

Fresno State Title IX/DHR iTeam
Meeting Notes
11/29/2023

Attendees:

Debbie Adishian - Astone

Bernadette Muscat

Jamie Pontius - Hogan

Marylou Mendoza Miller

Jim Schmidtke

Mindy Kates

Megan Gorrell

Guests:

Laura Anson – CO Liaison

Paul Forte

1. Introductions

- Laura Anson, our Title IX Liaison from the Chancellor's Office, joined the meeting.

2. Communications Plan Updates

- Submitted communications plan to CO – campus is awaiting feedback from CO
- Begin work on combined Title IX/DHR website:
 - UComm has framework and structure for website.
 - UComm has requested content for website.
 - Debbie will follow up with Lauren Nickerson to have them develop a draft from the input provided previously by the iTeam and then the iTeam and other constituencies can provide input and feedback to customize for Fresno State community.

3. Staffing Updates

- Search underway for AVP for Compliance and Civil Rights – engaged search firm to assist in recruitment; charge meeting is this Friday, December 1.
- Secured funding for a new position in Faculty Affairs to support Employee Relations.
- Secured funding for Intake Coordinator Position in Title IX/DHR Office
- 2nd Full time Deputy Title IX Coordinator position filled – Maxwell Collins Hill starts 12/11/23.

4. Other Updates

- Title IX Coordinator and DHR Administrator are now providing monthly case management reports to Campus Counsel providing more oversight and tracking of cases (red, yellow, green flags) for early alert of cases needing triage or attention.
- Working on processes for Faculty Affairs to utilize Maxient to track status of allegations involving other conduct of concern.
- CO working to establish a pool of investigators...more to come. CO is hiring regional directors for Title IX/DHR that campuses will be able to work with for training, prevention, education, investigations, etc.

5. Draft Title IX Campus Implementation Plan - provide comments to Jamie Pontius-Hogan by December 15th. The CO expects to extend the current due date of December 15 to January 2024.

6. Other Conduct of Concern – ER Workgroup formed at CO to put together guidance, will be released soon; iTeam also discussed needing more system HR support for managerial training on CBAs, CSU policies.