NO TURNING BACK:
2024, A Challenging Year in Higher Education’s Reformation Moment
Peter F. Lake “Spirit of the Law” Award

A annual award named for an influential Stetson Law professor will reward students who go above and beyond in the field of higher education law and policy.

In Fall 2022 the Stetson Law community celebrated the full endowment of the award, the Peter F. Lake “Spirit of the Law” Endowed Annual Award.

Each year, the award will be given to a graduating Stetson Law student who has dedicated time and service to the advancement of higher education law and policy and who has exemplified the “spirit of the law” by promoting development of character, competence, and access to the law.

Nearly a dozen alumni and other members of the higher education community helped endow the award.

Among key contributors was alumnus and speaker at this year’s conference, Jim Haggerty, J.D. ’92, who has known and worked with Lake for many years. He said naming a scholarship after Lake is the perfect way to recognize his contributions.

“Professor Lake epitomizes everything that is good about Stetson Law – that unique combination of the academic and the practical,” Haggerty said of Lake. “He thinks about both what the law is and what it should be. His reputation in higher education circles is well-deserved.”

Would you like to donate?

Interested members of the higher education community can contribute a gift to this fund by visiting the Stetson Law donation page and specifying that they’d like to give to the Peter F. Lake “Spirit of the Law” Award.
Conference Information

Registration Desk
The registration desk will be open during the following times for check-in and materials pickup:

- **Wednesday, March 6**: 5:30 p.m. – 8:00 p.m.
- **Thursday, March 7**: 7:30 a.m. – 5:00 p.m.
- **Friday, March 8**: 7:30 a.m. – 5:00 p.m.
- **Saturday, March 9**: 7:30 a.m. – 5:00 p.m.
- **Sunday, March 10**: 7:30 a.m. – 3:30 p.m.

You will only sign in once to pick up your materials and name badge for the entire conference.

Those attending the post-conference session on Monday, March 11th (separate registration required), will need to check in on the third floor conference level near Sandpiper I/II. Check in begins at 7:30 a.m.

Name Badge
Attendees—wear your name badge to all sessions and conference events. Name badges are required for admittance to all conference events. Badges are available for pickup at registration.

Conference Leadership

**Peter Lake, Director**
Conference Chair
Professor of Law
Charles A. Dana Chair and Director
Center for Excellence in Higher Education Law and Policy

**Jody Shipper**
Conference Honorary Co-Chair
Co-Founder & Managing Director,
Grand River Solutions

**Grace Moseley**
Center Coordinator
Center for Excellence in Higher Education Law & Policy

**Virginia Profeta**
Center Fellow
Center for Excellence in Higher Education Law & Policy

Wyndham Grand Clearwater Beach

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Hotel Amenities
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Things to do in the area (less than 20 miles away)
- Pier 60 and Beach Walk Promenade
- Clearwater Beach Marina
- Clearwater Marine Aquarium
- Ruth Eckerd Hall (Clearwater)
- Westfield Countryside Mall (Clearwater)
- Tarpon Springs Sponge Docks (Tarpon Springs)
- The Dali Museum and Chihuly Collection (St. Petersburg)

Visit visitstpeteclearwater.com for additional information

Stetson University College of Law | stetson.edu/law

Stetson University College of Law, Florida’s first law school, has prepared lawyers and leaders since 1900. Today, Stetson leads the nation in blending legal doctrine with practical training, evidenced by its top-ranked programs in advocacy and legal writing. Through our academically rigorous curriculum and commitment to social responsibility, Stetson lawyers are ethical advocates ready to succeed in the legal profession.

Scan code for schedule, speakers and more
WEDNESDAY, MARCH 6

5:30 p.m. – 8:00 p.m. | Welcome: Meet Your Fellow Attendees, Speakers, and Conference Hosts
(Hotel Lobby)

5:30 p.m. – 8:00 p.m. | Registration (Dunes Foyer)

THURSDAY, MARCH 7

7:30 a.m. – 5:00 p.m. | Registration (Dunes Foyer)
8:00 a.m. – 9:00 a.m. | Continental Breakfast (Dunes Foyer)

9:00 a.m. – 10:15 a.m. (Pelican)
New Attendee Orientation: Welcome to the Beach!
Presenters: Jahanna Azarian and Timothy Kessler-Cleary
Welcome to the beach! The Annual National Conference on Law & Higher Education hosted by Stetson University’s Center for Excellence in Higher Education Law and Policy is an experience like no other! It brings together professionals from a variety of fields that share a common goal. Join conference veterans Jahanna Azarian and Tim Kessler-Cleary for a “crash course” on how to optimize your experience at the conference and get tips for navigating the robust series of workshops and presentations offered at this year’s event. You will also have the opportunity to get to know fellow new attendees and expand your professional network.

9:00 a.m. – 10:15 a.m. (Dunes IV/V)
Employment Law Update
Presenters: Dean Oren Griffin and Susan Deniker
Employment law issues in higher education continue to evolve, including new rules from the Supreme Court. Two highly experienced higher education employment lawyers and leaders return this year. Relying upon vast courtroom, consulting and decanal experience, they will discuss significant and relevant updates in employment law over the last year. Every higher education institution needs to know how to manage endemic risks in this area. The list of topics that will be covered is lengthy: free speech, discrimination, wage and hour rules, faculty contract issues, exercise of religious liberties, and more.

9:00 a.m. – 11:45 a.m. / 1:45 p.m. – 4:30 p.m. (Dunes I/II)
DAY-LONG TITLE IX BOOTCAMP: Title IX and Beyond: Setting Your Campus Up for Success
Presenter: Jody Shipper
Here is an outline of your Bootcamp experience:

a. Forthcoming Title IX Regulations
The Title IX final regulations are aspirationally set for finalization in March 2024, and that includes both athletics and nondiscrimination on the basis of sex. The process for getting the regulations from “draft” to “issued” involves significant work with the Office of Management and Budget (OMB), including opportunities for DOE meetings with stakeholders. Inasmuch as final regulations have not been submitted to OMB as of the date of February, experience with the prior 2019-2020 regulatory calendar makes it such that a March 2024 issuance date is highly unlikely. Join Honorary Conference Co-Chair Jody Shipper as she explains the practical relevance of this opportunity to look at your current practices, ensure you are using best and emerging practices—while preparing for changes to come soon.

b. Take the Best, Leave the Rest
Streamline and align your equity response processes by embracing the best aspects of Title IX. Explore how Title IX aligns with other equal access statutes and how leveraging its strengths can enhance compliance with broader mandates. Attendees will hear how to integrate the effective components of Title IX into broader equity response frameworks, ensuring a cohesive and comprehensive approach.

c. Setting Up Title IX and Equity Offices for Success
This portion of the Bootcamp focuses on providing practical guidance and support for professionals tasked with overseeing Title IX compliance and equity initiatives within their institutions. Jody will dive into the crucial role of Title IX and equity officers, coordinators, and directors in promoting access, equity, and accountability on college campuses.

10:30 a.m. – 11:45 a.m. (Dunes IV/V)
Leveling the Playing Field or Introducing Unfair Competition?: Legal Updates on Collegiate Transgender Sports Issues
Presenters: Susan Deniker and Maggie Lohmann
In recent years, governing bodies in athletics and state legislatures have confronted questions about transgender individuals. One of the most prevalent topics has concerned the participation of transgender athletes in sports that match the identity to which they have transitioned—especially the participation of transgender females in women’s sports. This presentation will cover the most recent changes to the National Collegiate Athletic Association’s Transgender Student-Athlete Participation Policy, an overview of bills from state legislatures regarding transgender athletes, evolving science about this topic, and how colleges and universities can ensure they are complying with regulations from the NCAA and laws within their home states. Additionally, the presentation will address how these policies square with Title IX and other related laws.

10:30 a.m. – 11:45 a.m. (Pelican)
Fraternal Law Update
Presenter: Micah E. Kamrass
This session will explore the complicated legal relationships between universities and fraternities and sororities. This will include discussion of relationship agreements, Title IX, hazing, and due process in student conduct. Through this lens, the session will examine why certain universities and certain fraternities and sororities are choosing to sever their formal relationships with each other, and what that could mean for the future of Greek Life.

11:45 a.m. – 1:30 p.m. (Dunes III)
WELCOME LUNCHEON AND KEYNOTE
Opening Remarks: Conference Chair Peter Lake and Honorary Conference Co-Chair Jody Shipper
Keynote Speaker: Thomas Major, Jr., Associate General Counsel, Lumina Foundation

The Heart of the Matter: Reflections Along the Road to the New Normal

As we approach the end of the first quarter of 2024, ripples and aftershocks from three years of seismic change inside and outside of higher education are still being felt. Thoughts, questions, and even concerns about the present and future of higher education abound. In our opening keynote Thomas Major, Jr., Associate General Counsel of Lumina Foundation, will share his perspective on the dust that is still settling across the higher education ecosystem, and suggest a lens through which administrators, risk management professionals, faculty, and other stakeholders might look to see themselves—and prospects for future student success—more clearly.

1:45 p.m. – 4:30 p.m. (Dunes I/II)
DAY-LONG TITLE IX BOOTCAMP: Title IX and Beyond: Setting Your Campus Up for Success
Presenter: Jody Shipper
(Continued from the morning.)

1:45 p.m. – 4:30 p.m. (Dunes IV/V)
AI BOOTCAMP: How to Stop Worrying and Love AI
Presenters: Paul Greene and Timothy Menasco

Few things have campus administrators, faculty and legal teams more engaged at the moment than the explosion of Artificial Intelligence solutions, including generative AI, in higher education. Whether it be student use of generative AI, privacy concerns, developing an institutional approach to AI governance, or dealing with thorny challenges surrounding intellectual property and technology transfer, the issues surrounding AI are complex and challenging. This interactive workshop will introduce you to the developing world of AI governance and risk management and leave you with a set of core strategies to address AI challenges faced by your institution.

1:45 p.m. – 3:00 p.m. (Pelican)
Shared Governance and Tenure
Presenters: Dean Oren Griffin and Shannan Stamper

This session will review the concepts of shared governance and tenure, including current debates and proposals on what these concepts should look like as higher education continues to adapt to a 21st century society’s needs. The session will also discuss how the tenure decision-making process itself can result in disputes wherein a faculty candidate may be denied tenure and asserts that the administrative process has been discriminatory or inequitable.

3:15 p.m. – 4:30 p.m. (Pelican)
Life on the Front Lines: Laws, Policy, and Operational Issues Connected with Modern Student Engagement
Presenters: Kristina Hartman, Timothy Kessler-Cleary, and Ko Kashiwazaki

In this session, ‘front line’ professionals discuss their perspectives on current battleground areas and issues in higher education, the impact these are having on students and staff, and the intersection of an ever-changing legal landscape with student affairs. Topics of discussion include student well-being and engagement, DEIB, the role of campus teams, student safety, staff burnout, and other emerging trends.

The session will feature a series of short presentations and roundtable discussions, allowing attendees and panelists the chance to share perspectives and to generate promising solutions to address today’s challenging student engagement issues.

FRIDAY, MARCH 8
7:30 a.m. – 5:00 p.m. | Registration (Dunes Foyer)
8:00 a.m. – 9:00 a.m. | Continental Breakfast (Dunes Foyer)
9:00 a.m. – 10:15 a.m. (Dunes I/II)
THREE-PART SESSION: Academic Freedom, First Amendment, Free Speech, Free Expression, and Association: Challenges and Opportunities in Dynamic and Conflicted Times on Private and Public Campuses
PART 1: Campus Speech Law 101
Presenters: President Jonathan Alger, Dean Blake Morant, Neal Hutchens, William Thro, and Tyler Coward

This session will feature the nation's leading law and policy voices on many issues connected with Academic Freedom, First Amendment, Free Speech, Free Expression and Association. Part 1 will offer a primer for individuals wanting to learn more about or seeking a refresher on some of the fundamentals of campus speech law.

9:00 a.m. – 11:45 a.m. (Dunes IV/V)
HALF-DAY Title IX Investigator Training
Presenters: Jennifer Hammat and Kyle Griffis

This session is intended for Title IX coordinators, investigators, and any administrators who will be called upon to conduct a Title IX investigation (or for those to whom the Title IX coordinator reports). Training facilitators will cover how to prepare outreach documents, investigation interview orders, how to gather “the universe of information,” and how to navigate what could be the final months of the 2020 regulatory mandates. Additionally, session facilitators will discuss the importance of framing and constructing a solid investigation report to provide the decision-maker with all that they need to have a compliant, and successful, hearing. This session will feature vibrant and lively discussion, including speculation on what the next round of regulatory changes may entail. A certificate of completion for this training will be available at the end of the session.

9:00 a.m. – 10:15 a.m. (Pelican)
$37 thousand or $37 million? The New Cost of Clery Act Compliance (or Non-Compliance)—and How to Best Mitigate Now [REPEATS ON SATURDAY]
Presenters: Steven Healy and Kyle Norton

In the last year, the U.S. Department of Education has issued the largest fines against institutions in enforcement history. Simultaneously, the air
is raw with likely potential of several amendments and subsequent, updated regulations relating to the Clery Act and Title IX. In this session, practitioners and national experts come together to educate attendees about these changes, DOE’s new approach to enforcement, and – most importantly – strategies to mitigate these risks.

10:30 a.m. – 11:45 a.m. (Dunes I/II)
THREE-PART SESSION: Academic Freedom, First Amendment, Free Speech, Free Expression, and Association: Challenges and Opportunities in Dynamic and Conflicted Times on Private and Public Campuses

PART 2: Where are we when it comes to campus free speech and expression?

Presenters: President Jonathan Alger, Dean Blake Morant, Neal Hutchens, William Thro, and Tyler Coward

This session will feature the nation’s leading law and policy voices on many issues connected with Academic Freedom, First Amendment, Free Speech, Free Expression and Association. Using hypotheticals, Part 2 will allow participants the opportunity to engage in small and large group discussions dealing with some of the most compelling free speech and expression challenges confronting higher education.

10:30 a.m. – 11:45 a.m. (Pelican)
Character, Conflict, and Resolution: Rewriting the Story of Prevention to Better Align with the Values and Experiences of Today’s Students

Presenter: Kimberly Timpf

Innovating to address issues of safety, well-being, and inclusion for today’s students will require an honest examination of our current efforts. Some of the most widely used strategies have been in place for nearly three decades, more than a generation, but are often in conflict with what we know about today’s students. This workshop will explore traditional prevention efforts within the context of the most recent findings on current generational attitudes, beliefs, and behaviors. It will introduce new frameworks and considerations to help reimagine our work to better meet the diverse needs and expectations of today’s students.

11:45 a.m. – 1:30 p.m. (Dunes III/IV/V)
LUNCH SESSION: Crystal Ball Panel

Panelists: Adam Hark, David D’Agata, Dean Blake Morant, Thomas Major, Jr., David Rowe, James Haggerty, Jean Demchak, William Thro, Jay Dolmage, and Susan Deniker

Moderator: Conference Honorary Co-Chair Jody Shipper

Join our panel of visionaries as they take a mostly serious, but sometimes fun, look into the future of higher education law and policy. There may be an appearance from futurist “Whammo-the Magnificent”, although in the future nothing is certain.

1:45 p.m. – 3:00 p.m. (Dunes I/II)
THREE-PART SESSION: Academic Freedom, First Amendment, Free Speech, Free Expression, and Association: Challenges and Opportunities in Dynamic and Conflicted Times on Private and Public Campuses

PART 3: Where are we headed with campus free speech and expression?

Presenters: President Jonathan Alger, Dean Blake Morant, Neal Hutchens, William Thro, and Tyler Coward

This session will feature the nation’s leading law and policy voices on many issues connected with Academic Freedom, First Amendment, Free Speech, Free Expression and Association. Part 3 will provide discussion and opportunities for participant engagement to help generate strategies and options for colleges and universities to design and implement policies and practices that are legally compliant while also advancing important institutional imperatives related to engaged civil discourse and mutual respect.

1:45 p.m. – 3:00 p.m. (Dunes IV/V)
Pregnant and Parenting Students: Title IX Old and New in a Post-Dobbs Environment [REPEATS ON SUNDAY]

Presenter: Jody Shipper

This session is designed for professionals who want to learn more about best practices in supporting pregnant and parenting students. Grand River Solutions’ experts will cover Office for Civil Rights resolution agreements regarding pregnant students and detangle what they mean for your institution. If you want to know what the longstanding Title IX regulations say about pregnant and parenting students, and what the new Title IX regulations say or may say (whether they are proposed or final at the time!), this session is not to be missed. Get your questions answered about the ‘musts’, the ‘mays’, and the ‘shoulds’ of meeting the needs of pregnant and parenting students and complying with the law. This presentation will acknowledge that the Supreme Court’s decision in Dobbs has put student-facing professionals in a confusing place at times, particularly in certain states.

1:45 p.m. – 3:00 p.m. (Pelican)
NCAA Update

Presenters: Scott Bearby and James Haggerty

The world of intercollegiate athletics has never been more unsettled, with issues of student-athlete status, compensation and governance making news every day. Join NCAA General Counsel Scott Bearby and attorney and communications consultant Jim Haggerty of PRCG | Sports as they review the latest changes from both legal and public perception perspectives.

1:45 p.m. – 3:00 p.m. (Egret)
Florida Legislative and Legal Update

Presenters: Nathan Adams IV and Lacey Hofmeyer

All eyes have been on the many ways the law of preK-20 education has evolved in recent times in Florida. Join our expert session leaders to explore Florida legal changes in depth. The session will include treatment of recent Florida legislation, relevant court cases, and State Board of Education and Florida Board of Governors regulations. This session will be of interest to both public and private institutions and complements other sessions at the event including those treating inclusivity and academic freedom.
This session will engage in deep legal analysis of the Harvard case. The session will help participants understand the holding of the case and its legal mandates to the field, including implications beyond its impact on selective admissions. What does the Harvard case portend for future litigation? What can we learn from dissenting and concurring opinions? How does the Harvard case relate to the Court’s prior rulings in previous cases in front of SCOTUS dealing with race conscious admissions? What are the implications for institutional academic freedom from this case?

Join our expert panel to discuss critical questions raised by the Harvard case.

9:00 a.m. – 10:15 a.m. (Dunes IV/V)

Title IX Litigation Update

Presenter: Jacob Sapp

Join Jacob Sapp as he leads the Conference’s presentation on Title IX Litigation Updates for the fourth consecutive year. This session will provide an overview of Title IX’s evolution in the federal system and prioritize practical takeaways from recent litigation and OCR resolutions.

9:00 a.m. – 10:15 a.m. (Pelican)

$37 thousand or $37 million? The New Cost of Clery Act Compliance (or Non-Compliance)—and How to Best Mitigate Now

Presenters: Steven Healy and Kyle Norton

In the last year, the U.S. Department of Education has issued the largest fines against institutions in enforcement history. Simultaneously, the air is raw with likely potential of several amendments and subsequent, updated regulations relating to the Clery Act and Title IX. In this session, practitioners and national experts come together to educate attendees about these changes, DOE’s new approach to enforcement, and – most importantly – strategies to mitigate these risks.

10:30 a.m. – 11:45 a.m. (Dunes I/II)

Operationalizing the Ruling in Fair Admissions v. Harvard: Holistic Review, Recruitment, and Other Considerations

Presenters: Laura Rothstein and Carmen Johnson

The Department of Justice and Department of Education and numerous policymakers and commentators have focused on a number of strategies for promoting inclusivity without using race as a specific factor in admissions. This session will draw on the experience of two leading experts who have extensive experience in implementing programs in admissions and in student life, aiming for greater inclusion.

10:30 a.m. – 11:45 a.m. (Dunes IV/V)

Rethinking College Adjudication Systems: Embracing Informal Resolution and Mediation

Presenters: Nathan Perry and Kristine Goodwin

In this presentation, the speakers will delve into the often-overlooked challenges within college adjudication systems, particularly those modeled after traditional court systems. While these structures...
were designed with the intention of promoting fairness and justice, they often fall short, leading to inefficiencies and dissatisfaction among students and administrators alike. Drawing upon real-world examples and case studies, the speakers will highlight the limitations of adversarial systems and their impact on campus culture. Moreover, the speakers will advocate for a paradigm shift towards informal resolution processes and mediation. By prioritizing dialogue, collaboration, and empathy, these alternative approaches offer a more holistic and sustainable means of resolving conflicts within educational institutions. Join the speakers as they envision a future where colleges and universities prioritize community-building and education over punitive measures, creating safer and more inclusive learning environments for all.

10:30 a.m. – 11:45 a.m. (Pelican)
Managing the Risks of a Digital Environment

Presenters: Jean Demchak and Paul Greene

In the most recent Global Risk Report, academia identified misinformation/disinformation and cyber insecurity as the top ten risks for the near and long term. Management of risk plays a key role in approaching the insurance marketplace, mitigation efforts and how claims activity inform the use of insurance coverage when it matters the most. This session will provide insight on these areas that address transfer of risk through insurance and mitigation.

10:30 a.m. – 11:45 a.m. (Egret)
Voices of Vigilance: A Comprehensive Inquiry into Student Perceptions of Campus Safety

Presenters: Diedrick Graham and Steven Healy

This session presents an in-depth analysis of a multi-institutional study, revealing the candid perspectives of students on campus safety. Distilled from a rich blend of quantitative data and qualitative narratives, the findings illuminate the realities and expectations of the student body pertaining to campus safety.

11:45 a.m. – 1:30 p.m. (Dunes II/III/IV/V)
AWARDS LUNCHEON AND KEYNOTE

Remarks: President Christopher Roellke, Stetson University

Award Presentation: Conference Honorary Co-Chair Jody Shipper and Chair of the Center for Excellence in Higher Education Law & Policy Conference Awards Committee Blaze Bowers

Keynote Speaker: Craig McAllister, Assistant Vice President, Risk Management, University of Miami; President, URMIA Board of Directors

ERM in Higher Education: Identifying Risk and Recognizing Opportunity

What impacts an institution’s ability to meet their strategic goals? Is it truly a black swan event or a gray rhino incident? Enterprise Risk Management is a tool that can help mitigate negative outcomes and institutions should use these lessons to enhance the probability of successfully meeting their plans. Mr. McAllister will provide examples and commentary on how ERM can bring additional success to an institution of higher education.

1:45 p.m. – 3:00 p.m. (Dunes I/II)
Dissecting the Fair Admissions v. Harvard Decision: Legal Analysis of the Landmark Case on Race-Conscious Admissions

Presenters: President Jonathan Alger, William Thro, and Dean Blake Morant

This session will engage in deep legal analysis of the Harvard case. The session will help participants understand the holding of the case and its legal mandates to the field, including implications beyond its impact on selective admissions. What does the Harvard case portend for future litigation? What can we learn from dissenting and concurring opinions? How does the Harvard case relate to the Court’s prior rulings in previous cases in front of SCOTUS dealing with race conscious admissions? What are the implications for institutional academic freedom from this case?

Join our expert panel to discuss critical questions raised by the Harvard case.

1:45 p.m. – 3:00 p.m. (Dunes IV/V)
Behavioral Threat Assessment and Management on Campus—Time for a Reset: Lessons for the Field

Presenters: Steven Healy, Andrea Stagg, and Kay Heidbreder

This session will focus on campus behavioral threat assessment and management, including how to set up a team, how to manage threats on campus, and emerging trends, among others. Attendees will hear from experts in the field on lessons learned over the years and have the opportunity to engage in practical case studies.

1:45 p.m. – 3:00 p.m. (Pelican)
AI CONDENSED BOOTCAMP: How to Stop Worrying and Love AI

Presenter: Paul Greene

Couldn’t make the AI Bootcamp on Thursday? Consider attending this condensed version.

Few things have campus administrators, faculty and legal teams more engaged at the moment than the explosion of Artificial Intelligence solutions, including generative AI, in higher education. Whether it be student use of generative AI, privacy concerns, developing an institutional approach to AI governance, or dealing with thorny challenges surrounding intellectual property and technology transfer, the issues surrounding AI are complex and challenging. This interactive workshop will introduce you to the developing world of AI governance and risk management and leave you with a set of core strategies to address AI challenges faced by your institution.

1:45 p.m. – 3:00 p.m. (Egret)
Deal or No Deal: Leadership, Governance, and Strategy in the Era of Mergers and Partnerships

Presenters: David Rowe and Anthony Barbar

Boards and presidents find themselves in new roles, often investigating, negotiating, and navigating complex agreements with complementary organizations and peer institutions. This session will help participants better understand the perspectives of board chairs and presidents as they evaluate potential opportunities and navigate the internal and external processes necessary to bring a “deal” to
knocking on the door of the U.S. Supreme Court, a clearer picture of Even as some questions remain unsettled, including ones currently bias response and intervention on American college campuses. In recent years, more courts have weighed in on the legality around processes for the better. They can take back to campus to change their own admissions implications may exist for their institutions, and what tangible steps participants will learn how the admissions field is shifting, what can represent a significant challenge for institutions. Yet amidst this upheaval, there is a unique opportunity to fundamentally transform admissions processes to be more equitable and innovative than ever before. To do this requires simplification, which means making these processes as automated, proactive, and transparent as possible. Yet making processes simple for students can represent a significant challenge for institutions.

In this session Melanie Heath, Strategy Director for Participation at Lumina Foundation, and Thomas Major, Jr., Associate General Counsel at Lumina, will present an overview of the Foundation’s approach to supporting innovation in admissions in today’s turbulent admissions environment. They will also share the outcome of Lumina’s Great Admissions Redesign challenge, which sought to find the most exciting ideas on how to fundamentally transform admissions processes toward simplification for students. Session participants will learn how the admissions field is shifting, what implications may exist for their institutions, and what tangible steps they can take back to campus to change their own admissions processes for the better.

3:15 p.m. – 4:30 p.m. (Pelican)

The Response to Bias Response: Is There a Divergence Between Student Affairs and the Courts?
Presenter: Adam Hark

In recent years, more courts have weighed in on the legality around bias response and intervention on American college campuses. Even as some questions remain unsettled, including ones currently knocking on the door of the U.S. Supreme Court, a clearer picture of the limits on an institution’s bias response efforts is coming into view. This session explores the emerging legal landscape alongside the aims of student affairs practitioners and seeks to first, determine their compatibility, and second, posit a glimpse at how the near future of bias response might look.

3:15 p.m. – 4:30 p.m. (Dunes IV/V)

Innovative Approaches for Equitable Admissions: The Urgency of Simplicity
Presenters: Thomas Major, Jr., and Melanie Heath

The landscape of college admissions is quickly changing. The SCOTUS decision banning race-conscious admissions practices, the pandemic-driven pivot to test optional admissions, and the pending enrollment cliff all represent fundamental shifts in how colleges must think about recruiting, admitting, and onboarding students. Yet amidst this upheaval, there is a unique opportunity to fundamentally transform admissions processes to be more equitable and innovative than ever before. To do this requires simplification, which means making these processes as automated, proactive, and transparent as possible. Yet making processes simple for students can represent a significant challenge for institutions.

In this session Melanie Heath, Strategy Director for Participation at Lumina Foundation, and Thomas Major, Jr., Associate General Counsel at Lumina, will present an overview of the Foundation’s approach to supporting innovation in admissions in today’s turbulent admissions environment. They will also share the outcome of Lumina’s Great Admissions Redesign challenge, which sought to find the most exciting ideas on how to fundamentally transform admissions processes toward simplification for students. Session participants will learn how the admissions field is shifting, what implications may exist for their institutions, and what tangible steps they can take back to campus to change their own admissions processes for the better.

3:15 p.m. – 4:30 p.m. (Egret)

I Can’t Get No . . . Regulations
Presenter: Andrea Stagg

We’ve been talking about new proposed Title IX regulations since 2022. The ED regulatory agenda includes other updates. In this session, we’ll discuss what’s slated for 2024 from the Department of Education, understanding that these dates are tentative. The schedule includes:

- A proposed rule on Section 504, nondiscrimination on the basis of disability—this was scheduled for November 2023 but has not been released;
- Final Title IX regulations for both the 2022 proposed regulations on nondiscrimination on the basis of sex and the 2023 proposed rules on sex separated athletics teams;
- A proposed rule on FERPA; and
- A proposed rule on Title VI
Key session topics include:

- Roles, duties, and definitions
- Pertinent laws, regulations, and policies and often overlapping reporting obligations
- Responding to disclosures in a trauma-informed manner
- Balancing the obligations to a complainant, with support of the accused

11:45 a.m. – 1:30 p.m. (Dunes III)

CLOSING KEYNOTE LUNCHEON

Remarks: Provost Elizabeth Skomp, Stetson University

Keynote Speaker: Jay Dolmage, Chair, Department of English, University of Waterloo

Academic Ableism and Its Alternatives

We have a crisis of help-seeking around disability on our college and university campuses. The vast majority of disabled students will leave our campuses without ever seeking help. There are a variety of possible reasons for this crisis, but most of them are related to the ableism that has always been a part of the structure and identity of higher education. Yet we have had an opportunity, over the last four years, to redesign higher education in ways we never have before. In this keynote presentation, some possibilities for building a more accessible classroom and campus will be suggested and explored. Come and share your own experiences, ideas, challenges and questions with Professor Dolmage, who will be present throughout the Conference.

1:45 p.m. – 3:00 p.m. (Egret)

The Reformation of the Religion Clauses Comes to Campus

Presenter: William Thro

In recent years, the Supreme Court has undertaken a Reformation of the Religion Clauses. Just as the Protestant Reformation and the Catholic Counter-Reformation forever changed western society, the Reformation of the Religion Clause is changing the relationship between people of faith and their government. Because college campuses are a microcosm of the larger society, the Reformation of the Religion Clauses has major implications for colleges and universities.

1:45 p.m. – 3:00 p.m. (Dunes IV/V)

Advancing Student Mental Health: Navigating Institutional Costs and Opportunities

Presenters: Thomas Major, Jr., and Zainab Okolo

Addressing the urgent need for comprehensive mental health support on college campuses, this presentation explores the diverse challenges and opportunities facing higher education institutions today. Dr. Zainab Okolo, Senior Vice President of Policy, Advocacy, and Government Relations at The Jed Foundation, and Thomas Major, Jr., Associate General Counsel for Lumina Foundation for Education, will offer insights into the Jed Foundation’s approach to fostering cultures of care on campuses. The presentation begins with an introduction to a foundational conceptual framework, followed by an exploration of five key opportunities for campus
administrators to enhance mental health support. Throughout the session, Dr. Okolo and Mr. Major will also discuss the unique role of campus lawyers in proactively implementing “student-ready” mental health policies and practices. They will delve into strategies for leveraging legal expertise to promote mental health initiatives, manage risk, align institutional priorities with student well-being, along with sharing current data on the cost of doing business. The presentation aims to equip attendees with actionable insights to support their campuses in creating environments that prioritize mental health and well-being.

Key Discussion Points:

1. The impact of JED’s partnership with educational institutions in fostering a culture of caring and safeguarding student mental health.
2. Strategies for enhancing social connectedness, improving access to mental health services, and strengthening crisis management procedures on college campuses.
3. Opportunities for campus lawyers to collaborate with stakeholders and advocate for policies that prioritize student well-being while managing legal risks effectively.
4. Managing risks and opportunities in engaging school-based Medicaid towards increasing access for students.

By addressing these critical issues and exploring collaborative solutions, attendees will gain valuable insights into the complexities of supporting student mental health and the role of campus lawyers in advancing these initiatives.

1:45 p.m. – 3:00 p.m. (Pelican)

**Prevailing Judicial Attitudes: Judges’ Views of Higher Education**

**Presenter:** Glen Stewart

Are you curious how judges view higher education? Join Glen Stewart from the National Judicial College for this session focusing on judicial discretion in two areas. First the session will explore recent rulings on Academic Freedom in religious and other speech issues and, second, attendees will have the opportunity to discuss recent rulings on admission policies. This is an opportunity to explore how much discretion is allowed in each area with a trainer of judicial decision-makers.

1:45 p.m. – 3:00 p.m. (Dunes I/II)

**Pregnant and Parenting Students: Title IX Old and New in a Post-Dobbs Environment**

**Presenter:** Andrea Stagg

This session is for professionals who want to learn more about best practices in supporting pregnant and parenting students. Grand River Solutions’ SMEs will cover the Office for Civil Rights resolution agreements about pregnant students, and what they mean for your institution. If you want to know what the longstanding Title IX regulations say about pregnant and parenting students, and what the new regulations say (whether they are proposed or final at the time), this session is the one. Get your questions answered about the ‘musts’, the ‘mays’, and the ‘shoulds’ of meeting the needs of pregnant and parenting students. This presentation will acknowledge that the Supreme Court’s decision in Dobbs has put student-facing professionals in a confusing place at times, particularly in certain states.

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**MONDAY, MARCH 11**

**Post Conference Workshop: Separate Registration Required**

7:30 a.m. – 12:30 p.m. | **Registration**
(Third Floor Foyer)

8:00 a.m. – 9:00 a.m. | **Breakfast**
(Third Floor Foyer)

9:00 a.m. – 11:45 a.m. | **Building Trust in Your Process: Strategies for Title IX and Equity Officers, Coordinators, and Directors**

**Presenters:** Andrea Stagg and Kelly Gallagher

Join Andrea Stagg and Kelly Gallagher, Grand River Solutions legal and practice experts, for a session on building trust in Title IX and equity processes. This session is designed to equip attendees with the tools and techniques needed to foster transparency, engagement, and confidence in Title IX and equity processes.

An outline of the agenda includes:

- **Understanding OCR Guidance**—Stay informed about the latest guidance and expectations from the Office for Civil Rights (OCR) regarding Title IX compliance and equity in higher education.
- **Campus Communication**—Explore best practices for communicating Title IX policies, procedures, and resources to the campus community, including students, faculty, staff, and administrators.
- **Party Communication**—Learn how to effectively communicate with parties involved in Title IX proceedings, including providing notice letters, explaining rights and responsibilities, and ensuring clear and accessible communication channels.
- **Communication Protocols**—Develop communication protocols and guidelines to ensure consistency, clarity, and timeliness in all communications related to Title IX and equity matters.
- **Gathering Meaningful Data**—Discover strategies for collecting and analyzing data to assess the effectiveness of Title IX and equity initiatives, identify trends, and inform decision-making processes.
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CONFERENCE SPEAKERS

Nathan Adams IV, Partner, Holland & Knight LLP; Vice Chair, Florida Bar Education Law Committee
Jonathan Alger, President, James Madison University
Jahanna Azarian, Director of Marketing, Grand River Solutions
Anthony Barbar, President and CEO, Barbar & Associates
Scott Bearby, Senior Vice President of General Counsel, NCAA
Melissa Carleton, Senior Consultant, INCompliance Consulting; Member/Executive Committee, Steptoe & Johnson PLLC
Tyler Coward, Lead Counsel, Government Affairs, FIRE
David D’Agata, General Counsel, Florida Virtual School and FlexPoint
Jean Demchak, Global Education Leader, Marsh McLennan
Susan Llewellyn Deniker, Member/Executive Committee, Steptoe & Johnson PLLC
Jay Dolmage, Chair, Department of English, University of Waterloo
Kelly Gallagher, Title IX Coordinator Services, The River Connect & Innovations Product Manager, Grand River Solutions
Kristine Goodwin, Vice President and Chief Experience Officer, Western New England University
Diedrick Graham, Vice President for Culture and Strategy, The Healy+ Group
F. Paul Greene, Partner, Harter Secrest & Emery LLP
Oren Griffin, Dean, University of Tulsa College of Law
Kyle Griffis, Associate General Counsel, Florida State University
James Hagerty, President and CEO, PRCG | Hagerty LLC and PRCG | Sports
Jennifer Hammat, Associate Vice President for Student Engagement, Division of Student Success & Enrollment Management, Florida Gulf Coast University
Adam Hark, Legal Counsel, Maxient LLC
Kristina Hartman, Associate University Legal Counsel, Virginia Tech
Steven Healy, Co-Founder and Chief Executive Officer, The Healy+ Group
Melanie Heath, Strategy Director for Participation, Lumina Foundation
Kay Heidbreder, University Legal Counsel, Virginia Tech
Lacey Hofmeyer, The Law Offices of Lacey Hofmeyer, PLLC; Chair, Florida Bar Education Law Committee
Neal Hutchens, Professor and Chair, Department of Educational Policy Studies and Evaluation, University of Kentucky
Carmen Johnson, Executive Officer for Institutional Inclusive Excellence, Stetson University
Micah Kamrass, Partner, Manley Burke
Ko Kashiwazaki, Assistant Director for Residential Expectations and Community Standard, University of Southern California
Timothy Kessler-Cleary, Director of Student Affairs, Florida State University Panama City
Peter F. Lake, Professor of Law, Charles A. Dana Chair and Director, Center for Excellence in Higher Education Law and Policy, Stetson University College of Law
Frederick M. Lawrence, Distinguished Lecturer, Georgetown Law Center; Secretary and CEO, Phi Beta Kappa Society
Maggie Lohmann, Associate, Steptoe & Johnson PLLC
Thomas Major, Jr., Associate General Counsel, Lumina Foundation
Craig McAllister, Assistant Vice President, Risk Management, University of Miami; President, URMIA Board of Directors
Timothy W. Menasco, Chair, Intellectual Property, Harter Secrest & Emery
Blake Morant, Robert Kramer Research Professor of Law and Former Dean, George Washington University Law School
Kyle Norton, Director for Regulatory Compliance, The Healy+ Group
Zainab Okolo, Senior Vice President of Policy, Advocacy & Government Relations, The JED Foundation
Nathan Perry, Supportive Measures/ Informal Resolution Manager, Vanderbilt University
Anna Peters, Adjunct Faculty, Stetson University
John Przypyszny, Partner, Faegre Drinker Biddle & Reath LLP
Christopher Roellke, President, Stetson University
Laura Rothstein, Emerita Professor of Law and Distinguished University Scholar, University of Louisville
David Rowe, Founder and President, The Windermere Group, LLC
Lou Sabina, Associate Professor and Chair for Graduate Education Studies; Program Director, Educational Specialist and Higher Education Administration and Supervision, Stetson University
Jacob Sapp, Assistant State Attorney, 4th Judicial Circuit of Florida
Jody Shipper, Co-Founder & Managing Director, Grand River Solutions
Elizabeth Skomp, Provost, Vice President of Academic Affairs and Professor of World Languages and Cultures (Russian), Stetson University
Andrea Stagg, Director of Consulting Services, Grand River Solutions
Shannan Stamper, Deputy General Counsel, University of Kentucky
Glen Stewart, Program Attorney, National Judicial College; Employee Resolution Specialist, Hillsborough Association of School Administrators
Jonathan Tarnow, Partner, Faegre Drinker Biddle & Reath, LLP
William “Bill” Thro, General Counsel, University of Kentucky
Kimberly Timpf, Education Strategy Lead, Vector Solutions
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