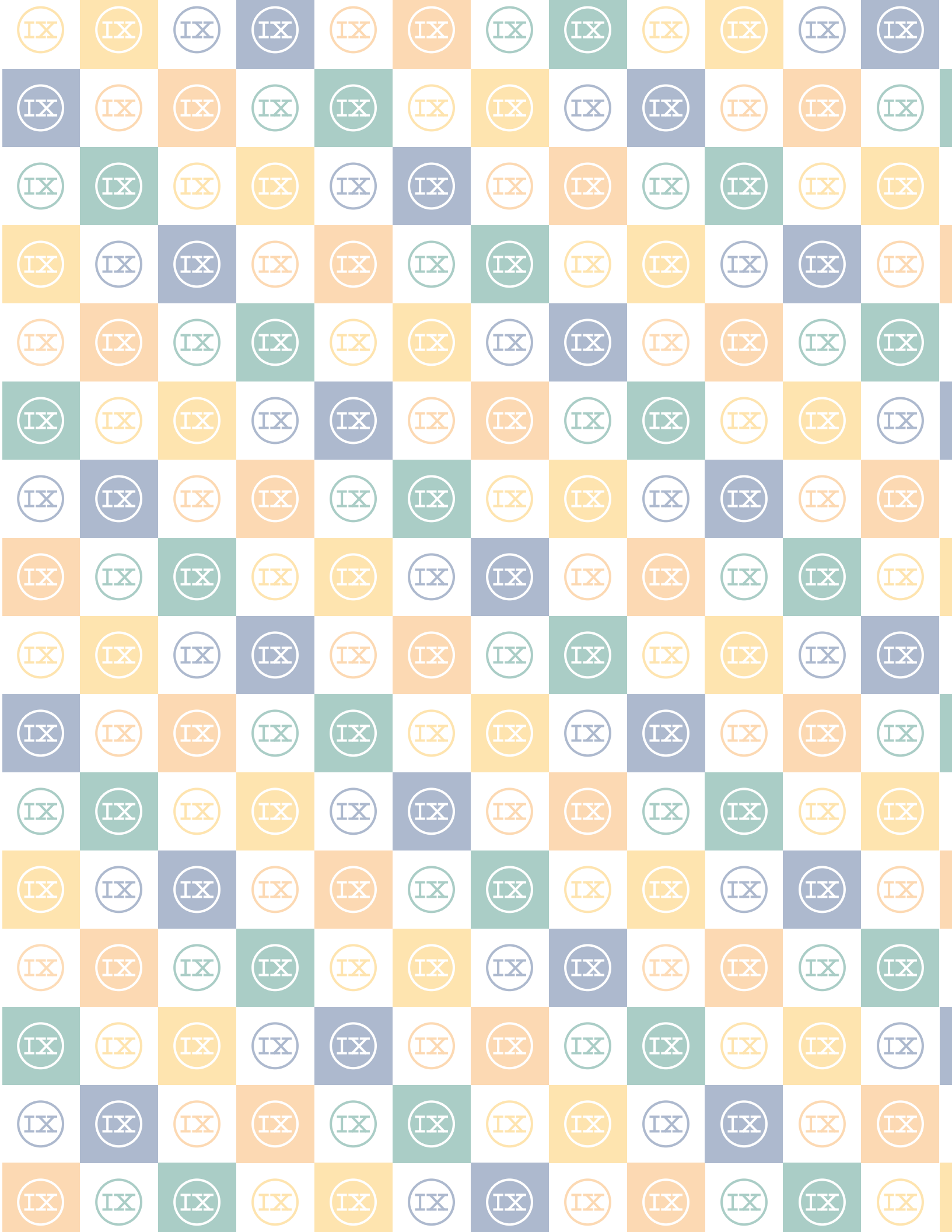




**UT SYSTEM**  
OFFICE OF TITLE IX

2020 Report



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An electronic version of this report  
can be accessed online:

**[titleix.tennessee.edu](http://titleix.tennessee.edu)**

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# INTRODUCTION

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*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”*

Title IX of the Education Amendments of 1972

While the landscape of higher education is changing rapidly, one factor remains critical to student success – access. The mission of Title IX and this Office play a crucial role in ensuring educational access at the University. Individuals who experience sexual misconduct, relationship violence or stalking can access resources and support on their campus. Additionally, reporting and investigation options are available to respond to and resolve allegations of misconduct.

The Office of Title IX remains committed to supporting each campus across the state as they create and maintain a safe and non-discriminatory learning, living, and working environment. As we look back on the year in review, we are proud of the strides we made in fulfilling this goal. The campus Title IX Coordinators worked with the Office of Title IX to develop new ways to collect and communicate Title IX-related data. They challenged the way we educate and spread awareness in our communities to improve prevention and reporting. Lastly, their contributions to creating a more streamlined policy will bring consistency and efficiency across the System. As we look towards the year ahead, we will work even harder to support our campuses through our Title IX commitment. We will use our experiences and evaluations to better align our policies, innovate in prevention and education, enhance support and interim measures, excel in investigations and resolutions, and seek out patterns and trends.

As Title IX regulations continue to evolve, so will the work of this Office. We will continue to collaborate as One UT to meet our mission of education, outreach, and public service.

## Our Mission

Our mission is to serve the University of Tennessee community through our comprehensive Title IX Commitment of ensuring access to education.

## Our History

Since the comprehensive federal law known as Title IX was enacted in 1972, the University of Tennessee has worked to ensure its compliance. Each campus and institute has established systems, policies and processes that have evolved over time with additional federal guidance and court rulings. As expectations for higher education have grown, the University has worked both proactively and responsively to meet those expectations.

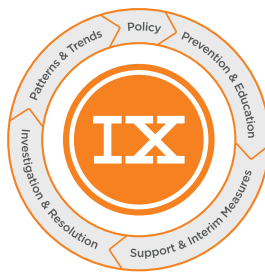
In September 2016, then UT President Joe DiPietro appointed an independent commission to review and address Title IX compliance across the UT System. The commission acted with full authority to access and review existing programs and resources. Information gathered by the commission was released in June 2017 with observations and recommendations. This report was reviewed by the president, chancellors, general counsel, and others to ensure effective implementation of selected enhancements. The report made five major recommendations:

- *Creation of a system-wide Title IX coordinating presence*
- *Campus Title IX staffing and resource enhancements*
- *Policy, grievance procedure, and Student Code of Conduct updates and modifications*
- *Case management and care and support enhancements*
- *Enhanced education, prevention, and training*
- *In response to these suggestions, UT established a central Title IX compliance coordination function in August 2017.*

## Our Model

Utilizing the commission’s report, national benchmarking and current research, the University of Tennessee has identified our Title IX commitment. Grounded in the Social Ecological Model, the University’s Title IX commitment emphasizes five key areas:

- 1. Policy:** Our foundation is in the policy and procedures we follow.
- 2. Prevention & Education:** Our goal is to prevent sexual misconduct, relationship violence, stalking and retaliation before they happen.
- 3. Support & Interim Measures:** Our promise is to provide support and appropriate interim measures to individuals involved in the Title IX process.
- 4. Investigation & Resolution:** Our commitments to due process, campus safety and encouraging reporting guide how we investigate and resolve reports.
- 5. Patterns & Trends:** Our responsibility is to use the best available research, evidence-based practice and our own campus and institute trends in our prevention and response efforts.



## Compliance and Evaluation

The University is engaged in an ongoing effort to improve its Title IX compliance activities. The Title IX coordinator implements and uses a collaborative and proactive approach to seeking continuous improvement. Through identifying opportunities for improvement, implementing a plan for change and analyzing results and measuring success, the Office of Title IX supports the utilization of best practices throughout the UT system.

The Office of Title IX continues to support system-wide Title IX compliance through the following on-going and completed objectives:

- i. Facilitated **scenario-based exercises** with campus Title IX teams to clarify roles and responsibilities and troubleshoot problem areas.
- ii. Provided **in-person system Title IX training** to UT Board of Trustees, UT Board Audit and Compliance Committee, UT President's Cabinet, UT Martin Advisory Board, UT Knoxville Chancellor's staff, UT Audit and Compliance staff, and UT Space Institute leadership.
- iii. Utilized **K@TE learning management system** for mandatory trainings
- iv. Streamlined **reports to campus leadership** and developed internal quarterly reports to track Title IX-related data and patterns and trends across the System
- v. Standardized the collection of Title IX data across the System to **ensure internally consistent compliance** assessments and evaluations
- vi. Collaborated with campus Title IX coordinators to streamline Title IX policy to better align definitions, timelines and procedures
- vii. Facilitated campus collaborations between Title IX offices and other campus safety stakeholders
- viii. Provided support to the UT System and campuses during the state performance audit



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In the spring of 2019, UT developed a standard format for reporting and tracking Title IX-related data across the System. Campus Title IX coordinators worked with the System Title IX office to identify what type of sexual misconduct-related data would be useful to track and how best to streamline the collection of this information. During the summer and fall of 2019, campus Title IX coordinators regularly reported this data to the System and campus leadership, enhancing the University's overall ability to identify themes, observe trends and respond accordingly.

## **Policies and Procedures**

The University's Title IX related policies provide guidance for specific activities and transactions so that the institution acts in accordance with applicable laws, and in a way that supports the mission and core values of the University.

Each campus has developed a policy to outline the rights and responsibilities of faculty, staff and students as they pertain to Title IX. Complaints regarding discrimination based on sex will be addressed following the campus' discrimination complaint policy and procedure.

Campus policies and procedures can be accessed via the following links:

- ***University of Tennessee, Knoxville / Institute of Agriculture / Institute for Public Service / UT System***
- ***University of Tennessee at Chattanooga***
- ***University of Tennessee at Martin***
- ***University of Tennessee Health Science Center***
- ***University of Tennessee Space Institute***

In addition to the policies referenced above, the University's Chattanooga and Knoxville campuses have dedicated Student Pregnancy Accommodations policies. The policies can be found online:

- ***UTK - Student Pregnancy Accommodations***
- ***UTC - Student Pregnancy Accommodations***



During the summer of 2019, UT began streamlining Title IX sexual misconduct policies across the System. The purpose of this objective was to develop common, consistent practices and standards in response to reports of sexual misconduct across the UT System. To ensure compliance under Title IX, campuses also aligned their policies with requirements from the Department of Education and other applicable guidance and regulations.

Throughout the year, campus Title IX coordinators worked with the System Title IX office to review, evaluate and provide feedback on how to better align campus policies and balanced consistency with flexibility to accommodate campus preferences and needs. Overall, this initiative will enhance systemwide Title IX data collection, communication and process management. This objective is ongoing as each campus continues to work on streamlining and finalizing their policies.

# PREVENTION & EDUCATION

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In April of 2019, the Secretaries of the Navy, Army, and Air Force hosted a “National Discussion on Sexual Assault and Sexual Harassment at America’s Colleges, Universities, and Service Academies” on at the U.S. Naval Academy in Annapolis, Maryland. The two-day discussion showcased prevention programs and innovative research from experts across the country with a focus on healthy relationships; prevention; innovative approaches; evaluation; culture/climate and leadership; and gender specific considerations. The University of Tennessee presented, “Using the Social Ecological Model to Change the Statistics.”

The presentation was based on the Center for Disease Control’s model which considers the complex interplay between individual, relationship, community, and societal factors. The University was honored to present, but more importantly had the opportunity to learn from and engage with colleagues across the military and civilian landscape of this work.

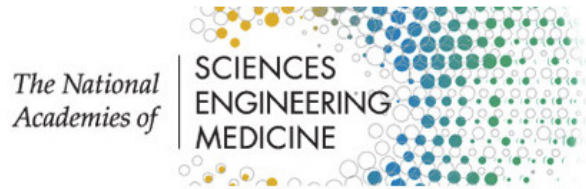
In his opening remarks, the Secretary of the Navy Richard V. Spencer emphasized his commitment, “Students of today are tomorrow’s leaders who trust us to provide a safe and supportive learning environment. Sexual Assault and sexual harassment undermine this idea. to presidents, chancellors, provosts, vice presidents, deans, Title IX coordinators, and other administrators with a role in preventing and responding to campus.

The Social-Ecological Model: A Framework for Prevention: Centers for Disease Control<sup>1</sup>

<sup>1</sup> <https://www.cdc.gov/violenceprevention/publichealthissue/social-ecologicalmodel.html>



*Hike the Hill in Heels event*



*National Academies of Sciences, Engineering and Medicine Logomark*

## UT KNOXVILLE

The University of Tennessee, Knoxville aligns with the System Title IX models with an emphasis on cross campus collaborations and teamwork to improve prevention and increase reporting. This year marks the sixth year that UT Knoxville has published an annual report for the campus. The UT Knoxville annual report has become a commitment in transparency and a call to action for faculty, staff and students on how to be part of the solution. In 2019, we engaged with our campus community in new ways. All housing staff, from office assistants to hall directors, received training on our policy, procedure and prevention.

Peer mentors and student orientation leaders learned how to be active bystanders and to train new Vols to be active bystanders. In collaboration with our campus partners, including the UT Police Department, the Office of Student Conduct and Community Standards, UT Athletics and the Center for Health Education and Wellness, we facilitated 100 programs (2,073 participants), 56 campus wide events (6,190 participants), and trained over 22,000 faculty, staff and students in person and online.

**For a second year in a row**, our faculty and staff had a 99 percent completion rate for mandatory reporter training to ensure that everyone, inside and outside the classroom, is prepared to connect to support resources and reporting options. UT Knoxville through partnerships across campus is working to create a system of consistent and holistic support in which every member of our community has a vital role to play.

### **National Engagement Highlight: Action Collaborative on Preventing Sexual Harassment in Higher Education**

In 2019, UT Knoxville became a founding member of a nationwide Action Collaborative on Preventing Sexual Harassment in Higher Education. This group of committed academic institutions and other key stakeholders is guided and convened by the National Academies of Science, Engineering and Medicine (NASEM) to develop new strategies and share innovative ideas for preventing and addressing sexual harassment and gender discrimination. UT is the only large public institution in the Southeast to be a member of the collaborative. A 2018 NASEM report concluded that existing systems for addressing sexual harassment have placed the burden on targets, victims and survivors, and have been ineffective in preventing harassment in academic institutions.

#### **In light of those findings, the Action Collaborative developed four primary goals:**

- *Raise awareness about sexual harassment, its consequences and approaches for addressing and preventing it*
- *Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment*
- *Contribute to setting a shared research agenda for this work, and gather and apply research results across institutions*
- *Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education. Members exchange ideas and information as they work to provide learning environments and workplaces free from harassment for students, faculty and staff.*

In 2019, UT Knoxville participated in two national meetings and served on a panel at the Action Collaborative Public Summit held in Seattle. In addition, UT Knoxville served as a resource for other member organizations on the creation of a Title IX annual report. UT Knoxville's report is being held up by other academic institutions as a model to follow for their own campus reporting. UT Knoxville has also formed its own campus action collaborative to guide the University in addressing the underlying issues that allow sexual harassment to persist in the academic environment, mirroring the national focus on prevention, response, remediation and evaluation.

**The collaborative working group is composed of representatives from across the campus:**

- *A representative of each college, appointed by their respective dean to a three-year term*
- *A representative of the Student Government Association, Graduate Student Senate and Faculty Senate, appointed annually by their respective group*
- *A representative of human resources, the Office of the Provost, the Graduate School, the Office of Title IX and the Office of Equity and Diversity, appointed by their respective office to a three-year term*
- *A chair, appointed by the chancellor to a three-year term (2019-22 Membership)*

Brad Areheart, associate professor, College of Law; Ashley Blamey (chair), Title IX coordinator; Laura Bryant, deputy Title IX coordinator for prevention, training, and evaluation; Natalie Campbell, president, Student Government Association; Melissa Cardon, Nestle professor of entrepreneurship and innovation, Haslam College of Business; Megan Haselschwerdt, assistant professor, College of Education, Health, and Human Sciences; Mary Lucal, associate vice chancellor for human resources; Kim Newkirk, associate professor, College of Veterinary Medicine; Jenny Richter, associate vice chancellor and director of the Office of Equity and Diversity; Patricia Roberson, assistant professor, College of Nursing; Dixie Thompson, vice provost and dean of the Graduate School; Phyllis Thompson, clinical associate professor, College of Social Work; Paul Frymier, associate dean, College of Engineering; Deb Welsh, head, Department of Psychology, College of Arts and Sciences; Erin Whiteside, associate professor, College of Communication and Information; David Willis, president, Graduate Student Senate; Lisa Yamagata Lynch; Ombudsperson John Zomchick, vice provost for faculty affairs

## UT CHATTANOOGA

The University of Tennessee at Chattanooga's Title IX team focuses on prevention, education and response. Response efforts are led by a collaborative committee, the Sexual Misconduct, Relationship Violence and Stalking Response Team, which is chaired by UT Chattanooga's Title IX Coordinator Stephanie Rowland. Offices represented include student conduct; student outreach and support; dean of Students, Survivor Advocacy Services, Equity and Inclusion; and the Disability Resource Center. The group works together to ensure that incident response is timely, effective and supportive for the students involved.

Awareness and prevention efforts are overseen by the Sexual Misconduct, Relationship Violence and Stalking Prevention Committee, which is comprised of a myriad of offices across UT Chattanooga's campus. In 2019, UT Chattanooga's Center for Student Wellbeing hired an assistant director for education and prevention to take the lead on prevention efforts involving students. In-person programming for students increased in 2019, with consent workshops, healthy relationships education and increased offerings of StepUp! bystander intervention education.

**Consent T-shirt Giveaways:** UT Chattanooga's Title IX coordinator gave away 2,500 Obtained & Affirmative & Voluntary & Continual t-shirts and encouraged students to wear the shirts on Tuesdays to continue the conversation about consent. The t-shirts were distributed during education efforts geared toward key campus constituencies, including resident assistants, student-athletes, first-year experience students, ROTC students, new members of fraternities and sororities, Student Government Association, freshman senate and more. T-shirts were offered to the general student population during tabling events that took place the first six weeks of the fall 2019 semester.

**Consent Workshops:** The Center for Student Wellbeing's assistant director for education and prevention conducted seven in-person consent workshops during fall 2019. The "Consent Chats" program is mandatory for all resident assistants, and housing residents are encouraged to attend. The program includes interactive, engaging group exercises that explain verbal and nonverbal forms of consent and help students understand how to get consent.



**Intimate Partner Violence Awareness Events:** The assistant director for education and prevention held five intimate partner violence awareness events throughout the fall 2019 semester. In addition, two in-person healthy relationships workshops were held in order to teach students skills for healthy conflict resolution and healthy versus unhealthy relationship behaviors.

**Sexual Misconduct, Relationship Violence and Stalking Resources Education:** UT Chattanooga's Title IX coordinator held 88 in-person sessions that included information about available resources for students, faculty and staff. Trained individuals included student groups, academic departments and new employees.



*UTC SAAM event*



*UTC Consent t-shirts*

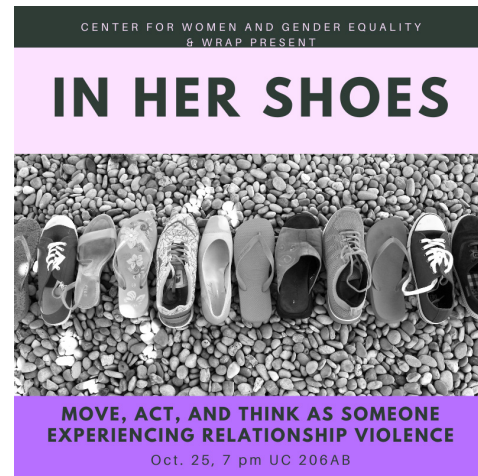
## UT MARTIN

**Prevention, Education, Training:** During 2019, the Title IX coordinator worked in conjunction with other University departments and offices in providing programs on the University's sexual misconduct policy. These programs were presented at various campus locations including residence halls, recreation facilities, athletic facilities, and others. Additionally, presentations were made to other University entities such as physical plant employees, faculty groups, fraternities and sororities, student government and athletic teams.

In 2019, the University successfully trained all faculty and staff (approximately 800 University employees) who have been designated as mandatory reporters. Additionally, over 1,800 student groups received training on the sexual misconduct policy. These student groups included all incoming freshmen, PEP leaders, fraternity and sorority members, transfer students and student-athletes.



*UTM Proclamation Signing*



*UTM Sexual Misconduct Awareness Event*

## UT HEALTH SCIENCE CENTER

Education and prevention, a primary focus, allows the Office of Equity and Diversity to foster an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence and stalking. This includes promoting national campaigns like National Stalking Awareness Month, Sexual Assault Awareness Month and Domestic Violence Awareness Month. The Office of Equity and Diversity conducts biweekly in-person education during New Employee Orientation that covers the aforementioned topics, in addition to Title IV, Title VI, Title IX of the Education Amendment of 1972, and the American Disabilities Act and Section 504 of the Rehabilitation Act of 1973.





*UTHSC  
Goes Teal*

**UTHSC Goes Teal:** Title IX Coordinator Michael Alston and UT Health Science Center leadership wore teal neckties in support of the “Tie One On for National Sexual Assault Awareness Month” campaign. The campaign brings awareness to the relationship between alcohol use and sexual assault perpetration. The photo event was a precursor to a collaborative event with students.

**Sexual Assault Awareness Month:**

The Office of Equity and Diversity, in collaboration with Student Academic Support Services and Inclusion (SASSI) counselors, educated over 50 students, faculty and staff in a program titled “No Is A Complete Sentence: The Intersection of Sexual Assault and Substance Abuse.” The Office of Student Academic Support Services and Inclusion provides free counseling and other support services to students at the UT Health Science Center. The licensed counselors within SASSI are designated within the University’s sexual misconduct, relationship violence, stalking and retaliation policy as confidential resources, meaning the information shared therein cannot be revealed to any other party without the express permission of the individual.



*Sexual Assault  
Lunch and Learn*



*UTHSC Wear  
Purple Day*

**Wear Purple Day:** On Oct. 24, the UT Health Science Center wore purple in observance of National Domestic Violence Awareness Month.

**Interactive Safety Training:** The Office of Equity and Diversity, in collaboration with campus police, presented an Interactive Safety Training based on the game of Life. The training covered topics ranging from the cycle of violence, domestic violence victim to offender relationships, police response, prosecution and protection orders.

## UT SPACE INSTITUTE

Prevention, education and training are the cornerstones of the UT Space Institute's efforts to create a safe and supportive climate for all. The UT Space Institute Office of Human Resources and Equity and Diversity offered training on policy and mandatory reporter responsibilities for all new employee and faculty orientation sessions.

Workshops for existing faculty and staff included mandatory reporter responsibilities, sexual harassment awareness, Title IX compliance and gender discrimination. The safety, security and emergency management coordinator is developing supplemental training to occur year-round for personnel who may be designated primary contacts for sexual misconduct, relationship violence and stalking complaints.

This year, we conducted annual training on employment law updates that included discussion of Title IX. The UT Space Institute hosted a

one-day visit from the UT System Title IX Office for the purpose of discussing Title IX obligations with UTSI faculty, staff and students. The UT Space Institute executive team received the first briefing for the day.

The UT Space Institute supports a Multi-Cultural Advisory Committee that consists of representatives from faculty, staff and students and chaired by the equity and diversity officer. Discussions include sharing policies, procedures, updates and other anti-discriminatory regulations related to sexual misconduct, relationship violence, stalking, and retaliation and other related regulations.

The UT Space Institute participated in hosting a seminar at a local high school in October on “Suicide Prevention.” Jaime Harper from the Tennessee Department of Mental Health and Substance Abuse Services was the guest speaker. The event was well attended with folks from all over the community including some attendees from UTSI.

Additionally, Andre Porter joined the UT Space Institute last fall as a graduate and professional studies recruiter. His position develops strategic recruitment initiatives for designated territories designed to attract competitive in-state and out-of-state graduate students for on ground and online programs. Porter also has prior experience in Title IX work.



*UTSI Fun Run-Walk*



*UTSI Graduation Ceremony*

# TITLE IX TEAM

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## Ashley Blamey

TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION AND  
UNIVERSITY OF TENNESSEE, KNOXVILLE  
*ashleyblamey@utk.edu*



Ashley Blamey serves in a dual role as Title IX coordinator for the UT system and UT Knoxville.

Serving in both capacities, Blamey is able to facilitate critical communication between officials with UT system and all UT campuses. Enhanced communication and interaction across the University system enables more informed decision making and evaluation of practices by all UT campuses.

As system-level coordinator, Blamey is responsible for tracking best practices and legal developments; collaborating with other UT Title IX officials in policy evaluation and development; measuring program effectiveness; identifying optimal training, prevention and awareness-building efforts and resources for implementation; and overseeing annual reporting on the frequency and nature of incidents and complaints.

As UT Knoxville coordinator, Blamey is responsible for coordinating campus efforts to comply with and carry out Title IX responsibilities including promptly, thoroughly and equitably investigating and resolving reports of prohibited conduct to eliminate prohibited conduct, prevent its recurrence and remedy its effects.

Blamey has a bachelor's degree in special education from East Tennessee State University and both master's and doctoral degrees in social work from UT Knoxville. She joined UT Knoxville in 2008 as its inaugural student case management specialist. She has served the campus as the Director for the Center for Health Education and Wellness and Assistant Vice Chancellor for Student Life. Blamey is currently the University's representative on the National Academies of Sciences, Engineering, and Medicine Action Collaborative to prevent sexual harassment in Higher Education. Under her leadership, UT Knoxville was awarded a grant from the U.S. Department of Justice to develop best practices related to education about and prevention of sexual assault, domestic violence, dating violence and stalking.



## Christina Moradian

DEPUTY TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE SYSTEM ADMINISTRATION  
*christinam@tennessee.edu*

Christina Moradian joined the University of Tennessee in 2019 as the deputy system Title IX coordinator. Moradian's role provides a dedicated System employee to support tracking legal developments, collaborating with other UT Title IX officials in policy evaluation and development, providing investigative support and serving as a resource for UT System Title IX compliance. She also supports UT Systemwide Title IX efforts to become a national model in Title IX compliance.

Moradian is a licensed Tennessee attorney and a member of the National Association of College and University Attorneys. She is also a certified Equal Employment Opportunity investigator and holds a Society for Human Resources Management Certified Professional designation.

Christina received a bachelor's in Spanish literature from The University of the South, Sewanee and earned a juris doctor degree from UT Knoxville.



## Stephanie Wood Rowland

TITLE IX COORDINATOR  
UNIVERSITY OF TENNESSEE AT CHATTANOOGA  
*stephanie-rowland@utc.edu*

Stephanie Rowland became Title IX coordinator at UT Chattanooga in March 2015 and, at the same time, the first full-time Title IX coordinator within the UT system.

Rowland's work has focused on prevention, mandatory reporter education and on developing campus processes and structures to ensure that complainants and respondents are supported throughout the Title IX student conduct process. Prior to joining UT Chattanooga, Rowland was director of student conduct and integrity and Title IX coordinator at Longwood University in Farmville, Virginia. She has also served as a deputy county attorney for Pima County, Arizona.

Rowland has a bachelor's degree from Virginia Tech and a law degree from the University of Arizona. She is licensed to practice law in Arizona, Ohio and Virginia.



## Joe Henderson

TITLE IX COORDINATOR AND DIRECTOR OF THE OFFICE OF EQUITY & DIVERSITY  
UNIVERSITY OF TENNESSEE AT MARTIN  
*jhende33@utm.edu*

Joe Henderson currently serves as the Title IX coordinator and director of the office of equity and diversity at UT Martin. He came to UT Martin in 2009 as the student conduct coordinator. He previously served as a public safety officer and accreditation manager at East Tennessee State University, the support services manager for the City of Greenville Texas Police Department and a sergeant for Dallas Police Department. He holds a bachelor's degree from East Texas State University (Texas A&M-Commerce) and has served as the interim equity and diversity officer at UT Martin since August 2015.

In addition to his current roles, Henderson also serves as the Title VI coordinator and the affirmative action officer. He also investigates all grievances and complaints, oversees all faculty and high-level administrative searches, and serves on the System's Diversity Advisory Council.



## Michael Alston

TITLE IX COORDINATOR AND ASSISTANT VICE CHANCELLOR, EQUITY & DIVERSITY  
UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

*malston1@uthsc.edu*

Michael Alston has been on staff with the UT System for over 30 years. Alston began his career with the UT System in August of 1989 with stints at UT Martin, UT Knoxville and the UT Health Science Center in Memphis, where he is now the assistant vice chancellor for equity and diversity, chief diversity officer, and Title IX coordinator.

His experience in higher education encompasses residence life administration at UT Martin, student recruitment and admissions with UT Martin and UT Knoxville and undergraduate instruction outside the UT System at State Technical Institute and Southwest Tennessee Community College, both located in Memphis. At UTHSC, he worked in employee relations, student conduct administration and equity and diversity.

Alston has a bachelor's degree in psychology with a minor in business management, and a master's degree in educational psychology with a higher education focus, both from UT Martin. He has a doctorate in leadership with a concentration in higher education administration from Peabody College at Vanderbilt University. He has a professional certification in diversity management from the School of Industrial and Labor Relations at Cornell University.



## Patricia Burks-Jelks

TITLE IX COORDINATOR AND DIRECTOR FOR EQUITY & DIVERSITY  
UNIVERSITY OF TENNESSEE SPACE INSTITUTE

*[pjelks@utk.edu](mailto:pjelks@utk.edu)*

Patricia Burks-Jelks has been with the UT Space Institute in Tullahoma for more than 30 years. She is the director of human resources and the campus equity and diversity officer, which encompasses serving as Americans with Disabilities Act coordinator and Title IX coordinator.

Burks-Jelks has a bachelor's degree in social work and a master's degree in professional studies, both from Middle Tennessee State University. She is also a graduate of the UT Leadership Institute.

Burks-Jelks is president-elect of Women in Higher Education in Tennessee, which has presented her with its "June Anderson Award" for "outstanding contributions in promoting equality for women in higher education."

She is also past president of the Highland Rim Chapter of the national Society for Human Resource Management and a past president of the Tennessee Chapter of the College and University Professional Association (CUPA-HR) for human resources. As state of Tennessee president, Burks-Jelks received the "Meritorious Service Award" from Southern Region CUPA-HR for her leadership and in recognition of her pioneering role as the Tennessee chapter's first African American president.

In her community, Burks-Jelks serves as chair of the Franklin County Faith Based Recovery Coalition and president of The Business and Professional Women's Federation.







To learn more or become involved with our work visit:  
[titleix.tennessee.edu](https://titleix.tennessee.edu) or contact Title IX Coordinator  
Ashley Blamey at [ashleyblamey@utk.edu](mailto:ashleyblamey@utk.edu).

Campus Title IX annual reports can be accessed  
online via the following campus links:

***UT KNOXVILLE***

***UT CHATTANOOGA***

***UT MARTIN***

***UT HEALTH SCIENCE CENTER***

***UT SPACE INSTITUTE***



THE UNIVERSITY OF  
TENNESSEE  
SYSTEM

The University of Tennessee is an EEO / AA /  
Title VI / Title IX / Section 504 / ADA / ADEA  
institution.