

Episode 11: Educating your trustees, the evolution of gender equity in athletics and youth sports with Bill Nuttall

Courtney Bullard:

Welcome to The Law and Higher Ed Podcast. My name is Courtney Bullard, CEO of Institutional Compliance Solutions and your host. I'm a Tennessee attorney, and I began ICS after serving as campus council for eight years at a university system. In that role, I handled all legal matters affecting the campus, or as I like to say, I did everything but divorces. I bring that on the ground experience with me and working with clients today. And that experience shaped the mission behind ICS, which is to provide legally sound, but also practical advice to the institutions that we partner with. Today, I specialize in compliance with Title IX and related laws and regulations as a result of my experience in the area on campus, since the Title IX boom in 2011.

This podcast provides relevant, tangible information that you can utilize in your professional life right now. And even maybe your personal life. Through interviews with campus leaders and subject matter experts and informational episodes, you have access to information at any time, any day that has both legal and practical implications for your career and your campus. So let's get to it.

Bill Nuttall:

You don't want to bog the board down with every minute detail. We also like to let them know that this is all-encompassing. You can't justify it to athletics or campus police.

Courtney Bullard:

I am especially excited about my guest this week because well, he is my dad. Bill Nuttall, can be found on Wikipedia for his full background, which is pretty crazy. His career has centered around his passion, which is soccer. Having played professionally, coached at the college level. He was the play-by-play commentator for ESPN's first soccer broadcast. He served as general manager for the World Cup in '94, and he spent the latter part of his career running a sporting goods company.

I wanted to interview him though because of his experience on the board of trustees at his alma mater Davis & Elkins. It is where he met my mom and played college ball. The soccer field there is now named after him. And he remains tight with his teammates to this day, many of whom have gone on to do big things. His experience on the board when his institution faced a Title IX investigation by the Office for Civil Rights is a perspective that institutional leadership and Title IX coordinators can learn from.

We also discuss his experience in college athletics as Title IX was enacted, and finally some considerations for youth athletics that any parent listening who has a child in sports should hear, but also campus administrators should hear and thinking about minors on campus. Without further ado, here's my conversation with my dad, aka Pop-Pop to my children, Bill Nuttall. Right, daddy, you ready to do this?

Bill Nuttall:

I'm ready.

Courtney Bullard:

Okay. So I initially wanted to interview you because of your role on the board of trustees for your alma mater, but before we dive into Title IX matters that arose with your experience there, can you speak in general to the role of board members?

Bill Nuttall:

I think that everyone knows that there is a board of trustees on every campus, many people aren't really sure what they do or why they would do things. So in some real general terms, the board sets policy for the president and the staff to execute to that. In addition, they handle, they're responsible, fiscally responsible for the budget and making sure that everyone stays on budget. So there is many committees that the chair is responsible for, and these committees really cover all aspects of the campus, whether it's academic affairs, financial oversight, business and finance. So these committees oversee those various aspects of the campus. We don't micromanage the staff and we meet on a quarterly basis, but it's really an oversight and setting policy and then having the staff execute to that plan and policy.

Courtney Bullard:

And the president of the institution or the head of the institution, then reports to the board?

Bill Nuttall:

Yes, exactly. President reports to the board as he executes to the plan of the policies and procedures that the board has set.

Courtney Bullard:

Okay. And then I know your experience is specific to a private institution. And of course, sometimes the way the board of trustees works at a public institution can be a little bit different. But generally speaking, who defines the role of the board and its members?

Bill Nuttall:

Well, the bylaws are established and approved by the board of trustees and that really determines the process and procedures. So I think that's what your question was. How is it set up? And it's the bylaws of the trustees.

Courtney Bullard:

Right, because I feel like a lot of people work on campus that are in mid-level management. They hear about the board of trustees. Like you said, they don't always know exactly what they do. They're not interfacing with them like your campus leadership. So I feel like it's helpful for them to understand the role of a board member and sort of how boards are established and their purpose. And for every institution out there, if you're listening, you can always go online. And usually the bylaws are very readily available. The names of the board members are online. And why it's important to know that is because sometimes there are high-level issues that happen for institutions that go all the way up to the board and campus administrators might be called upon to come and report to the board or to a

committee. Those in finance have often reported to committees about certain things, but to a committee about that issue.

So I know several back, many years back at this point, your institution faced a challenge that led to an investigation. And I specifically remember you calling me generally about it because at the time that was obviously the work that I was doing, but it involved a sexual misconduct allegation. And prior to it being brought to the board's attention, and again, this was several years ago as institutions are sort of ramping up in compliance, but were you aware of the Title IX landscape surrounding sexual misconduct on campuses or not?

Bill Nuttall:

I think that as trustees you're aware of what's going on, but I think really the key to this whole thing is, is how is the infrastructure. We're a small school. We were under a thousand students. And so it's a very close, tight-knit trustees and staff relationship versus maybe at a large university where it's a much more of a 30,000 foot observation of what's going on. So in our case, we had a Title IX coordinator, vice president of student affairs, and the president were the three that were handling the initial complaint or the initial allegation. And once it was put to the point where they saw that this had to be investigated, they then brought in just as your position is they brought in a firm that handles this type of work, which is, as you mentioned, the Title IX investigation, sexual assault, and anything around those areas.

Courtney Bullard:

Well, and just to be clear, when you say investigation, it was kind of like the campus was handling the matter. And then when it reached the point of potential litigation or investigation by the Office for Civil Rights, that's when it came to the board's attention. Right?

Bill Nuttall:

Correct. And so once the attorneys were brought in, then it was brought to the attention of the board that this is what's taking place on campus. Then I think about a month later, timing-wise, we had a trustees meeting and then it was an executive session. It was all laid out as to the process and procedures and how it was going to be handled. And that was by the attorney who was in charge of the case.

Courtney Bullard:

And so the attorney is talking to you all about the nitty-gritty specifics of the case or more the process that's going on. And you know, this is the potential liability, this is the PR matters that are happening. In general, I know you can't get into specifics, but what in general was important for the board to know at that time?

Bill Nuttall:

No, I think you hit all the highlights there. The board is needed to be apprised of what was going on and they were, but it was also a situation of the staff is handling it, the president's overseeing it. We have the proper attorneys in place to run with this. So the board in the executive session was briefed on exactly what was taking place and for many of the board members, it was an eye-opener as to the depth and the detail and the process that is required by the Office of Civil Rights and by Title IX. And the

attorney did a very good job of explaining that this is not a straight line process. That there's a lot that will go into this to do the final investigation. And that we as board members need to be apprised that this is a long process and a detailed process. And also that it was under the Title IX and OCR regulations.

Courtney Bullard:

Right. So it's kind of not only an education on what specifically is going on in that case, but in general, what's required of universities under Title IX?

Bill Nuttall:

Exactly. And kind of an overview of, this is not always about sexual assault. What's happening with the campus police, interaction with students, faculty, students, not that it was happening on our campus, but this is a broad stroke as to what Title IX encompasses, notice and athletics and youth. So it really has broadened out to the point where you can't just define it to one area. It covers everything and anything on campus that involves interacting.

Courtney Bullard:

Right. So I guess at the time you guys got educated and you mentioned some board members, of course it was brand new information. Going forward, do you think it's helpful that boards are, I use training loosely, it's more educated on what their campuses are doing yearly. Just kind of a broad overview, this is the state of Title IX. And here's what our campus is doing. What are your thoughts there that boards need?

Bill Nuttall:

Definitely needs to be briefed. And I was at least one board meeting a year and sometimes two board meetings a year, our vice president of student affairs and our Title IX coordinator just make a small presentation as to what the updates are as far as things that we need to be aware of, changes. There was the Office of Civil Rights investigation, that investigation has cleared us or whatever the update might be. So that keeps the board aware of what's going on. It also allows the board to have some comfort between the president, Title IX coordinator, and the VP of student affairs are on top of this on a hourly basis on campus, not weekly, but hourly.

Courtney Bullard:

Well, and because anything on campus that escalates to potential reputational harm through bad press or financial obligations by the university kind of rise to the level of the board, and Title IX matters certainly can implicate all of those things. As I know you learned it's not cheap for university to defend themselves and to be facing an investigation. Would you agree with that?

Bill Nuttall:

I agree. And I think that you have to. It is what it is as they say. And the board is fully aware that hopefully we don't ever have to go down that trail of a very in-depth investigation, which then as you mentioned, becomes very costly, but they are aware that that's out there and we're dealing with students on campus and we're dealing with students interaction, you name it. Any interaction on campus could possibly send up a Title IX issue. So there's so many facets. So it's, you don't want to bog the board down with every minute detail. We also like to let them know that this is all-encompassing.

You can't justify it to athletics or campus police. As long as you have interaction with people on campus, there's always that possibility.

Courtney Bullard:

My conversation with my dad will continue in just a moment, but I wanted to interject here and just give a little bit of information about what I think needs to happen when it comes to training boards. The Office for Civil Rights and related laws and regulations require that campuses train all of those who touch Title IX. Think Title IX coordinators, Title IX investigators, adjudicator, those who hear appeals. There's no legal requirement that you train your board of trustees, but I highly recommend you consider including education of your board if you're a Title IX coordinator. When I train or educate boards, it is an eye-opener every single time.

Board members are not immersed in the college world like campus administrators. Therefore, their view is often shaped by what they read in the paper about "Title IX" or see in the news. Some of them have never even heard of the issues that are out there right now. Also, educating them before an issue arises can be instrumental in ensuring a smooth process when your campus is faced with a challenge. What do board members need to know? They should know what your campus compliance efforts look like. The state of Title IX, including what is coming potentially with the NPRM for example, and litigation trends. They should also know about the statistics for your institution regarding the number of complaints that have been brought forward and how they've been handled and what resolutions look like. They don't need to know specific names or the specific detailed facts about each case, but they do need to know more than just a high-level cursory overview.

I'm not advocating that boards micromanage campus compliance efforts at all, but the more the board knows, the more they can also help with resources that might be needed in order to assist in your compliance efforts. In other words, what I'm saying is that you need to dig deeper with your board than just policy and law and give them a more detailed picture than a 10,000-foot overview. Board members should take interest in more than the reports of sexual misconduct on campus, and also be considering board composition and how the institution is hiring institutional leadership in order to ensure its own part in equity and fairness on campus. In other words, a board should be more proactive versus reactive and Title IX coordinators should also be proactive versus reactive in getting this information in front of your board of trustees.

Speaker 1:

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Courtney Bullard:

So I wanted to move now to another kind of aspect of Title IX that you've alluded to a little bit, which is athletics. And gender equity in athletics is something that we don't hear as much about these days because sexual misconduct has sort of taken the spotlight, but Title IX was enacted in 1972 or the amendment. And for many of us like me doing this work, when we talk about gender equity in athletics, we didn't experience it firsthand real time. I was a little girl, but you did. And in the 1970s, you were in college athletics as a coach, and recently shared with me on our many soccer trips to see my daughter play in the car about your kind of experience at that time. So can you share it what you shared with me with this audience? Because I think it's really interesting.

Bill Nuttall:

Well, when you're in the middle of it, which was in the '70s, I was coaching a soccer at a big university in Miami, and they had four sports at the time and all men's sports. And there was this discussion that there's going to be a gender equity Title IX. We had no idea what they were talking about. And of course I was a coach. So I was just buried in my own world. But yeah, athletic director kept telling us that things are going to change. There's been federal legislation, Title IX, that there's going to be gender equity, whatever that meant at the time. And so it was all, this is all new terminology, new lingo, a new world out there.

So the following year they started women's softball and women's volleyball. And that sounds fine to go ahead and just say, we're going to have gender equity, we're going to start volleyball and softball, and that's going to help us get our numbers up to the point where we have four men's sports, two women's sports, but as the numbers started to get closer to the percentage necessary. But like I said, all this was foreign. Well, the volleyball coach and the softball coach, they were all in favor of it and had scholarship money and everything else, but many of the high schools didn't have softball or volleyball. So where are you getting your players from? So you're saying that there is a federal mandate to get the participation levels in women's sports up to the percentage level that men are. But it's another thing to actually say, we'll go out and find 15 volleyball players and go out and find 20 softball players.

So that process took, I don't know how many years it took, to be honest with you, probably six, seven, eight years for the high schools to crank up their programs in order to feed into the college programs in order to get the gender equity where they needed it. So it was an interesting time. And now, when I was in the middle of it, I really didn't it's okay. They're doing what they're doing. There was no funding taken away from the men's sport at the time. So good luck to the women. I hope they get whatever they need. And of course, looking back on the 20, 30 years later, it's like, wow, that was some pretty substantial legislation-

Courtney Bullard:

Change.

Bill Nuttall:

... that came down the road. Yes.

Courtney Bullard:

Right. Well, and just with my own, my girls playing soccer, that's what prompted me to ask you about it because the Women's World Cup was going on and it's like, back then, there wasn't even a women's soccer team at the college level, certainly not at the high school level. So just to think about the evolution of women's sports in that way, to me is interesting because for the rest of us, we're looking at it backwards versus in real time.

Bill Nuttall:

Well, I think the women's national team has certainly elevated the visibility-

Courtney Bullard:

Conversation.

Bill Nuttall:

... and the conversation, but you look at every college that has intercollegiate athletics now has money available for women athletes. And so that could be at different levels of play, but Division II and Division I they have scholarship money available for women. And that's fabulous for an athlete, a female athlete who go on the school. They had the same ability to get scholarship money as the men.

Courtney Bullard:

Right. Which was a completely foreign concept at the time, which is something I think we take for granted now. I mean, we don't take it for granted because there's certainly a lot of questions about gender equity and women's sports to this day, as we saw with the US women's national team, which is a whole another discussion for another episode, but-

Bill Nuttall:

Let's sit out [inaudible 00:21:06]

Courtney Bullard:

... there is a lot that... Yeah. Right. Of course, of course. But it's still something that I think for someone like myself, to some degree we take for granted, because this has been life as we know it.

Bill Nuttall:

Oh, for sure. Absolutely. Absolutely.

Courtney Bullard:

So the other topic I wanted to address with you was youth sports. I know we're kind of hitting on a lot of different things, but you have so much experience in so many different areas in the sports arena and all of it kind of touches on sexual misconduct, but you served on the board for Washington Youth Soccer for some time. I think you were saying nine years, is that right?

Bill Nuttall:

Nine years, yes.

Courtney Bullard:

And there were 100,000 registered youth players. Do I have that number right?

Bill Nuttall:

Correct.

Courtney Bullard:

Yeah. So there's been a lot that's happened with things coming to light about sexual misconduct with coaches and athletes, and some of these matters have nothing to do with colleges, but of course, some do, like if we think about the Larry Nassar scandal. The reality is colleges host minors on campus all the time and have students coming to campus for athletic camps, sometimes 4-H, sometimes the Governor's School. But talk to me about what you see as a need for those in youth sports to consider, and even for those of us as parents who have our children in youth organizations, for them to ensure that's in place and kind of what you've seen, because at the end of the day, a complaint is a complaint and has to be responded to, and they happen more often than we like to think about. So what are your thoughts on that?

Bill Nuttall:

Well, I would say it's not that the college campus is easier, but there is clear lines of what's going on on campus and what the attraction is. You get to the youth level, we have 100,000 registered players. You have probably 20,000 coaches/team administrators and soccer parents. And you're background checking the coaches and the team administrators. But when a player, a youth kid gets into a car of another parent, not that you anticipate any issues and you know the people, but technically if they're on a soccer trip and you've got the coaches all background checked and the team manager background checked, but they're getting in and out of cars with parents and all of that, I'm certainly not indicting parents, but-

Courtney Bullard:

I know what you mean.

Bill Nuttall:

... you just don't know. You just don't know. So that is dynamic that there's a lot of trust involved in a lot of, I guess, making sure that the parents that are involved with things, but there's a lot of interaction there. Once you take the-

Courtney Bullard:

Well, there's a lot that's not regulated. Like, yes, they're background checking a coach and they're background checking the managers. But there's volunteers, there's parents that all of a sudden are helping as assistant coaches, there's players going down with the parent. And so there's a lot of gray area.

Bill Nuttall:

And technically they're supposed to be background checked and technically they should, but they come and just do one game or one tournament or one practice. There should be background check because they are interacting, but. And the as you mentioned, moving on to college campuses where you have

visits by prospective students, you have athletic competitions, high school athletic competitions, let's say, and then you have camps, whether that be a biology camp or a women's softball camp, it is on campus. And you are once again, we're held deeper the background checks and the interactions there, and it's may not fall under Title IX, but it falls under protecting your child and making sure that you have the right people working with your child.

Courtney Bullard:

Right. Well, and as I said, I've mentioned the Nassar scandal and really the more appropriate one I should have brought up was the Sandusky situation. But ever since then, I always advise campuses to have a Minors on Campus Policy, and the Title IX coordinators are typically tasked with figuring out, what youth programs are we offering? How are minors touching our campus? And then what are we doing to ensure that their appropriate background checks are done? But it's a lot easier said than done because there's a whole lot going on, on college campuses oftentimes. It takes a lot of work to kind of reign that in and figure it out because you've got faculty doing trips. I mean, there's just all kinds of things happening. And a lot of times they're background checking, maybe for example, athletics camps, they're background checking the coaches, but what about the kids that are being hired for \$12 an hour to come and work the camps and all of that. It gets, there's a lot more depth to it than I think people realize.

Bill Nuttall:

Definitely. And the guest coaches that come in and what have you. And the guest biology professor who is involved with that week of biology camp or math camp or whatever. So it's people coming on to campus and making sure that they have been checked properly. And that's usually the case, it's also coming from off-campus. You have your faculty and what have you, but they're the ones that kind of slip through.

Courtney Bullard:

Get walks in the cracks.

Bill Nuttall:

Yes

Courtney Bullard:

Yeah. And I guess, I mean, I always say, I don't want to scare everybody, but the reality, like when we go back to your time on the board for Washington Youth Soccer, you talked to a million people each day, just for those listening. You're on the phone with all your people all day long, just from your network of friends and colleagues through your industry. So you hear anecdotal stories too, but a lot of folks think like this will never, Oh, our youth organization has this buttoned up. Or Oh, I love this coach. I let him take my daughter or son to practice because I need help because I've got to work third shift, but there are complaints and they do happen. Yeah?

Bill Nuttall:

Unfortunately you are correct. Like I mentioned, if you look at the numbers, 100,000 players, coaches, you see it all the time in the high schools where there's inappropriate activity between an adult and a

minor. It's out there. And yes, you're right. You don't need to be hitting the alarm button the sky is falling, but you do need to take a strong look at how your club or team is structured and the interaction that takes place and making sure that all the background checks. And they've done a good job at Washington Youth Soccer. They've done a really good job of policing the background checks. But when you start drilling down to the club level, then you're hoping that the club has made sure that all the background checks are done.

Courtney Bullard:

Yeah. So anything else you can think of that we haven't touched on when it comes to youth soccer, when it comes to gender equity in athletics or role of board members before I move to my final little fun questions?

Bill Nuttall:

No, I think we've pretty well covered it. It becomes a situation of keeping the trustees informed as to what's going on and having them feel comfortable or confident that the staff has the president on down, has everything in place should there be an incident on campus. And there will be an incident on campus. There's no question about it.

Courtney Bullard:

Yeah. It's not a matter of if, it's a matter of when. Well incidents are happening all the time, but there certainly will be one that becomes contentious or more high profile. It's just the nature of the beast at this point. Would you agree with me that board members also do not need to be afraid to ask the hard questions and not just take everything at face value to ensure their institution is up to snuff with what they're required to do under federal mandate or what have you to keep students safe?

Bill Nuttall:

I agree. And I think the key as a chair and then I was vice-chair before this, we are apprised. And in my case, every two weeks we have a meeting, a conference call with the president and he kind of gives us the state of the union. Obviously, if there's something more pressing, that's an immediate phone call. But the key I think is that the board understands that if they have to drill deeper, if things get more intense, if the allegations are more substantial, that the steps are in place to go with that investigation.

That it isn't one of those, Oh, I got you. Oh, we should have. Maybe we could have. I think this is, I feel very confident that yes there's issues every day. Some you have to drill deeper, maybe drill deeper it's not the right word for it, but you know what I'm saying? So if it gets more intense or more complicated or requiring more investigation, that the trustees need to be feel confident that the staff is fully aware of the worst case scenario, they can handle the worst case scenario and everything in-between there. So I think that's the confidence level that the board will see now.

Courtney Bullard:

I think you're exactly right. And that's the advice I give to folks. And when I told you I was going to train a board, you said, "You're going to be training a lot of white, older men who don't have the understanding really of what's going on with youth today or the environment on campuses today. And so having them educated is important." And then some of it is eye-opening. And as I say in my blurb for this podcast, it

was eye-opening to go and train them. And just to kind of realize they are removed from this environment and they should be, but when something happens to try to help them understand what's going on and get the full picture, it's different than talking to like another student affairs professional, who's interacting with students every day.

Bill Nuttall:

And I think menarche case, our school's case, they've been very proactive so that the board gets this information, whether they need it or not, but they need to be aware and they still are a trustee and they still have a certain responsibility. They just need to have the confidence that they have a president and a staff in place and that are ready for the worst case scenario.

Courtney Bullard:

Yep. And that's the thing. For Tom [inaudible 00:31:47] out there listening, that's kind of the takeaway I wanted them to get because sometimes I think more now than ever boards are getting educated, but sometimes it is forgotten. You all have a lot on your plate. When I went to train the one board recently, I mean, I spoke at eight o'clock at night and they'd had meetings for days and they're coming in and out and going into committee meetings. There's an awful lot that you all are contending with. And so sometimes this can fall off the radar a little bit, unless there's a crisis. So just making sure Title IX coordinators are pressing the issue to get the information to the boards, I think is really important.

So fun facts is what I like to do at the end of each podcast. And I didn't warn you about this I'm sorry, but I already mentioned in your introduction, like you can get all kinds of information about you on Wikipedia, which makes you pretty special and important, but you've had a whole career in soccer and that's what I've known my whole life as well. What do you think you'd be doing if you hadn't gotten into the soccer world? What would you have chosen for your profession?

Bill Nuttall:

Well, and I only got my master's degree in education. I wanted to be a college administrator, whether that be director of admissions or actually college president. So that was my "career path" at that point. So I thought I was going to go into higher ed in an administrative role.

Courtney Bullard:

Well, maybe that got soaked into me and that's how I ended up doing higher ed law. And now you're as close as you can get with being chair of a board. So sort of come full circle. Did you ever teach or did you only coach? I can't remember at the college level.

Bill Nuttall:

I only coached, I've never had to teach any courses. I actually was in charge of intramurals for a while.

Courtney Bullard:

Gosh, that's a whole another area we could touch on. There's really not a lot going on with intramurals or I don't feel like colleges have their finger on the pulse. And there's an awful lot of interaction there just like athletics between students. And I don't know, it's like the Wild Wild West I feel like to a degree.

Bill Nuttall:

True. And once again, it's interaction. So once you get interaction, then you could possibly get issues.

Courtney Bullard:

Yeah, of course. So you were over intramurals, but never taught a course?

Bill Nuttall:

No, I never taught a course.

Courtney Bullard:

So do you still think now looking back that's what you would have wanted to do is be in college administration now that you see what administrators, I mean, you're really seeing it real time. You know what they do every single day. Is that something you still think would have been of interest looking back?

Bill Nuttall:

I think it would have been of interest when you think about it. The last 10 years have been very intense as far as how Title IX has expanded. Office of Civil Rights has been involved. So that would have been in the twilight of my career. Maybe I would have taken an early retirement.

Courtney Bullard:

Exactly. I thought maybe you're going to tell me you would have been in the FBI.

Bill Nuttall:

Oh no, I didn't do the FBI.

Courtney Bullard:

No idea why, but you're all about all that stuff, but yeah, you're right. I mean, the job of a college administrator in certain parts of campus has been intense is a really good word for it. It's just been much more intense with the current landscape.

Bill Nuttall:

Well, today's day and age, I don't think I would want to be vice-president of student affairs. That type of a position, that is such a intense volatile position. And it's always something going on.

Courtney Bullard:

Yeah. Parents are very special these days, as you see on the soccer field, when you come and watch girls play and you watch all of our interaction as parents. We're intense and then we've got certain expectations for our students. And then students have all this social media at their fingertips and 24-hour news cycle. It definitely keeps things happen and keeps things interesting in terms of the affairs.

Bill Nuttall:

Well, when I think the role of parents, they become much more involved with trying to directly contact administrators, whether that's the president of the college or the chair of the trustees, a coach, an

athletic director. That didn't happen 10 or 12 years ago, a parent who just would not get... Now it's a direct dialogue. And so you have, I'm not necessarily call it helicopter parents, but you parents that want to be more involved.

Courtney Bullard:

Oh, you've got helicopter parents and curling parents as I heard the term.

Bill Nuttall:

Sure. But is it curler?

Courtney Bullard:

And I was like, that's a really curling parents where you're constantly paving the way for them. You're like in front of them, making sure they have a smooth experience, no bumps in the road.

Bill Nuttall:

Oh boy. Yeah.

Courtney Bullard:

But I think that's such a good... I mean I, myself have to be careful about both things. That's just the nature of things these days. Well, I appreciate you getting technologically savvy enough to figure this out with me and participate in this episode. And I really think your perspective as a board member is one, it's just a voice that's not heard very often for Title IX coordinators, but it's a really important one. So thanks for doing this.

Bill Nuttall:

Well, my pleasure. It's been great to discuss the different roles and what's going on out there, but it's a changing world and it's a very, very evolving situation.

Courtney Bullard:

Well, one thing I know is back then, you didn't have podcasts.

Bill Nuttall:

We didn't have the internet let alone podcasts.

Courtney Bullard:

Oh, I know. Exactly. So anyways, well, thanks dad.

Bill Nuttall:

Thank you.

Courtney Bullard:

Courtney here. Thank you so much for tuning in to this episode, which was really special for me since I got to interview my dad, but also I hope useful for you as you consider training your boards in the

future, educating them on your campus compliance efforts and also special considerations with minors on campus. And I anticipate having a more in-depth episode in the future on that issue. Please connect with me through LinkedIn, Twitter or Facebook, and also stay in touch. You can sign up for our newsletter on my website, which is www.icslawyer.com. That will keep you up-to-date on any webinars or trainings that ICS is offering. We will have three webinars this fall. So look out for those one for Title IX coordinators, one for athletics, and one for those who hear appeals, something that's requested of me a lot. So please be sure to stay in touch that way and also go in and rate this podcast and subscribe and tell your colleagues and friends about it as well.

If you're interested in being a guest on the podcast, please email me chb@icslawyer.com, or if you have an interest in our services, such as trainings, legal services, consultations, becoming a member, some or all of the above, you can also find me through my email or reach out to me through any of those social media platforms that I've already provided to you. As always, I very much appreciate you tuning into The Law and Higher Ed Podcast. And I look forward to some of these future guests we have coming up and all that you're going to be able to learn from those guests and experts in the fields. So until next episode.

This podcast is not established an attorney-client relationship, which is only formed when you have signed an engagement agreement with ICS. It is also not intended to replace any legal advice provided by your legal counsel. It is for informational purposes only.