

**LYDA COSTELLO KISER**  
**Civil Rights & Title IX Coordinator**  
**USC-Upstate**  
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### **Education**

**D.A., Higher Education**, George Mason University, 2017. Dissertation: "Instruction and Assessment Techniques of Part-time Instructors in Humanities and Social Sciences for Virginia Community Colleges." Concentrations in pedagogy, organization management, and leadership.

**M.P.A.**, George Mason University, 2010. Concentration in Local Government, including HR, Budget, and Issues specific to local government.

**M.S.**, Education and History, Shenandoah University, 1994. Certification in Secondary Social Studies Education. Thesis: "Convict Immigration to Colonial Virginia." Research referenced in *Encyclopedia Virginia*, Virginia Foundation for the Humanities, "Convict Immigration."

**B.A., cum laude**, West Virginia University, 1984. Major: History. Minor: Sociology, Political Science, French.

### **Certifications:**

SUNY SCI Certifications (all 2025) HR Investigations, Compliance, Title IX, Respondent Resources, Neurobiology of Trauma  
ATIXA Advisor Certification, 2025  
Grand River Solutions,  
ATIXA SIVRA 35 Certification, 2022  
FERPA Compliance, 2021 (Stetson University College of Law)  
ATIXA Risk Assessment Certification, 2021  
NASPA Title IX Coordinator Certification, 2020  
NASPA Informal Resolution Process Certification, 2020 and 2025  
Diversity, Equity and Inclusion in the Workplace, University of South Florida, 2020  
ATIXA Civil Rights Investigator Level 1, 2016

### **Significant Accomplishments**

**Implement training for all employees** – successful transition between vendors, coordination with other areas

**Policy development** - in addition to changes related to federal directives, created & implemented institution-wide policies for pregnant and parenting students, protection of minors, sex offender registration **Creation of institutional process** – created processes related to Title IX hearings, protection of minors training and staff registration, reporting for camps and conferences, and NCAA Serious Misconduct requirements

**Recruited faculty & staff to assist with Title IX processes** – as investigators, advisors, and hearing officers  
**Presented to all athletics teams annually**

**Accreditation** – at 2 institutions assisted with policy identification and compliance, successful navigation of substantive change, 5-year and 10-year processes for SACSCOC; assisted in efforts that resulted in the first accredited Competency-Based Education program for SACSCOC

### **Work Experience**

**University of South Carolina – Upstate**, Spartanburg, SC September 2024 to present, *Civil Rights and Title IX Coordinator*, manage all aspects of Title IX, Title VI and Title VII education, complaints, processes, and compliance. Serve on CARE Team, DOJ Grant CCRT, President's Cabinet, WCAG Compliance. Provide support to pregnant/parenting students. Maintain records, website, prepare and distribute outreach materials, address risk management concerns.

**Stetson University**, DeLand, FL August 2019 to September 2024, *Executive Director For Title IX*, manage all aspects of Title IX functions for University at both DeLand Campus and College of Law (Gulfport, FL); oversee the

Title IX Steering Committee, training for all employees and students, policy and procedures, and all processes related to reports, investigations, support, and outcomes; provide support to University peer advocacy and advisory efforts of student organizations; participate in Volusia County SART activities; Member of Administrative Council; University-wide Equity and Inclusion Strategy Group; member of Admissions Judicial Review Committee; Co-Chair of CLaSS Inclusion Team; Member of DOJ Grant Team; Member of Inclusive and Transparent Subcommittee; Member of HattersCare Team (case management) Judge for Stetson Showcase; Member of Protection of Minors work group; manage conduct data in Maxient; Member of Policy Implementation Team; evaluate data from student and employee surveys to address issues of gender bias, sexual harassment, sexual assault, stalking, and dating/domestic violence; assist with SACSCOC processes and reporting; assist students navigating the medical withdrawal process and return from medical withdrawal including accommodations; provide support to VP of College Life and Student Success as required.

**Laurel Ridge (Lord Fairfax) Community College**, Middletown, VA September 2011 to August 2019, *Title IX Coordinator*, conduct all required investigations, complete reports, make recommendations for action, provide training to all faculty and staff, serve on the College's Threat Assessment Management Team and Violence Prevention Committee, provide policy input and revision support for the VCCS and College, Chair of Diversity and Inclusion Council since 2016 (including strategic planning and development/evaluation of College D&I Plan), Chair of Administrative Council.

**Laurel Ridge (Lord Fairfax) Community College**, Middletown, VA August 2017 to August 2019, *Director of Grant Services*, manage all inquiries, proposals, reports, fact sheets, and supporting information for all grants and sponsored programs; monitor grant expenditures; implement and oversee the Faculty Development Grant Program; research and identify prospective grant opportunities; assist the college and/or faculty apply for external recognition and awards; develop and implement strategies for annual fund gifts and alumni giving and engagement. Manage all aspects of the College's ATD OER Degree Grant, including regional symposium on use of OER.

*Lord Fairfax Community College, Associate Professor, SDV 100 and US History 121 and 122, August 2010 to August 2019. Teach college success skills classes required for all students and surveys of US History. Teaching Face-to-Face, online, and hybrid courses (completed required training for online teaching eligibility). Created online and hybrid courses, converted US History to competency-based course formats. Reader for AP US History short answer questions with Educational Testing Service, June 2016 – present.*

**Laurel Ridge (Lord Fairfax) Community College, Office of Transition Programs**, Middletown, VA, October 2012 to 2017, *Director of the Office of Transition Programs*, provide oversight to Regional Adult Basic Education, Middle College, Great Expectations, On-Ramp Credit Program, and DOL TAA Grant Program serving over 1400 students. Provide support to Competency-based education initiative funded through USDOL and serve on C-BEN as lead for Faculty Roles & Engagement Work Group. Coordinated faculty learning community for creating competency-based courses. Manage Achieving the Dream OER Degree grant. Participate in advisory groups in the region to serve adults without high school credentials, prisoner re-entry, human service recipients, and literacy services. Assisted with SACSCOC fifth-year and tenth-year accreditation review processes.

**Laurel Ridge (Lord Fairfax) Community College, Office of the President**, Middletown, VA. September 2009 to October 2012, *Coordinator of Public Information, Grants and Sponsored Programs*.

**Loudoun County Government, Dept. of Management and Financial Services**, Leesburg, VA, September 2005 to September 2009, *Grants Analyst* (Senior Staff) in the Budget Office.

**CHEERS School Family™, Inc.** (Children First and Heritage Child Development Centers), Kearneysville, WV, and Berryville, VA, September 2004 to September 2005 *Executive Director*.

**Response, Inc.**, Woodstock, VA, July 1999 to September 2004, *Executive Director*. **Response, Inc.**, Woodstock, VA, August 1997 to February 1999, *Court Advocate*.

**Commission on Family Violence Prevention**, Richmond, VA, 1994 to 1997, *Assistant to Executive Director*.

**Winchester City Public Schools**, Winchester, VA, 1992 to 1994, Substitute Teacher/Homebound Instructor.

**Newtown Tavern Bed and Breakfast**, Stephens City, VA, 1987 to 1991, *Manager and Operator*.

**Electronic Data Systems Corporation**, Camp Hill, PA, 1986 to 1987, *Administrative Assistant*.

**Office of the State Auditor**, Jackson, MS, 1985, *Assistant to the Deputy State Auditor*.

**National Sheriffs' Association**, Alexandria, VA, 1984-1985, *Administrative Assistant*.

### **Specialized Training Received**

**Compliance Certificate**, SUNY Student Conduct Institute, 2024 and 2025

**Title IX Coordinator Certificate**, SUNY Student Conduct Institute, 2024 and 2025

**Human Resources Certificate**, SUNY Student Conduct Institute, 2024 and 2025

**Title IX Investigator**, Stetson University College of Law Center for Higher Education, March 2022

**SIVRA 35 Certification**, ATIXA, February 2022

**FERPA Compliance Certificate Program**, Stetson University College of Law, November 3, 2021.

**Inclusive and Ethical Leadership Certificate**, USF Mumaw College of Business, November 2021.

**Violence Risk Assessment with NABITA Endorsement**, ATIXA, November 2021.

**Diversity and Inclusion in the Workplace Certificate**, USF Mumaw College of Business, May 2021.

**Rationale Writing for Decision-Makers**, ATIXA March 2021 **Title IX Informal Resolution Certificate**, NASPA, November 2020.

**Title IX Coordinator Certificate**, NASPA, August 2020.

**ATIXA Civil Rights Investigator Certification, Level 1**, September 2017.

### **Publication Experience**

"Developing Faculty Learning Communities" book review in *The Community College Moment: The Changing Classroom*, Spring 2014.

Government Documents: House Document 50, 1996, Senate Document 22, 1997, House Document 71, 1998,

"Service Information for Victims of Family Violence in Virginia," resource guide, March 1995 (4 revisions)

"Stalking: A Multidisciplinary Response," curriculum April 1995

"Together Against Violence," public awareness packet of informational materials for reproduction, September 1995, August 1996 and 1997

"Family Violence Reference Manual," September 1996, April 1997 and March 1998

"Community Planning Guide," January 1996

"Medical Teaching About Family Violence," June 1996

"Annotated Bibliography of Family Violence Research," April 1995 and March 1998.

### **Trainings and Presentations**

"Attorney and Advocate Cooperation," ATIXA Annual Conference, October 2023

"Student Baggage and Conduct Responses," ASCA Florida, March 2021

"Athletics and Title IX," Stetson University, Fall 2019 – present.

"Gender Misconduct for RAs," Stetson University, Fall 2019-present.

"Marketing OER," CCOER Consortium Webinar, March 2017.

"Diversity and Title IX," VCCS Diversity Conference, October 2016.

"LFCC and K2W," VCCS New Horizons Conference, April 2016.

"Title IX and LFCC," August 2015.

"Knowledge to Work Program," AACC Conference, April 2015.

"Yak & Sip: Learning About Campus Climate from Social Media," May 2015.

"Emergency Communications at LFCC," May 2012.

"The Red Flag Campaign," VCCA Conference, Fall 2011.

### **Organizations**

**NASPA Member**, April 2020 to present.

**SCCE Member**, April 2025 to present. **AAUW**, Member 2020 to present.

**Member, Florida Bar 7<sup>th</sup> Judicial Circuit Grievance Committee**, February 2024 to October 2024.

**Member, West Volusia Hospital Authority Citizens Advisory Committee**, January 2023 to present; Chair January 2024 to January 2025.

**ACE Women's Network of FL**, 2019 to 2024.

**NAACP of West Volusia Member**, 2021 to 2024.

**CCCOER Participant**, August 2016 to August 2019.

**Institutional Participant, Competency-Based Education Network**, July 2015 to August 2019. Member of Communications Team and lead for Faculty Roles and Engagement Work Group.

**Member, ASCC, Fall 2014 to Fall 2019.**

**Member, City of Winchester CPMT, 2013- 2018, as parent representative.**

**Member, Winchester Public Schools Strategic Planning Task Force 6, Winchester, VA, January 2015 – July 2019.**

**Member, 7<sup>th</sup> District Subcommittee on Lawyer Discipline, VA State Bar, July 2011 to June 2017.**

**Member, Virginia Sexual and Domestic Violence Action Alliance, 1994-2008 and 2014 – present.**

**Member, Governor's Advisory Board on Child Abuse and Neglect, December 2004-2010.**

**Board Member, Virginians Aligned Against Sexual Assault, 1999 to January 2005. President 2003-2005; Chair of Public Policy Committee, Member of Executive Committee, Vice President 2001- 2003.**

**Participant, Loudoun Human Services Network, October 2005 – August 2009. Board**

**Member, Virginians Against Domestic Violence, 2001 to 2005.**

**Board Member, Concern Hotline, 1999 to 2008.**

**Board Member, Winchester Musica Viva, 2006 to 2008.**

**Advisory Committee Member, Healthy Families Shenandoah, 1999 to September 2004.**

**Member, Shenandoah County CPMT 2000 to 2004.**

**VADV Certification Committee, member, January 2000 to September 2004. Chair 2001-2002.**

**VADV Training Institute, Certified as a "Train the Trainers" and Institute faculty member, September 1996 to June 2006.**

#### **Grant Reviewer Experience**

**US Department of Education OER Textbook Grant, 2018, 2021**

**Corporation for National and Community Service, 2009-2010**

**Virginia Department of Social Services, Domestic Violence Services Grants, 2010-2011**

**Virginia Department of Criminal Justice Services, V-STOP Grants, 2003-2006**

#### **Other Roles**

**AP US History Exam Reader, 2015-present**

## **References**

**Dr. Lua Hancock**, former VP of College Life & Student Success and supervisor at Stetson University, [luahancock@gmail.com](mailto:luahancock@gmail.com) 954-292-5551

**Dr. Cheryl Thompson-Stacy**, former President and supervisor at Lord Fairfax Community College, [cstacy@lfcc.edu](mailto:cstacy@lfcc.edu)

**Claire N Kaplan, Ph.D., C.A.**, former Director of UVA Women's Center, Independent Consultant | Advocate | Writer | Artist, Co-Host, "Dear Katie: Survivor Stories" podcast, [clairskyk@gmail.com](mailto:clairskyk@gmail.com), 434-242-9734

**Elise Paulson**, Director of Risk Management, Stetson University, [epaulson@stetson.edu](mailto:epaulson@stetson.edu) , 989-317-6481