



TITLE IX

CONSULTING GROUP

Sandra (“Sandi”) Aboy, Ph.D.*

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Last updated: 3/16/2026

PROFESSIONAL SUMMARY

Accomplished professional with dual PhDs in Political Science (Public Policy) and Education, bringing over 20 years of expertise in sexual violence prevention, gender discrimination analysis, and conflict resolution. Highly skilled in prevention education, institutional policy development, consulting, and collaboration with senior leadership to design, implement, and oversee comprehensive discrimination and harassment frameworks.

A visionary leader in policy and procedural development, with advanced knowledge in Title IX compliance, research, and best practices for addressing sexual violence and discrimination. Adept at identifying systemic challenges, fostering effective communication, and driving solutions that enhance institutional compliance, reduce liability, and resolve conflicts.

Dedicated to achieving a high standard of care for all constituents through strategic, incremental improvements for overall Title IX institutional practices. Certified in Dispute Resolution, Mediation, Informal Resolution, and Crisis Intervention Sexual Assault Counseling.

Note: Standard of care within Title IX schools and campuses includes the duties of leaders and administrators, the training undergone for the appropriate implementation of adjudication steps, and the remedies and supportive measures provided to both complainants and respondents.

EDUCATION

Ph.D. **Claremont Graduate University, Claremont, CA**
Department of Education and Political Science (Dual Degree)
Doctoral Program Concentration: Public Policy
Committee: Drs. Heather Campbell, David Drew, and Paula Palmer.

M.Ed. **University of Phoenix, La Mirada, CA**
Department of Education

B.A. **California State University Fullerton, Fullerton, CA**

* Former last name: Hodgin.



CERTIFICATIONS and LICENSURE†

Title VI Coordinator: Law & Policy D. Stafford & Associates	2025
Hearing Officer Trainings Higher Education, Grand River Solutions	2024
Update on Title IX Regulations Higher Education, Husch Blackwell	2024
2024 Changes to the Title IX Regulations Higher Education, American Council on Education (ACE)	2024
Overview Webinar for the 2024 Title IX Regulations K-12 and Higher Education, ATIXA	2024
Title IX Coordinator Certification Higher Education, ATIXA	2023
Decision Maker (Hearing Officer) Certification Higher Education, ATIXA	2023
Title IX Policy and Clery Act Compliance Certification Higher Education, The Clery Center	2023
Informal Resolution Officer, Mediator, Certification Higher Education, Bricker & Eckler Law Firm‡	2020
Appeal Officer Training Certification Higher Education, Bricker & Eckler Law Firm	2020
California Dispute Resolution: Mediation Certified OC Human Relations§	2020
Crisis Intervention Counselor for Sexual Assault in California Project Sister Rape Crisis Center	2015
Multiple Subject Cleared Teaching Credential	2007

† Most updated year of certification training and associated organization listed.

‡ Bricker & Eckler Law Firm is now known as Bricker Graydon LLP.

§ OC Human Relations is now known as Groundswell.



Document Number: 170215289

(Note: This credential has not been updated from Dr. Aboy's maiden name.)

PROFESSIONAL EXPERIENCE

Founder and CEO

2018 – Present

Title IX Consulting Group (T9CG)

- **Organizational Leadership:** Lead a multidisciplinary team of attorneys, civil rights practitioners, and interns in supporting K–12 schools and higher education institutions with compliance across Title IV, Title VI, Title VII, and Title IX.
- **Strategic Institutional Consulting:** Conduct in-depth evaluations of complex educational infrastructures to identify systemic challenges and implement high-impact, equity-driven solutions.
- **Policy Development & Implementation:** Design and execute institution-wide strategies to strengthen policies, procedures, and practices, ensuring compliance with federal regulations and alignment with organizational values.
- **Legal & Regulatory Expertise:** Provide expert guidance on federal civil rights laws, with a focus on Title IX, to help institutions navigate and meet compliance obligations while fostering inclusive and legally sound environments.
- **Expert Case Analysis:** Serve as an expert consultant and witness on complex sexual violence and discrimination cases, offering detailed analyses of institutional practices, case discovery, and regulatory alignment.
- **Executive-Level Consultation:** Advise senior leadership teams on risk management, policy design, and cultural transformation strategies that enhance institutional integrity and stakeholder trust.

Title IX Expert Witness (List of Title IX Cases)

- Mr. and Mrs. Doe, as parents and next friends of Jane Doe, a minor vs. Board of Education of Ann Arundel County Public Schools, Kyle Butler, and Matthew Schlegel
 - Case No. C-02-CV-25-001622
 - For Plaintiff
- Jane Doe #1, a minor, by and through her guardian ad litem, Jane Doe #2 vs. Palo Alto Unified School District, Elsa Chen, Robert Andrade, Don Austin, Avery Olesen, Roni Kraft, Monica Lynch, Kelly Whitney, Ashley Hull, Chelsea Tibbs, and Does 1-20
 - Case No. 5:25-2120
 - For Plaintiff



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- Judith Santano vs. Administrators of the Tulane Educational Fund, Jordan Karubian, Erica Woodley, Jonathan Small, Marcus Foster, Tiffany Smith, Avery Pardee, Robin Forman, and Does 1-20
 - Case No. 2:24-cv-02748-GGG-DPC
 - For Plaintiff
- Chloe Conley vs. Gonzaga University
 - Case No. 25-2-00-388-32
 - For Plaintiff
- Jane Doe vs. Rowan County Board of Education, Jordan Mann, John Maxey, and Andrew Zaheri
 - Case No. 23-CI-90159
 - For Defendants: Rowan County Board of Education, Jordan Mann, and John Maxey
- Jane Doe Individually and on Behalf of John Doe vs. Teays Valley Local School Board of Education
 - Case No. 2:23-cv-02704-EAS-KAJ
 - For Defendant: Teays Valley Local School Board of Education
- Jane Doe No. 1 vs. Billings School District No. 2
 - Case No. 4:22-cv-00044-BMM-JTJ
 - For Plaintiff
- John Doe vs. Board of Education of Columbus City Schools, Carmen Graff, and Patrick Coughenour
 - Case No. 2:23-cv-01006
 - For Defendants: Columbus City Schools and Carmen Graff
- Jane Doe No. 1 vs. Roy School District and John Doe Defendants 1-6
 - Case No. CV-22-47-GF-BMM-JTJ
 - For Plaintiff
 - Deposition: January 19, 2024
- Chimika Walker, as parent and next friend of Z.R., a minor vs. Board of Education of the City of Chicago, Legal Prep Charter Academies, and Jamel M. Helaire Jones
 - Case No. 19-cv-4115
 - For Defendants: Board of Education of the City of Chicago and Legal Prep Charter Academies
- Mary Elizabeth Johns vs. University of South Carolina, Dr. David Snyder, and Harry Pastides
 - Case No. 2021CP4001315
 - For Plaintiff
- Jane Does 1-12 vs. Liberty University, Inc.
 - Case No. 2:21-cv-03964
 - For Plaintiff



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- Jane Does 37, 38, 39, 40, 41, 42, 43, 44, 45, and 46 vs. The Regents of the University of California, University California of Los Angeles (UCLA), James Heaps M.D., and Roes 1-20
 - Case No. 20STCV14766
 - For Plaintiff
- Katiana Soenen, Taja Epstein, Chloe Burns [(etc.)] vs. Brown University
 - Case No. 1:21-cv-00325-JJM-PAS
 - For Plaintiff
- Cunning vs. West Chester University
 - Case No. 2:20-cv-00836-CDJ
 - For Plaintiff
- Madeleine Barlow vs. Washington State University
 - Case No. 3:20-cv-05186
 - For Plaintiff
 - Deposition: February 26, 2021
- Jane Does vs. Montana State University
 - Case No: 2:20-cv-00012-SHE
 - For Plaintiff
- Jane Does vs. Montana State University
 - Case No: 2:19-cv-00054-SHE
 - For Plaintiff
- John Doe v. University of Nebraska, University of Nebraska Board of Regents, Jake Johnson, Laurie Bellows, Meagan Counley, and Toni Anaya
 - Case No. 4:18cv3142
 - For Plaintiff

(T9CG) Director of Title IX and Clery Compliance/Title IX Coordinator
California University of Science and Medicine
Colton, CA

2020 – 2025

- Title IX and Clery Compliance Leadership: Provide comprehensive oversight and consultation for the development and implementation of campus Title IX infrastructure. Design and enforce all Title IX and Clery Act policies and procedures, ensuring institution-wide compliance and adherence to federal standards.
- Strategic Planning and Training Initiatives: Develop annual strategic plans for Title IX outreach, including content creation and website design, to enhance accessibility and awareness. Oversee the execution of online (via Safe Colleges and Vector Solutions) and in-person training programs for senior leadership, faculty, staff, and students, ensuring institutional readiness to address and respond to sexual violence issues effectively. Also plan and host multiple outreach events for on campus visibility and to provide on- and off- campus resource information.
- Systemwide Oversight of Title IX Adjudication: Manage the entire Title IX adjudication process. Complete external certifications for roles such as Informal Resolution Officer,



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Hearing Officer, Decision Maker, Appeals Officer, Investigator, and Title IX Coordinator. Provide internal follow-up training for all adjudication officers to align adjudication practices with institutional policies and procedures.

- **Committee Engagement and Cross-Department Collaboration:** Actively participate in institutional committees that intersect Title IX and Clery compliance, including the Policy Compliance Committee, Pregnant and Parenting Protections Team, Clery Compliance Committee, Misconduct Behavior Committee, and Anonymous Reporting System Committee. Foster relationships with community partners to expand resources and strengthen institutional support networks.
- **Conflict Resolution Expertise:** Apply conflict resolution principles to ensure fair, impartial, and effective management of Title IX cases, promoting equitable outcomes while safeguarding institutional integrity and compliance.

Assistant Director of Title IX Compliance and Programs
and Deputy Title IX Coordinator
Colorado State University
Fort Collins, CO

2018 – 2019

- **Investigation Oversight:** Directed oversight of Title IX investigations, ensuring compliance with institutional policies and federal regulations. Conducted weekly case review meetings to assess investigative effectiveness, provided strategic recommendations for next steps, and identified behavioral trends or precursors to escalation.
- **Compliance Analysis and Program Evaluation:** Evaluated and analyzed all Title IX campus programming, including Everfi online prevention education for students and athletic staff, website development, and campus climate survey results. Delivered actionable recommendations and strategic plans to enhance compliance, program effectiveness, and campus safety.
- **Leadership in Title IX Strategy and Policy:** Developed and implemented strategic plans addressing Title IX compliance in alignment with campus initiatives, policies, and programs, including those specific to employees, students, and NCAA athletes. Provided expert guidance to ensure integration of Title IX principles across all institutional efforts.
- **Committee Engagement and Expert Consultation:** Served as the campus Title IX expert on various university committees, including the Clery Act Committee, Bias Assessment Team, Study Abroad Committee, President's Commission on Women and Gender Equity, and Bystander Intervention Committee. Delivered compliance and policy recommendations to support institutional goals and federal adherence.

Title IX Compliance Analyst
Claremont Graduate University
Claremont Colleges Consortium
Claremont, CA

2016 – 2018

- **Title IX Compliance Oversight:** Provided expert recommendations to enhance CGU's policies addressing discrimination, harassment, and sexual violence. Conducted comprehensive analyses of Title IX policies and procedures across the Claremont



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Consortium's seven campuses, ensuring consistency and resolving discrepancies for Title IX Coordinator meetings.

- **Prevention Education and Training:** Designed and implemented customized online and in-person Title IX prevention education programs for CGU students using platforms such as Campus Clarity, LawRoom, KeynectUP, LiveSafe, and Workplace. Analyzed training outcomes and presented data-driven recommendations for program improvements.
- **Outreach and Awareness Initiatives:** Led Title IX outreach efforts to enhance understanding and prevention education for students, staff, and faculty. Created comprehensive materials, including training manuals, brochures, resource guides, and phone apps. Developed a full Title IX website and coordinated impactful events such as One Love Foundation's Escalation panel discussions, Fresh Check Day, Counseling Center workshops, JED campus initiatives, and ACHA campus reviews.
- **Leadership and Partnerships:** Collaborated with CGU senior administration to strengthen institutional Title IX efforts. Established and fostered relationships with community partners to expand access to resources and enhance Title IX support services.

Education Research Associate
WestED (*Think Tank*)
Oakland, CA

2015 – 2016

- Conducted double blind research studies within the field of Education for the Oakland WestED office within multiple Southern California school districts.
- Analyzed teacher and student behavior, curriculum implementation, and understanding.

Policy Research Associate
RAND Corporation (*Think Tank*)
Santa Monica, CA

2014 – 2015

- Analyzed sexual harassment characteristics and behaviors within the US on behalf of the RAND Corporation for an Obama Administration directive.
- Worked alongside criminologists, statisticians, and education policy specialists.

Sexual Violence Prevention Educator and Coordinator
The Whole Child
Whittier, CA

2009 – 2015

- **Curriculum Development and Implementation:** Designed and delivered an evidence-based sexual abuse prevention curriculum for K-12 students across five Los Angeles school districts (Whittier, South Whittier, East Whittier, Los Nietos, and Montebello) as part of a five-year grant initiative. Tailored initial training programs for parents, teachers, and administrators, including principals and superintendents, to support the program's effectiveness.
- **Data Analysis and Community Assessment:** Conducted pre- and post-survey analysis in classrooms to evaluate the program's impact, identify trends in understanding, and address evolving community needs related to sexual abuse prevention.



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- **Strategic Planning and Reporting:** Developed strategic plans and grant reports presented to the CEO, COO, and Board of Directors. Researched California penal codes, sexual violence prevention best practices, and school district policies to inform recommendations and ensure program compliance.
- **Collaborative Leadership:** Built and maintained professional relationships with superintendents, principals, school district administrators, psychologists, teachers, and parents to facilitate program delivery and foster a collaborative environment.

Education Program Director
Brotherhood Crusade (BHC)

2007 – 2009

Program: Gang Reduction Youth Development (GRYD) Program
Los Angeles, CA

- **Program Design and Development:** Created comprehensive after-school education curriculum models for BHC under a two-year grant, addressing at-risk behaviors among 200 GRYPD-identified youth in the Compton (Southwest II) area. Ensured alignment with California Education Code and education best practices.
- **Behavioral Impact Studies:** Conducted detailed assessments to evaluate the impact of after-school education and mental health support on at-risk behavior, analyzing short- and long-term trends to inform program improvements.
- **Instructor Support and Supervision:** Oversaw the performance of more than 50 LA Unified School teachers working with GRYPD youth across multiple schools, providing guidance to ensure effective classroom engagement and program outcomes.
- **Policy Contribution and Governance:** Served on the BHC Advisory Board for Educational Policy and At-Risk Youth, contributing to policy development and strategic initiatives to address youth behavioral challenges.
- **Staff Leadership and Development:** Led and trained a team of 20 after-school tutors and one assistant, fostering a collaborative and productive work environment to support program goals.
- **Community and Agency Partnerships:** Cultivated strong relationships with school administrators, counselors, city departments, probation and parole officers, and social workers to enhance service delivery and build a robust support network for youth participants.
- **Executive Reporting and Planning:** Prepared and presented monthly strategic plans to the CEO and Board of Directors, providing actionable insights and recommendations for program advancement.

Criminal Defense Apprentice/Paralegal
Lawrence R. Young and Associates
Downey, CA

2001 – 2008

- **Investigative Support:** Conducted investigations to identify witnesses, gather statements, and collect additional evidence to strengthen the defense for court hearings and trials.
- **Case Collaboration and Analysis:** Assisted the principal attorney with cases involving sexual violence, including molestation, rape, juvenile sexual deviance, statutory rape, and incest.



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Provided in-depth case reviews and developed strategic defense recommendations for negotiations and court proceedings.

- Legal Research and Drafting: Conducted thorough analyses of victim statements, police reports, and media coverage. Researched applicable laws, California policies, and comparable legal cases nationwide to draft court briefs, motions, and other legal documents.
- Strategic Planning and Litigation Preparation: Collaborated with the attorney to formulate case strategies, ensuring comprehensive preparation for negotiations, trials, and other legal proceedings.

PROFESSIONAL DEVELOPMENT

- Title IX Litigation Update (Fall, 2024)
- Title IX Litigation Update (Fall, 2023)
- Title IX Investigator Training (Fall, 2023)
- Title IX Coordinator Training (Fall, 2023)
- Title IX Decision Maker Training (Fall, 2023)
- Student Advisor Training (Fall, 2023)
- Clery Center: Clery Act and Title IX Training Seminar (Spring, 2023)
- Clery Center: Clery Act Training Seminar (Spring, 2021)
- Higher Education Title IX Appeals Officer Training (Fall, 2020)
- Clery Training and General Title IX Overview Training (Fall, 2020)
- Training for Hearing Officers (Fall, 2020)
- Trauma Informed Training for Hearing Officers (Fall, 2020)
- Informal Resolution Facilitator Training (Fall, 2020)
- Title IX Investigator Training (Fall, 2020)
- Title IX Coordinator Training (Fall, 2020)
- Title IX Decision Maker Training (Fall, 2020)
- California Dispute Resolution Program: Mediation Training (Fall 2020)
- Rocky Mountain Campus Safety Summit: Title IX Liability and Response (Spring, 2019)
- Victim Psychological Responses Due to Sexual Violence (Spring, 2017)
- Forensic Experiential Trauma Interview Training w/ Dr. Jim Hopper (Spring, 2016 and 2017)
- Project Sister: Sexual Violence Hotline Response Counselor Training (Fall, 2015)

NOTEABLE PRESENTATIONS

Sandra Hodgkin, Keith Labelle, and Nandini Nair, “From Compliance to Prevention-Implementing Title IX & Clery Act Responsibilities with Impact.”

Title IX Consulting Group, United States Administrator Training. February 2026.

Sandra Hodgkin, Attorney Lanie Bandell, and Attorney Barbara Reguengo, “Trauma-Informed Hearing Officer & Decision-Maker Intensive.”

Title IX Consulting Group, United States Administrator Training. February 2026.



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Sandra Hodgin, Attorney Lanie Bandell, and Jean Merkle, “Trauma-Informed Responsibilities in Respondent Rights & Trauma Informed Due Process.”

Title IX Consulting Group, United States Administrator Training. February 2026.

Sandra Hodgin, Jean Merkle, and Lt. Ray Mendez, “Trauma-Informed Title IX Coordinator & Investigator Refresher.”

Title IX Consulting Group, United States Administrator Training. January 2026.

Sandra Hodgin and Attorney Lanie Bandell, “Evidence Handling: Best Practices for Fair & Defensible Case Management.”

Title IX Consulting Group, United States Administrator Training. August 2025.

Sandra Hodgin and Jean Merkle, “Advanced Title IX Investigations in Higher Education: Leadership in Complex Casework.”

Title IX Consulting Group, United States Administrator Training. August 2025.

Sandra Hodgin, Attorney Amber Nesbitt, and Elizabeth Roberts Ackman, “Build A Strong & Compliant Investigation Team: The Intersection of Title IX and Title VI.”

Title IX Consulting Group Webinar. April 2025.

Sandra Hodgin, Attorney Lanie Bandell, and Nandini Nair, “Pregnant and Parenting Student Rights: Yes, Your School Should Still Have Them in Place.”

Title IX Consulting Group Webinar. February 2025.

Sandra Hodgin, “Title IX, Clery Act, and VAWA.”

Northwest Career Colleges Federation (NWCCF), Seattle, WA. May 2023.

Sandra Hodgin, “Title IX: Your Infrastructure & Campus Operations.”

California School Business Expo (CASBO), Sacramento, CA. March 2022.

Sandra Hodgin, “Title IX Understanding to Navigate Higher Education, and to Increase Protections for Children in K-12 Schools.”

Summit: Graduate with Grace (Dedicated for Mom’s in College). October 2021.

Sandra Hodgin and Erika Saito, “Transdisciplinary Analysis of the School Shooting Crisis.”

Hawaii International Conference on Education (HICE), Honolulu, Hawaii. January 2020.

Sandra Hodgin, Title IX Compliance Webinar for Student Alliance.

Audience: Registrars, Student Accounts, and Collections Departments. Fall, 2020.

Sandra Hodgin, “The Evolution of Title IX Policy within Higher Education.”

Association for Public Policy Analysis & Management (APPAM), Claremont, CA.

March 2018.

Sandra Hodgin, “Sexual Abuse Prevention Education, The Parent Perspective.”



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Hawaii International Conference on Education (HICE), Honolulu, Hawaii. January 2014.

Additional Presentations Include:

- CUSM Title IX Employee Policy & Procedure Changes and Updates (Fall, 2024)
- CUSM Title IX Regulations and Overview (Summer, 2023)
- Clery Act and CUSM Campus Security Authorities (Summer, 2023)
- Title IX Basics for CUSM Medical Students (Summer, 2023)
- Title IX, Clery Act, & VAWA- Seattle Trade School Association (Fall, 2023)
- CUSM Title IX and Title VII (Summer, 2022)
- Clery Act and CUSM Campus Security Authorities (Summer, 2022)
- Title IX Basics for CUSM Medical Students (Summer, 2022)
- Title IX: Your Infrastructure & Campus Operations- Sacramento Administrators Association (Fall, 2022)
- Appeals Officers CUSM Overview Session (Spring, 2021)
- Title IX Investigator: CUSM Review (Spring, 2021)
- CUSM Responsible Employee Obligations and Why Title IX Matters (Fall, 2020)
- CUSM Senior Administration Title IX Seminar (Fall, 2020)
- CUSM Hearing Officer Training (Fall, 2020)
- Clery Act and Title IX Professional Development Session (Spring, 2019)
- Title IX and Office of Equal Opportunity Professional Development Session- Colorado State University (Spring, 2019)
- Faculty Session on the Proposed Title IX Regulations- Colorado State University (Spring, 2019)
- Things to Know About Title IX: Gender Summit- Colorado State University (Spring, 2019)
- Healthy Relationships, Self-Care, and Boundaries- Colorado State University (Spring, 2019)

DISSERTATION PUBLICATION

Title: Title IX Compliance: An Analysis of Sexual Violence Prevention Implementation Within California Community Colleges

Brief Description: This dissertation is a quantitative exploratory study that analyzed 61 out of the 114 community colleges in California. Survey research was carried out adapting two existing scales: The Implementation Leadership Scale (Aarons, Farahnak, & Ehrhart, 2014) and the Prevention of Sexual Violence on Campus: An Assessment Tool (American College Health Association, 2007). The guiding research questions analyzed the relationship between leadership implementation: (i) knowledgeable leadership, (ii) proactive leadership, (iii) supportive leadership and (iv) limited funding influences, and the dependent variable of this study: the total number of implemented sexual violence prevention actions reported by a single Title IX administrator representative per campus. Two types of inferential statistical analyses were conducted, a correlation analysis and an OLS multiple linear regression. Further analysis was



done using the Assessment of Sexual Violence Prevention Efforts (ASVPE), an instrument introduced in this study, adapted from the 2007 American College Health Association sexual violence prevention toolkit. The ASVPE instrument is used to evaluate the total number of implemented actions reported per campus on a 0-36 scale. This study also provides insight into the actions that California community colleges are implementing through a comparative analysis with Senator Claire McCaskill's 2014 report.

BOOK CHAPTERS & CONTRIBUTIONS

Mason, B.S., Ortega, P., McDade, W., et al. *A Guide to Advancing Graduate Medical Education for All*. [Contributor]. Association of American Medical Colleges (AAMC), 2025.

Role: Contributing author – Chapter 6, 'Federal Employment Laws: Resident and Fellow Physician Rights and Institutional Accountability'.

SELECTED INTERVIEWS & MENTIONS

Torney, K. (February 25, 2025). Student Who Received Oregon Grant to Boost Women Employed in Trucking Says Her Instructors Discriminated Against Her. Retrieved from:
<https://www.investigatwest.org/investigatwest-reports/student-who-received-oregon-grant-to-boost-women-employed-in-trucking-says-her-instructors-discriminated-against-her-17819759>

Jacobson, L. (April 19, 2024). Title IX Rewrite Focuses Law on Victims, Including LGBTQ Students. Retrieved from:
<https://www.the74million.org/article/title-ix-regulation-sexual-harassment-biden-transgender/>

Jacobson, L. (May 17, 2023). 134K Comments on Feds' Trans Sports Policy Demonstrate Difficulty of Compromise. Retrieved from:
<https://www.the74million.org/article/134k-comments-on-feds-trans-sports-policy-demonstrate-difficulty-of-compromise/>

Quinton, G. (March 25, 2023). BUSD Hears Wrenching Allegations of Abuse. Retrieved from:
<https://burbankleader.outlooknewspapers.com/2023/03/25/busd-hears-wrenching-allegations-of-abuse/>

Elfman, L. (March 16, 2023). Where Does Title IX Truly Stand? Diverse Issues In Higher Education. Retrieved from:
https://www.diverseeducation.com/from-the-magazine/article/15352153/where-does-title-ix-truly-stand?utm_source=TNG&utm_campaign=680542c7ae-TIXT+3.28.23&utm_medium=email&utm_term=0_-14b56f6e61-%5BLIST_EMAIL_ID%5D&mc_cid=680542c7ae&mc_eid=ce9083b3d5



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Kuchar, S. (January 27, 2023). A Wave Of Anti-LGBTQ Laws For Schools in Red States Has Biden Administration Weighing A Response. USA Today. Retrieved from:

<https://www.usatoday.com/story/news/politics/2023/01/27/anti-lgbtq-laws-red-states-schools/10996463002/>

Evans, D. (December 14, 2022). Investigation Into LU's Handling of Sexual Assault Reports Complete; What Comes Next. WSET ABC News. Retrieved from:

<https://wset.com/news/local/investigation-into-lu-liberty-university-handling-of-sexual-assault-reports-complete-jane-does-lawsuit-july-2021-what-comes-next-campus-safety-blue-light-boxes-cameras-lynchburg-virginia-december-2022#>

Tornay, K. and Endicott, M. (April 23, 2022). A Former Sonoma State Vice President Shielded Staff From The President's Husband. He Wishes He Had Done More. The Press Democrat. Retrieved from:

<https://www.pressdemocrat.com/article/news/a-former-sonoma-state-vice-president-shielded-staff-from-the-presidents-hu/>

Armstrong, W. (April 21, 2022). Former, Current Students Accuse BU Assistant Professor Christopher Cavalieri of Sexual Misconduct. The Daily Free Press. Retrieved from:

<https://dailyfreepress.com/2022/04/21/former-current-students-accuse-bu-assistant-professor-christophor-cavalieri-of-sexual-misconduct/>

Longman, M. (January 5, 2022). She Reported Her Rape To Her College. What Happened Next Left Her Devastated. Refinery 29. Retrieved from:

<https://www.refinery29.com/en-us/2022/01/10666176/title-ix-9-college-campus-sexual-assault-cases>

Beasley, C. (July 20, 2021). Weaponization of the Liberty Way: LU Punishes Women Reporting Sex Assaults, Lawsuit Says. ABC News. Retrieved from:

<https://newschannel9.com/news/nation-world/liberty-university-enabled-on-campus-rapes-12-women-file-class-action-lawsuit-title-ix-lynchburg-virginia>

Flaherty, C. (April 1, 2021). A Professor, 'a Predator'. Inside Higher Education. Retrieved from:

<https://www.insidehighered.com/news/2021/04/01/florida-state-scrambles-explain-alleged-abusers-long-tenure>

Polidori, K. (August 19, 2020). New Title IX regulations create concerns, but Columbia students 'will be supported'. The Columbia Chronicle. Retrieved from:

<https://columbiachronicle.com/new-title-ix-regulations-create-concerns-but-columbia-students-will-be-supported#photo>

Polidori, K. (May 22, 2020). New Title IX regulations, remote service amid the pandemic could create 'mass chaos' at colleges. The Columbia Chronicle. Retrieved from:



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<https://columbiachronicle.com/new-title-ix-regulations-remote-service-amid-the-pandemic-could-create-mass-chaos-at-colleges#photo>

SELECTED PODCAST RECORDINGS:

Title IX Insider (Season 2, Episode 10): “And Stalking”: Why Stalking Gets Overlooked on Campus (February 2026)

<https://open.spotify.com/episode/2TNOsiaLbj0VvE4rpHqIyv?si=zZgJj1vQQUqzIw5TsWIXIw>

Title IX Insider (Season 2, Episode 9): Consent Isn’t What the Law Says It Is: Why the US Still Fails to Define Consent (January 2026)

<https://open.spotify.com/episode/0yfhKooqGOVfMI1k1PtdrQ7?si=oKjXHDI6TZqKUuDugSIMEA>

Title IX Insider (Season 2, Episode 8): When Title IX Goes Wrong: FACE, Families & Attorneys on Misapplied Cases and Due Process (December 2025)

<https://open.spotify.com/episode/2DPzriyT2hibdvSVFx0MwZ?si=f9sPMSCVRsu5oGSL5TUcAQ>

Title IX Insider (Season 2, Episode 3): Proceed with Caution: Title IX Compliance Amid Loudoun, Denver, and the Supreme Court (September 2025)

<https://open.spotify.com/episode/0xC4jjgK2YDXrMeAc1enjz?si=3I8Jw-rJRgmOUSsX5yx9Ug>

Title IX Insider (Season 1, Episode 11): SAAM- Focusing on Respondents (April 2025)

<https://open.spotify.com/episode/06uzLlqbfDrCxivXoxEVun?si=umNMjXmLQ3CiUiLtC0TVaA>

Title IX Insider (Season 1, Episode 6): How Title IX Cases Are Evaluated and Investigated Under the 2020 Title IX Regulations (March 2025)

<https://open.spotify.com/episode/0ojPyLWIGIKGKqXQQb6MR0?si=vbbLUYfYRrW9fUn86XhOwA>

Title IX Insider (Season 1, Episode 5): Title IX, Athletics, & Controversy: A Raw Deep Dive on The Trump-Era Executive Order (March 2025)

https://open.spotify.com/episode/76Kco3Q3DzR5gwa6nHmo5W?si=6NDQD_K4TWG8eRWq94TSug

Title IX Insider (Season 1, Episode 3): Exploring Safety, Consent, and Sex Ed in Schools: A Global Perspective (February 2025)

<https://open.spotify.com/episode/3k0SCj2RogRTnR6tKhUew2?si=rK7uRCyZTPeiO40rLYuLdQ>

Title IX Insider (Season 1, Episode 2): Title IX Intake: Beyond the Basics- Best Practices, Pitfalls and The Human Approach (February 2025)

<https://open.spotify.com/episode/0vqbkGUUYTZwWMfHxrRgSc?si=7xQ8N0bATs2sYmIqPKoA6w>



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Title IX Insider (Season 1, Episode 1): Trump’s Gender Ideology Executive Order (February 2025)

<https://open.spotify.com/episode/218vJgaU8yRmJlrZsZccJL?si=9nMyRmngTQyn2zZM-i4vzQ>

Gangster Capitalism (Season 3, Added Bonus Episode): Liberty University Title IX Lawsuit (December 2021) <https://shows.cadence13.com/podcast/gangster-capitalism>

Gangster Capitalism (Season 3, Final Bonus Episode): Liberty University Title IX Lawsuit (August 2021) <https://shows.cadence13.com/podcast/gangster-capitalism>

Gangster Capitalism (Season 3, Episode 3): Liberty University Title IX Analysis (June 2021) <https://shows.cadence13.com/podcast/gangster-capitalism>

RADIO INTERVIEWS:

Title IX Expert on University Compliance: Nebraska State University lawsuit with Multiple Jane Doe’s, Sandra Hodgin. With Elizabeth Rembert and Will Bauer. Nebraska Public Media, NPR Station for State of Nebraska: Has aired November 2021.

Title IX Expert on University Compliance, Sandra Hodgin. With Kassidy Arena, Radio Journalist. KBIA, and NPR affiliate station in Columbia, Missouri. Has aired December 2019.

Expert on Sexual Abuse Prevention, Sandra Hodgin. With Elaine Harder, Radio Host and Producer. CJSF 90.1 FM, www.cjsf.ca. Has aired in 2015 and 2016.

ACADEMIC APPOINTMENTS

Adjunct Professor of Higher Education 2019 – 2023
PHD Department of Education
Claremont Graduate University
Claremont, CA

Assistant Professor of Higher Education Leadership 2018 – 2022
PHD Department of Higher Education Leadership
Colorado State University
Fort Collins, CO

Adjunct Professor of Student Affairs in Higher Education 2018 – 2022
Master’s Department of Student Affairs in Higher Education
Colorado State University
Fort Collins, CO

Adjunct Professor of Teacher Education 2009 – 2012



TITLE IX

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Master's Department of Education
University of Phoenix
Multiple Campuses (e.g., Diamond Bar, Pasadena, etc.), CA

EDUCATIONAL ACTIVITIES

Doctoral Student Advising (2018 – 2022):

Shanna Kinzel

Topic: Campus Climate of Employment Inequities

Department of Education
Colorado State University
Fort Collins, CO

Adrienne Conley

Topic: Harassment of LGBTQ+ within Education Institutions

Department of Education
Colorado State University
Fort Collins, CO

Course Lecturer:

- ED 671-801: Higher Education Administration (Fall, 2020)
- ED 792B Seminar: Dissertation Proposal Development (Fall, 2019)
- ED 580B: Capstone Seminar: Dissertation Proposal (Fall, 2019)
- ED 671-801: Higher Education Administration (Fall, 2018)
- ED 792B Seminar: Dissertation Proposal Development (Fall, 2018)
- ED 714: Education Policy Analysis (Summer, 2018)
- ED UOPX: Maintaining an Effective Learning Climate (Fall: 2009 - 2012)
- ED UOPX: Action Research (Spring: 2009 - 2012)

Selected Guest Lectures:

- CUSM- Title IX: Sexual Harassment and Sexual Violence (Spring, 2021)
- CSU- Women Studies 397: Guest Speaker, Title IX Lecture (Spring, 2019)
- CSU- Business School: Title IX and Leadership (Spring, 2019)
- CGU- Mandatory Reporting: Sexual Abuse Prevention (Spring, 2014)



HONORS and AWARDS

- The Pamela Mullins Awards (2014)
\$50,000 towards research on sexual abuse prevention education within the education system. This nominated award is given to only one (1) PhD student a year at Claremont Graduate University that shows innovation and promise in their research area.
- The RAND Corporation Policy Research Associate Selection (2014 - 2015)
This competitive research fellowship program selects only twenty (20) PhD students from thousands of applicants around the US each year to conduct research alongside senior researchers at the RAND Corporation.

PROFESSIONAL COMMUNITY ACTIVITIES

Community and Court-Based Mediation Volunteer 2020 – 2024
OC Human Relations
Santa Ana, CA

- Observe and conduct mediation to guide parties to communicate and help them identify and explore solutions more effectively.
- Completed OC Human Relations's 40-hour State certified training course, certified as a California Dispute Resolutions Programs Act (DRPA) Mediator.
- Conflict resolution skills are practiced within the Orange County community and within Orange County courts: small claims and civil harassment.

Member of the Board of Director's 2019 – 2023
Project Sister (Rape Crisis Center)
Pomona, CA

- Committed to working with the Board of Directors to oversee the multi-million dollar rape crisis center in its assistance and service for survivors of sexual violence in Southern California.

Victim Advocate and Hotline Counselor 2015 – 2017
Project Sister (Rape Crisis Center)
Pomona, CA

- Provided crisis counseling, reporting options, and resource information on the rape crisis hotline to a diverse population of sexual violence victims and their families with high confidentiality.
- Provided in-person advocacy at hospitals, police stations, and in court to a diverse population of sexual violence victims and their families with high confidentiality.
- Completed Project Sister's 40-hour State certified training course, certified as a Crisis Intervention Counselor for Sexual Assault in California.
- Training included but was not limited to crisis intervention; psychological, sociological, and medical aspects of sexual assault; the criminal justice process; legal procedures; extensive social service resources; and law enforcement.



TITLE IX

CONSULTING GROUP

Volunteer, Board Member, President
Adams Harbor (Food Kitchen)
Los Angeles, CA

2004 – 2018

- Adams Harbor has provided food, clothes, toiletries, resources, and friendship to the homeless of downtown LA for many years.
- Adams Harbor is a grass-roots, volunteer based non-profit. This organization strives to support the growing need of the homeless in downtown LA.
- Events coordinated over the years includes a weekly food kitchen and clothing offerings (2004 - 2013); monthly food and clothing offerings (2014 - Present); diabetes checks; foot cleanings; dental check-ups; HIV testing, and vision testing.