

Title IX Office

Division: The Student Experience

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Northwestern Mission. Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

The Student Experience Mission Statement. The Student Experience provides the University community with programs and services to support the academic mission of creating, disseminating, and acquiring knowledge through teaching, research and service while empowering a diverse student population to achieve their highest educational potential. The Student Experience creates a stimulating and inclusive educational environment that is conducive to holistic personal growth. The commitment to students initiates prior to entrance, sustains throughout the college experience, and continues beyond graduation. Enrollment Services provides equal access for education to potential students throughout the state and region and promotes economic stability and financial access to citizens. Student Affairs enhances student development and broadens intellectual, social, cultural, ethical, and occupational growth. The Student Experience works closely with faculty, staff, students, and the community to ensure graduates have the capability to promote economic development and improvements in the region.

Mission: The Office of Title IX Compliance seeks to ensure that all NSU students and employees are provided with the support and resources they need to have a positive university experience. Northwestern State University is committed to eliminating sexual misconduct in our community, advocating for anyone who has experienced sexual assault or sexual harassment, and respecting the rights of both complaints and respondents. Title IX assists in overcoming obstacles that may deter their educational or employment goals, the office provides education to the university community on the preventing sexual assault, and eliminating discrimination based on sex.

Methodology: The assessment process is as follows:

- (1) Data from the Maxient database in determining the timeline for resolving Title IX cases.

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- (2) Analyze data to determine whether the applicable outcomes are met.
- (3) Results from the assessment will be discussed with the appropriate staff.
- (4) In consultation with staff and senior leadership, propose changes to measurable outcomes, assessment tools for the next assessment period and, where needed, service changes.
- (5) Educational data is collected from NSU Connect, NSU Banner, Suitable, Athletics Department, and other programming.

Service Outcomes (SO)

SO 1. The Title IX Office will comply with Federal and State regulations to maintain an informed, safe, and nondiscriminatory campus environment.

Measure 1.1 The Title IX Coordinator will explain the Title IX complaint process, work from intake to case closure, and resolve all Title IX cases within a timeframe of no more than 60-90 days after a Formal Complaint is signed. Informal Resolutions take less time than Formal Resolutions/Hearings.

Finding: Target Met

Analysis: In AC 2024-2025 the target was met.

Based on these results, the office will run monthly analytics vs annual analytics, from the Maxient database, which houses records of Title IX cases and assure the 60–90-day target timeframe for Formal case closures is met.

Decision: As a result of these changes, in AC 2025-2026 the target was met.

Based on these results, in AC 2026-2027 the TIX Office will perform individual case reviews, as they are completed and closed, to look for ways to improve time efficiency without jeopardizing the integrity of the case. This process will allow for improvement and/or continued compliance in the length of time required for the hearing process.

Measure 1.2 The University will provide educational opportunities for students through a Title IX component included in the University Studies 1000 classes for freshmen. Title IX educational programming will be included with mandatory training for campus residential students. Special programming will also be provided for all NSU students. Title IX will partner with student organizations to reach students and share this important information with them.

Finding: Target Met

Analysis: In AC 2024-2025 the target was met. In the Fall of 2024 856 students

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completed the Title IX class and coursework in University Studies 1000, as well as the Vector Solutions module. In the Spring of 2025, 397 students completed these requirements. A total of 1,253 students, mostly first year students, completed the module in the fall and spring semesters.

Based on the analysis of these results, in AC 2025-2026, My Student Body Vector Solutions courses will be required for students. In the Fall of 2025, 953 students completed the Title IX class and coursework in University Studies 1000, as well as the Vector TIX Module. In the Spring of 2026, 276 additional students completed the Title IX class through University Studies 1000, as well as the Vector TIX Module. A total of 1229 students, mostly freshmen, completed the Title IX module in the 2025-2026 academic year.

In addition to these students, 1250 NSU Residential Students were provided with Title IX information during August of 2025.

The Title IX Coordinator spoke on two separate occasions with student leaders from Freshman Connection to help prepare them to work with the NSU Freshman population and any problems or reports they may encounter.

In identifying other ways to reach students with this information, the Title IX Office partnered with campus groups such as SGA & UPC to bring speakers and presentations to campus for NSU students, in order to increase their knowledge and awareness of sexual misconduct and the prevention of sexual misconduct. The TIX Office also partnered with outside support groups such as Project Celebration, Inc. in order to provide support for sexual misconduct survivors.

Decision: In AC 2025-2026 the target was met. Based on the analysis of these results, in AC 2026-2027 the Title IX Office will research new ways to present programming to NSU students. Alternative educational programming will be provided to offer various perspectives and energies to students, while capturing their attention, to receive this educational information. Quarterly Student Messenger informational documents will be sent to all students via their NSU email addresses.

Measure 1.3. The University will work with the Athletic Department to provide sexual misconduct education and prevention to all athletes, coaches, and other personnel. The goal is to train 100% of student athletes, coaches, and athletic staff. This training is run by the Senior Woman Administrator, along with the Title IX Coordinator.

Finding: Target Met

Analysis: In AC 2024-2025 the target was met. The Title IX Office and Athletics Department worked together to provide training for 359 (100%) student athletes during the NCAA Attestation due date in November, as required. The Senior Woman Administrator and Title IX worked with athletes, coaches, and members of athletics staff

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from November 30-October 4, 2025, to provide information, training, and programming with every member of the Athletics team. The Title IX Coordinator provided an in-person presentation to all student athletes and staff. Also presenting were the Chief of Police for the Natchitoches Police Department, the Natchitoches Parish District Attorney, and the NSU Vice President for the Student Experience.

In AC 2025-2026 the target was met. The NCAA Attestation due date is in November of each year; therefore, this target was met prior to this date.

Decision: As a result of this partnership, in AC 2025-2026 the target was met. Based on these results, moving forward in AC 2026-2027 the NCAA attestation/compliance date will be met in the month of November. The TIX Office will work closely with the Senior Woman Administrator on annual training during October and November of each year. The TIX Office will also assist the Athletics Department in identifying professional speakers and/or trainers, specifically for student athletes and coaches.

SO 2. The Title IX Office will provide professional training for all faculty/staff members who play an important role in the Title IX team. This training will ensure highly trained and capable roles in the Title IX Coordinator, Case Manager, Advisors, Investigators, Hearing Chair, Hearing Panel, and Appeal members who work inside the process to provide the most professional and informed services possible for our students.

Measure 2.1. The Title IX Office at NSU will utilize fully trained staff to carry out a fair and equitable TIX process. Training will be provided by the Association of Title IX Administrators group, SUNY Sci, Grand River Solutions, Thompson & Horton, and Title IX Solutions.

Finding: Target Met

Analysis: In AC 2025-2026 twenty-nine (29) certifications/badges for fourteen (14) team members were completed by the Title IX Team. The TIX Coordinator scheduled training for each team member. This assisted in accurate record keeping and reporting of training sessions for the team.

Based on the analysis of AC 2025-2026 results, in AC 2026-2027 the Title IX Office will further diversify professional methods of training for TIX team members. New training options and opportunities will help to expand insight and the knowledge base for the team. The Title IX team also hired a new Case Manager and is in the process of providing the required training within their first month of employment.

Decision: As a result of these changes, in AC 2025-2026 the target was met. Based on these results, in AC 2026-2027 new table-top exercises will be implemented over the summer as a form of hands-on training, in addition to formal training sessions. The SUNY training database provided valuable training sessions for all members of the team last year. The University is in the beginning stages of securing an additional

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training database through Grand River Solutions, to further strengthen the TIX team.

Comprehensive Summary of Key Evidence of Improvements Based on Analysis of Results.

The following reflects changes implemented to drive the continuous process of seeking improvement in AC 2025-2026. These changes are based on knowledge gained through the analysis of the results of 2024-2025.

- Provided training to educate students and employees campus-wide on Title IX/Power Based Violence, reporting, and processes.
- Partnered with housing, university police, and the Dean of Students office to provide safety talks to all NSU residential students.
- Partnered with groups such as UPC, and Greek Life to provide Title IX training to students.
- Worked with First Year Experience, and Freshman Connectors, which are student leadership programs, to provide Title IX training.
- UNIV Instructors and the Title IX Office educated every University Studies 1000 student on the Title IX process.
- A highly trained group of faculty/staff members who work inside of the Title IX process provide services for NSU students.

Plan of Action Moving Forward

Moving forward from AC 2025-2026 to AC 2026-2027, the Office of Title IX Compliance will:

- Work to expand methods of programming for educating students and employees on Title IX and prevention, so that all may experience a variety of training methods.
- Seek new professional development opportunities for the Title IX Team, including the newest full-time Case Manager. We will also implement new tabletop exercises as a type of hands-on training, thereby strengthening the team.
- Evaluate the Title IX/Power Based Violence reporting form. Evaluate the TIX complaint process using a case-by-case review to identify any deficiencies in timeliness.

Measure	Key Evidence
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1.2	University Studies 1000 Title IX Component 1,229 students attend the University Studies 1000 Class and receive information on the Title IX process.
1.2	Mandatory Trainings Residential Life-1250 Students Freshman Connector Leaders-24 Students
1.2	Outreach Through Programming, Student Messengers, and Outside Partnerships: Survivor's Circle (Project Celebration, Inc). Student Messengers: What is Consent, Dating Violence Awareness, Safe Bystander Intervention, Stalking Awareness, & Start the Conversation. "In Her Shoes"-Project Celebration, Inc., Pre Denim Day-conversations and crafts, Denim Day observance, Healthy & Safe Love (with NSU counseling), Courage in the Face of Dating with PCI.
1.3	Mandatory, Annual NCAA Athletics Trainings 100% Trained-359 Student Athletes
2.1	Annual Professional Training for TIX Team 100% Trained.