to high-level OFCCP officials. Michelle is Co-Chair of the Colorado ILG, on the faculty of The Institute for Workplace Equality and is a frequent speaker on topics related to affirmative action and employment discrimination.
Marc Bennett, J.D.
Before his election to the position of District Attorney, Marc was a Deputy District Attorney and served in the Sedgwick County District Attorney's Office for 15 years supervising the Trial Division II, encompassing the prosecution of sex crimes, human trafficking, domestic violence and elder abuse. Mr. Bennett completed his undergraduate degree in History from Kansas State University and his Juris Doctor degree from Washburn University.

Kalynn Cheyney, LMSW
Kalynn is a Research and Community Engagement Associate at the Wichita State University Center for Combating Human Trafficking (CCHT). Kalynn has been involved in the anti-trafficking movement since 2016 working in various capacities including aiding in developing and facilitating the Lotus Prevention for ProsperityTM curriculum and developing the Shining Light on the Commercial Sexual Exploitation of Children: A Toolkit to Building Understanding. In her current role, Kalynn oversees the Allies and Ambassadors community engagement program, assists with research needs, and coordinates communication platforms for CCHT.

Kalynn has previously worked with youth in various roles from camp counselor, to support staff in school, to mentoring youth in high school. In these different settings, she has walked along side vulnerable youth, facilitated groups, modeled/taught life skills, etc., but most importantly has seen how the power of transformational relationships can change lives.

Tyra Miles, LAC
Tyra is the Coordinator of Direct Services at the Wichita State University Center for Combating Human Trafficking (CCHT). At CCHT Tyra, an advocate for victims/survivors, is responsible for coordinating the Pathway to ProsperityTM programming for survivors and the Prevention for ProsperityTM curriculum with elementary-aged to high-aged youth in various settings.

Tyra has over 11 years of experience providing direct services with Survivors of domestic violence, sexual assault, and human trafficking. In addition to personal experiences, Tyra’s knowledge stems from working as an advocate specializing in human trafficking services at a local safe house as well as providing case management services to run away and homeless youth. Along with providing direct survivor services, Tyra taught therapeutic art groups and financial life skill groups with survivors for numerous years.
TUESDAY, OCTOBER 23, 2018 SESSION PRESENTERS

Anna Ritchie, J.D.

Anna is a Partner at Martin Pringle and focuses her practice on employment law, and civil and commercial litigation. Anna advises employers on employment law matters, including compliance issues, hiring and discharge practices, employee handbooks, wage and hour compliance, and responding to and investigating internal complaints. She helps ensure that her business clients’ employment applications, contracts, performance evaluations, and job descriptions conform to all applicable laws. Anna is a regular presenter on employment-related topics and has been recognized by Best Lawyers in America and as a Super Lawyer Rising Star for 2018.

John Jones, Director

John joined the MRC in 2014, and has been the director since 2015. He has been an instructional designer, corporate trainer, new media manager, web developer and college instructor. Jones has an MFA in fiction from Wichita State University and an MA in English and creative writing from Kansas State University. He has fifteen years of teaching experience as a graduate assistant and lecturer for K-State, Butler County Community College, Newman University and Wichita State University.

Rob Buelow, Vice President

Rob Buelow is a public health professional in prevention education and award-winning expert in campus sexual assault prevention, with over 10 years of experience in Higher Education. At EVERFI, Rob oversees prevention research and supports the ongoing development of EVERFI’s leading online prevention platforms. He has received state and national recognition for his work as a prevention educator, including the 2009 Outstanding Prevention Educator award from the California Coalition Against Sexual Assault.