



University Title IX Coordinator

Cornell University invites nominations and applications for the position of University Title IX Coordinator. Reporting to the Vice President and Chief Human Resources Officer, the University Title IX Coordinator will lead and provide strategic vision for Title IX efforts for students, faculty, and staff across multiple campuses. The University Title IX Coordinator (Coordinator) must display a vigorous intellect, be deeply knowledgeable about applicable law and policy, and be able to maintain a neutral and balanced perspective in the face of varied pressures and demands. At the same time, the Coordinator must be able to work productively and equitably one-on-one with individuals facing complex, highly charged, and sometimes traumatic situations. Because approximately 14,000 of Cornell's more than 23,000 students are undergraduates, the Coordinator should be able to understand the perspective of undergraduates while also possessing the gravitas to interact credibly with leaders at the highest levels of the University. The Coordinator will be supported by a dedicated staff of Title IX deputy coordinators and investigators and find collegial partners in the offices of the President, Student and Campus Life, and the University Counsel.

ABOUT CORNELL UNIVERSITY

Founded in 1865 by State Senators Ezra Cornell and Andrew Dickson White, Cornell has been described as the first truly American university because of its founders' revolutionarily egalitarian and practical vision of higher education. Today, in addition to its private, Ivy League identity, the University remains dedicated to its land-grant mission of outreach and public service. The University's total operating budget is approximately \$4 billion. Through the continued generosity of alumni and solid fiscal management, Cornell has a private endowment of nearly \$6 billion. Federal and non-federal research expenditures amount to more than \$800 million per year. The 2018 edition of the U.S. News & World Report ranked Cornell 14th among national universities.

Cornell is a private research university that provides an exceptional education for undergraduates and graduate and professional students. Cornell's colleges and schools — including four “contract colleges” (operated by Cornell under contract with New York state) — offer 80 undergraduate majors and 108 graduate fields of study across 100 academic departments, many of which provide opportunities for learning and engagement that span the state, the nation and the world.

Undergraduate colleges and schools include The College of Agriculture and Life Sciences, which co-houses the Dyson School of Applied Economics and Management; the College of Architecture,

Art and Planning; the College of Arts and Sciences; the College of Engineering; the SC Johnson College of Business, comprising the School of Hotel Management and the Dyson School of Applied Economics and Management; the College of Human Ecology; and the School of Industrial and Labor Relations. The College of Agriculture and Life Sciences and the College of Arts and Sciences are the two largest undergraduate units at Cornell.

Graduate and professional units include The Graduate School, Cornell Law School, the Johnson Graduate School of Management (within the College of Business), and the College of Veterinary Medicine.

With top ranked programs in fields ranging from engineering to architecture, the University confers approximately 7,000 degrees annually. Total enrollment as of fall 2017 includes 14,907 undergraduates, 5,605 graduate students, and 2,504 professional students for a total of 23,016 students. Across all the units, majors in engineering, agriculture, biological sciences, business, and social sciences are the most popular among undergraduate students.

Cornell accomplishes its mission through the work of nearly 20,000 employees including 1,600 faculty and 8,000 staff on the Ithaca campus. Staff, faculty, and students thrive at Cornell because of its unparalleled combination of quality and breadth; its open, collaborative and innovative culture; its founding commitment to diversity and inclusion; its vibrant rural and urban campuses; and its land-grant legacy of public engagement. Employees may access a rich array of services, programs and benefits to help advance in their career and enhance their quality of life, including generous employer-sponsored retirement plans, wellness offerings, educational benefits for employees and their children, professional training and development opportunities, childcare and adoption assistance, parental leave, and flexible work options. In 2017, Forbes named Cornell to their list of America's Best Large Employers.

Our main campus is located in Ithaca, New York, but our reach spans the globe. Cornell has campuses in New York City and Doha, Qatar, as well as dozens of research stations in New York State and beyond.

As it turns the page on its sesquicentennial celebration, Cornell embraces traditional liberal arts education, practical applications of knowledge, and interdisciplinary and collaborative approaches to research and teaching. It champions free and open intellectual inquiry and expression, treats all individuals with dignity and respect, celebrates difference and diversity, and remains open and accessible to all who meet its high academic standards.

UNIVERSITY LEADERSHIP

[Martha E. Pollack](#) is the fourteenth president of Cornell University and professor of computer science, information science, and linguistics. She took office on April 17, 2017. President Pollack aspires to sustain and enhance Cornell's academic distinction, to support a culture of educational "verve," and to ensure that Cornell fulfills its civic responsibilities. Emphasizing the university's obligation to promote humane and rational values, she supports investing in faculty and in an environment conducive to their success. She also aims to develop synergies among and within Cornell's campuses, building on the vision of "One Cornell." Pollack was previously the provost and executive vice president for academic affairs at the University of Michigan.

[Mary Opperman](#) serves as vice president and chief human resources officer for Cornell University, overseeing approximately twenty thousand staff and faculty on campuses in Ithaca, Geneva, New York City and Qatar. Mary's portfolio includes oversight of the Division of Human Resources, the Office of Inclusion and Workforce Diversity, Title IX Compliance, and the Center for Regional Economic Advancement. Cornell has received numerous workplace awards as a result of exceptional human resource programs under Mary's leadership. Prior to joining Cornell in 1996, Mary spent 13 years in the human resource function at Harvard University.

STUDENTS AND STUDENT LIFE

Cornell is home to nearly 15,000 undergraduates from every region of the United States and more than 100 countries. Among the undergraduate student body, 55 percent of students are female, 43 percent identify as minorities, and 11 percent are international. Undergraduate admission to Cornell is highly selective: the acceptance rate for the Class of 2021 was 12.7 percent, with an average SAT score of 1490. More than 8,000 students are enrolled in graduate and professional programs. Of Cornell's 5,605 graduate students, 16 percent identify as minorities (including underrepresented minorities), and 47 percent are international. Among the 2,504 professional students, 16 percent identify as minorities, and 33 percent are international. In addition, more than 1,200 international scholars from 88 countries teach and conduct research on Cornell's Ithaca campus.¹

The University's commitment to student access is reflected in its generous financial aid program based on a need-blind admission process and a need-based aid program. Cornell's total institutional grant and scholarship budget is approximately \$250 million. In the current academic year, approximately 46 percent of enrolled undergraduate students are receiving some form of need-based financial aid, with 15 percent of students are receiving Pell grants. The average total aid award is approximately \$47,000 per aided student, with about \$40,000 coming in the form of grants and scholarships from institutional, government, and private sources.

Cornell students are intellectually engaged, committed to service, and seek impact on a global scale. These traits are reflected in the more than 1,600 students who study abroad in over 87 countries as well as in the many prestigious international fellowships they receive annually. Cornell is regularly cited as a top producer of Fulbright, Gilman, and Boren scholarships for research, study and teaching abroad. Cornell is one of just 16 universities that rank among the top 20 in the number of both [Fulbright Students](#) and [Fulbright Scholars](#), according to the U.S. Department of State and the Institute of International Education. In 2016–2017, [15 Cornell students traveled abroad on Fulbright U.S. Student Program fellowships](#), while [six Cornell faculty members pursued research and writing projects as Fulbright Scholars](#). The University has also had 31 Rhodes Scholars and 33 Marshall Scholars, among other national awards.

Student Organizations and Activities

All student organizations register with the [Campus Activities Office](#). Groups must register each academic year. As a registered student organization (RSO), groups are allowed to reserve space on campus, hold events on campus, use Cornell's name and artwork, and qualify for club insurance through the Student Assembly's Club Insurance Program. In 2016-17, more than 1,000 student

¹ Data does not include Weill Cornell Medicine.

organizations registered with the office. Groups ranged from acapella groups, to academic groups, to sport clubs.

The Department of Athletics and Physical Education strives to provide students with powerful and meaningful participatory experiences in keeping with the high standards of Cornell, [the Ivy League](#), [The Eastern College Athletic Conference](#), and the [National Collegiate Athletic Association](#). In all, Cornell competes in 37 sports at the varsity level.

In addition, currently, one-third (4,500+ students) of the undergraduate student body belongs to [one of the 64 recognized fraternities or sororities](#) that make up the community. Individually these organizations present members with unique personal development opportunities. Collectively the fraternity and sorority community provide thousands of students the platform from which they contribute tens of thousands of hours their time and hundreds of thousands of dollars to local, regional and global communities, annually.

CAMPUS AND LOCAL REGION

The Ithaca campus sits on 2,300 acres in the heart of the Finger Lakes region. Ithaca, located roughly halfway between Manhattan and Toronto, offers a wealth of arts, culture, and activity while maintaining a quaint college-town feel. Outdoor enthusiasts can take advantage of the multitude of rolling hills, breathtaking gorges, hiking trails, and lakes offering countless nature-driven activities. The city of Ithaca has been named one of the top 100 places to live, a top 10 recreation city, a best green place to live, and one of the "foodiest" towns in America.

UNIVERSITY COMMITMENT TO TITLE IX

Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members. To this end, Cornell will not tolerate sexual and related misconduct. Through Cornell University [Policy 6.4](#), and the applicable procedures for [students](#), [staff](#), and [faculty](#), the university provides means to address bias, discrimination, harassment, and sexual and related misconduct, including gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, and sexual exploitation. Furthermore, through collaboration across Cornell's colleges and divisions, Cornell is committed to providing prevention and awareness education in order to foster a positive, respectful, and safe climate for all members of our community.

The Cornell University Council on Sexual Violence Prevention was established in 2012 in response to the need for a campus and community-wide approach to preventing and effectively responding to sexual violence.

In the fall 2017 a new [Coalition on Sexual Violence Prevention](#) replaced the Council but will continue to pursue the established priorities for the campus community.

The Coalition supports institutional compliance with requirements imposed by local, state, and federal laws and regulations including but not limited to:

- The Clery Act, as recently amended by §304 of the reauthorization of the Violence Against Women Act (VAWA).

- Title IX of the Education Amendments of 1972 (including the guidance included in the April 2011 “Dear Colleague” letter).
- §6431 of Article 129-A of NYS Education Law.

Through its meetings, and committees, the Coalition examines the campus environment, considers prevention strategies, policies, procedures, and services and explores opportunities for fostering cultural change, reducing risks, and increasing support for members of the community affected by sexual violence.

The Coalition is chaired by [Ryan Lombardi](#), Vice President, Student & Campus Life, and [Mary Opperman](#), Vice President, and Chief Human Resources Officer, and is composed of staff and faculty members, students, as well as local service providers.

ROLE OF THE UNIVERSITY TITLE IX COORDINATOR

The Title IX Coordinator oversees the University’s compliance with Title IX; its ongoing education and primary prevention efforts; its investigation, response, and resolution of all reports of sexual and related misconduct under this policy; and its efforts to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. The Coordinator serves as a central resource for all Cornell University constituencies on the wide range of issues addressed by Title IX, the Clery Act, NYS Education Law Article 129-B (NYS 129-B), and [Cornell University Policy 6.4](#).

The [University Title IX office](#) conducts investigations and manages the hearing process for all cases involving students, faculty, and staff. The office also oversees the Title IX process and related issues on the Cornell Tech Campus located in New York City, and on Cornell’s campuses around the globe. The University Title IX Coordinator’s staff includes the following direct reports:

- Deputy Title IX Coordinator for Investigations/Lead Title IX Investigator
- Lead Title IX Investigator (3)
- Title IX Case Manager

A key aspect of the Title IX Coordinator’s responsibilities will be supporting and advancing sexual assault and harassment prevention and education efforts coordinated by a wide variety of partners across the University. The Division of Student and Campus Life houses many of the staff members who lead prevention and education efforts, and the Coordinator works closely with those in the following areas on their common goals;

- Residential and New Student Programs
- Skorton Center for Health Initiatives
- Dean of Students Office
- LGBT Resource Center
- Women’s Resource Center
- Athletics & Physical Education

Other critical partners with whom the Coordinator and their colleagues work across the larger University on a wide range of matters include:

- Complainant's Advisors and Judicial Codes Counselors (Cornell law students, supervised by law school faculty, who serve as advisors to complainants and respondents upon request)
- The Victim's Advocate
- Office of the Judicial Administrator
- Cornell University Police Department
- College Academic Advising Offices
- The Title IX Coordinators at Weill Cornell Medical College, which separately administers Policy 6.4 and its Title IX compliance

The Coordinator serves as the University's central expert on Title IX and will be expected to work flexibly and skillfully across a wide range of divisions, and even campuses, to ensure that all of the University's processes and practices are aligned with its highest standards and commitments.

OPPORTUNITIES AND CHALLENGES

The top priorities for the University Title IX Coordinator include:

- Work collaboratively and proactively with campus and community partners to create a campus climate that is equitable, safe, and welcoming for all members of the Cornell community;
- Coordinate and monitor all pending formal complaints related to Title IX, the Clery Act, NYS 129-B and Policy 6.4, including communicating clearly with all parties, investigators, hearing panels/chairs, and appeal panels to ensure timely completion of investigation and adjudicatory processes;
- Be available to advise any student, faculty, or staff member about the courses of action available at the university, including those individuals wishing to initiate a formal complaint;
- Partner closely with the Division of Student and Campus Life to further extend the reach and impact of prevention and education efforts around sexual assault and harassment, particularly for undergraduate students;
- Provide continued leadership and support for the talented staff with the University Title IX office in the form of mentorship and professional development opportunities;
- Maintain comprehensive knowledge of ever-changing national trends, best practices, and relevant state and federal laws and monitor the university's policies, practices and procedures accordingly, including overseeing drafting and revision of such policies and procedures as needed;
- Assess the effectiveness of the university's efforts to prevent and respond to gender-based violence and harassment by working with Cornell University Institutional Research and Planning to collect data and analyze trends, including overseeing mandated climate surveys; and,
- Provide updates to the Cornell University Board of Trustees, the Cornell University President, and other senior administrators.

DESIRED QUALITIES AND CHARACTERISTICS

The ideal candidate will have a sophisticated understanding of and significant experience with Title IX and related policies and the ways in which it intersects with multiple and highly varied constituencies. Because many of the individuals with whom the Coordinator will work closely hold J.D.'s (e.g., the Title IX hearing board chairs, the Title IX investigators, the University Counsel and her colleagues, the law school students and faculty who may serve as advisors to complainants and respondents), it will be essential for the Coordinator to possess a J.D. as well.

Additional desired qualifications and characteristics for the Coordinator include:

- Sharp intellect and keen understanding of the ways in which the conversation around Title IX and other relevant laws is rapidly evolving nationwide and ability to anticipate potential issues before they arise;
- Ability to demonstrate leadership, build rapport, and navigate complex issues on a highly decentralized campus with students, faculty, and staff;
- Sensitivity to and thorough understanding of the many experiences and expressions of trauma caused by sexual violence and harassment;
- Sensitivity to and thorough understanding of the many experiences on college campuses related to gender, gender identity, and sexual orientation.
- Patience, gravitas, and high degree of discretion in order to maintain confidential information;
- Strong written and oral communication, presentation, organizational, planning, analytical, problem solving, and conflict resolution skills;
- Talent for listening as well as experience facilitating difficult conversations with and among a wide range of constituencies both on and off campus; and
- The maturity and integrity to exercise sound judgment and maintain a clear and steady commitment to the highest and best principles, particularly when faced with complex, ambiguous, and highly charged situations.

CONTACT

Please send nominations, applications, and queries in confidence and electronically to:

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Diversity and Inclusion are a part of Cornell University's heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.