**Kevin Carmody**  
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**Education**

**Doctorate in Educational Leadership**, May 2023, Central Michigan University, Mount Pleasant, MI  
 ***Dissertation*:** “Experiences of Sexual Assault Survivors Participating in a Title IX Investigation”

**Masters of Arts in Counseling**, December 2006, Central Michigan University, Mount Pleasant, MI

**Bachelor of Science in English**, May 2004, Central Michigan University, Mount Pleasant, MI

**Professional Experience**

**Vice President and Senior Consultant**

Wright-Rishe Consulting, June 2024 – Present

* Consults with organizations to develop strategic plans that enhance the talent they already have
* Provides organizations and professionals with holistic, wraparound assistance as they navigate growth, conflict and change
* Certified leadership coach with expertise in the facilitation of tools to assist team growth (Myers-Briggs Type Inventory (MBTI), DISC, Emotional Intelligence, The Five Dysfunctions of a Team, and Strengths
* Provides contracted assistance, specifically in Title IX processes – serving as an investigator, hearing or appeal officer, advisor, or other role throughout the Title IX process.
* Provides expert guidance in policy development and revision to ensure that institutions meet federal and state requirements in a way that fits their mission and the needs of their constituents

**Director of the Office of Civil Rights & Title IX (Title IX Coordinator)**

Grand Valley State University, January 2022 – August 2024

* Oversee all aspects of Civil Rights and Title IX investigations and resolutions
* Develop and oversee non-discrimination/anti-harassment policies and procedures
* Select, train, and directly supervise team including an Assistant Director, Lead Investigator, Administrative Assistant as well as providing oversight of a pool of trained panelists, advisors, and co-investigators
* Led campus-wide team to adopt Maxient software for all disciplinary and early intervention initiatives
* Rebuilt and assessed rapport and trust in the university’s Title IX process following total departure of Title IX team and massive conflict with campus leaders
* Served on the Inclusion & Equity’s leadership team providing advice and counsel on strategic inclusion and equity initiatives
* Created and presented regular reports on cases, emerging issues and trends to the President, Cabinet, and Board of Trustees as well as meeting requirements for state legislature
* Review and respond to concerns that do not rise to harassment or discrimination, but impact climate in a manner that is both sensitive to the impact on the individual and also affirms 1st Amendment rights
* Provide tailored outreach and prevention programming for whole campus community, including incoming students, Athletics, student organizations, faculty, and staff

**Civil Rights and Title IX Coordinator**

Alma College, June 2018 – January 2022

* Managed the college’s response to all reports of civil rights and Title IX violations to ensure timely and thorough resolution
* Supervised case management team and graduate and undergraduate interns responsible for investigation and resolution of Civil Rights allegations, outreach and prevention programming
* Developed and implemented training for investigators, hearing panels and advisors
* Served as first full-time Title IX Coordinator, creating processes, procedures and collaborations across the campus community
* Served on the Behavioral Intervention Team and provided insight when looking at the safety of an individual student or the campus as a whole
* Provided prevention training for incoming students, Athletics, Greek Life, and campus leaders

**Associate Dean of Student Life/Title IX Coordinator**

Ferris State University, June 2015 – May 2018

* Assisted the Dean of Students in the creation and application of the strategic plan for Student Life
* Coordinated and executed the University’s response to complaints of sexual violence, harassment, stalking, and domestic abuse
* Updated and monitored harassment grievance policy and procedures in accordance with federal and state guidance, mandates, and laws
* Identified areas of risk or trends and coordinated efforts to effectively address those risks and trends
* Served as first full-time Title IX Coordinator, creating processes, procedures and collaborations across the campus community
* Supervised LGBTQ+ Program Coordinator and provided oversight for the LGBTQ+ Resource Center

**Associate Director of Student Life and Deputy Title IX Coordinator**

Youngstown State University, August 2012 – May 2015

* Coordinated student conduct process and procedures; adjudicating alleged violations of the student code of conduct, and utilizing best practices to ensure learning outcomes were met
* Revised and created policies and procedures for the University Code of Conduct
* Oversaw student organization disciplinary process providing educational programming and curriculum for student organizations including Greek Life
* Provided leadership, supervision, and oversight for the Emerging Leader co-curriculum for Leadership Development
* Ensured training, communication and best practices as Chair of the Student Threat Assessment Team
* Supervised and mentored Office Staff, including Graduate Assistant and Student Conduct Intern
* Collaborated to create campus-wide Sexual Assault Response Team, and IGNITE Orientation Camp

**Assistant Dean of Students**

Endicott College, June 2011 – August 2012

* Served as part of the Student Affairs leadership team, consulting with the Vice President on vision and direction of the Student Affairs sector
* Coordinated and provided oversight for all Student Conduct processes and procedures for the College community.
* Supervised Director of Residence Life and provided leadership and oversight for the Residence Life Department including twelve full-time staff and eleven residential communities
* Created leadership and civility programming for new student orientation, including gender-based violence prevention
* Served as member of the Behavioral Intervention Team.
* Advised and mentored student leaders in the Student Accountability Board, Student Government, and served as the Junior class advisor

**Hall Director**

Alma College, August 2008 – June 2011

* Coordinated the Student Conduct processes, procedures, and consequences for the college community
* Served on college-wide Diversity Advisory Board
* Supervised recruitment, selection, and training for Student Conduct Board
* Supervised Resident Assistant team in programming and student success initiatives
* Collaborated with campus constituencies to plan campus alcohol abuse prevention and diversity education efforts
* Provided crisis response for the campus community

**VICTORY Program Coordinator**

Southeast Missouri State University, March 2007 – August 2008

* Implemented Department of Justice Grant to Reduce Domestic Violence, Dating Violence, Sexual Assault and Stalking on Campus and successfully wrote to continue grant funds
* Provided legal, emotional. And medical advocacy for students impacted by gender-based violence
* Served as campus liaison between law enforcement and campus and community victim services
* Developed and coordinated campus-wide training and programming on sexual and relationship violence prevention and awareness for the University

**Courses Taught**

* 2019-2021, PED 142: Hapkido (Central Michigan University)
* 2021, EDL 777: Student Affairs Administration (Central Michigan University)
* 2018, FYS 100: First Year Seminar (Alma College)
* 2014, COUN 7021: Legal and Ethical Issues in Student Affairs (Youngstown State University)
* 2011, EC 101: First Year Seminar (Endicott College)

**Presentations and Achievements**

* Guest/Contributor: Power and Control Podcast (2024) – Title IX Expert
* Peer Advocacy Training for Central Michigan University’s SAPA program (2006-2023)
* ASCA Summit Panelist (April 2020)
* ASCA Sexual Misconduct Institute Facilitator (October 2019)
* ASCA Chair of the Sexual Misconduct Institute (2018-2019)
* Presented “Future of Title IX” at ACUI Regional Conference (November 2018)
* NACA, ACUI, and ASCA Student Organizations Institute Faculty Member (June 2017)
* Association for Student Conduct Sexual Misconduct Institute Facilitator (November 2016)
* End Campus Sexual Assault Summit (September 2016)

(Presenter) Campus Needs You: Grant Funded Project

* Let’s End Campus Sexual Assault Summit (June 2015)

(Presenter) Living on Campus: Student Leadership and Residence Life

* ACPA Annual Conference (March 2015)

(Presenter) Trauma-Informed Student Conduct for Adjudicating Sexual Misconduct

* NASPA Annual Conference

(Presenter) Best Practices in Alcohol Sanctions Roundtable

* ASCA Conference (February 2009)

(Presenter) Sense and Civility Workshop

* ACTIV8 Conference (October 2007)

(Presenter) *Right Men for the Job:* Attracting and Keeping Male Peer Educators