



Proposal for Collective Services
Tennessee Independent Colleges and
Universities Association

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Submitted by:
Jody Shipper
Cherie A. Scricca
Co-Founders and Managing Directors

jody@grandriversolutions.com
cherie@grandriversolutions.com
www.grandriversolutions.com

Collective Model: A Cost-Savings Approach to Title IX and Equity-Based Compliance Needs

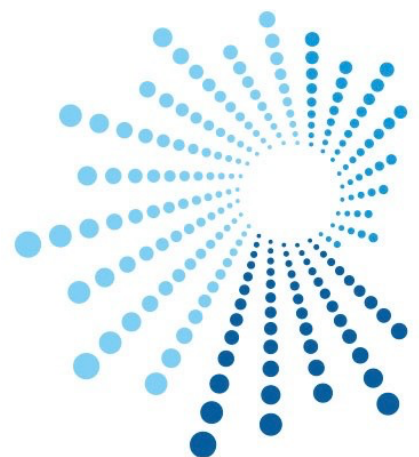
Grand River Solutions facilitates the development of collaborative partnerships designed to ease the financial and time-intensive burden of Title IX and equity compliance through collective resource optimization. Whether you are a member of an existing consortium of institutions or interested in creating your own, we can help.

The costs of Title IX and equity compliance are rising. We recognize the increased procedural obligations of the final Rule may force additional burdens upon many. Grand River Solutions' collective model provides an optimal solution. By forming cost saving partnerships, institutions receive the benefit of our full team of experts for discounted rates. This cost-effective method of delegating response-focused roles to Grand River Solutions allows Title IX and equity teams to focus their resources on prevention and other work that is essential to promoting and sustaining safe and inclusive campus environments.

The Collective Benefit

Special discounts are offered for members of a collective. Collective rates are available for the following services: investigations, hearing officers, appeals officers, advisors, consulting, and informal resolution. For those not already part of a collective, we can work with schools within a geographic or subject-matter area to assist in formation of a collective.

Tiered discounts are based on collective use and size. In addition to the initial discounted rate when a collective is formed, further discounts are available after the member institutions have engaged Grand River Solutions for a certain number of hours. For example, once a collective has used a specified number of hours of applicable services, between the member institutions, rates are further reduced.





About Grand River Solutions

Grand River Solutions specializes in serving institutions of higher education in the Title IX and equity space and with Clery Act compliance. As an organization, we are committed to lowering the costs of compliance by providing accessible and customized support to our clients. Our recognized experts in both law and education have practical experience in this space; we have worked on campuses of all shapes and sizes across the nation. Our services are developed to meet the individualized needs of each client.

Grand River Solutions was formed in response to ongoing and persistent requests from Title IX coordinators, risk managers, and campus counsel seeking practical, how-to guidance in dealing with campus-specific questions and problems for which they could not otherwise find satisfying answers or applicable solutions. Our professionals have extensive experience as on-campus leaders and administrators, with direct knowledge of the realities of developing and implementing equity policies, processes, and programs. We are adept at performing all functions related to the equity process, from responding to reports, facilitating informal resolutions, conducting investigations, managing all aspects of a hearing process, to conducting appeals. Additionally, our subject-matter experts routinely provide in-depth, practical training on an array of topics to all members of campus communities.

Our hands-on, practical experience provides us deep knowledge of relevant state and federal laws and best practices that govern and impact the work we do. Our expertise as former professionals in Title IX and higher education gives us a unique understanding of the higher education landscape, the specific issues facing today's students, the realities of working with diverse stakeholder groups, and the needs of staff and faculty working in higher education today. Grand River Solutions believes in equitable campus environments where our clients are supported, respected, and valued. One campus at a time, we help create lasting institutional, individual, and community transformations.

Proposed Services

Grand River Solutions proposes providing the following services to the member institutions of TICUA:

Investigative Services

Investigative services include, as needed:

- Conduct impartial investigations in keeping with institutional policy and procedures.
- Provide parties and advisors with all directly relevant evidence to review, and consider all responses gathered.
- Draft investigation report.
- Draft and provide all documentation and communications as may be appropriate.

Decision Maker Support

Services provided may include, as needed:

- Function as Chairperson or Hearing Officer for Title IX or other Hearing Panels; resolve procedural disputes that arise during the hearing; respond to questions, objections, or disruptions of conduct hearings.
- Prepare and conduct pre-hearing procedures.
- Manage logistics of the hearing process.
- Draft written decision, with analysis and all elements as required by the institution's policies and procedures.

Hearing Advisor Support

The hearing advisor role is limited to that which is required by the August 2020 Title IX regulations. Services provided may include:

- Review investigation report and evidence file;
- Meet with advisee to determine what questions the advisee would like asked of the other party and witnesses during cross examination at the hearing;
- Attend pre-hearing meetings;
- Conduct cross examination at the hearing at the direction of, and using questions provided by, the advisee.

****The hearing advisor does not provide legal advice and does not develop questions for cross examination independent of the advisee.**

Informal Resolution

Grand River Solutions' trained professionals will mediate and facilitate informal and alternate resolutions in accordance with campus policies and procedures.

Appeals Officer

Serve as appeals officers, chairs and/or coordinators of appeals panels in accordance with campus policies and procedures.

Consulting/Mentoring Services

Grand River Solutions staff may be called upon to provide guidance and coaching to Title IX Coordinators, and as appropriate, guidance to leadership on Title IX and equity-related compliance efforts. Additionally, a review of draft investigation reports prepared by campus investigators or written determinations prepared by campus decision makers may be provided as needed, to improve quality and consistency of reports produced.

Schedule of Fees

As a contracted member of the Grand River Solutions/TICUA Collective, each contracted institutions within the Collective will receive discounted hourly rates for the services described above, on an as needed basis. This fee structure provides the Colleges within the Collective with the ability to benefit from a group model wherein all members of the Collective receive discounted hourly rates upon each member committing to working with Grand River Solutions for a 12-month period. Under the Collective model, each member of the Collective will benefit based on the total volume of support needed. Once the Colleges within the Collective have engaged Grand River Solutions for a predetermined number of hours, the fee for each member of the Collective is further reduced. Whether one College uses all of the hours of support, or several Colleges use the hours collectively, the rate is reduced for the entire Collective going forward for the remainder of the 12-month period. The discounted fee structure is as follows:

Collective Model Exclusive Rates for a Collective of four to ten schools

Service	Standard Hourly Rate*	Collective Initial Hourly Rate*	Collective Hourly Rate* after 750 hours of collective use	Collective Hourly Rate* after 1500 hours of collective use
Informal Resolution	\$250	\$225	\$215	\$210
Investigations	\$250	\$225	\$215	\$210
Hearing Officer/Decision Maker	\$325	\$300	\$285	\$270
TIX & Equity Consulting	\$275	\$250	\$235	\$225
Appeals Officer	\$275	\$250	\$235	\$225
Advisor	\$150	\$140	\$130	\$125

Collective Model Exclusive Rates for a Collective of eleven to twenty schools

Service	Standard Hourly Rate*	Collective Initial Hourly Rate*	Collective Hourly Rate* after 1,200 hours of collective use	Collective Hourly Rate* after 2,400 hours of collective use
Informal Resolution	\$250	\$225	\$215	\$210
Investigations	\$250	\$225	\$215	\$210
Hearing Officer/Decision Maker	\$325	\$300	\$285	\$270
TIX & Equity Consulting	\$275	\$250	\$235	\$225
Appeals Officer	\$275	\$250	\$235	\$225
Advisor	\$150	\$140	\$130	\$125

Collective Model Exclusive Rates for a Collective of twenty-one or more schools

Service	Standard Hourly Rate*	Collective Initial Hourly Rate*	Collective Hourly Rate* after 1,700 hours of collective use	Collective Hourly Rate* after 3,000 hours of collective use
Informal Resolution	\$250	\$225	\$215	\$210
Investigations	\$250	\$225	\$215	\$210
Hearing Officer/Decision Maker	\$325	\$300	\$285	\$270
TIX & Equity Consulting	\$275	\$250	\$235	\$225
Appeals Officer	\$275	\$250	\$235	\$225
Advisor	\$150	\$140	\$130	\$125

*All services may be provided virtually, via video-conference platform. For those services provided in person, additional costs may include reasonable travel costs.