

Executive Summary

Review of Sexual Misconduct Prevention and Response at Carleton College

In January 2023, Ben Bradley, Assistant Director for Violence Prevention at Dartmouth College, and Danielle Hermann, Associate Vice President of Equity Compliance & Title IX Coordinator at the University of St. Thomas, were retained to provide a comprehensive assessment of the Sexual Misconduct Prevention and Response (SMPR) function located in the Division of Student Life. This document provides a summary of findings and related recommendations.

Overview

The greatest strength of Carleton's SMPR function is the leadership of the Title IX Coordinator and the collaborative commitment to sexual misconduct and response across the Division of Student Life. For this program to continue to grow a review of organizational structure should be a top priority.

Findings

- Strengths:
 - SMPR leadership and divisional collaboration: This area has grown in a significant way under the leadership of the current Title IX Coordinator. There is a camaraderie and clear commitment to the work among the many student, faculty, and staff volunteers who support this function.
 - SMPR training: Both the general student population and those who serve in process volunteer capacities receive a wide array of general and specialized trainings. Volunteers in particular seemed well-equipped to perform their roles at a high level.
- Challenges:
 - *Retaining staff*: Sexual misconduct prevention and response are persistently high turnover areas for colleges and universities, and it is very difficult to find and hire new staff to fill these roles, with the Title IX Coordinator role being particularly difficult to fill.
 - *Structure*: The reporting structure of both the Title IX Coordinator and Deputy Title IX Coordinator roles does not reflect the institutional breadth and significance of the Title IX Coordinator role and creates risks of insufficient case communication to the Coordinator.
 - *Programming*: Students and staff expressed a desire for more consistent and specialized programming across and throughout the student experience to increase knowledge in these areas and demonstrate institutional commitment.

Recommendations

1. **Take steps to systematize Title IX function and retain the current Title IX Coordinator**, including a salary review, a training and process review to systematize Title IX functions, strengthening and clarifying a plan for out of office coverage, conducting a stay interview, investing in professional development opportunities, and creating a wellness plan.
2. **Review the organizational structure of the Title IX and Deputy Title IX Coordinator positions**, including moving the Title IX Coordinator position out of the Division of Student Life and restructuring the Deputy Title IX Coordinator position.
3. **Professionalize the SMPR department**, including formal recognition as an office/department, transitioning employee compensation from hourly to salaried, and separating the prevention role from Title IX response.
4. **Review office space** to ensure security, common workspace, and appropriate community access.