

Title IX Instructor Qualifications

Name	Title	Title	Bio
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 and adjudicator of reports of sexual harassment, discrimination and sexual misconduct filed by Marquette students, faculty and staff. Cara educates and advises faculty, staff and students on Title IX, sexual violence, the university's policy prohibiting sexual harassment, discrimination and sexual misconduct, gender equity, and implicit biases. Cara has developed and conducted Title IX coordinator and investigator training for Title IX, student conduct, human resources and public safety personnel at both private and public colleges and universities. Prior to joining the Title IX Office at Marquette, Cara served as Special Counsel in the Ball State University Office of General Counsel advising on 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 Victim's 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 Baligad	Academic Impressions	Director of Compliance/Title IX Coordinator, University of Hawaii – West O'ahu	Bev has been a member of the Michigan State Bar since 2004. She currently serves as the Director of Compliance/Title IX Coordinator at the University of Hawaii West Oahu campus. An alumna of UH Manoa and Western Michigan University Cooley Law School, she was previously employed at a mid-sized, urban public commuter college with 20,000+ students. Since 2005, 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 IV, Behavior Intervention Team (BIT), VAWA/Campus SaVE/Clery Act, ADA/Section 504, FERPA, EDGAR Part 86, Student Conduct, Due Process and First Amendment. She served as the Michigan State Coordinator (2009-2013) for the Association of Student Conduct Administrators and is a current member on the National Association of College and University Attorneys NACUA Notes Editorial Board, the Association of Title IX Administrators, Association of Threat Assessment Professionals, Threat Team Oahu, Filipino Association of University Women and most recently University Risk Management and Insurance Association. She continues to train nationally.
Jean M. Hobler, Esq., P.C.	Academic Impressions	Attorney	Jean Hobler is a lawyer in private practice in Sacramento, California. In her 19 years of litigation practice, she has investigated claims and crimes including sexual harassment and discrimination, criminal activity, and workplace harassment and discrimination on college campuses. After eight years with California and international law firms, Jean spent nine years as a federal prosecutor, investigating and prosecuting a wide range of white collar and national security crimes. As Senior Litigation Counsel for the U.S. Attorney's Office in Sacramento, Jean was responsible for mentoring younger prosecutors in investigating, developing, and trying criminal cases of all types, as well as presenting training to federal, state, and internal banking investigators on investigating and developing cases. Now in solo practice, Jean investigates and reports on a wide range of workplace issues, including on college campuses.
Jeanine Bias-Nelson	Academic Impressions	Director, Office of Equity and Inclusion / Title IX Coordinator, Sam Houston State University	Jeanine Bias-Nelson has spent her entire professional career in Higher Education Administration and Student Affairs. Currently, she serves as a resource for advisement and consultation on issues related to diversity, equity and inclusion. Her responsibilities include providing leadership to investigations into allegations of discrimination, harassment, and other civil rights violations as well as develop and facilitate university wide training programs and activities related to Title IX, Title VII, and other Equal Employment Opportunities/Affirmative Action (EEO/AA) laws and regulations. Jeanine'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, advising/mentoring, event coordination, diversity, compliance, and policy development/implementation. Jeanine 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, Jeanine is a proud alumna of Sam 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 (CPT).
Lorna Fink, J.D., CCEP	Academic Impressions	University Compliance Officer/Title IX Coordinator, Lynn University	In addition to her current roles, Fink created the Office of University Compliance, which coordinates campus-wide compliance and ethics programs, manages the policy and procedure program, supports risk management, shares responsibility for NCAA Compliance, and oversees equity programming, including Title IX, ADA, and discrimination. Fink speaks at national and international conferences on issues related to higher education compliance, equity, ethics, and risk management and has addressed audiences at NASPA, NACUBO, SACUBO, WACUBO, ACUPA, and ICUF. Highlights include design and delivery of a full-day Title IX Investigator Training and a Chief Compliance Officers Certification Course for the National Conference on Law and Higher Education and a two-day Higher Education Compliance Bootcamp for ICUF Institutions. Fink was recently featured on the cover of Business Officer Magazine in the article "Next Level Compliance." She is the founder of the Independent Colleges and Universities Compliance and Ethics Consortium (ICUCEC) as well as a Certified Civil Rights Investigator, URMIA Scholarship winner, and a graduate of both the Harvard Graduate School of Education Management Development Program and the Council of Independent Colleges Senior Leadership Academy. She serves of the Board of Directors for the Spirit of Giving and is a member of the SACUBO Comprehensive and Doctoral Institutions Constituent Committee.
Tim Love, J.D.	Academic Impressions	Executive Director for Equity & Compliance, Title IX Coordinator, Loyola University Chicago	In 2019, Tim Love led Loyola University Chicago's efforts to restructure its compliance program related to Title IX and other equity/civil rights laws, creating the Office for Equity & Compliance to centralize the program and bring institutional policies into alignment across faculty, student, and staff domains. Previously, Love had 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 within residence life. With over 15 years of experience working with students in crisis, Love is passionate about issues of equity and social justice and seeks to assist higher education institutions in implementing progressive, responsible practices that ensure the safety of their students and the integrity of their institution. Love holds both a Juris Doctorate and Bachelors of Arts from Loyola University Chicago, and a Master of Science in Student Affairs in Higher Education from Colorado State University. He is also a trained and experienced mediator and circle facilitator, and he has conducted trainings nationally and internationally on topics including restorative justice, student conduct administration, behavioral intervention teams and threat assessment, and mission-driven leadership
Brian Van Brunt, Ed.D	Atixa	NaBITA President	Brian Van Brunt is a Partner in TNG, 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 Sarasota/Argosy and a masters 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 (ASCA), National Association of Forensic Counselors (NAFC), American College Personal Association (ACPA), Association of University College Counseling Center Directors (AUCCCD), Student Affairs Administrators in Higher Education (NASPA), and the European Congress on Violence in Clinical Psychiatry. Brian has presented hundreds of online training seminars and classes. These trainings have reached well over 150,000 individual staff and faculty members at colleges and universities across the country. He has developed remote, asynchronous training modules on violence, mental health, and suicide prevention for Resident Advisors (RAs) through Magna Publications and created a behind-closed-doors style card game for resident advisors called RACE!. He developed a mental health crisis guide for study abroad advisors for the American Councils and has written textbook test banks and instructor guides for Pearson Education. Early in his career, Brian provided case management services through the Massachusetts Department of Mental Health, coordinated involuntary psychiatric commitments for law enforcement and hospital emergency departments, offered medical care as an Emergency Medical Technician (EMT-R) and Ski Patrol member, and was a registered white-water rafting guide in the state of Maine. Brian is certified in QPR suicide prevention and BASICS alcohol education. Brian has taught at a number of universities and colleges over the course of his career. He has offered classes in counseling theory, ethics, program evaluation, statistics, and sociology for both graduate and undergraduate students. Brian has served as the director of counseling at New England College and Western Kentucky University. He is the author of several books including: Harm to Others: The Assessment and Treatment of Dangerousness, Ending Campus Violence: New Approaches in Prevention and A Faculty Guide to Addressing Disruptive and Dangerous Behavior in the Classroom. Brian is an expert on campus violence and has been interviewed by the New York Times, National Public Radio, LA Times, USA Today and has appeared on Headline News and Anderson Cooper 360. He is a frequently-invited keynote speaker 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 place for law enforcement, clinical staff, and administrators to conduct a standardized, research-based violence risk assessment with individuals determined to be at an increased risk.
Michelle Issadore, M.Ed.	Atixa	Vice President, Association Management, TNG	Michelle Issadore, M.Ed. is the Vice President, Association Management for TNG, the former Senior Associate Executive Director for the Association of Title IX Administrators (ATIXA), and the former Executive Director of the School and College Organization for Prevention Educators (SCOPE). She works with schools, colleges, and community organizations nationwide to assess and improve their strategic prevention efforts, as well as research and understand best practice initiatives. She has a B.A. in Psychology and Women's Studies from Brandeis University and a M.Ed. in College Student Affairs from The Pennsylvania State University. Michelle spent five years as Assistant Director of the Women's Center at Lehigh University. She coordinated sexual violence prevention and response, including annual and ongoing trainings and programming for faculty, staff, and students. Michelle advised Lehigh's peer educator group and hotline, which was the 2009 recipient of NASPA's Silver Excellence Award for Violence Education and Prevention, Crisis Management and Campus Security. She also instituted an online anonymous reporting system for sexual violence, with the support of related departments. Michelle was responsible for management of the staff advocate program, which provided confidential crisis and options counseling to victims. She created a writing-intensive sexual violence course and taught in the Women's Studies program. Michelle completed 40 hours of advocate training in Pennsylvania's Northampton and Lehigh counties. Michelle has served as co-chair of 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 for several publications. Michelle's areas of expertise include advocacy training, developing and strengthening peer educator programs and training, strategic planning for prevention, developmental and curricular approaches to prevention, coalition-building, prevention audits, and VAWA Section 304 compliance.

Makenzie Schiemann, M.S. Ed Psych	Atixa	Associate Consultant, TNG	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 at both a small private college and a large public university. She earned her B.S in Education from Ashland University, her M.S in Educational Psychology, Community Counseling from Southern Illinois University, and is currently enrolled in the University of South Florida Ph.D. program for Higher Education Administration. Makenzie spent three years as the Director for Student Outreach and Support, the Director for the Center for Victim Advocacy, and the Chair of the Students of Concern Assistance Team at the University of South Florida. In these roles, Makenzie developed comprehensive protocol manuals for both the case management program and the victim advocacy department which aligned with best practice standards and served as a model for other institutions in the development of their policies. Prior to working at the University of South Florida, Makenzie served for six years as the Director of Outreach Services and Health Promotion at Eckerd College where she oversaw the case management program and chaired the Intervention Team. She also developed and implement all health promotion initiatives including a comprehensive violence prevention campaign. Prior to working in higher education, Makenzie taught 8th grade in the Kentucky K-12 public education system. In this role, Makenzie also served on the school's Crisis Response Committee, developing strategies for preventing and responding to crisis incidents including school-wide behavioral trends, acts of physical aggression, and active shooter scenarios. Makenzie has presented at numerous national conferences including NASPA, the Higher Education Case Manager's Association (HECMA), NaBITA, and ASCA. Additionally, she has presented various online trainings, conducted research on case management practices, and written publications on case management work. She currently serves on the advisory board for NaBITA, is an editor for the Journal for Behavioral Intervention Teams, and has previously served on the leadership board for the Higher Education Case Managers Association (HECMA). Her areas of expertise include policy and program development for behavioral intervention teams, case management, and victim advocacy, strategies for chairing behavioral intervention teams, research and assessment, and strategic planning for comprehensive educational and awareness programming.
Patricia M. Hamill, Esq.	Atixa	Chair, Title IX, Due Process & Campus Discipline, Conrad O'Brien, PC	Patricia Hamill has extensive years of experience successfully representing clients spanning a breadth of matters, including complex commercial litigation, Title IX litigation, receiverships, insurance, securities, consumer class actions, government investigations, and E-rate compliance. Her clients are in a wide range of industries, including technology, insurance, and securities. Patricia is uniquely adept at transforming worst-case scenarios into successful resolutions. She possesses the wisdom and keen intuition one would expect of a litigator with her decades of experience, but she also manages to bring a fresh burst of energy and determination to each new case. She offers responsive service and genuine empathy to each client; she never takes for granted the emotional impact that a high-stakes case can have on her clients. Patricia brings a collaborative approach to handling her clients' issues, and she tenaciously pursues creative, strategic solutions. As Chair of the Title IX, Due Process and Campus Discipline practice, Patricia represents college students and professors nationwide who are subjected to campus disciplinary proceedings or who have been disciplined by their colleges for alleged sexual misconduct following such proceedings. She has represented close to 200 students and professors nationwide in disciplinary matters or related litigation involving more than 70 colleges and universities. Patricia is also sought out by groups and institutions for her opinion on how to work within the framework of the changing federal laws and guidance. Given her expertise, she was invited to testify before the US Senate Committee on Health, Education, Labor & Pensions (HELP) at the full committee hearing on "Reauthorizing HEA: Addressing Campus Sexual Assault and Ensuring Student Safety and Rights" in Washington DC (April 2019) (read the press release, read Patricia's opening statement, or watch Patricia's opening statement).
Lorie Dakessian, Esq.	Atixa	Vie-Chair, TitleIX, Due Process & Campus Discipline, Conrad O'Brien, PC	Lorie represents clients in several practice areas, including complex commercial litigation, white collar and internal investigations, student and educator misconduct cases, and data privacy matters. She is a Certified Information Privacy Professional (CIPP/US), the global standard for privacy certification. Prior to joining Conrad O'Brien, Lorie served for six years in the Philadelphia District Attorney's Office, managing all aspects of large and complex appellate cases. In addition to her state and federal trial court practice, Lorie has argued before each of the state appellate courts in Pennsylvania.
W. Scott Lewis, J.D.	Atixa	Partner, TNG & ATIXA Advisory Board	W. Scott Lewis, J.D. is a Partner with TNG, LLC. He is a co-founder and advisory board member of ATIXA, the Association for Title IX Administrators and NaBITA, the National Behavioral Intervention Team Association, and was a board member and president of ASCA. He has worked with the Department of Justice's Office of Violence Against Women and the Department of Education's Offices of Civil Rights as a trainer and consultant, training staff and investigators. He was a consultant to the Office of the Vice President and the White House Task Force on issues of Sexual Misconduct, as well as a core member of the United States Olympic Committee's Task Force that proposed and created the United States Center for SafeSport, both of which he consults with and trains. He also consults with and trains numerous sports organizations and governing bodies at all levels from High Schools to Olympic Level athletes, trainers, coaches, and staff, including working with the NCAA and NJCAA. He works regularly with clients in the areas of harassment, discrimination, disability, and retaliation, as well as prevention and response to dangerous and disruptive behaviors. He has trained thousands of administrators and law enforcement officers to properly investigate matters of sexual harassment and other types of civil rights harassment and discrimination, as well as presented prevention education workshops in these areas and in threat assessment and harm prevention. He consults regularly on these issues as well, including assisting with oversight of these investigations. He gave a TED Talk® related to this subject for lay people – including employees and supervisors – on how to properly respond to victims of trauma. He is one of the most in-demand speakers and consultants in the country, serving as a frequent keynote and plenary speaker at national and international conferences. He is nationally recognized for his work in the areas of: Student/Staff Conduct; Behavioral Intervention/Threat Assessment Teams for all ages of students in crisis and distress; Titles II, III, IV, VI, VII, IX, ADA, and other civil rights laws; and general risk management in education. He is noted as well for his work in the area of classroom management and dealing with dangerous and disruptive students (and parents) and co-authored a book on classroom management and The Book on BIT. He has trained thousands of faculty and staff members on how to prevent, address, and properly report these incidents. He also trains law enforcement officers on how to investigate sensitive matters such as abuse and assault. He presents regularly at schools and campuses internationally, assisting colleges and universities with legal, judicial, and risk management issues, as well as policy development and implementation. He serves as an author and editor in a number of areas including legal issues in higher education, campus safety and student development, campus conduct board training, and other education issues. He also assists clients with, oversees and conducts investigations and hearings for student/staff/faculty misconduct. He has also investigated thousands of allegations of misconduct. He completed his undergraduate work in Psychology and his graduate work in Higher Education Administration at Texas A&M University and received his law degree and mediation training from the University of Houston. He lives in Denver, Colorado with his family. He is not currently barred in any jurisdiction.
Daniel C. Swinton, J.D., Ed.D.	Atixa	Partner, TNG & ATIXA Vice President	Daniel Swinton is the President of TNG, LLC. Daniel consults frequently with colleges, universities and K-12 on issues of Title IX, the Violence Against Women Act and sexual violence, alcohol and other drugs, behavioral intervention, bystander intervention, student conduct policies and procedures, hearing board training, mediation and legal issues in education. Daniel often serves institutions as an external investigation support provider for issues of sexual misconduct and other complex student conduct matters as well as employment concerns, retaliation and harassment. He also serves as an expert witness in cases of sexual assault, Title IX, negligence, academic integrity and civil rights. He has authored a number of peer-reviewed articles and book chapters on topics ranging from student conduct to civil rights investigations. Daniel is also a frequent presenter and invited speaker at national and regional conferences. Prior to his work with TNG, he served as Assistant Dean and Director of Student Conduct and Academic Integrity at Vanderbilt University. Daniel serves as Vice President of ATIXA (The Association for Title IX Administrators) and on the Advisory Board of NaBITA (National Behavioral Intervention Team Association). He has also served on the Board for the Association for Student Conduct Administration (ASCA), having served as its President in 2011-2012. Daniel received his Bachelor's degree from Brigham Young University, his law degree (J.D.) from the J. Reuben Clark Law School at BYU and a doctorate (Ed.D.) in higher education leadership and policy from Vanderbilt University's Peabody College. He is a member of the Tennessee State Bar. He has also been interviewed and/or featured by The Chronicle of Higher Education, The New York Times, USA Today, Inside Higher Ed, Student Affairs Today, and the Washington Post, as well as other publications and sources.
Belinda Guthrie, M.A.	Atixa	EEO & Title IX Coordinator, Santa Clara University & Affiliated Consultant, TNG & ATIXA Advisory Board	Belinda M. Guthrie has twenty years of progressive leadership experience in higher education developing campus wide programs for the prevention, investigation, and response to issues of discrimination, harassment, sexual misconduct, and bias incidents/hate crimes involving students, faculty and staff, ADA/Section 504 compliance, university governance and policy development, and responding to students at risk. Belinda joined Santa Clara University in 2014 as the University's first full-time EEO and Title IX Coordinator. In addition to her work as a consultant and speaker, Belinda is an affiliated consultant with TNG, LLC, and serves on the Association of Title IX Administrators (ATIXA) Advisory Board and on the editorial board for the Journal of Campus Title IX Compliance and Best Practices (Campus IX). Prior to joining Santa Clara, Belinda served as Associate Dean of the College at Vassar College from 2003 to 2012 as the college's founding director for the Office of Equal Opportunity and Affirmative Action. Early in her career, she directed Vassar's Office of Accessibility and Educational Opportunity to ensure the effective accommodation and support of students and employees with disabilities and held a similar position at Smith College. Belinda also has extensive experience consulting with nonprofit organizations to support their strategic growth and leadership development and help scale mission-driven impact. A native of Wyoming, Belinda received her B.S. in psychology and administration of justice from the University of Wyoming, and holds a M.A. in education from New York University.
Sandra K. Schuster, J.D.	Atixa	Partner, TNG & ATIXA Advisory Board	Saurie Schuster is a Partner with TNG, a national risk management legal consulting firm. Ms. Schuster is a recognized expert in preventive and civil rights law for education, notably in the fields of harassment, discrimination and sexual misconduct and violence, ADA and disability issues. Ms. Schuster has extensive experience and expertise in, and routinely advises clients on, the First Amendment and campus access issues; risk management and liability; behavior 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, faculty handbooks and employee manuals, and training for state and federal compliance. She has provided extensive consultation to and training for the U.S. Justice Department, Office of Violence Against Women, the White House Task Force on Sexual Assault and the Futures Without Violence organization. She also provides litigation consultation, expert witness support, and conducts civil rights-based investigation for educational institutions. She provided contraceptive support and rape crisis counseling and served on the Board of Directors of Planned Parenthood of Butler County. Prior to joining TNG in 2009, Ms. Schuster's higher education legal experience included serving as the General Counsel for Sinclair Community College; as Senior Assistant Attorney General for the State of Ohio, representing public colleges and universities; and as the Associate General Counsel for the University of Toledo. In addition to her legal work in higher education, Ms. Schuster has over twenty-five years experience in college administration and teaching, including serving as the Associate Dean of Students at The Ohio State University, Director of the Office of Learning Assistance at Miami University and as Assistant Dean at Western College. She also served as a faculty member at The Ohio State University, Miami University, and Columbus State Community College. Ms. Schuster is an author and editor of many publications, including co-author of The First Amendment: A Guide for College Administrators, and contributing author to Campus Conduct Practice and The Book on BIT: Forming and Operating Effective Behavioral Intervention Teams of College Campuses, and many published articles and whitepapers. Ms. Schuster is a founding member and former President of the Association for Student Conduct Administration (ASCA, formerly ASJA), and a co-founder and advisory board member of the Association of Title IX Administrators (www.atixa.org). She is a Past-President and current Board Member of NABITA (the National Behavioral Intervention Team Association). She was a longtime member of the National Association of College and University Attorneys (NACUA). She is currently a member of the Board of Trustees for the Columbus College of Art and Design. Ms. Schuster holds Master's degrees in counseling and higher education administration from Miami University, and completed her coursework for her Ph.D. in Organizational Development at The Ohio State University. She was awarded her juris doctorate degree from the Moritz College of Law, The Ohio State University. Ms. Schuster is admitted to practice law in the State of Ohio, U.S. District Court for the Southern District of Ohio, and the U.S. Court of Appeals for the Sixth Circuit.

Sharon Perry-Fantini, Ph.D.	Atixa	ATIXA Advisory Board	Professor Perry-Fantini earned a Ph.D. in Organizational Management from Capella University. She also holds a Masters of Business Administration Degree from Tiffin 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 9000 in 2001. In 2000, she completed certification in Professional Human Resource Management from the University of Toledo and the Society of Human Resource Management. She teaches courses in human resources, organizational behavior, and organizational communications. Additionally, she teaches labor relations 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 in positions such as, human resources, trainer, benefits coordinator, 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 of the Ohio Transfer Council. She has also served on Tiffin University's Strategic Planning Committee, Portal Committee, Website Redesign Committee, and Information Technology Committee. Her research interests include social development centered on the concept of identity by Erik Erikson, structural diversity, organizational transformation, classroom diversity, democracy outcomes, and adult learning theory. Her mission which fully fosters reflective thinking allows learners the opportunity to think about complex challenges or issues from different perspectives.
Jill Thomas	Atixa	Educator/Consultant	Jill Thomas is currently a national educator and consultant specifically for Title IX in Higher Education. She was formerly the Title IX Coordinator and Director of Equity Investigations at Stanford University. In that role, she oversaw the investigations and three-person panel hearings. Jill came to Stanford in 2018 after a career as an Assistant United States Attorney (AUSA) where she prosecuted child exploitation cases, including cases involving sex trafficking, sextortion, sex tourism, and online exploitation. Before gaining her expertise in child exploitation, she prosecuted terrorism cases, gangs, and cartels. Jill was a federal prosecutor with the Department of Justice for over 11.5 years. Before joining the Department of Justice, Jill served in the U.S. Air Force as a JAG for nearly 10 years doing tours both as a prosecutor and a defense attorney. She remains active in the US Air Force Reserves JAG Corps having served four years as a military judge. Over the course of her career as a trial attorney, Jill has taught and mentored hundreds of lawyers on trial advocacy skills and trained many law enforcement agents on investigations.
Brett A. Sokolow, J.D.	Atixa	Partner, TNG & ATIXA President	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, 35 executive and support employees, and a roster of 25 attorneys and consultants who are at 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 in more than 50 significant lawsuits 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 its 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 NaBITA, The National Behavioral Intervention Team Association (www.nabita.org), an organization of 1,200 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 NaBITA Advisory Board. Sokolow has been interviewed on CNN, and has been featured in Newsweek, TIME Magazine, The Wall Street Journal, ABC News, The Chronicle of Higher Education, USA Today, The Boston Globe, and many other media outlets. Sokolow is a risk management consultant, author, editor, and education attorney admitted to the Pennsylvania and New Jersey bars. He holds a Bachelor of Arts degree in East Asian Studies from the College of William and Mary (1993), and a Juris Doctorate from the Villanova University School of Law (1997).
Mandy Hambleton, M.S.	Atixa	Title IX Director, Florida State University	Hambleton received a bachelor of arts in English from Winthrop University and earned her master's degree in higher education from FSU in 2008. Hambleton has extensive experience in higher education, including Title IX and student conduct. She most recently served as assistant vice president for Student Advocacy, Intervention, and Accountability at Wichita State University. Before her tenure at Wichita State University, Hambleton served as the student conduct coordinator at the University of Nevada, Las Vegas and then as the assistant director of student conduct and conflict resolution at the University of Florida.
Jeana Horton, J.D.	Atixa	Title IX Coordinator & Institutional Compliance Officer, Lincoln Memorial University	Jeana Horton has served as the Title IX coordinator and institutional compliance officer at Lincoln Memorial University since September 2016. In her role, Horton's office handles all complaints of discrimination and/or harassment at LMU while also overseeing the University's compliance with state and federal civil rights laws. Horton earned her bachelor's degree from James Madison University in 2009 and a J.D. from LMU's Duncan School of Law in 2016. Prior to attending law school and her eventual employment at LMU, Horton worked as a paraprofessional at an international law firm.
Joe Vincent, M.L.S.	Atixa	Associate Consultant, TNG	Joe Vincent is a Senior Associate Consultant with TNG. He works with colleges and universities to ensure compliant and well-developed sexual misconduct policies and procedures and serves as an external trainer for investigators, Title IX Coordinators, and administrators with civil rights compliance responsibilities. Joe advises on internal misconduct investigations and has served as an external support provider for nondiscrimination matters to human resources, student affairs, General Counsel, and President's offices. Joe frequently contributes to model policies, position statements, draft legislation, and best practices guidance. Prior to joining TNG, Joe worked as a Title IX Coordinator and human resources director specializing in policy development, employment compliance training, grievance resolution processes, and advising on supervisory leadership for A.T. Still University of Health Sciences, a graduate and professional university with two medical schools, two dental schools, and several traditional and online healthcare professions programs. Originally from St. Louis, MO, Joe has experience in government, politics, and communications. He received his Master of Legal Studies from West Virginia University and his Bachelor of Science in Political Science from Truman State University. Joe has advised, written, and presented on civil rights investigations for the higher education human resources industry. He developed material covering the pitfalls of power-imbalanced relationships that is currently used to train healthcare college faculty at several U.S. medical schools.
Michael Henry, J.D.	Atixa	Attorney	Mr. Henry is the Director of Investigations & Outcomes at the U.S. Center for SafeSport, the national, independent organization authorized under federal law to investigate and resolve all reported incidents of physical, emotional, and sexual abuse that occur within Olympic sports. Mr. Henry oversees the investigations division and provides training for each of the fifty National Governing Bodies under the Olympic umbrella. Prior to joining the Center, Mr. Henry served as The NCHERM Group's Lead Investigator, performing external investigations for K-12 and higher education clients across the country. Prior to joining The NCHERM Group, Mr. Henry served as Director of the Office for Student Rights & Resolution and Deputy Title IX Coordinator at Texas Tech University. Mr. Henry has extensive experience investigating and adjudicating cases of discrimination, gender-based violence and harassment, sexual misconduct and abuse, as well as incidents of hazing and other forms of organizational misconduct. Mr. Henry has authored and revised various university and organizational conduct policies and procedures, trained hearing panels and disciplinary committees, and developed institutional and system-wide operating policies related to discrimination, harassment, and Title IX. Mr. Henry has worked extensively with law enforcement, developing MOUs and joint interview protocols for Title IX and other misconduct investigations, and has provided education and prevention programming for faculty, staff, and students. Mr. Henry has trained Title IX coordinators and investigators as an ATIXA faculty member, presented at the ASCA National Conference, and served as a Faculty Fellow at the Gehring Academy. Mr. Henry has a degree in Philosophy from Texas Tech University and is a graduate of the Texas Tech University School of Law
Anna Oppenheim, J.D.	Atixa	Supervising Lead Attorney, TNG & ATIXA Advisory Board	Anna worked as an Attorney Investigator with the Office of the Inspector General for the City of Philadelphia. She was a principal investigator of claims of employee misconduct, discrimination, and compliance issues. She formulated investigative strategies and wrote policy recommendations and investigative reports. Oppenheim conducted interviews of targets, informants, and witnesses, audited personnel and financial records, and collaborated with municipal, state, and federal agencies on civil and criminal investigations. In addition, she presented trainings to employees on issues such as contract compliance, policy changes, and ethical regulations. Prior to working at the Office of Inspector General, Oppenheim 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 specialized in advising current employees on issues involving sexual harassment and worked directly with clients from intake interviews through resolution of their claims. Anna received her law degree from the Temple University Beasley School of Law and her undergraduate degree in History from Dartmouth College. She holds bar admissions in Pennsylvania and New Jersey.
Rick Olshak	Atixa	Affiliated Consultant, TNG & ATIXA Advisory Board	Rick Olshak is Director, Title IX Compliance for the Texas A&M University System based in College Station, Texas. He has worked in student conduct and conflict resolution programs for over twenty-one years and is a Past President of 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, conduct board training, 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 communication from The College of Saint Rose (NY) and a master's degree in college student personnel from Western Illinois University. He is currently completing his doctoral degree in educational administration and foundations at Illinois State University, with his dissertation focusing on campus conflict resolution.
Tom Johnson	Atixa	Title IX Compliance Officer, Rider University	Rider University Title IX Compliance Officer: Oversee Title IX compliance for the University; Manage investigations; Serve as investigator for employee related matters; Connect students to campus and external resources; Provide training to staff and faculty; Help ensure compliance with VAWA, ADA, Clery Act, and other federal discrimination laws. Prior roles at Temple University include: Adjunct Instructor for undergraduate Mediation course; Assistant Director for the Wellness Resource Center: Coordinate and conduct presentations on AOD, sexual assault/sexual violence/interpersonal violence, and other relevant topics for residence halls, academic classes, new student orientation, and registered student organizations; Responsible for the development, implementation, oversight, and evaluation of an overall plan for the prevention of harm related to alcohol and other drug (AOD) use and sexual violence; Program Coordinator for the Office of Student Conduct and Community Standards: Investigate alleged violations of the Student Conduct Code; Serve as an administrative hearing officer; Serve as Student Conduct Administrator in student conduct board hearings; Conduct sanction follow-up to ensure students are compliant with any outstanding sanctions; Meet with accused students, complainants, and witnesses prior to student conduct hearings; Work with students through the entire conduct process including investigations, process review meetings, hearings, and appeal processes; Answer code of conduct related questions from students, faculty, staff, parents, and outside council; Present on topics related to the code of conduct and conflict resolution to members of the university community; Coordinate programming efforts with campus partners on topics such as conflict resolution and sexual assault prevention; Supervise ten undergraduate peer educators for the Conflict Education Resource Team; Partner with faculty member to develop new educational opportunities through the Conflict Education Resource Team.

Amy Zavadil, Ph.D.	Atixa	ATIXA Advisory Board	Dr. Zavadil is a change agent with more than a decade of experience in higher education, assisting with organizational change and attention to inclusion efforts. Dr. Zavadil provides content development and strategic planning for equity, inclusion & violence education, leadership consultation, professional coaching, and serves as a trainer and facilitator. Dr. Zavadil has experience speaking with local, regional, and national organizations, at conferences and invited speaking engagements regarding Harassment and Violence Education; Campus Climate Assessment; Bystander Intervention Prevention education; Inclusive Communication and Practice; Equity Compliance practices; Nondiscrimination Policy; and Trauma- Informed Response. She has facilitated and co-facilitated participant education, staff training, and professional development workshops at multiple institutions and organizations during more than a twenty years of professional experience. She served as a Title IX Coordinator from 2011 into 2019. As a Title IX Coordinator, she has gathered and reviewed quantitative and qualitative data to assess climate and inform practices as an ongoing part of her work. Dr. Zavadil has participated in multi-institution teams reviewing and implementing bystander intervention training, including "train-the-trainer" process, for three institutions of higher education. She also led a team in development of a comprehensive prevention education plan considering best practices in prevention, assessment, and compliance with state and federal obligations. Service as a consultant with One Student, she worked with a team to create, pilot and assess prevention curriculum addressing the intersection of alcohol and sexual violence. She has conducted campus climate surveys and related data analysis and reporting in her staff roles and as a consultant. She worked with colleagues to enhance existing comprehensive prevention efforts with specific reach to the Athletics Department in response to updated NCAA policy. She has developed or enhanced staff training for employees at all levels from graduate students, to service staff, faculty, administrators, and members of the Board of Trustees. She has served on the Advisory Board for the Association of Title IX Administrators since 2014, providing consultation and facilitating training for education professionals.
Leah Gutknecht	Atixa	ATIXA Advisory Board	Leah Gutknecht, MBA, is the Title IX Officer at the University of Northern Iowa where she serves as the Assistant to the President for Compliance and Equity Management. She oversees the functions of equal opportunity, affirmative action, and compliance with Title VII, Title IX, and ADA. Gutknecht is a certified civil rights mediator and has served as a civil rights investigator for 18 years, and as a Title IX Officer for 14 years. She coordinated UNI's conversion to a One Policy One Procedure model, organized a Title IX audit, compiled a team of investigators and deputy coordinators, and led efforts to serve as a pilot institution for the Culture of Respect national program. Being a member of the first cohort of ATIXA trained coordinators in 2011, Gutknecht had the pleasure presenting at the 2015 and 2017 national conferences, presenting on an ATIXA One Policy One Procedure online training, contributing as a featured columnist for Title IX Today, and serving as a member of the editorial advisory board for the Journal of Campus IX.
Gentry McCreary, Ph.D	Atixa	Affiliated Consultant, TNG	Dr. Gentry McCreary's unique experiences as both a scholar and practitioner allow him to serve as a valuable resource for campuses and inter/national fraternal organizations grappling with hazing, risk management and substance abuse problems. He has worked for over fourteen years in higher education in the areas of Title IX, student conduct and fraternity/sorority life and has devoted a significant amount of scholarly attention to hazing, brotherhood, sisterhood and moral development. His award-winning research examines the relationships between hazing and moral development, and he is a frequently sought-out expert on hazing prevention. In his Investigator capacity, Gentry is the former Associate Dean of Students/Deputy Title IX Coordinator and an Adjunct Professor of College Student Affairs Administration at the University of West Florida. Prior to that, he served for nearly five years as the Director of Greek Affairs at the University of Alabama during a time in which that fraternity/sorority community became the largest in the United States. He received a B.S. degree from the University of Tennessee, a M.Ed. from the University of South Carolina, and a Ph.D. from the University of Alabama. Gentry is a 2016 recipient of the Association of 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. He is on the Title IX faculty for the Gehring Academy for Student Conduct Administration, as well as the AFA/ASCA Title IX and Fraternal Conduct Institute.
Meric Craig Bloch	Atixa	Consultant	Meric Craig Bloch is the Principal of Winter Compliance LLC, a consulting practice helping organizations create effective internal investigations programs through investigation process design, investigator training, and investigations management. He has designed, implemented and managed the workplace-investigations processes for multinational Fortune 500 companies, trained thousands of HR and compliance professionals to conduct investigations and has conducted more than 400 internal investigations of fraud and serious workplace misconduct in the US and internationally. Meric is an attorney, a Certified Compliance and Ethics Professional – Fellow, a Certified Fraud Examiner, a Professional Certified Investigator and has written two books on investigations as well as chapters in industry publications. He is on the faculty of the Society of Corporate Compliance and Ethics' Basic Compliance and Ethics Academy.
Sirena L. Cantrell	Atixa	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 for five years. In these roles, she led a team of 66 professional and student staff members in the areas of housing and residence life, counseling services and campus recreation. Before joining The W, Cantrell worked at the University of Wisconsin-Whitewater for six years in various roles including residence hall director, camp/conferences staff assistant and Junior Warhawk outreach coordinator. In 2013, Cantrell was chosen to serve as faculty at the Association of College and University Housing Officers-International STARS College in Minneapolis, and she was chosen as the research grant recipient by the Southern Association for College Student Affairs. She served as president of the Mississippi Association of Housing Officers from 2011-2013. Two years ago she was named The W's Staff Member of the Year. On campus she is involved with numerous committees including the Quality Enhancement Plan, PIE Council, Director's Council, Sustainability Committee and the Enrollment Management Task Force. Her professional affiliations include the Mississippi Association for Housing Officers, Association of College and University Housing-International, National Association of Student Affairs Administrators in Higher Education and Southern Association for College Student Affairs. Cantrell is expected to complete her doctorate of philosophy in counselor education with an emphasis in student affairs from Mississippi State University in August 2015. She also holds a master of science in counselor education from MSU. Cantrell earned her bachelor of arts with a concentration in psychology from Millsaps College and associate of arts with a concentration in behavioral science from East Mississippi Community College.
Kenneth Marcus	Atixa	Attorney	Kenneth L. Marcus is an attorney, academic, and government official. Previously serving as president and general counsel of the Louis D. Brandeis Center for Human Rights Under Law, Marcus was nominated by President Donald Trump to become Assistant Secretary for Civil Rights at the United States Department of Education. He began on August 6, 2018. On 9 July, 2020, Marcus announced his resignation to return to the private sector. Marcus previously served as the Lillie and Nathan Ackerman Chair in Equality and Justice in America at Baruch College of the City University of New York. He also previously served as staff director of the United States Commission on Civil Rights and was delegated the authority of Assistant Secretary of Education for Civil Rights under President George W. Bush. As director at the United States Commission on Civil Rights, Marcus instituted a number of important changes and his successors continued the work that he had begun in reinvigorating the agency. According to James S. Murphy, writing for The Atlantic, "With Marcus, the administration started taking a stronger approach to enforcing civil-rights laws. During his term, he issued guidance reminding schools of the need to have a Title IX officer and clarifying that Title VI also protected students of faith from discrimination." Marcus' work spearheaded OCR's efforts to better enforce and protect civil-right laws in America. Marcus was credited by The Wall Street Journal with having taken "an agency in disarray" that lacked "basic management controls," and turned it into an agency that "deserves a medal for good governance."
Josh Witlock, J.D.	Parker Poe	Partner	Josh Whitlock focuses his practice on meeting the legal needs of higher education institutions and leads Parker Poe's Education Industry Team. He has extensive experience defending colleges and universities in a broad range of litigation and investigations, as well as counseling them on a variety of issues, including campus sexual misconduct, disability accommodation, faculty tenure, and student discipline, safety, and privacy. He has a deep understanding of Title IX, ADA, Section 504, FERPA, and Clery Act compliance. Josh frequently interacts with the U.S. Department of Education, having successfully represented schools in dozens of federal investigations and participated in multiple, invitation-only, small group listening sessions with Education Department leadership on topics such as Title IX regulatory reform and the rights of transgender students. He is a national thought leader on Title IX- and disability-related claims and compliance and frequently speaks and publishes on those matters. He also is the former chair of the North Carolina Bar Association Education Law Section and an active member of the National Association of College and University Attorneys. Additionally, he was part of a team of attorneys that taught the Higher Education Practicum at the Washington and Lee University School of Law. Josh previously was a partner at an AmLaw 200 firm and a leader of that firm's education industry team. Josh is fluent in Spanish and uses his extensive experience living and working in Latin America to serve clients. He also uses his Spanish fluency to serve the community, providing pro bono services to immigrants with mental health disabilities or who need help obtaining domestic violence protection orders. Josh served on the board of directors for Girls on the Run International and is a member of the Mindfulness in Law Society, which coordinates and promotes activities in the legal profession relating to mindfulness, meditation, and other contemplative practices. He also is a graduate of Leadership Charlotte, which serves as a pipeline for developing diverse leaders in the volunteer community.
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 N.C. Departments of Labor. She has experience handling sensitive employment issues such as claims of sexual harassment, racial bias, and disability discrimination. Her clients include health care entities, schools and universities, financial institutions, and retailers. Sarah is also a past chair of Parker Poe's Diversity Committee.
La-Deidre Matthews, J.D.	Parker Poe	Associate	La-Deidre Matthews is a litigator in Parker Poe's Charlotte office. She is part of a Professional Negligence & Product Liability Defense Team that represents professionals, local governments, and businesses in civil disputes. La-Deidre represents various clients on a broad range of tort claims, including medical negligence cases. Prior to joining Parker Poe, La-Deidre was a postdoctoral legal fellow with the UNC-Chapel Hill Office of General Counsel. She earned her law degree and bachelor's degree from UNC, where she was president of the Education Law and Policy Society, a parliamentarian on the Student Bar Association, and a research assistant for the Youth Justice Clinic. She also externed with North Carolina Supreme Court Justice Cheri Beasley and the North Carolina Attorney General's Office.
Maureen Zyglis, J.D.	Parker Poe	Attorney	Maureen McDonald 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 contract disputes. Maureen also assists employers in internal investigations. She has significant experience handling sensitive employment issues, including claims of sexual harassment. In addition, Maureen handles campus investigations and conducts training for colleges and universities with regard to Title IX obligations. Maureen brings broad knowledge and experience in business to her employment law practice. Prior to pursuing her law degree and MBA, she worked as a project manager for a small, startup telecommunications company in Ohio. She then went on to work for a large international corporation focusing on customer service and human resources policy development. Her wide range of experience with people at all levels of business has allowed her to gain an understanding of the interplay between business and the law, as well as an ability to bring effective and comprehensive representation to her clients. Prior to joining Parker Poe, Maureen engaged in a varied civil litigation practice. In addition to employment litigation, she has experience handling premises liability litigation, personal injury litigation, and construction litigation.