

**University of Alaska Anchorage OEC Brief
Academic Year 2023-2024
May 2024 Board of Regents Meeting**

Effort	Comments																								
<p>Training</p>	<p>In the Fall semester, the OEC staff facilitated in person Title IX training to employees and students, in addition to the online availability. Spring semester data was not collected.</p> <p>Title IX Employee Training Completions:</p> <table border="1" data-bbox="643 793 1075 1024"> <thead> <tr> <th>UAA Campus</th> <th>Student</th> </tr> </thead> <tbody> <tr> <td>Anchorage</td> <td>91%</td> </tr> <tr> <td>KPC</td> <td>94%</td> </tr> <tr> <td>Kodiak</td> <td>94%</td> </tr> <tr> <td>MSC</td> <td>99%</td> </tr> <tr> <td>PWSC</td> <td>85%</td> </tr> </tbody> </table> <p>Title IX Student Training Completions:</p> <table border="1" data-bbox="643 1129 1075 1360"> <thead> <tr> <th>UAA Campus</th> <th>Employee</th> </tr> </thead> <tbody> <tr> <td>Anchorage</td> <td>50%</td> </tr> <tr> <td>KPC</td> <td>33%</td> </tr> <tr> <td>Kodiak</td> <td>25%</td> </tr> <tr> <td>MSC</td> <td>33%</td> </tr> <tr> <td>PWSC</td> <td>44%</td> </tr> </tbody> </table> <p>Title IX Training Completed by Title IX Employees: All UAA Office of Equity and Compliance staff training is maintained at https://www.uaa.alaska.edu/about/equity-and-compliance/contact.cshtml.</p> <p>Title IX Training Annual for Residence Life: UAA Residence Life staff receive in person Title IX training in both the Fall and Spring semesters.</p> <p>Bystander Training: UAA continues to provide training using the Bringing in the Bystander training program. These trainings are offered to students by Peer Health Educators through the Student Health and Counseling Center.</p>	UAA Campus	Student	Anchorage	91%	KPC	94%	Kodiak	94%	MSC	99%	PWSC	85%	UAA Campus	Employee	Anchorage	50%	KPC	33%	Kodiak	25%	MSC	33%	PWSC	44%
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<p>Title IX General Updates</p>	<p>Advocacy: Community resources, such as STAR and AWAIC continue to be available to students. These organizations partner with UAA on DVSA events. On campus confidential resources can be found in the Student Health and Counseling Center.</p> <p>Rights: Complainants are provided rights and resources immediately and resources at the time they are notified that a complaint was received and an investigation will occur.</p> <p>Website: The UAA Office of Equity and Compliance was updated in the beginning of the academic year.</p> <p>Rights Notice: UAA students and employees received notification in September, 2023. Additionally, departments with off-campus curriculum ensure that their MOU/MOA's include expectations on nondiscrimination.</p>
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p>Prevention activities for students are led by the Dean of Students Office, Alcohol Drug and Wellness Education. The Domestic Violence and Sexual Assault Coalition has continued to meet regularly throughout the academic year, and consists entirely of volunteer members. The DVSA team organized events for Sexual Assault Awareness month, as well as provide visual information throughout the year to raise awareness (stalking, etc.)</p> <p>Information on Bystander Intervention, Alcohol and Drug Wellness activities and the DVSA Coalition for Change can be found on the UAA Student Health and Counseling Center webpage. In addition, there is ample resources and support information for LGBTQ + provided. The Multicultural Student Services and Pride Center continues to develop their resources and expand their initiatives.</p>
<p>Community & Campus Engagement</p>	<p>Currently, the Office of Equity and Compliance is working with university stakeholders.</p> <p>OEC meets weekly with the Dean of Students Office, Residence Life and the University Police Department, and OEC meets bi-weekly with Human Resources. The TIX Lead Investigator participates on the Clery Statistics Subcommittee, as well as the Clery Compliance Subcommittee.</p> <p>OEC facilitates a quarterly teleconference with TIX liaisons at the satellite campuses, and are scheduled for in person trainings on those campuses I</p>

	<p>Fall 2024. OEC participates in tabling events when resources are available to do so, as well as leads discussions and trainings upon invite.</p>
<p>Challenges</p>	<p>Staffing/Workload: Currently, the UAA OEC consists of three positions, with one being fully remote. In the spirit of cooperation, for the entirety of this academic year, UAA has managed ongoing investigations from the other MAUs. This is indicative of the positive collaboration between the MAUs and has prevented the need for contracted investigators. As UAF and UAS OEC offices fill vacant positions, there will be a decreased need for workload sharing.</p> <p>We plan to increase UAA OEC staff by one, amending the vacant investigator position to an administrative position. This is to address the data and case management input needs and the resource tabling and training deficiencies in the office. This position is anticipated to be in place by the Fall semester.</p> <p>With the federal regulation changes, we anticipate increased reporting that must be addressed by OEC due to enhanced jurisdiction. The need for an increase in staff will be assessed in the academic year 2024-25.</p> <p>New Title IX Policy: New Title IX regulations from the federal government were released on April 19, and the initial draft policy and implementation plan was created on April 30. The federal government requires implementation by August 1, requiring focus by OEC leadership over the summer semester. This will also entail prioritized focus of leadership in Student Conduct, Disability Services and Human Resources, to ensure that all policies work in conjunction together.</p> <p>Current OEC Policy: Aside from BOR 01.04 (Title IX,) OEC work over this past academic year highlighted other areas where policies leave room for varying and conflicting interpretations. The result is that some appeals and reviews are done by those untrained in these areas. OEC Directors are working with General Counsel on amendment and alignment of these policies, and the new federal regulations will now require adequate training of any person delegated to review of appeals.</p> <p>Statewide OEC Functions: The OEC Directors are continuing to review the statewide functions that were previously held by the statewide OEC position. We are developing a plan to assign accountability for tasks and</p>



	<p>ensure an equitable distribution of duties amongst the MAU's, with continued statewide input.</p> <p>Prevention and Training: During the VRA, a UAA position for prevention and education coordination, went vacant and was dissolved after approximately two years. Federal requirements remain for prevention and programming under VAWA, which are minimally handled by a volunteer group (DVSA) and by part time staff in the Student Health and Counseling Center. Options are being explored to focus more attention on prevention activity for students.</p> <p>ADA: The role of ADA Coordinator was added to each of the OEC Directors duties, and the onboarding and training for those duties are still in development. Statewide meetings have recently been initiated to include DSS, HR ADA and OEC to discuss process and consistency.</p>
<p>Successes</p>	<p>Statewide Collaboration: The collaboration and relationship building between the statewide OEC offices has strengthened, despite the leadership turnover in the offices. With an agreement of three in person meetings per year, this has shown to be a great benefit in developing a collaborative working relationship and a team environment amongst all of the staff.</p> <p>OEC Staff: As all of the current UAA OEC staff have been in their positions for several years, the knowledge and skill level within the office has increased. This has influenced the ability to provide prompt and timely investigations, as well as in assisting other MAUs.</p> <p>Between January and April, UAA OEC received 72 reports and initiated six formal investigations. In comparison, a total of 134 reports were received in the Fall semester (July through December,) with five initiated investigations. There has been an increase in the willingness of complainants to move forward with the formal investigative process, which may be indicative of a changing climate.</p>