

Title IX Coordinator Realities

Title IX Coordinator Pathway Certificate

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YOUR PRESENTERS



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SESSION OUTLINE

- Perceptions and realities about being a Title IX Coordinator
- Changes in the job
- Realities
 - Scrutiny
 - Workload
 - Recognition
 - Support
- Addressing the realities

Designation of a TIXC

- Institutions must designate at least one employee to coordinate Title IX compliance - “Title IX Coordinator”
 - 34 CFR 106.8(a)
- Must inform the following individuals about the identity of the Title IX Coordinator:
 - Applicants for admission and employment
 - Students
 - Employees
 - All unions or professional organizations holding CBAs or professional agreements with the recipient
- Prominently display Title IX Coordinator information on websites, and in handbooks and catalogs

You will be many things as a Title IX Coordinator...



But you likely won't be...



Remember...



Quick Poll:

- Currently serving as a Title IX Coordinator at your institution?
- How long?
- How many other people work in your Title IX office?
- How many of you implemented new Title IX regulations in 2024?
 - And then reverted in 2024 or 2025**

All the way back in 2014...

Experts say that the Title IX coordinator position is uniquely stressful in that these administrators are often some of the first people to interact with alleged victims, and must delicately ask for precise and difficult details to guide their investigations. And despite criticism from some victims' advocates that Title IX coordinators aren't always sympathetic enough, or prioritize their institution over its students, **experts also say these administrators are often are drawn to their work because they enjoy helping students.** So it's trying, they say, for coordinators to maintain impartiality with victims and their alleged attackers so as not to taint the investigation...

Source: Source: Flaherty, Colleen, "Compassionate but Impartial," *Inside Higher Ed*, **December 19, 2014.**

Nothing new, but also... everything is new

Just in the last 8 years...

- NPRM in 2018
- New Title IX regulations in 2020
- COVID-19 pandemic
- The Great Resignation
- NPRM 2022
- New Title IX regulations in 2024
- Regulatory havoc throughout 2024
- EOs on Gender Identity and Athletics

Realities of being a Title IX Coordinator

- Thankless job
- Held by people who want to help others
- Under intense internal and external scrutiny
- Fluctuating, unpredictable workload
- With glimpses of appreciation, a sense of accomplishment, and feelings that you've used your unique talents to make a given situation better
- Made possible with support from your institution, your colleagues, and self-care

Intense External and Internal Scrutiny

- Examples:
 - Student newspapers, YikYak, social media, etc.
 - BOT meetings, student groups, trainings
- Practical strategies:
 - Build trust early
 - Meet with reporters to answer general questions about process, trainings, changes in the law, etc.
 - Meet with stakeholders during non-peak times to explain your role
 - Never assume anyone understands your role, particularly the neutrality
 - Work with advocates, advisors, and student groups on a regular basis, outside the context of particular cases
 - Maximize transparency where you can (because a lot of times, you can't)

Workload Realities

- Considerations
 - What are your institution's expectations?
 - What are your community's expectations?
 - What do you expect from your Title IX team?
 - What can you sustainably do?
- Establish appropriate boundaries
 - IL state law example
 - Create partnerships that will allow true time off
 - Campus police?
 - Resident Advisors
 - Community resources (where appropriate)
 - Electronic resources (where appropriate)

Appreciation, Accomplishment, Improvement

- It happens, I promise
 - Examples
 - Examples from the audience
- When it does, recognize it
 - Bulletin boards
 - Team meetings
 - Create a “kudos” collection system so leadership sees the positive
- When it does, allow yourself to feel it
 - The good and the bad

Support, Support, Support

- Ask your leadership for support
 - Talk about burnout in the field
 - Talk about the costs to your team
 - Human
 - Financial
- Seek it out
 - Lean on your team
 - Consortiums
 - Regional colleagues

Support, Support, Support (cont.)

- Provide it to your team
 - Regular check-ins
 - What can you pull from others? (Attorney example)
 - Being “the bad guy” - but also having others to lean on
- Provide it to your community
 - Required for compliance - but also, isn't that why you got into this work?
 - Advocate when appropriate (grade example)

Addressing the Realities

- How well do you know your team?
 - Are they fulfilled?
 - Are they burnt out?
- Could a change in structure change the reality of your office?
 - Intake
 - Decision-making (yes, the outcomes of cases, but all the other decisions, too)
- Deputy Coordinators
 - In the Title IX office?
 - Elsewhere? (athletics, student conduct, Human Resources, provost's office)

Addressing the Realities (cont.)

- Education and Programming
 - Who is best positioned to do this work?
 - Who wants to be doing this work instead of the work they are doing?
 - As prevention and education expands, reports/cases should increase
- Ongoing training and professional development opportunities
- Realistic timeframes for workload completion
- Adequate support from University leadership
- Access to necessary resources
 - External support on a temporary basis?
 - Mental health support for employees

One more time for emphasis...

- Realistic timeframes for workload completion
- Mental health support for employees

Conclusion

- Title IX Coordinator work is difficult, but meaningful.
- Title IX Coordinators should be viewed as experts, resources, a source of support, and an important player in risk management, retention, and reputation.

QUESTIONS?





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