



# 2015 SURVEY SUMMARY

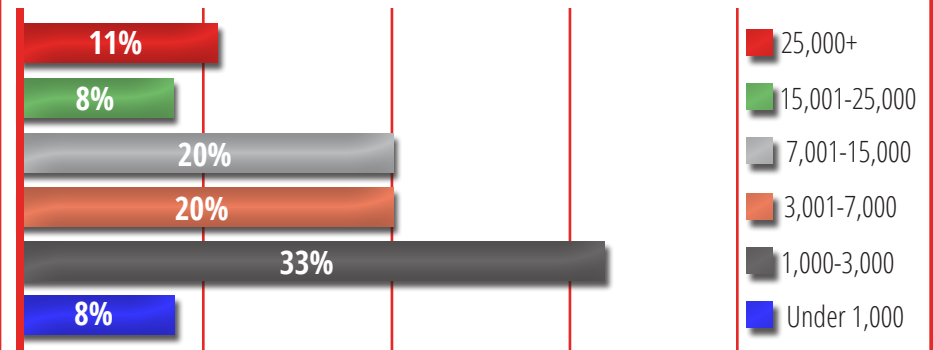
## RESPONDENT CHARACTERISTICS

Data was collected from more than 400 institutions of higher education during April 2015.

### School Type

|                          |     |
|--------------------------|-----|
| 4-year (public/private)  | 64% |
| 2-year schools/community | 27% |
| Other                    | 9%  |
| Religious School         | 25% |
| Non-Religious School     | 75% |
| Residential School       | 77% |
| Non-Residential School   | 23% |

### School Size

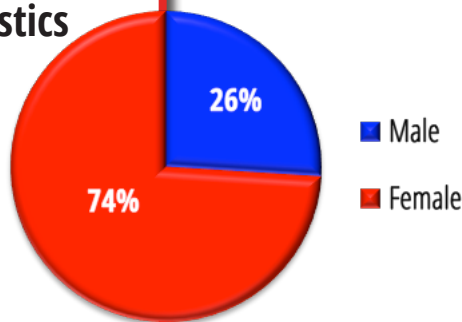


### What is your role at the school?

Investigator: 13%      Deputy Coordinator: 16%      Title IX Coordinator: 46%      Team Member: 9%      Other: 16%

### Title IX Coordinator Characteristics

|                            |     |
|----------------------------|-----|
| White                      | 78% |
| Black or African American  | 14% |
| Other                      | 8%  |
| Considered lower/mid-level | 50% |
| Considered senior/cabinet  | 46% |



### Coordinator: Years In Position

|                    |     |
|--------------------|-----|
| Less than 1 year   | 39% |
| 1-2 years          | 23% |
| 2-3 years          | 17% |
| 3-5 years          | 15% |
| 5-10 years         | 4%  |
| More than 10 years | 3%  |

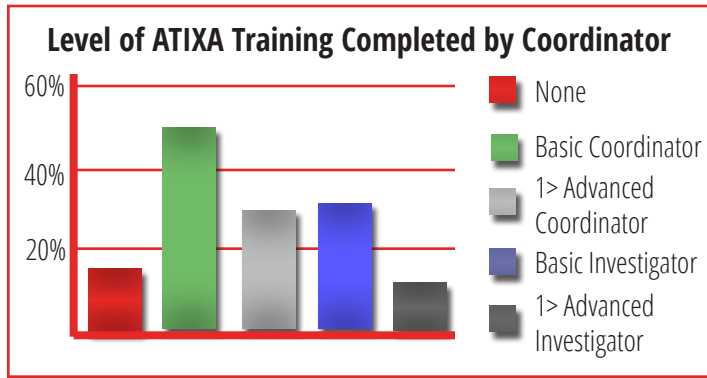
### Reporting Structure

|                       |     |                                                                          |     |
|-----------------------|-----|--------------------------------------------------------------------------|-----|
| President             | 7%  | Vice President for Administrative Affairs                                | 7%  |
| Board of Trustees     | 2%  | Vice President for Business/Finance                                      | 12% |
| Student Affairs       | 13% | Special Assistant to President                                           | 1%  |
| Human Resources       | 9%  | Athletics Director                                                       | 1%  |
| Equity and Inclusion  | 2%  | Other*                                                                   | 16% |
| Academic Dean/Provost | 8%  | *Chief Legal, Risk Management, Director of Compliance, or VP Enrollment. |     |



# 2015 SURVEY SUMMARY (CONT.)

## Training



## Training Frequency

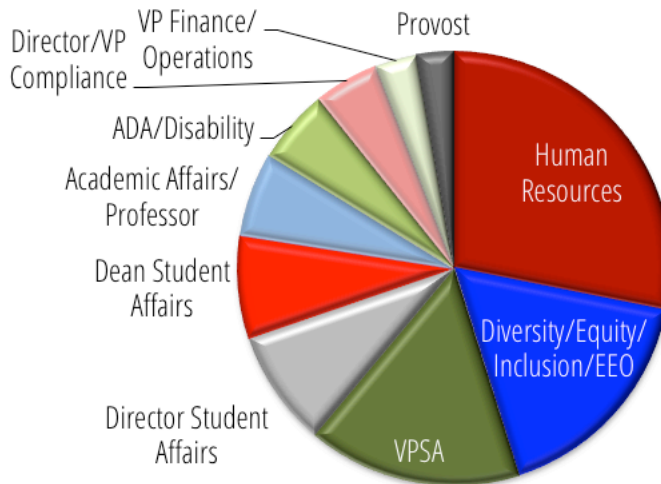
|               | Coordinator | Deputy |
|---------------|-------------|--------|
| Monthly       | 3%          | 3%     |
| Quarterly     | 13%         | 10%    |
| Semi-annually | 24%         | 16%    |
| Annually      | 42%         | 41%    |
| Other         | 17%         | 31%    |

## Coordinator Role

**70%** of those responding to our survey indicated that their institution's Title IX coordinator was assigned additional roles.

### Most Common Additional Roles

|                                              |     |
|----------------------------------------------|-----|
| Human Resources                              | 28% |
| Diversity/Equity/Inclusion/EEO               | 17% |
| Vice President/Chancellor in Student Affairs | 16% |
| Director in Student Affairs                  | 9%  |
| Dean in Student Affairs                      | 8%  |
| Academic Affairs Dean/Professor              | 6%  |
| ADA/Disability Coordinator                   | 6%  |
| Director/Vice President for Compliance       | 5%  |
| Vice President for Finance Operations        | 3%  |
| Provost/Assistant Provost                    | 3%  |



## Role-Share Stipend

(Stipend offered for Title IX coordinator position shared with another role.)

|                      |      |                      |      |
|----------------------|------|----------------------|------|
| No stipend           | 47%  | \$20,001 to \$30,000 | 0.8% |
| Less than \$5,000    | 4%   | \$30,001 to \$40,000 | 0.6% |
| \$5,001 to \$10,000  | 2%   | \$40,001 to \$50,000 | 0.8% |
| \$10,001 to \$20,000 | 1.2% | More than \$50,000   | 1.2% |

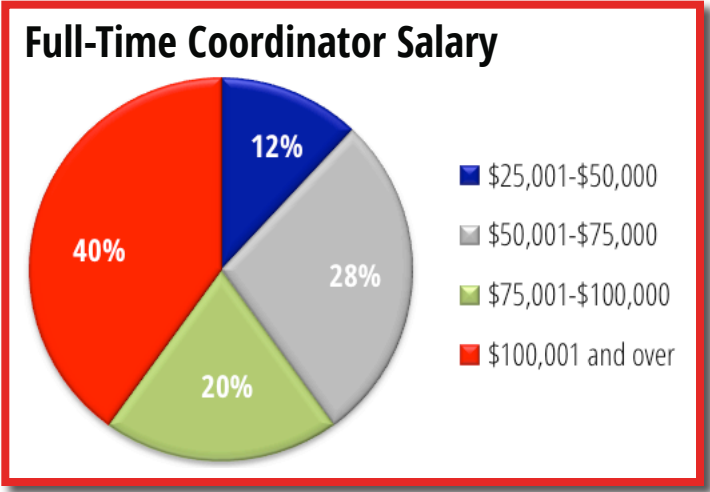


# 2015 SURVEY SUMMARY (CONT.)

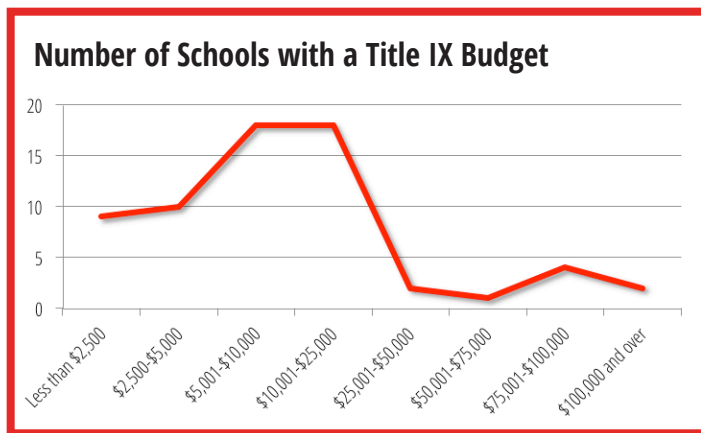
## Coordinator Responsibilities

|                                              |     |                |     |
|----------------------------------------------|-----|----------------|-----|
| Title IX compliance                          | 97% | Investigations | 53% |
| Policy development and implementation        | 89% | Other*         | 5%  |
| Procedure development and implementation     | 87% |                |     |
| Training                                     | 83% |                |     |
| Case management, records, and investigations | 82% |                |     |
| Central point of contact                     | 79% |                |     |
| Compliance with VAWA and Campus SaVE         | 77% |                |     |
| Prevention                                   | 71% |                |     |
| Remedies                                     | 69% |                |     |
| Response                                     | 67% |                |     |
| Climate                                      | 66% |                |     |
| Compliance w/ state non-discrimination       | 65% |                |     |
| Intake                                       | 65% |                |     |
| Pattern detection/tracking/remediation       | 60% |                |     |
| Oversight of non-discrimination programs     | 59% |                |     |

\*Grant writing, oversight of grievance process.



## Title IX Budget



## Funding Needs

(Additional money Title IX coordinators feel they would need to fulfill their institutions' Title IX needs per year.)

|                     |     |
|---------------------|-----|
| Less than \$10,000  | 12% |
| \$11,000-\$30,000   | 32% |
| \$31,000-\$50,000   | 11% |
| \$50,000-\$100,000  | 11% |
| More than \$100,000 | 6%  |

**33%** of the colleges and universities surveyed reported having a budget associated with their Title IX office/compliance efforts.

**35%** of those responding to the survey felt their school's budget was insufficient to fulfill the school's Title IX employee and student training needs.

**39%** of survey participants said they felt their school's budget was insufficient to fulfill the school's Title IX prevention education needs.



# 2015 SURVEY SUMMARY (CONT.)

## Quick Facts

**63%** of schools surveyed identify a campus designate as an alternate to whom complaints involving the coordinator can be made.

**60%** of schools that participated in our survey allow someone to overrule a decision made or approved by their Title IX coordinator.

**65%** of schools reported that Title IX coordinators have a formal role in decision-making about discrimination cases.

**47%** of Title IX coordinators have a master's degree. Twenty percent have a doctorate, 16 percent have a law degree, and 13 percent have a bachelor's degree.

**88%** of schools provide external training to their Title IX coordinators and deputy coordinators.

**99%** of schools have named a Title IX coordinator or administrator. For schools that are part of a system, 13 percent have a designated system-level Title IX coordinator.

**56%** of survey respondents said their schools have assigned an investigation function to the deputy coordinator.

**51%** of institutions reported having a dedicated Title IX website as part of their school's website.

**51%** of schools in our survey reported that they do not have a budget dedicated to Title IX compliance efforts.

**36%** of schools are currently in the planning stages to conduct a student-based climate survey specifically related to sex/gender discrimination. Only 24 percent of schools have completed this type of climate survey in the past two years.

### Full-Time Title IX Coordinator Salary

|                      |     |
|----------------------|-----|
| \$25,000-\$50,000    | 12% |
| \$50,001-\$75,000    | 28% |
| \$75,001-\$100,000   | 20% |
| More than \$100,000. | 40% |

**10%** of schools in our survey indicated that they have full-time Title IX coordinators who have no other primary job responsibilities beyond their Title IX roles.

**80%** of the Title IX coordinators who responded to our survey have had this job duty for less than three years.