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
- Under 1,000 11%
- 1,000-3,000 8%
- 3,001-7,000 20%
- 7,001-15,000 20%
- 15,001-25,000 25%
- 25,000+ 33%

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.

Training

Level of ATIXA Training Completed by Coordinator

- None
- Basic Coordinator
- 1> Advanced Coordinator
- Basic Investigator
- 1> Advanced Investigator

Training Frequency

<table>
<thead>
<tr>
<th>Training Frequency</th>
<th>Coordinator</th>
<th>Deputy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Quarterly</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>Semi-annually</td>
<td>24%</td>
<td>16%</td>
</tr>
<tr>
<td>Annually</td>
<td>42%</td>
<td>41%</td>
</tr>
<tr>
<td>Other</td>
<td>17%</td>
<td>31%</td>
</tr>
</tbody>
</table>

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%
- Academic Affairs/Professor: 17%
- Director of VP Compliance: 9%
- VP Finance/Operations: 6%
- Provost: 3%
- Diversity/Equity/Inclusion/EEO: 17%
- Human Resources: 28%
- VPSA: 3%

Role-Share Stipend

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

<table>
<thead>
<tr>
<th>Stipend Offered</th>
<th>Percent</th>
<th>Range</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>No stipend</td>
<td>47%</td>
<td>$20,001 to $30,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>Less than $5,000</td>
<td>4%</td>
<td>$30,001 to $40,000</td>
<td>0.6%</td>
</tr>
<tr>
<td>$5,001 to $10,000</td>
<td>2%</td>
<td>$40,001 to $50,000</td>
<td>0.8%</td>
</tr>
<tr>
<td>$10,001 to $20,000</td>
<td>1.2%</td>
<td>More than $50,000</td>
<td>1.2%</td>
</tr>
</tbody>
</table>
Coordinator Responsibilities

Title IX compliance 97%
Policy development and implementation 89%
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%

Investigations 53%
*Grant writing, oversight of grievance process.

Full-Time Coordinator Salary

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$25,001-$50,000</td>
<td>12%</td>
</tr>
<tr>
<td>$50,001-$75,000</td>
<td>32%</td>
</tr>
<tr>
<td>$75,001-$100,000</td>
<td>28%</td>
</tr>
<tr>
<td>$100,001 and over</td>
<td>20%</td>
</tr>
</tbody>
</table>

Title IX Budget

Number of Schools with a Title IX Budget

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

<table>
<thead>
<tr>
<th>Funding Need</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $10,000</td>
<td>12%</td>
</tr>
<tr>
<td>$11,000-$30,000</td>
<td>32%</td>
</tr>
<tr>
<td>$31,000-$50,000</td>
<td>11%</td>
</tr>
<tr>
<td>$50,000-$100,000</td>
<td>11%</td>
</tr>
<tr>
<td>More than $100,000</td>
<td>6%</td>
</tr>
</tbody>
</table>

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.

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.

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