



Log of Training for Title IX Administrators

This list is updated as Training Occurs

Last Update: January 20, 2026

Title of Training	Department/ Company that Provided Training	Date of Training	Administrator Trained	Description of Training	Link to Materials
TIX Advanced Interviewing Techniques and Strategies for Higher Education	ATIXA	Feb 4-5, 2026	Terri Messer		
Intermediate Investigator Training	Grand River Solutions	January 14 & 15, 2026	Terri Messer	This training will provide an in-depth look into the nuances of the investigation process. Participants will discuss strategies for conducting investigations and building a report for the decision-maker that is reliable, unbiased, and thorough.	 Slides (1).zip Jan 14 15 2026 Training Materials
Conducting Fair, Thorough, and Trauma-Informed Sexual Violence Investigation Training	Grand River Solutions	Sept. 16 and Sept. 18, 2025	Terri Messer	The Investigator Training provides a detailed overview of best practices for investigating and adjudicating reports of sexual harassment and sexual and interpersonal violence.	Training Materials
Time With TIX: Adapting Process B for Smaller Institutions	ATIXA	June 26, 2025	Terri Messer	This training focuses on Process A – the formal resolution process for resolving allegations that fall under the 2020 YIX regulations, versus Process B. This resolution process does not fall under the 2020 TX regulations and can often be used for concerns that do not meet the specified definition of TIX but does violate institutional policy.	https://www.atixa.org/resources/time-with-ix-adapting-process-b-for-smaller-

					institutions_slides/?tkn=0d1bf5cd29
2020 Title IX Regulations Refresher and Recertification for Higher Education	ATIXA	April 24, 2025	Terri Messer (TIXC) and Dr. Paul Morgan (DTIX)	This <u>Refresher training</u> aims to fortify participants' understanding of compliance obligations under the 2020 Regulations while addressing the challenges posed by the evolving legal and regulatory environment.	https://www.atixa.org/?download_library_file=102816&tkn=7a64b7d6b1&direct=1
Title IX Compliance and Athletics for Higher Education	ATIXA	March 26, 2025	Head coaches Priddy, Kapales, and Cates	This course covers sexual harassment, sexual misconduct, and cultural challenges in athletics and will also delve deeply into program equity compliance. Attendees will leave with a better understanding of shy program inequities and how to spot red flags and address them.	
Sharpening Your Skills: Best Practices for Conducting Internal Investigations	NAUCA	March 6, 2025	Terri Messer	Compliance with laws and regulations, coordination with various stakeholders, and organization to ensure processes are followed are all needed to conduct just one internal investigation. However, a single incident at a postsecondary institution can trigger multiple investigations by different offices on campus and the discovery of unknown information during those investigations can lead to even more investigations.	NACUA 3/6/2025 Full Webinar Materials
Navigating Professional Ethics in Higher Education	SACUBO	Dec. 12, 2025	Multiple JSCC Leadership team members	In today's rapidly evolving educational landscape, understanding and upholding professional ethics is more crucial than ever. During this session, we'll explore key ethical principles that guide the behavior of faculty, administrators, compliance officers, and other professionals in higher education. Participants will engage in discussions around real-world scenarios, ethical dilemmas, and best practices for promoting ethical decision-making in academic settings	Course Info Link and Participants
2024 Employment Law Seminar	TN Human Rights Commission	Nov. 21, 2024	Terri Messer	Conducting Workplace Investigations; EEOC Update; Navigating Politics and Harassment in the Workplace; Your Employee is Expecting – What to Know	Navigating Workplace Investigations by Deborah Wright.pdf
Washington Update: 2024 Post-Election Analysis	NACUBO	Nov. 19, 2024	Terri Messer		NACUBO Legislative Update 11.19.2024
Advanced Title IX Coordinator Training	Grand River Solutions	Sept. 30 and Oct. 1, 2024	Terri Messer	This interactive training will utilize experiential learning to help attendees navigate complex issues through scenario-based activities and hands-on discussion.	https://www.grandriversolutions.com/ad

					vanced-titleix-coordinator-training/
So the Title IX Rule is Enjoined in Your State - What You Need to Know	Grand River Solutions	July 24, 2024	Terri Messer	What to do now that you are in a state with an injunction?	
New Title IX Regs: Updates to Training Requirements	Grand River Solutions	May 23, 2024	Terri Messer	The Department of Education Office for Civil Rights' newly published Title IX regulations require Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process to be trained on certain topics. Join Andrea Stagg and Joseph Storch to hear about the required training for these roles, and how they differ from the 2020 Final Rule.	
Beyond Sexual Harassment: Conduct Covered by the 2024 Title IX Regulations	Grand River Solutions	May 6, 2024	Terri Messer	The 2024 Title IX final rules amend the current regulations much more expansively than the 2020 rules. The 2020 rules included a narrow definition of sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. The 2024 rules amend the existing framework for addressing sexual harassment but also expand the definition. The rules also, for the first time, prescribe specific procedures to address sex discrimination that isn't sexual harassment. In this session, we'll break down the types of conduct addressed by these rules and indicate which procedures apply.	
New Title IX Regs: Employee Reporting Obligations	Grand River Solutions	April 30, 2024	Terri Messer	Session to discuss employee reporting obligations under the newly-issued 2024 Title IX final rules.	
2024 Title IX Regulations Q&A for Higher Education	ATIXA	April 26, 2024	Terri Messer		https://www.atixa.org/resources/2024-title-ix-regulations-webinar-qa-session-for-higher-education-institutions-on-demand-recording/?tkn=250b890c0f

2024 Title IX Regs: Rapid Response Summary Session	Grand River Solutions	April 25, 2024	Terri Messer		
An Overview for the 2024 Title IX Regulations	ATIXA	April 24, 2024	Terri Messer		https://www.atixa.org/resources/title-ix-regulations-overview-webinar-slides/?tkn=c5ca1cc115
Title IX Compliance & Athletics in Higher Education	ATIXA – Live at Motlow State CC	March 7, 2024	Terri Messer and Coach Michael Winders	The focus of training is preparing TIX and Athletics practitioners with relevant information to build stronger Athletic programs regarding compliance, culture, and equity.	 95087Motlow Athletics 3.7.24.pdf
Social Media's Impact on Title IX Cases and Campus Culture	Grand River Solutions	Feb. 15, 2024	Terri Messer	Review of social media and how it can be used or avoided within TIX.	
Washington Update: Year-End Review and 2024 Preview	NACUBO	Nov. 30, 2023	Terri Messer	This overview webinar covered the latest updates on congressional budget negotiations related to higher education, ED's latest rulemaking efforts, and more.	https://learn.nacubo.org/products/washington-update-year-end-review-and-2024-preview?force_login=1
Pregnancy and Parenting Under TIX	Grand River Solutions	Nov. 8, 2023	Terri Messer	This training explains pregnant and parenting students' rights under TIX; identifies ways to improve and implement campus policies and obligations, share TIX best practices and review probable forthcoming TIX regulations regarding pregnant students.	 Pregnant and Parenting Open Trai
Ensuring Effective TIX Investigations: What TIX Coordinators Should Know	Grand River Solutions	Oct. 19, 2023	Terri Messer	October Dear Colleagues Dialogues session consists of panel experts to assist in preparing fair and equitable investigations, the role of the TIX coordinator in those investigations versus those of the investigator.	 GRS Ensuring Effective TIX Investig
Title IX Two-Part Investigations Training: Conducting Fair, Thorough, and Trauma-Informed	Grand River Solutions	Sept. 12 and 14, 2023	Terri Messer	This training provides a detailed overview of best practices for investigating and adjudicating reports of sexual harassment and sexual and interpersonal violence. The training will address the practical application of trauma-informed principles when conducting fair, neutral, and thorough investigations.	 Trauma Informed Investigations Open

Sexual Violence Investigations					
From One Title IX Coordinator to Another: A Practical Approach to Navigating Beyond Compliance in the Post-Regulatory World	Grand River Solutions	Sept. 5 and 6, 2023	Dr. Paul Morgan and Terri Messer	The role of the Title IX Coordinator is increasingly complicated. Title IX compliance continues to shift at federal and local levels and the role of the Title IX Coordinator is constantly evolving. This comprehensive course will provide those serving in this critical role with an up to date overview of legal requirements and practical strategies for developing and implementing a Title IX program that is legally compliant and best serves campus communities. The two-part training will provide an overview of what is required of a coordinator, breaking it down into the three major functions of the role: (1) Prevention and Education; (2) Response; and (3) Compliance.	 September 5 & 6 2023 Open TIX Coor
Title IX Decision Makers: Conducting Fair, Equitable, and Compliant Title IX Hearings	Grand River Solutions	Aug. 22 and 24, 2023	Terri Messer	This two-day training event is practical and experiential in nature; during the training, participants will learn how to conduct a fair, impartial, and compliant process. Day one includes a step-by-step overview of the hearing process, and during day two, participants will apply their knowledge and practice skills during a mock hearing scenario. Day two concludes with a debriefing session to ensure confidence in bringing the learned skills back to campus.	 Open Decision Maker Training Day  Day 2 Decision Maker Training Day
Title IX Alternative Resolutions Training	Grand River Solutions	Aug. 23, 2023	Terri Messer	Participants learn about the different types of resolution process and when to use which type, as well as useful techniques and strategies to conduct successful resolution processes. The training will also cover practical tips for conducting resolution processes impartially and how to avoid prejudgment, conflicts of interest, and bias as a facilitator of alternative resolutions, and includes the requirements under the May 2020 Title IX Regulations.	 Alternative Resolutions Open T
NPRiMer: Preparing for the 2023 Title IX Regulations for Higher Education	ATIXA	July 6, 2023	Terri Messer	This full-day course will explore the procedural and substantive elements of the proposed Title IX regulations against the backdrop of ATIXA's best practices approach for institutional sex-based discrimination and harassment grievance procedures, as well as more specific requirements for non-discrimination based on pregnancy or related conditions. Title IX professionals will leave this course with a solid understanding of the proposed requirements for the various phases of the Title IX Grievance Process, training, and reporting; awareness and response requirements for pregnant and parenting students and	 ATIXA NPRiMer Preparing for 2023 T

				employees; protections for LGBTQIA+ individuals; and the scope and applicability of Title IX.	
Athletics Compliance Update	Bricker Graydon & SIU	June 22, 2023	Terri Messer	This update training covers the recent developments in collegiate Athletics, specifically the transgender students ruling, NIL, attestation updates for NCAA, and betting.	 Athletics Compliance Update
FERPA 201: Data Sharing	Dept of Education/Thomason Reuters	June 21, 2023	Terri Messer	This course examines in greater depth and details some of the concepts introduced to you in our “FERPA 101” course. It provides an overview of the Family Educational Rights and Privacy Act (FERPA) provisions that relate to protecting the privacy of education data when data sharing. Remember that FERPA does not apply to truly de-identified data. It only applies to Personally Identifiable Information (PII) from students’ education records. The course is intended to help clarify how educational agencies may share data under the FERPA regulations while protecting the privacy and confidentiality of their education records.	
Reasonable Accommodations in the Title IX Process	ATIXA	June 15, 2023	Terri Messer		
Addressing Inappropriate Employee Behaviors	ATIXA	June 15, 2023	Terri Messer	Training that examines potential challenges with inappropriate employee behaviors surrounding evolving ideas of appropriate/acceptable interaction, notions, power imbalance, consensual relationship, unwanted vs. unwelcome conduct, and social mead/attention on misconduct in an institutional setting.	82126ATIXA-20-MTT_Employee_Behaviors.pdf
Pregnancy & Parenting	Bricker Graydon & SIU	June 15, 2023	Terri Messer	Training on the latest regulations surrounding non-discriminative actions toward pregnancy and parenting students and employees.	 Bricker Graydon siu-school-of-law---
Time with IX: Title IX & DEI - The Intersection of our Work Amidst Pending Regulations and 2023 Political Climate	ATIXA	June 9, 2023	Terri Messer	Panel discussion on specifics of diversity, inclusion, and equity changes surrounding the divisive concepts and freedom of expression regulations.	https://tngconsulting.zoom.us/j/83529570667
AI Goes to College	Bricker Graydon & SIU	June 8, 2023	Terri Messer	Artificial Intelligence and Higher Education intersection relates to risk allocation, insurance, data privacy and security, academic integrity, bias, accessibility, copyright, etc.	Bricker Graydon & SIU CLE Series- AI Goes to College

					Webinar Slides pdf.pdf
2022 FERPA 101: Colleges and Universities	Dept of Ed/Thomson Reuters	May 17, 2023	Terri Messer		
Mandated Reporting for Higher Education Institutions	ATIXA eTraining www.atixa.org (Association Title IX Administrators)	May-June 1 2023	Terri Messer	Mandated Reporter Training for Higher Education Institutions explains the reporting responsibilities for incidents involving members of your campus community. The requirements integrate federal law and regulations, state law, and institutional policy.	https://www.atixa.org/resources/mandated-reporter/
Title IX Coordinator Training Course	NACUA www.nacua.org (National Association College University Attorneys)	Spring 2023	Terri Messer	Title IX Coordinators oversee the entire breadth of an institution's Title IX compliance efforts. This includes gender discrimination, sexual harassment, retaliation, sexual assault, and athletics. These are significant responsibilities. To be effective, Coordinators should be well-versed in the procedures, policies, and training mechanisms in place for addressing campus sexual harassment, sexual violence, and equity in athletics. Title IX Coordinators must receive appropriate training to handle the position's multiple responsibilities successfully. – 9 modules over five months.	https://members.nacua.org/cvweb_nacua/cgi-bin/msascartdll.dll/ProductInfo?WRP=ProductInfo_multiple.htm&PRODUCTCD=OCM-TIXOC2
Proposed Title IX Regulations for Trans Student-Athletes	ATIXA www.atixa.org (Association of Title IX Administrators)	April 14, 2023	Terri Messer	A review of the Rulemaking Timeline surrounding new regulations for trans-student-athletes.	https://www.atixa.org/resources/proposed-title-ix-regulations-for-trans-student-athletes-explore-with-the-experts/?tkn=30a6d2b252
Title IX Training Recording Session 2	TN Board of Regents via Saul Ewing Arnstein & Lehr https://www.tbr.edu/student-	Feb 3, 2023	Terri Messer	Conducting Investigation; Conducting Hearing; Conducting Appeals and Informal Resolution – 3 hours	https://www.youtube.com/watch?v=1Ey8cY6RmEw

	<u>success/offic e-student- success- initiatives</u>				
Title IX Training Recording Session 1	TN Board of Regents via Saul Ewing Arnstein & Lehr https://www.tbr.edu/student-success/office-student-success-initiatives	Jan 3, 2023, originated 8/27/2020	Terri Messer	Final Regulations Update & Training Framework, Title IX - Covered Conduct; Responding to Allegations; How to Serve Your Role Impartially – 3 hours	https://www.youtube.com/watch?v=usrFxXx1gOr0
OCR Webinar	TN Board of Regents via US Dept of Education https://www.tbr.edu/student-success/office-student-success-initiatives	Feb 7, 2023	Terri Messer	This webinar discusses the new protections the Department's new Title IX regulations provide to individuals who allege sexual harassment or sexual assault.	https://www.youtube.com/watch?v=i-BCnhUsJ4s
OCR Webinar	TN Board of Regents via US Dept of Education https://youtu.be/48UwobtiKDI	Jan 6, 2023	Terri Messer	OCR presents this webinar on the Due Process Protections contained in the Department's new Title IX Rule – 16:48 minutes	https://www.youtube.com/watch?v=48UwobtiKDI
Level 2 Higher Education Title IX Decision Maker Training	<u>Bricker and Eckler</u>	Summer 2020	Pete Hanson	Specific training for decision-makers on jurisdiction, definitions, and how to conduct a live hearing.	The second item listed under PowerPoint Presentations

Level 1 Title IX Basics & Clery Training	<u>Bricker and Eckler</u>	Summer 2020	Pete Hanson	Training covering sexual harassment in 106.30, the scope of the educational program, investigating and grievance process including hearings and serving impartially.	The first item listed under PowerPoint Presentations
Title IX Investigator Training			Jeanne LaHaie		
Title IX Hearing Officer Training			Jeanne LaHaie		
Title IX Investigator Training			Kat Hart	This class is designed to provide a comprehensive understanding of investigating incidents of alleged policy violations related to sex-based harassment in higher education from start to finish, with an emphasis on complying with applicable Clery Act and Title IX regulations and guidance.	<u>https://www.dstafffordandassociates.com/title-ix-investigator-track/</u>