Title IX Instructor Qualifications

Name | Title | Title | Bio
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Cara Hardin, J.D. | Academic Impressions | Title IX Deputy Coordinator, Marquette University | Cara Hardin is an attorney serving as Title IX Deputy Coordinator for Marquette University. In addition to assisting in the coordination and monitoring of Marquette’s compliance with Title IX and all associated regulations, she is the lead investigator for the Division of Legal Affairs. She is responsible for the university’s policy prohibiting sexual harassment, discrimination and sexual misconduct, gender identity, and implicit bias. Cara has developed and conducted Title IX and investigator training for Title IX student conduct, human resources, and emergency planning. She served as Special Counsel in the Title IX Office at Marquette University from 2005 until 2017. Cara has served as Special Advisor to the Title IX Coordinator and has worked extensively on sexual assault and related policies and practices, sexual violence, pregnancy, stalking, alcohol and drug misuse, and employment-related matters and Title IX compliance. Prior to working in the area of Title IX, Cara served as a Deputy Prosecuting Attorney in the St. Joseph County (Indiana) Prosecutor’s Office, including two years in the Special Victims Unit, where she assisted law enforcement with the investigation of and then prosecuted sexual assault, child abuse, and neglect, domestic violence and stalking cases. Cara began her legal career practicing employment law at a private law firm in South Bend, Indiana.

Bev Balligad | Academic Impressions | Director of Compliance/Title IX Coordinator, University of Hawaii-West O‘ahu | Bev has been a member of the University of Hawaii Board of Regents since 2014. She currently serves as the Director of Compliance/Title IX Coordinator at the University of Hawaii-West O‘ahu campus. An alumnus of UL Manoa and Western Michigan University Cooley Law School, she was previously employed at a mid-sized, urban public commuter college with 30,000 students. Since 2012, she has worked in various areas in higher education, including but not limited to: Labor Relations, Executive leadership, Adjunct Faculty, Compliance and Title IX. She has extensive experience in the development and implementation of key compliance areas such as training, investigations, programming/awareness events, process reviews, and case management. She has been a consultant and trained institutions across the nation in the areas of Title IX, Title V, Behavior Intervention Team (BIT), VAWA/Campus Safe/Compact Act, ADA/Section 504, FERPA, EOG, Part 80, Student Conduct, Due Process and First Amendment. She served as the Michigan State Coordinator for the 2009-2013 period for the Association of Student Conduct Administrators and is a current member on the National Association of College and University Attorneys Panel for the Title IX Academy, the Association of Threat Assessment Professionals, Threat Team Oahu, Filipino Association of University Women, and was recently appointed University Risk Management and Institutional Compliance. Bev continues to train nationally.

Jean M. Holber, Esq., P.C. | Academic Impressions | Attorney | JeanHolber is a lawyer in private practice in Sacramento, California. In her 19 years of litigation practice, she has served as counsel in a wide range of higher education, discrimination, and sexual violence matters. She has worked on numerous higher education policies and procedures related to Title IX, Title V, Title VII, and other Employment Opportunities (EEO) laws and regulations. Jean’s passion for social justice, civic engagement, and student development has motivated her throughout her career spanning almost 20 years. She has a wide range of experience and expertise in multiple areas of higher education including admissions, recruitment, leadership development, advancement, overall compliance, and policy development. Jean is recognized as a subject matter expert and consultant in several topics including organizational change, hiring and retaining underrepresented groups, unconscious bias training, and inclusive best practices. Originally, from San Antonio, TX, Jean is a proud alum of San Houston State University and Texas Southern University where she received a Bachelor of Arts degree in Political Science and a Master of Public Administration degree respectively. She is also Certified Diversity Professional (CDP), Certified Diversity Trainer (CDT), and has taught workshops and seminars on diversity, inclusion, and strategic planning in multiple industries and institutions.

Jeanine Bia Nelson | Academic Impressions | Director, Office of Equity and Inclusion / Title IX Coordinator, Sam Houston State University | Jeanne Bia Nelson serves in her current role as Director of the Office of Equity and Inclusion/Title IX Coordinator, Sam Houston State University. In her current position, she is responsible for implementing the university’s policy prohibiting sexual harassment, discrimination, and other civil rights violations as well as developing and facilitating university wide training programs and initiatives related to Title IX, Title V, Title VII, and other Employment Opportunities/EEO laws and regulations. Jeanne recognizes the importance of the intersection of social justice and academic programs and has been instrumental in the development of the university’s programming and initiatives. Throughout her career, Jeanne has presented dozens of workshops with the American Council on Counseling Association (ACCA), Association of Student Conduct Administrators (ACSA), National Association of Forensic Counselors (NAFC), American College Personnel Association (ACPA) and the American Psychological Association (APA) on topics including counseling theory, ethics, program evaluation, and case studies. Jeanne is also a member of the Clery Center for Security on Campus Advisory Board, and as part of the Futures Without Violence Campus Policy Advisory Board. She has presented many online trainings, certification courses, and conference sessions, as well as presented workshops on diversity, equity, and inclusion initiatives. In her current position, she is responsible for the investigation and coordination of sexual assault, domestic violence, dating violence, and stalking complaints. She is also responsible for the investigation and coordination of sexual assault and domestic violence complaints. She is a certified sexual assault counselor and has offered training to law enforcement, homeland security, FBI, college faculty, and staff. Brian recently developed the Structured Interview for Violence Risk Assessment (SIVRA-35), a starting point for law enforcement, prevention, coalition-building, prevention audits, and VAWA Section 304 compliance.

Lorna Fink, J.D., CCEP | Academic Impressions | University Compliance Officer/Title IX Coordinator, Loyola University Chicago | In addition to her full-time role as Loyola’s university compliance officer/Title IX Coordinator, Lorna is also responsible for the university’s policy prohibiting sexual harassment, discrimination, and other civil rights violations as well as developing and facilitating university wide training programs and initiatives related to Title IX, Title V, Title VII, Title X, and Title IX. She has extensive experience in the development and implementation of key compliance areas such as training, investigations, programming/awareness events, process reviews, and case management. She has been a consultant and trained institutions across the nation in the areas of Title IX, Title V, Behavior Intervention Team (BIT), VAWA/Campus Safe/Compact Act, ADA/Section 504, FERPA, EOG, Part 80, Student Conduct, Due Process and First Amendment. She served as the Michigan State Coordinator for the 2009-2013 period for the Association of Student Conduct Administrators and is a current member on the National Association of College and University Attorneys Panel for the Title IX Academy, the Association of Threat Assessment Professionals, Threat Team Oahu, Filipino Association of University Women, and was recently appointed University Risk Management and Institutional Compliance. She continues to train nationally.

Timo Love, J.D. | Academic Impressions | Executive Director for Equity & Compliance, Title IX Coordinator, Loyola University Chicago | In 2018, Timo led the incalculable Chicago University's efforts to institutionalize its compliance program related to Title IX and other equity/obligations rights laws, creating the Office for Equity & Compliance to coordinate the program and bring institutional policies into alignment across faculty, student, and staff domains. Previously, Love held various student affairs roles over 11 years at Loyola, including serving as the associate dean of students, director of student conduct and conflict resolution, and a member of the student affairs leadership team. With over 20 years of experience, Love is familiar with implementing policies and procedures related to Title IX, Title V, and Title VII, and other Employment Opportunities/EEO laws and regulations. Love's passion for social justice, civic engagement, and student development has motivated her throughout her career spanning almost 20 years. She has a wide range of experience and expertise in multiple areas of higher education including admissions, recruitment, leadership development, advancement, overall compliance, and policy development/implementation. Jeanne is recognized as a subject matter expert and consultant in several topics including organizational change, hiring and retaining underrepresented groups, unconscious bias training, and inclusive best practices. Originally, from San Antonio, TX, Jean is a proud alum of San Houston State University and Texas Southern University where she received a Bachelor of Arts degree in Political Science and a Master of Public Administration degree respectively. She is also Certified Diversity Professional (CDP), Certified Diversity Trainer (CDT), and has taught workshops and seminars on diversity, inclusion, and strategic planning in multiple industries and institutions.

Brian Van Brunt, Ed.D | Atixa | NAFA/PA Director | Brian Van Brunt is a Partner in TXG, the President of the National Behavioral Intervention Team Association (NaBITA), and a past-president of the American College Counseling Association (ACCA). He has a doctoral degree in counseling supervision and education from the University of Southern California and a master’s degree in counseling and psychological services from Salem State University. Brian is a regular speaker for academic conferences around the world. He has presented dozens of workshops with the American College Counseling Association (ACCA), Association of Student Conduct Administrators (ACSA), National Association of Forensic Counselors (NAFC), American College Personal Association (ACPA), and the American Psychological Association (APA). He has been a consultant to academic institutions and the University of California, Berkeley, and has written thousands of pages on counseling and mental health, and suicide prevention for Resident Advisors (RA’s) through Magra Publications and created a behind-closed-doors style card game for resident advisors called RACE2. He developed a mental health crisis guide for study abroad students for the American Consulates for the US State Department and has written thousands of pages for academic institutions and the University of California, Berkeley. Brian is a member of the Clery Center for Security on Campus Advisory Board, and as part of the Futures Without Violence Campus Policy Advisory Board. He has presented many online trainings, certification courses, and conference sessions, as well as presented trainings on suicide prevention, counseling, and trauma-informed care.

Michelle Issador, M.Ed. | Atixa | Vice President, Awareness Management, TNG | Michelle Issador, M.Ed. is the Vice President, Awareness Management for TNG, the former Senior Associate Executive Director for the Association of Institutional Leadership (AILA), and the former Executive Director of the School of Criminal Justice and Director of the Institute for Law and Public Policy at the John Jay College of Criminal Justice. Prior to joining TNG, Michelle spent four years as Assistant Director of the Women's Center at Lehman College. She coordinated sexual violence prevention and response, including annual and ongoing trainings and programming for faculty, staff, and students. Michelle advised Lehman's peer educator group and hosted the annual Lehman College women's conference. She also coordinated the campus-wide Women's Day and the annual Women's History Month celebration in collaboration with the Women's Center, the Office of Multicultural Affairs, and the Office of Student Life. Michelle is a fierce advocate for campus-based initiatives that improve health and safety outcomes for students. Michelle has presented on topics such as building institutional capacity, training programs, and prevention strategies for students and staff. Michelle has also presented on topics such as building institutional capacity, training programs, and prevention strategies for students and staff. Michelle co-authored the GenderBender: Social Work and the LGBTQ+ Community, a guide for social workers, educators, and students on the LGBTQ+ community. Michelle has also presented at conferences such as the National Women's Studies Association's Women's Centers Committee, as a member of the Clery Center for Security on Campus Advisory Board, and as part of the Futures Without Violence Campus Policy Advisory Board. She has presented many online trainings, certification courses, and conference sessions, as well as written numerous grant proposals for federal and private funding, as well as presenting to national and international audiences on topics such as violence prevention, coalition-building, prevention audits, and VAWA Section 304 compliance.
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Makenzie Schiemann is the Vice President of Case Management Initiatives at TNG and the Executive Director for the National Behavioral Intervention Team Association (NaBITA). Makenzie started her professional career as a teacher working in middle grades education, but has spent the last nine years in higher education overseeing the behavioral intervention team, case management program, and victim advocacy department, and as a partner in a behavioral and educational consulting firm which she co-founded. Makenzie also served on a model team for the CPTC for the intervention and threat assessment; student discipline and campus conduct; intellectual property and employment issues. Ms. Schuster provides assistance nationally to both public and private educational entities in policy development, assessment, and training and is an invited speaker at national conferences. Prior to his work with TNG, he was a partner in a national leadership and management consulting firm where he advised clients on management, organizational development, and leadership coaching. Daniel has extensive experience in the areas of leadership coaching, team building, and conflict resolution. He is a former board member of the Tennessee Association of Title IX Administrators (ATAIX) and the Director of the ATIA Advisory Board. He also served on the Board of Directors for the Tennessee Association for Women in Education (TAWE). He has been recognized for his work in the areas of leadership development, team building, and conflict resolution. He is a frequent presenter at national and international conferences. Prior to his work with TNG, he was a partner in a national leadership and management consulting firm where he advised clients on management, organizational development, and leadership coaching. Daniel has extensive experience in the areas of leadership coaching, team building, and conflict resolution. He is a former board member of the Tennessee Association of Title IX Administrators (ATAIX) and the Director of the ATIA Advisory Board. He also served on the Board of Directors for the Tennessee Association for Women in Education (TAWE). He has been recognized for his work in the areas of leadership development, team building, and conflict resolution. He is a frequent presenter at national and international conferences. Prior to his work with TNG, he was a partner in a national leadership and management consulting firm where he advised clients on management, organizational development, and leadership coaching. Daniel has extensive experience in the areas of leadership coaching, team building, and conflict resolution. He is a former board member of the Tennessee Association of Title IX Administrators (ATAIX) and the Director of the ATIA Advisory Board. He also served on the Board of Directors for the Tennessee Association for Women in Education (TAWE). He has been recognized for his work in the areas of leadership development, team building, and conflict resolution. He is a frequent presenter at national and international conferences.
Rick Olshak earned his Ph.D. in Organizational Management from Capella University. She also holds a Master of Business Administration Degree from Temple University and a Bachelor of Business Administration Degree in Human Resource Management and Organizational Management. The British Standards Institution granted her certification as a Quality Lead Auditor for ISO 9001 in 2000. In 2000, she completed certification in Professional Human Resource Management from the Human Resource Training Institute. She has also been a teacher in the social sciences at the community college level. Before joining the ranks of a full-time faculty member, she served as the Executive Director of Degree Completion. During her tenure, the number of students enrolled in the bachelor's degree completion programs in business administration and criminal justice increased by 49% in two years. Additionally, geographic expansion and online delivery increased. She served several organizations and universities in various capacities, such as: human resources, training, benefits consultant, lead auditor, radio script writer, and voice talent. She is a member of the Terra State Community College Advisory Board. Previously, she was an executive board member of the Lorain County Urban League and a member at large for the Lorain County Women's Resource Center Strategic Planning Committee. Her research interests include social development centered on the concept of identity by Dr. Erikson, structural diversity, organizational transformation, community diversity, democracy outcomes, and adult learning theory. Her mission, which fully reflects her teaching, is to help students learn from the experience and change different perspectives.

Jill Thomas was an Associate Attorney at Console Law Offices in Philadelphia, where she represented plaintiffs pursuing employment discrimination and contract claims in state and federal agency proceedings, mediations, and litigation. She has also been a teacher in the social sciences at the community college level. Before joining the ranks of a full-time faculty member, she served as the Executive Director of Degree Completion Admissions. During her tenure, the number of students enrolled in the bachelor's degree completion programs in business administration and criminal justice increased by 49% in two years. Additionally, geographic expansion and online delivery increased. She served several organizations and universities in various capacities, such as: human resources, training, benefits consultant, lead auditor, radio script writer, and voice talent. She is a member of the Terra State Community College Advisory Board. Previously, she was an executive board member of the Lorain County Urban League and a member at large for the Lorain County Women's Resource Center Strategic Planning Committee. Her research interests include social development centered on the concept of identity by Dr. Erikson, structural diversity, organizational transformation, community diversity, democracy outcomes, and adult learning theory. Her mission, which fully reflects her teaching, is to help students learn from the experience and change different perspectives.

Brett Sokolow is the Chair of TNG (TNG, LLC), a national multidisciplinary risk-management consulting and law firm with more than 3,000 education-sector clients, 36 executive and support employees, and a roster of 25 attorneys and consultants who are the forefront of the field in their areas of expertise. Sokolow founded TNG, then known as The National Center for Higher Education Risk Management, in 2000. Sokolow is recognized for his national leadership on systems-level solutions for safer schools and campuses, and is widely considered to be one of the foremost Title IX experts in the nation. He has served as an expert witness more than 50 significant cases affecting college, university, and school liability. In addition to his role with TNG, Sokolow served as Executive Director of ATIXA from 2012-2017 and now serves as President of ATIXA, the Association of Title IX Administrators (www.atixa.org), the leading industry association for Title IX compliance, with over 3,600 active school and college members. In his role as an attorney with TNG, Sokolow serves with his partners as outside counsel/advisor to 70 colleges and universities, and has served as counsel to more than 250 campuses since the firm was founded in 2000. In addition to his legal representation work, TNG provides consulting services to an additional 400+ campuses and schools each year. Since June of 2017, Sokolow has chaired TNG’s west coast practice group, in Los Angeles, CA. TNG’s headquarters is based in Berwyn, Pennsylvania, outside of Philadelphia, and the firm maintains additional satellite offices in Manchester, NH, Denver, CO, and Columbus, OH. In 2009, Sokolow founded NABTA, The National Behavioral Intervention Team Association (www.nabta.org), an organization of 1,100 members dedicated to school and campus violence prevention, intervention, and mental health resources. He served as Executive Director until 2015, and now serves as Founder and Board Chair of the NABTA Advisory Board. Sokolow has been interviewed on CNN, and has been featured in Newsweek, TIME Magazine, The Wall Street Journal, ABC News, The Chronicles of Higher Education USA Today, The Boston Globe, and many other media outlets. Sokolow is a risk management consultant, author, editor, and education advisor admitted to the New Jersey bar. He holds a Bachelor of Arts degree in East Asian Studies from the College of William and Mary (1995), and a Juris Doctorate from the Villanova University School of Law (1997).

Mandy M. Sosnowski is the Title IX Coordinator, Director, & Institutional Compliance Officer at Rider University. Prior to joining Rider University, she was the Title IX Coordinator at Ferrum College for two years. She is a member of the board of directors for the Association for Student Conduct Administration (ASCA). Rick is the author of Mastering Mediation: Training Mediators in a College and University Setting, and he has provided professional consulting services on program assessment, needs assessment, conflict resolution and mediation training to colleges and universities across the nation, as well as to community organizations and professional associations. Rick holds a bachelor's degree in public
Amy Zavadil, Ph.D.
Atixa, Title IX Coordinator

Dr. Zavadil is a change agent with more than a decade of experience in higher education, assisting with organizational change and attention to institutional efforts. Dr. Zavadil provides content development and strategic planning for equity, inclusion & diversity, leadership and service, diversity and inclusion, cultural awareness, and community building. She has served on multiple Title IX coordinating committees, served on the Title IX Clearinghouse staff and served as a member of the Advisory Board on Women in Society. She has been a key player in faculty training efforts and in the development of comprehensive prevention education plans. She is a nationally recognized expert on Title IX, as well as a recognized leader in the field of student affairs. She has presented on the topic of investigations and compliance at several national conferences and has served as a consultant to many institutions of higher education.

Leah Gutkincht
Atixa, Title IX Coordinator

Leah Gutkincht, B.A., is the Title IX Officer at the University of Northern Illinois where she serves as the Associate Title IX Officer for Compliance and Equal Employment Opportunity. She oversees the functions of equal opportunity, affirmative action, and diversity and inclusion. Prior to that, she served as a Title IX Officer for 14 years, and was a Title IX Coordinator for 18 years. Ms. Gutkincht coordinated UNA’s Title IX Policy and Procedure, and developed the University’s Title IX Policy and Procedure. She has presented on the topic of Title IX at numerous conferences and has served as a consultant to many institutions of higher education.

Gentry McCreary, Ph.D.
Atixa, Title IX Coordinator

Gentry McCreary, Ph.D. is the Title IX Coordinator at the University of Alabama. Gentry is a recipient of the Association for Fraternity/Sorority Advisors Sue Kraft Fussell Distinguished Service Award. Dr. McCreary has conducted Title IX investigations on multiple campuses, trained Title IX investigators on multiple campuses, and has presented on the topic of investigations at several national conferences. He is nationally recognized as an expert in conducting organizational investigations, particularly investigations involving fraternities and sororities.

Sarah Ford, J.D.
Parker Poe, Attorney

Sarah Ford assists employers in the areas of compliance counseling, internal investigations, and litigation. She has experience defending employers against the claims of current and former employees as well as charges brought by government agencies. These include the Equal Employment Opportunity Commission (EEOC), Citizenship and Immigration Services (USCIS), the Civil Rights Division of the U.S. Department of Education, and the U.S. and NC Departments of Labor. She has experience handling sensitive employment issues such as sexual harassment, racial bias, and disability discrimination. Her clients include health care entities, schools and universities, and financial institutions.

Josh Witlock, J.D.
Parker Poe, Partner

Josh Witlock is a partner at Parker Poe, focusing on the representation of clients in a variety of litigation matters, including civil rights and discrimination cases, employment law, education law, and general business matters. He has represented clients in state and federal courts throughout the country, and has handled matters involving claims of discrimination, harassment, retaliation, and other employment-related issues. He has also represented clients in a variety of regulatory matters, including investigations by government agencies, and has provided advice to clients on a wide range of compliance issues.

La-Deidre Matthews, J.D.
Parker Poe, Associate

La-Deidre Matthews is a litigation attorney at Parker Poe's Charlotte office. She is a part of a Professional Negligence & Product Liability Defense Team that represents professionals, local governments, and businesses in civil disputes. La-Deidre represents various individuals and businesses in a broad range of civil cases, including medical malpractice, legal malpractice, and employment law disputes. She has represented clients in state and federal courts throughout the country, and has handled matters involving claims of discrimination, harassment, retaliation, and other employment-related issues. She has also represented clients in a variety of regulatory matters, including investigations by government agencies, and has provided advice to clients on a wide range of compliance issues.

Maureen Zyglis, J.D.
Parker Poe, Attorney

Maureen Zyglis represents employers in an array of employment law matters, including discrimination on the basis of race, sex, national origin, age, disability, and other protected characteristics. She advises clients on a wide range of employment law issues, including compliance with federal and state laws, the development and implementation of policies and procedures, and the resolution of employment disputes. Ms. Zyglis has a broad understanding of the legal requirements of employers and is able to provide practical solutions to employment issues.

Sirena L. Cantrell
Dean of Students & Title IX Coordinator, Mississippi University for Women

Since September 2013, Cantrell served as interim dean of students in addition to serving as director of housing and residence life, counseling services and campus recreation. Before joining The W, Cantrell served as the Auxiliary Director of Housing and Residence Life at the University of Alabama. She served as a faculty member at the Washington and Lee University School of Law from 2013-2015. Two years ago, she was named The W's Staff Member of the Year. On campus she is involved with various committees including the Quality Enhancement Plan, The P.E. Council, Diversity and Student Success Committee and is a member of the Education and Administration Association. She is an accomplished writer and has published numerous articles and books on topics related to higher education and student affairs.

Kenneth Marcus
Attorney

Kenneth L. Marcus is an attorney, academic, and government official. Previously serving as a public interest lawyer and a policy advisor, he recently served as the U.S. Assistant Secretary of Education for Civil Rights. He has also served as the Chair of the Board of Directors of the National Association for the Advancement of Colored People. He has been a visiting scholar at the University of California, Berkeley and a invited legal consultant to the United Nations. He has been a frequent lecturer on civil rights and education law.

La-Deidre Matthews
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Maureen Zyglis
Parker Poe, Attorney

Maureen Zyglis defends employers against claims of discrimination in front of state and federal agencies and courts. She advises on all aspects of employment law compliance, including interpretation of the ADA, FMLA, implementation of social media policies, and assistance with contractual disputes. Maureen also assists employers in internal investigations. She has significant experience handling sensitive employment issues, including claims of sexual harassment, retaliation, and discrimination. Maureen brings broad knowledge and experience in employment law to her representation of clients.

Josh Witlock
Parker Poe, Partner

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