



EAST TENNESSEE STATE  
UNIVERSITY

**Title IX:**

**Implementation  
Plan**

**ANNUAL REPORT**

**2023-2024**

## **Contents**

<b>Introduction and Overview .....</b>	<b>1</b>
<b>East Tennessee State University’s Title IX Compliance Program.....</b>	<b>2</b>
<b>Organization and Designation of Title IX Coordinator .....</b>	<b>2</b>
<b>Statement of Policies and Applicability.....</b>	<b>2</b>
<b>Staff and Budgetary Resources.....</b>	<b>3</b>
<b>Title IX Training, Education, and Outreach .....</b>	<b>3</b>
<b>Discriminatory Practices Prohibited .....</b>	<b>7</b>
<b>Compliance and Federal Assistance/Guidance .....</b>	<b>7</b>
<b>Complaints of Discrimination .....</b>	<b>7</b>
<b>Campus Communication and the Clery Act.....</b>	<b>8</b>
<b>Effecting Compliance.....</b>	<b>8</b>
<b>2023-2024 Title IX Complaints .....</b>	<b>8</b>

## **Additional Information**

<b>Title IX Complaint Online Submission Sample .....</b>	<b>9</b>
<b>Student and University Personnel Gender Demographic Information.....</b>	<b>11</b>
<b>Federal Aid, Grants, and Contracts Information and Title IX Compliance Assurances.....</b>	<b>17</b>
<b>University Organizational Charts .....</b>	<b>18</b>

## Introduction and Overview

ETSU is committed to promoting a culture of equity, safety, responsibility, and support where all members of our community have an opportunity to learn, work, and grow. By publishing an annual review with information about reported incidents of sexual misconduct, the campus hopes to educate and prevent future incidents. This effort is part of the overall commitment to engage the ETSU community in mindful discussion about sexual misconduct and how to prevent it.

This report is intended to provide transparency about ETSU's efforts to respond to sexual misconduct and to share information about the type of reports received by the Office of University Compliance, Student Life and Enrollment, and other designated reporting areas. Within this document, you will find the procedures and resources available to address sexual misconduct complaints. You will also find the number of reports received between July 1, 2023 through June 30, 2024. Identifying information beyond this is not provided, due to legal protections ensuring privacy for those who report sexual misconduct.

ETSU takes the issue of sexual misconduct seriously. The University has established the Office of University Compliance, funded annual training for that office, and designated a Compliance Counsel, Title IX Coordinator, as well as two full-time Investigators. ETSU provides annual online training and outreach efforts geared towards our students, faculty, and staff. A section of this report details the specific efforts we undertake to that end. Additionally, support services such as [counseling](#), [health services](#), including [Sexual Assault Nurse Examiner \(SANE\) services](#), and other measures attempt to mitigate the effects of sexual misconduct.

The prevalence of sexual harassment, sexual violence and gender-based inequity remains a problem for campuses nationwide. In response, The Office of University Compliance fully transitioned from Student Life and Enrollment the processing of all reports and formal complaints in 2019. ETSU is committed to maintaining a fair and balanced report, investigation, and resolution process and to sharing information regarding compliance with Title IX to the campus community.

When reviewing this report, it should be noted that complaint numbers will not always correspond to data found in the [Annual Security and Fire Safety Report](#) issued by ETSU's Department of Public Safety in order to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Clery Act requires reporting for specific categories of sexual violence that occur on or in the area immediately surrounding the campus. The data contained in this report reflects formal and informal complaints received by the Office of University Compliance. Some, but not all, of these complaints are noted in the University's Annual Security Report.

## **East Tennessee State University’s Title IX Compliance Program**

*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*

ETSU is a state-supported, coeducational institution governed by the [ETSU Board of Trustees](#). Prior to the implementation of a local governing board, ETSU was a member of the Tennessee Board of Regents (TBR). Eight of the ten-member Board of Trustees for ETSU are appointed by Governor Bill Haslam, joined by a faculty representative and a student representative. ETSU's Board of Trustees consists of [ten members](#).

The ETSU Board of Trustees assumed responsibility upon the first called meeting by Governor Haslam held in March 2017. The university's appointed trustees have authority to appoint the campus president, manage the university budget, set tuition, and oversee other operational tasks.

ETSU provides outstanding programs of study, enhanced access to education, and distinctive educational and research opportunities to attract students from around the Appalachian Highlands region and throughout the world. ETSU has a population of approximately 14,500 students, which includes undergraduate, graduate, and professional students. Although the majority of students are from Tennessee and the surrounding southeastern region, over 45 states and over 75 foreign countries are also represented. Over 89 percent of the university's students receive federal, state or private sources of financial aid.

Title IX applies to institutions that receive federal financial assistance from the United States Department of Education, including postsecondary higher education institutions. As a recipient of federal financial assistance, ETSU must operate in a nondiscriminatory manner.

## **Organization and Designation of Title IX Coordinator**

The Office of University Compliance is tasked with oversight of Title IX Coordination. Garrison Burton, J.D., serves as the Director of University Compliance and is formally designated as the University’s Title IX Coordinator.

The Title IX Coordinator can be reached by email at [burtong@etsu.edu](mailto:burtong@etsu.edu) and by phone at 423-439-8543. His office is located on ETSU’s main campus at 309 Burgin Dossett Hall. Two additional investigators serve as Assistant Equity Compliance Officers—Michelle Edwards and Yashika Bradley.

## **Statement of Policies and Applicability**

Two ETSU policies exist to ensure compliance with Title IX.

ETSU implemented the [Title IX Rule](#) in August of 2020 as a response to changes in Title IX regulations issued by the US Department of Education in May of 2020. This policy aligns ETSU with current Title IX federal regulations. The purpose of this policy is to 1) provide ETSU with a mechanism for discovering sexual misconduct as early as possible and for effectively correcting problems by providing for prompt and equitable resolution of sexual misconduct reports, 2) identify support and reporting options for individuals, and 3) explain the obligations of ETSU employees to report sexual misconduct to the university.

Additionally, ETSU's [Policy on Discrimination and Harassment](#) prohibits discrimination based on sex and gender and can be used to investigate and adjudicate infractions that may not be covered under current Title IX regulations.

### **Staff and Budgetary Resources**

The Office of University Compliance is responsible for coordinating compliance and training functions associated with Title IX and civil rights statutes in general, although other units such as Student Life and Enrollment, Human Resources, or Athletics may assist.

Resources are allocated for training, publishing, and printing materials, continuing education of personnel working with Title IX concerns, and purchasing of current materials and publications through each responsible unit's operating budget.

### **Title IX Training, Education, and Outreach**

ETSU is proactive in not only requiring annual training for all faculty, staff, and students, but also in offering a range of learning and outreach opportunities. Below are some of the specific areas along with the related Title IX programs and activities that they coordinate.

#### ***Office of University Compliance***

- Coordinate and manage the Compliance website which publishes related policies, reporting options, resources for students and employees, and training opportunities for the campus community
- Coordinate and manage annual required employee training related to Title IX
- Investigate reports related to potential Title IX violations involving faculty, staff, and/or students
- Maintain log of Title IX complaints for the campus
- Provides Sexual Assault Prevention for Undergraduates (SAPU) and Graduates (SAPG) online training data
- Adjudicate investigations where violations of the Sexual Misconduct Policy reach or exceed a clear and convincing evidence standard
- Administer Title IX interim measures provided to complainants and respondents
- Coordinate and manage ETSU [Violence Free website](#)

### ***Housing***

The Residential Curriculum includes topics such as Healthy Relationships, Bystander Intervention, and Sexual Assault Prevention. Housing staff are required to complete Sexual Assault Prevention training and Title IX training

### ***University Health Services***

Provides Sexual Assault Nurse Examination (SANE) services to campus during business hours and offers after-hours consult and appointment planning for incidents occurring then.

### ***ETSU Counseling Center***

The ETSU Counseling Center provides confidential counseling to any impacted parties and shares reporting options with complainants. The Counseling Center also provides outreach and awareness through the Outreach and Advocacy, Sexuality Information for Students (OASIS) program. OASIS provided presentations/workshops to classrooms, residence halls, orientation attendees, and other campus groups. Over 200 students completed evaluations showing an increase in learning around sexuality issues.

OASIS also provides training, including instruction about how to respond to reports of sexual misconduct in on-campus housing, to over 100 incoming and returning Resident Directors and Resident Advisors in the Department of Housing and Residence Life.

Additionally, the Counseling Center also provides a 24/7 mental health helpline, available for all students to use. To access this service call (423) 439-4841 and press 2 for a counselor.

### ***New Student and Family Programs***

All students who attend new student orientation are informed about sexual misconduct policies and training. Family members who attend new student orientation also receive this information.

Students who completed LAUNCH, which encompasses over 3000 students, also receive this information.

During the University's Preview program for incoming students, reporting resources are given to all students and programming around consent are presented to all students in the form of various skits which aim to tackle consent issues in engaging and collaborative ways.

### ***Center for Physical Activity (CPA)***

The Center for Physical Activity hosts a bi-annual Title IX training for all staff, including

student workers. Coordinator Garrison Burton leads the training.

### ***Fraternity and Sorority Life***

This department covers information related to sexual misconduct and university policy during Greek 101 and Greek 201 information sessions for members of the community.

### ***Athletics***

The Athletics Department completes Title IX training on an annual basis as part of NCAA requirements. ETSU Compliance Counsel also provides Title IX training to Athletics staff. The ETSU Counseling Center provides information related to relationship violence to student athletes

### ***Women's Studies Program***

Under the leadership of Dr. Phyllis Thompson, ETSU Women's Study's hosted a campus-wide training event sponsored by the Institute on Trauma-Informed Approaches to Teaching and Learning. This training was held on January 10 and January 11, 2024.

### ***ETSU Police***

Public Safety officers provide crime-prevention education to students. Students living on campus receive this information at the start of each new academic year. In October of each year, Public Safety also reports crime statistics on campus for the prior three years, in the [Annual Security and Fire Safety Report](#). This report includes information on all Clery crimes, including sexual assaults.

### ***ETSU ROTC***

Garrison Burton provided an overview of Title IX issues to all participants of the ETSU ROTC program who attended orientation August 14, 2023.

### ***ETSU Quillen College of Medicine***

The College of Medicine provides all students with information related to sex discrimination and requires each student to complete Sexual Assault Prevention for Graduates. The College of Medicine also employs their own Grievance Officer, Patti Amadio, who works with students on any grievance issues they may have, ranging from issues with fair grading up to Title IX reports that are formally referred to Coordinator Garrison Burton in the Office of University Compliance.

### ***ETSU Gatton College of Pharmacy***

The College of Pharmacy provides all students with information related to sex discrimination and requires each student to complete Sexual Assault Prevention for Graduates.

***University School***

ETSU's University School offers a unique setting for a public school housing grades K-12 at one site on the campus of a major university in northeast Tennessee. Given its location and affiliation, University School is under the supervision of the Office of University Compliance with respect to any Title IX issues. Accordingly, Coordinator Garrison Burton works closely with University School administrators and provides annual Title IX training for all University School employees, including volunteers who coach the school's athletic teams.



## **Discriminatory Practices Prohibited**

### **Non-Discrimination Policy:**

*East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, veteran status, sex, disability, or age in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Garrison Burton, Compliance Officer and Title IX Coordinator, ETSU, Johnson City, TN 37614, 423-439-8544. Burgin Dossett Hall, room 309.*

Some examples of prohibited discriminatory practices specific to the University include, when based on a protected class:

- Denying a person access to an educational program;
- Denying salary increases and/or promotions; or
- Preventing a person from participating in any activity or program or using University facilities or services.

\*The University's Discrimination and Harassment Policy also includes a statement of non-discrimination.

## **Compliance and Federal Assistance/ Guidance**

ETSU regularly receives requests from state and federal agencies to complete Title IX compliance surveys. All requests are addressed in a timely manner and with material information gathering from appropriate offices.

ETSU is committed to complying with the United States' Office for Civil Rights directives and guidance as it relates to Title IX.

## **Complaints of Discrimination**

ETSU has multiple reporting locations for complaints regarding Title IX discrimination. The Office of University Compliance and Student Life and Enrollment have trained investigators on staff who partner to investigate complaints. The investigators receive annual training and many have received training through the Association of Title IX Administrators (ATIXA) or through D. Stafford and Associates.

Students, employees, applicants for admission or employment, or third parties who believe they are being discriminated against can make a report to ETSU's Office of University Compliance.

During the 2023 fiscal year, *twenty-four* (24) Title IX complaints involving students, faculty, and/or staff were received, investigated, and resolved.

## **Campus Communication and the Clery Act**

In the event that a campus report of a sex-based Clery crime poses an ongoing threat to the ETSU campus, the Department of Public Safety will alert the community and provide appropriate information. ETSU utilizes various types of campus alerts and notifications including emergency notifications, timely warnings, and safety notices. These alerts and notifications are sent to students, faculty, and staff via cell phone text messages, screen notice on ETSU computers, and via ETSU email. To opt-in to the emergency alert system, register [here](#).

---

## **Effecting Compliance**

As part of the University's Title IX implementation plan, the University will take appropriate proactive action and/or corrective measures as it relates to Title IX compliance.

Policies and procedures associated with Title IX compliance are reviewed annually or as needed, particularly when new guidance is issued from the Office for Civil Rights.

## **2023-2024 Title IX Complaints**

The Office of University Compliance keeps record of all complaints, allegations, and reports. For purposes of this annual reporting, complaints are only categorized as Title IX Complaints if they describe behavior that falls under current Title IX definitions. Regardless, anyone who reports an incident to the Office of University compliance receives a response and is offered options on how they may be able to proceed under Title IX and/or University Policy.

During the 2023-2024 Academic Year, the Office of Compliance received *twenty-four* (24) formal Title IX Complaints. These complaints were all received and processed in accordance with the University's Title IX Rule and/or the Policy on Discrimination, Harassment, and Sexual Misconduct.

# Title IX Complaint Online Submission Sample

Record ID 526  
Page 1

## Report of Discrimination, Harassment, Retaliation, or Sexual Misconduct

Please complete the information below.

Response was added on 09-29-2021 4:31pm.

If you are concerned for your personal safety, please call 911 before completing this report.

Report of Discrimination, Harassment, Retaliation, and/or Bias

ETSU encourages reporting all incidents of bias, disrespect, misconduct, discrimination, harassment, or retaliation. ETSU students, employees, vendors, applicants for ETSU employment or enrollment, and community members who experience these types of incidents at ETSU may use this form to report such incidents even if you also report to Public Safety.

Please provide as much detail as possible. There is an option to upload additional documentation near the end of the form.

You may choose to include your contact information or you may choose to submit your report anonymously. ETSU will protect your privacy to the extent possible until you discuss with the Office of University Compliance what you wish to do with your report.

Once the report is reviewed, you will be contacted before any further action is taken.

**If you choose to remain anonymous, you can be assured that your report will receive the same attention as if you provided contact information. We will still review your report thoroughly but it may impact the extent to which we can take action or investigate the incident you describe.**

**If you choose to provide identifying information, ETSU will maintain your privacy to the extent possible. If your complaint involves violations of sexual violence or other criminal activity that puts others in harm's way, ETSU is required by law to report it to the appropriate authorities. If you prefer to confide only in confidential sources, please contact ETSU Counseling at 423.439.3333.**

I am making this report because:

- I experienced an incident directly
- I saw or heard about an incident
- I am helping someone report an incident

Please choose one to continue with the process.

- I choose to remain anonymous
- I choose to provide identifying information
- I am reporting about someone other than me

**Basis of the Discrimination, Harassment, Retaliation, and/or Bias**

Basis of the Report: (check all that apply)

- Race/Color
- National Origin/Ethnicity/Language
- Gender Identity/Expression
- Gender/Sex
- Sexual Orientation
- Religion
- Disability
- Genetic Information
- Parenting/Pregnancy
- Marital/Family Status
- Age
- Veteran Status
- I am not sure

Please indicate all that apply to the incident you are reporting.

- Bullying/hazing
- Comment in Class activity
- Comment in Person
- Comment on Social Media/Website
- Comment via Email/Text
- Comment via Phone/Voicemail
- Discrimination by Faculty
- Discrimination by Staff/Employee
- Sexual Assault
- Sexual Harassment
- Stalking/Intimidation
- Threat(s)
- Vandalism/Graffiti/Written Slur
- Verbal Attack/Assault
- Discrimination by Student/Group
- Emotional Assault/Attack
- Harassment
- Intimidation
- Offensive Picture or Image
- Physical Assault/Attack
- Property Damage/Destruction
- Pursuit/Chase
- Other Incident (describe in the space below)

Please describe the incident in your own words. You may attach additional pages or other documentation at the end of the form.

sample

If you prefer to upload your documentation, please click on the "Upload file" link and attach your file.

Date of incident:

09-29-2021

Time of incident:

16:31

Please provide names, contact info, or other information you believe is helpful to following up on this report.

sample

Have you reported this incident to others on campus?

- Yes
- No

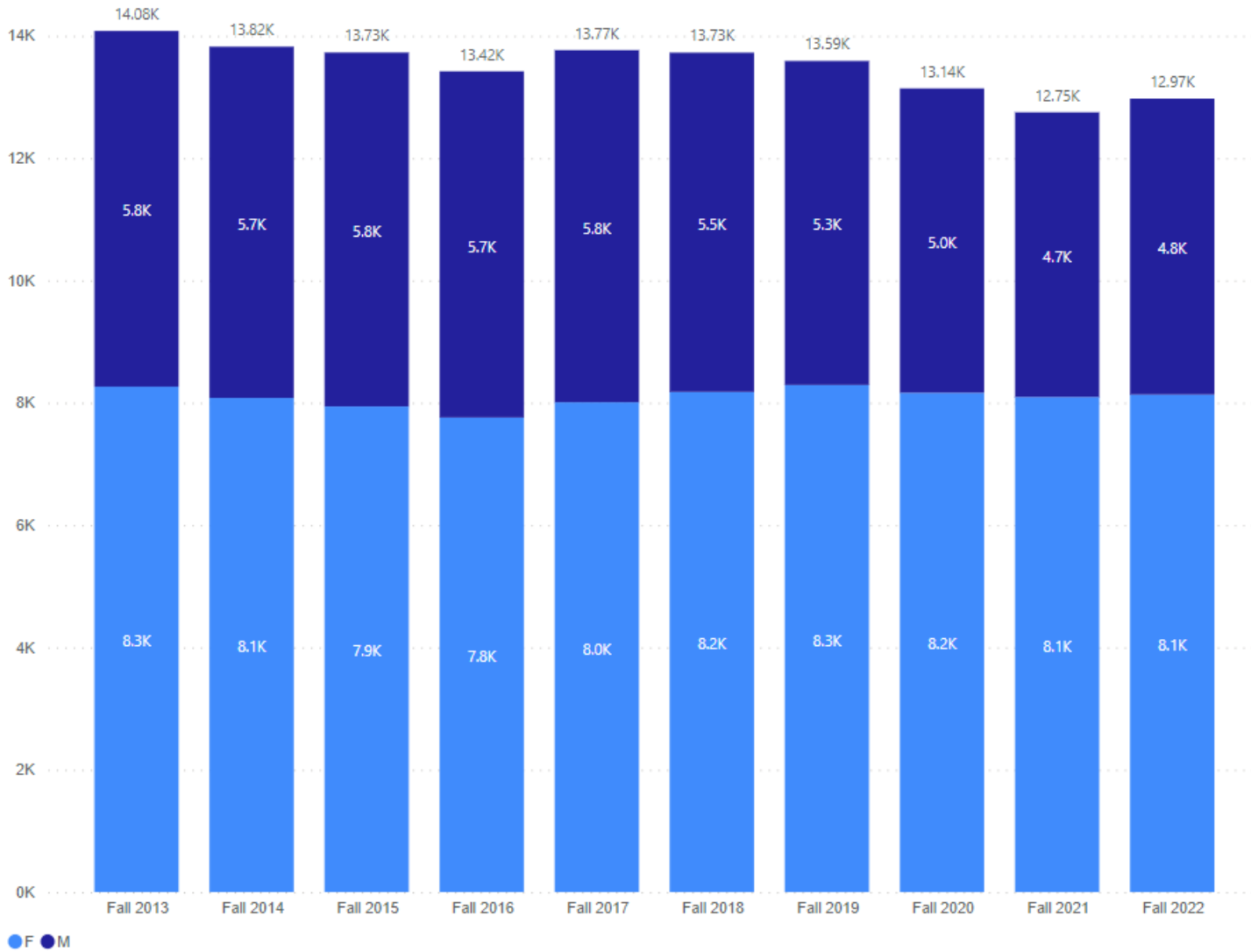
Do you wish to be contacted about ways we can support you?

- Yes
- No

## Student and University Personnel Gender Demographic Information

< Back to report

### HEADCOUNT BY GENDER



STVTERM_DESC	F	M
Fall 2013	8264	5816
Fall 2014	8079	5743
Fall 2015	7940	5787
Fall 2016	7760	5659
Fall 2017	8008	5757
Fall 2018	8177	5548
Fall 2019	8291	5298
Fall 2020	8164	4976
Fall 2021	8096	4654
Fall 2022	8134	4840

HEADCOUNT BY GENDER

With Percent And Enrollment Status  
By Student Level and Classification

Enrollment Status: FT=Full-Time, PT=Part-Time, T=Total

By Gender With Percent																
Level Classification	Gender	Fall 2021			Fall 2020			Fall 2019			Fall 2018			Fall 2017		
		Total	HC	Pct	Total	HC	Pct	Total	HC	Pct	Total	HC	Pct	Total	HC	Pct
First-Time Freshmen	Men		696	38		668	40		749	42		794	40		883	43
	Women		1,160	62		983	60	1,037	58		1,182	60		1,167	57	
	Total	1,856			1,651			1,786			1,976			2,050		
Other Freshmen	Men		195	52		208	50		233	47		302	51		299	47
	Women		180	48		212	50		265	53		289	49		333	53
	Total	375			420			498			591			632		
Freshmen	Men		891	40		876	42		982	43		1,096	43		1,182	44
	Women		1,340	60		1,195	58	1,302	57		1,471	57		1,500	56	
	Total	2,231			2,071			2,284			2,567			2,682		
Sophomore	Men		618	40		757	42		792	41		867	44		904	45
	Women		929	60		1,053	58	1,139	59		1,089	56		1,096	55	
	Total	1,547			1,810			1,931			1,956			2,000		
Junior	Men		850	37		982	39		1,021	42		1,070	43		1,062	43
	Women		1,467	63		1,543	61	1,433	58		1,423	57		1,386	57	
	Total	2,317			2,525			2,454			2,493			2,448		
Senior	Men		1,361	37		1,431	38		1,513	40		1,551	41		1,643	44
	Women		2,312	63		2,325	62	2,308	60		2,193	59		2,108	56	
	Total	3,673			3,756			3,821			3,744			3,751		

HEADCOUNT BY GENDER

With Percent And Enrollment Status  
By Student Level and Classification

Enrollment Status: FT=Full-Time, PT=Part-Time, T=Total

By Gender With Percent																
Level Classification	Gender	Fall 2021			Fall 2020			Fall 2019			Fall 2018			Fall 2017		
		Total	HC	Pct	Total	HC	Pct	Total	HC	Pct	Total	HC	Pct	Total	HC	Pct
Undergraduate Special	Men		232	42		203	37		246	37		209	41		179	41
	Women		316	58		340	63		415	63		299	59		263	60
	Total	548			543			661			1,508			442		
Graduate Special	Men		46	30		52	28		49	31		38	27		62	32
	Women		106	70		132	72		108	69		104	73		131	68
	Total	152			184			157			142			193	193	
Master's	Men		464	29		473	30		490	30		520	30		519	31
	Women		1,162	72		1,119	70		1,153	70		1,240	70		1,172	69
	Total	1,626			1,592			1,643			1,760			1,691		
Educational Specialist	Men		2	33		3	60		0	0		1	12		2	20
	Women		4	67		2	40		3	100		7	88		8	80
	Total	6			5			3			8			10	10	
Doctoral - Early	Men		165	29		170	30		172	32		183	36		187	38
	Women		408	71		395	70		369	68		322	64		309	62
	Total	573			565			541			505			496		
Doctoral - Late	Men		25	33		29	33		33	35		13	31		16	31
	Women		52	68		60	67		61	65		29	69		35	69
	Total	77			89			94			42			51		



HEADCOUNT BY GENDER

With Percent And Enrollment Status  
By Student Level and Classification

Enrollment Status: FT=Full-Time, PT=Part-Time, T=Total

By Gender By Enrollment Status																
Level Classification	Gender	Fall 2021			Fall 2020			Fall 2019			Fall 2018			Fall 2017		
		Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT
All Levels	Men		3,651	1,003		3,968	1,008		4,269	1,029		4,552	996		4,716	1,040
	Women		6,074	2,022		6,140	2,024		6,303	1,988		6,373	1,804		6,234	1,774
	Total	12,750	9,725	3,025	13,140	10,108	3,032	13,589	10,572	3,017	13,725	10,925	2,800	13,764	10,950	2,814
Undergraduate	Men		3,223	729		3,550	699		3,804	750		4,070	723		4,230	740
	Women		5,172	1,192		5,260	1,196		5,424	1,173		5,463	1,012		5,411	942
	Total	10,316	8,395	1,921	10,705	8,810	1,895	11,151	9,228	1,923	11,268	9,533	1,735	11,323	9,641	1,682
Graduate	Men		428	274		418	309		465	279		482	273		486	300
	Women		902	830		880	828		879	815		910	792		823	832
	Total	2,434	1,330	1,104	2,435	1,298	1,137	2,438	1,344	1,094	2,457	1,392	1,065	2,441	1,309	1,132



HEADCOUNT BY GENDER

With Percent And Enrollment Status  
By Student Level and Classification

Enrollment Status: FT=Full-Time, PT=Part-Time, T=Total

By Gender By Enrollment Status																
Level Classification	Gender	Fall 2021			Fall 2020			Fall 2019			Fall 2018			Fall 2017		
		Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT
First-Time Freshmen	Men		685	11		664	4		739	10		786	8		875	8
	Women		1,147	13		973	10		1,033	4		1,174	8		1,159	8
	Total	1,856	1,832	24	1,651	1,637	14	1,786	1,772	14	1,976	1,960	16	2,050	2,034	16
Other Freshmen	Men		168	27		185	23		218	15		273	29		265	34
	Women		150	30		183	29		240	25		256	33		294	39
	Total	375	318	57	420	368	52	498	458	40	591	529	62	632	559	73
Freshmen	Men		853	38		849	27		957	25		1,059	37		1,140	42
	Women		1,297	43		1,156	39		1,273	29		1,430	41		1,453	47
	Total	2,231	2,150	81	2,071	2,005	66	2,284	2,230	54	2,567	2,489	78	2,682	2,593	89
Sophomore	Men		570	48		696	61		729	63		823	44		846	58
	Women		837	92		952	101		1,054	85		1,039	50		1,037	59
	Total	1,547	1,407	140	1,810	1,648	162	1,931	1,783	148	1,956	1,862	94	2,000	1,883	117
Junior	Men		757	93		903	79		941	80		977	93		965	97
	Women		1,253	214		1,355	188		1,286	147		1,292	131		1,266	120
	Total	2,317	2,010	307	2,525	2,258	267	2,454	2,227	227	2,493	2,269	224	2,448	2,231	217
Senior	Men		1,030	331		1,093	338		1,162	351		1,203	348		1,260	383
	Women		1,772	540		1,794	531		1,792	516		1,685	508		1,640	468
	Total	3,673	2,802	871	3,756	2,887	869	3,821	2,954	867	3,744	2,888	856	3,751	2,900	851

HEADCOUNT BY GENDER

With Percent And Enrollment Status  
By Student Level and Classification

Enrollment Status: FT=Full-Time, PT=Part-Time, T=Total

By Gender By Enrollment Status																
		Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT
Undergraduate Special	Men		13	219		9	194		15	231		8	201		19	160
	Women		13	303		3	337		19	396		17	282		15	248
	Total	548	26	522	543	12	531	661	34	627	1,508	25	483	442	34	408
Graduate Special	Men		11	35		4	48		3	46		3	35		4	58
	Women		8	98		15	117		7	101		16	88		16	115
	Total	152	19	133	184	19	165	157	10	147	142	19	123	193	20	173
Master's	Men		316	148		317	156		352	138		373	147		370	149
	Women		675	487		650	469		659	494		737	503		636	536
	Total	1,626	991	635	1,592	967	625	1,643	1,011	632	1,760	1,110	650	1,691	1,006	685
Educational Specialist	Men		0	2		0	3		0	0		0	1		0	2
	Women		1	3		0	2		0	3		2	5		1	7
	Total	6	1	5	5	0	5	3	0	3	8	2	6	10	1	9
Doctoral - Early	Men		98	67		96	74		105	67		105	78		107	80
	Women		208	200		206	189		196	173		143	179		159	150
	Total	573	306	267	565	302	263	541	301	240	505	248	257	496	266	230
Doctoral - Late	Men		3	22		1	28		5	28		1	12		5	11
	Women		10	42		9	51		17	44		12	17		11	24
	Total	77	13	64	89	10	79	94	22	72	42	13	29	51	16	35

## **Federal Aid, Grants, and Contracts Information and Title IX Compliance Assurances**

Federal student financial assistance is available directly from the federal agency to the student. ETSU is therefore obligated under the aforementioned directives.

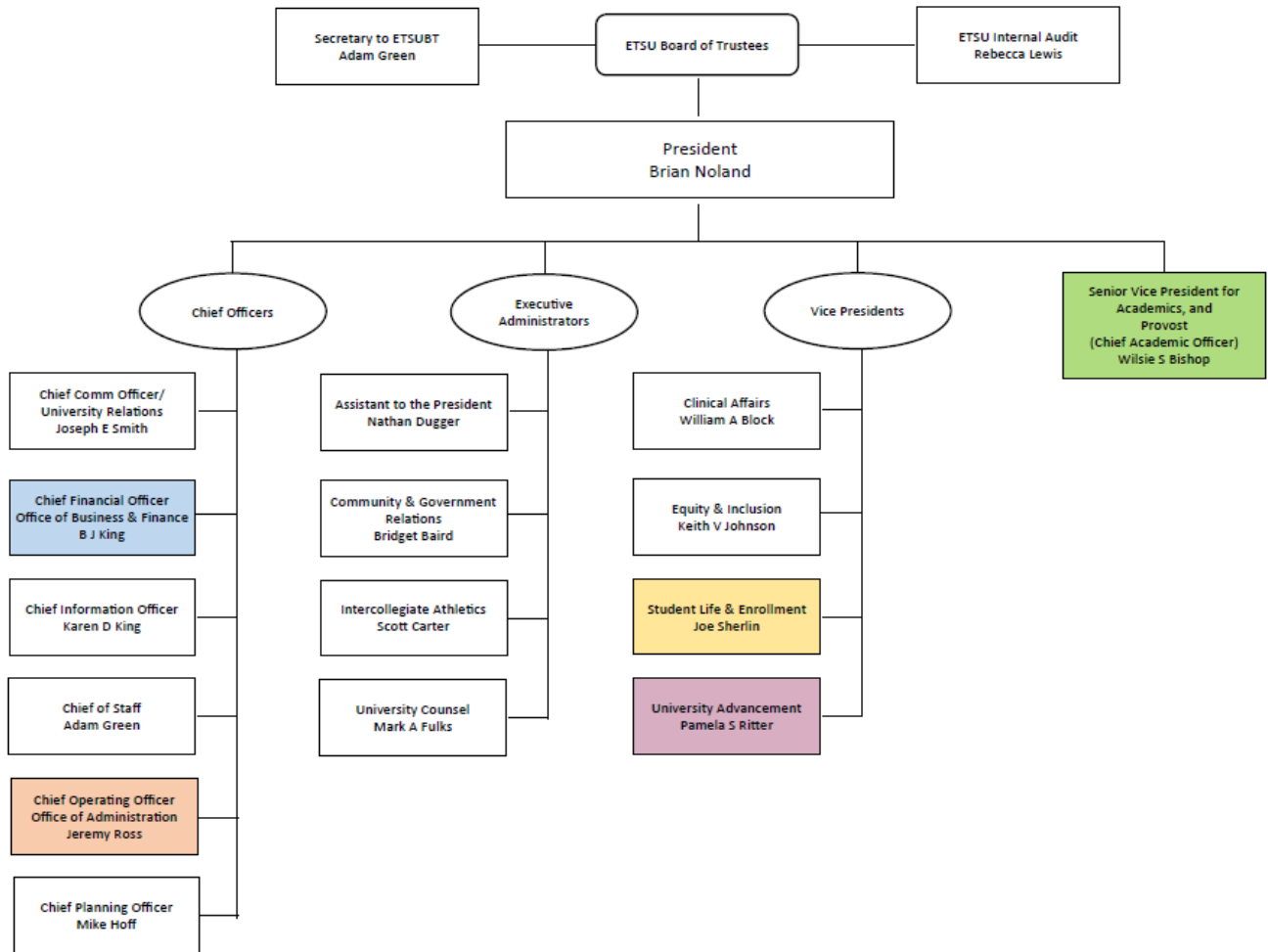
All recipients and sub-recipients of federal aids, grants, and contracts must assure compliance with Title IX.

Students, faculty, and staff complete Title IX training on an annual basis.

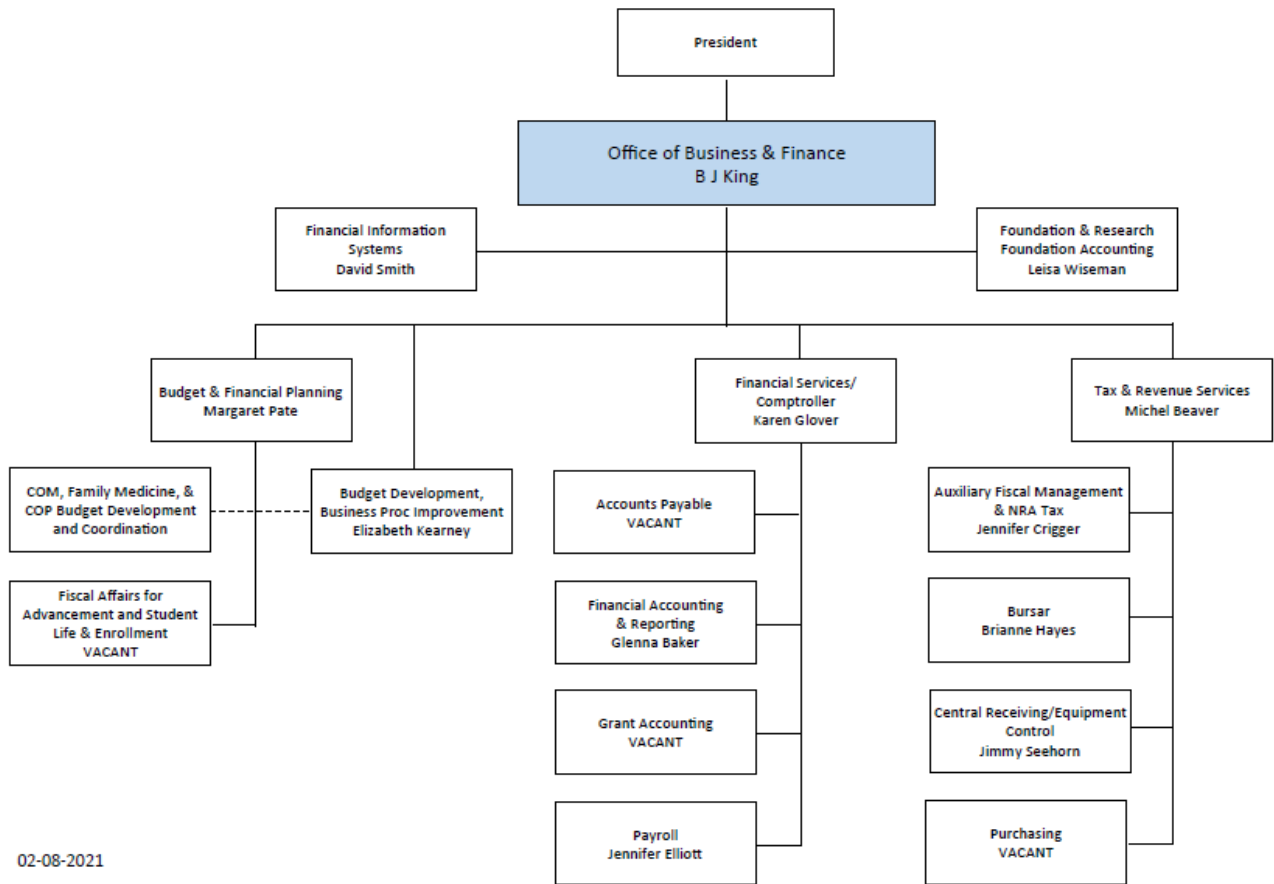
Concerning sub-recipients:

If the university does not receive assurances of compliance, written notice would be given to the sub-awardee of non-compliance. The university provides 30 days to complete Title IX training. If the training is not completed in that time, the university would require that the university's standard employee Title IX training is completed so that tracking and monitoring could occur without relying on any representations from the sub-awardee. If the university's training is not completed in a timely manner the university would withhold payment until such time as the sub-awardee completed the training. This information is shared with the awardee in the original written notice.

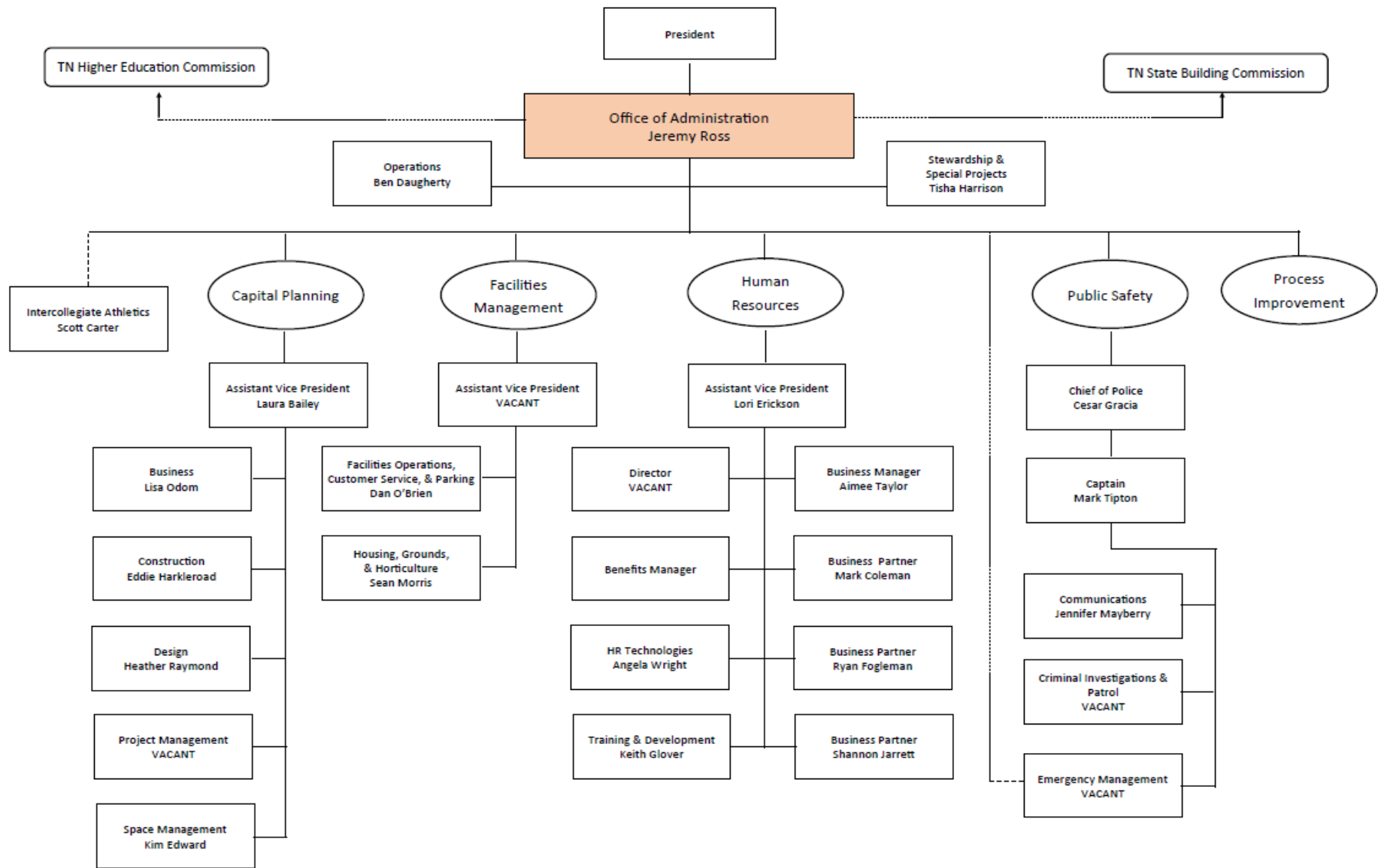
# University Organizational Charts

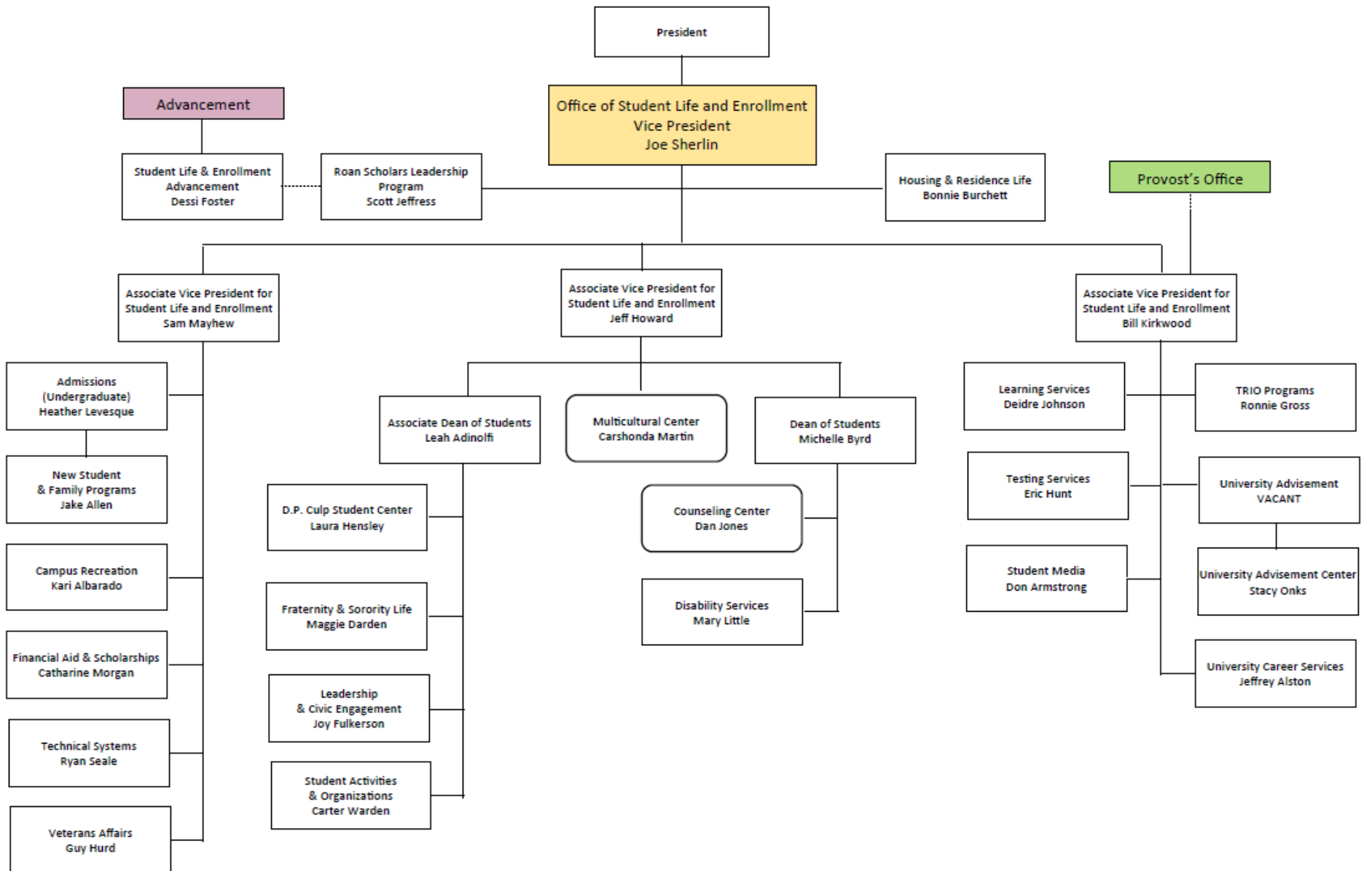


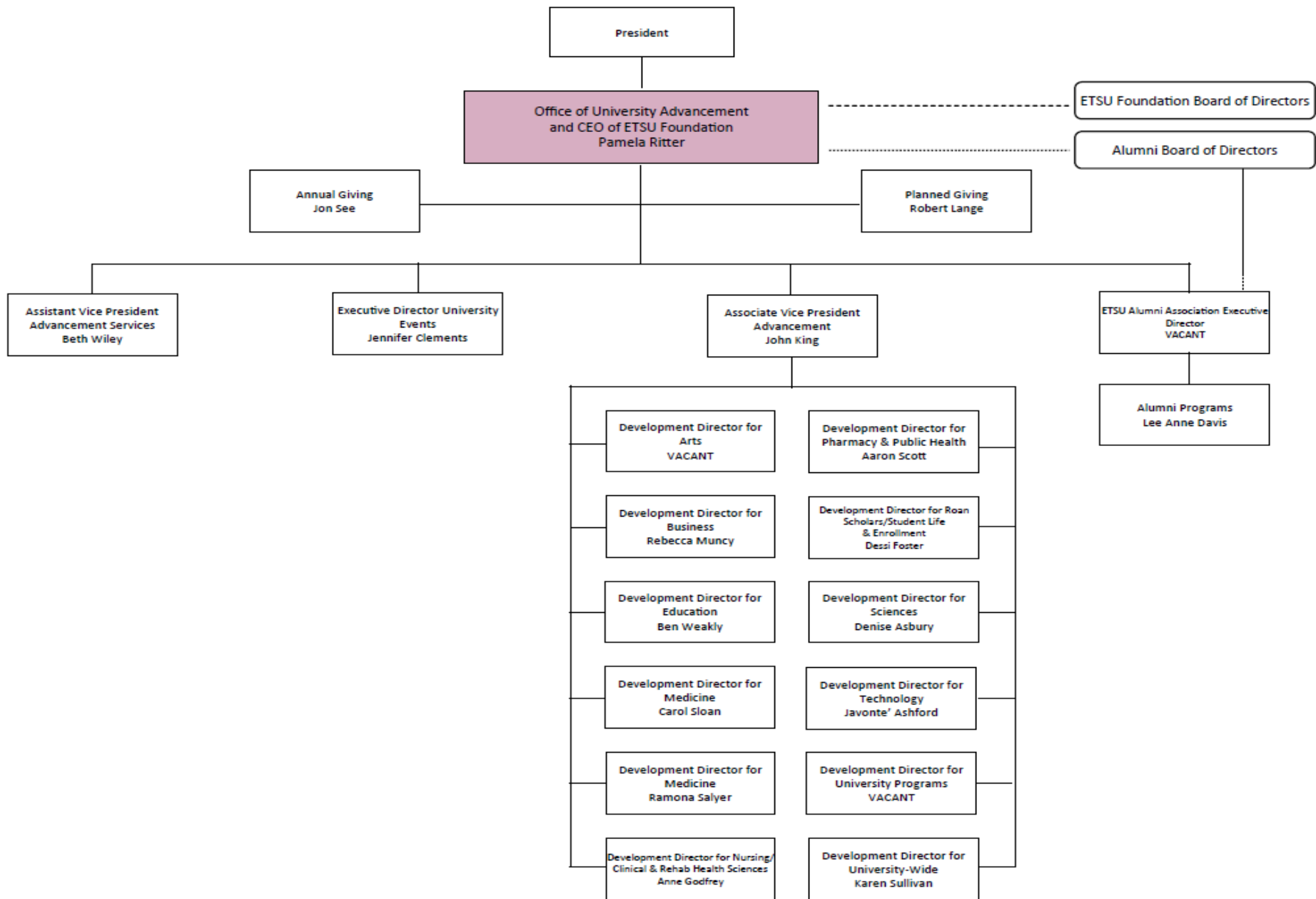
All charts can be found at: [https://www.etsu.edu/human-resources/documents/etsu\\_organizational\\_charts.pdf](https://www.etsu.edu/human-resources/documents/etsu_organizational_charts.pdf)



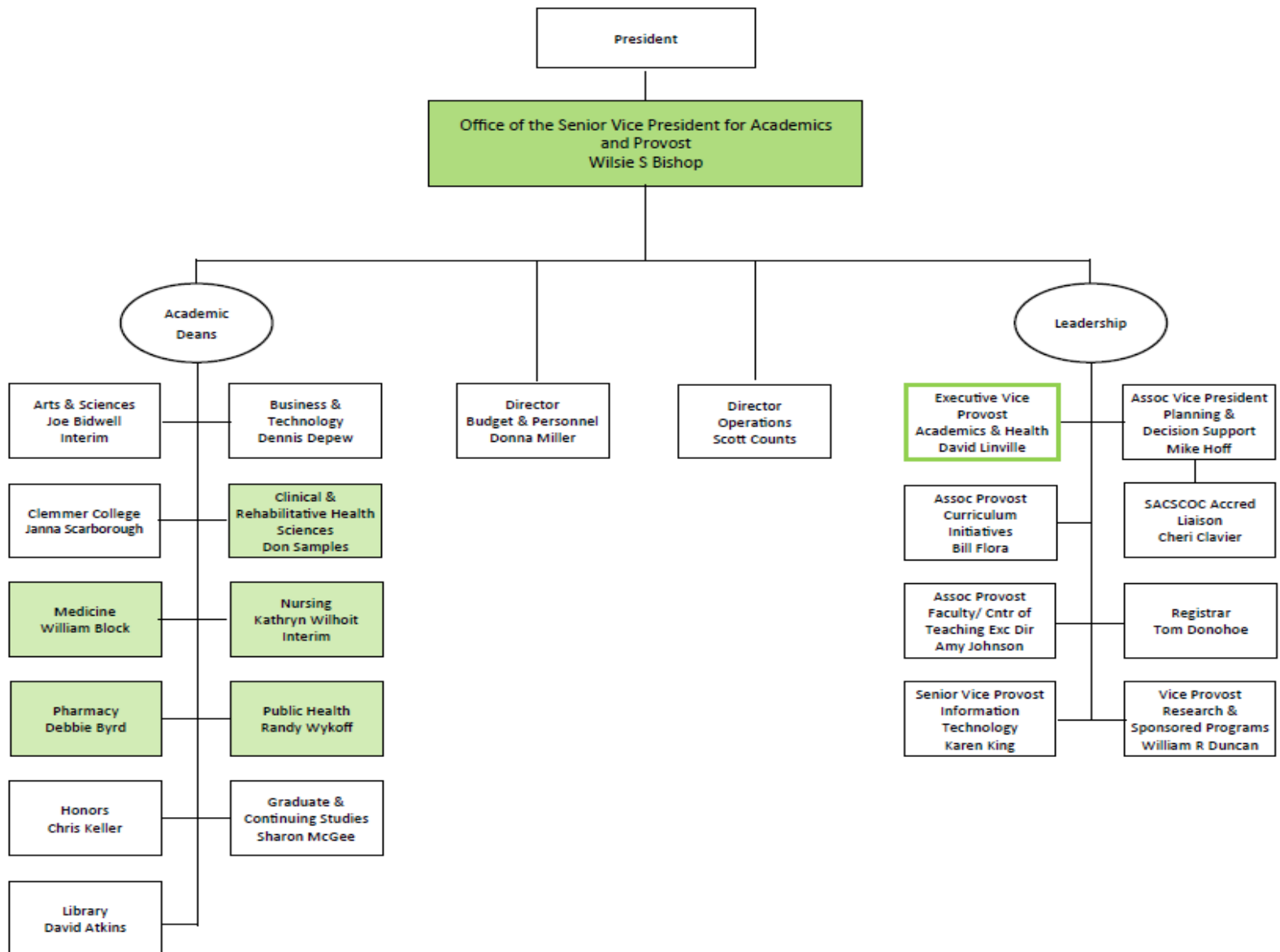
02-08-2021











02-01-2021