

Cura Personalis

**Caring for the whole person
in times of legal uncertainty**

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This is not legal advice.

But feel free to ask your legal counsel

A photograph of a library shelf filled with law books. The books are bound in dark red or maroon leather. The spines of the books are visible, with some having black labels that read 'LAW REPORTS' in gold lettering. The numbers 172, 173, and 174 are also visible on the spines. The text 'Law & Policy Updates' is overlaid in white, sans-serif font in the center of the image.

Law & Policy Updates

Return of the 2020 Regulations

- Prescribed grievance process
- Definition of sexual harassment
- Live hearings
- Advisors
- Cross examination

Title IX: Sex and Gender

- Executive Order 14168, “Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government” (January 20, 2025)
- Executive Order 14201, “Keeping Men Out of Women’s Sports” (February 5, 2025)
- *Bostock v. Clayton County*, 590 U.S. 644 (2020)



Other Compliance Flashpoints

- Immigration and international students
- Title VI
 - DEI
 - Race-conscious processes (e.g. admissions)
 - Antisemitism
- First Amendment
 - Free speech
 - Assembly and Protest

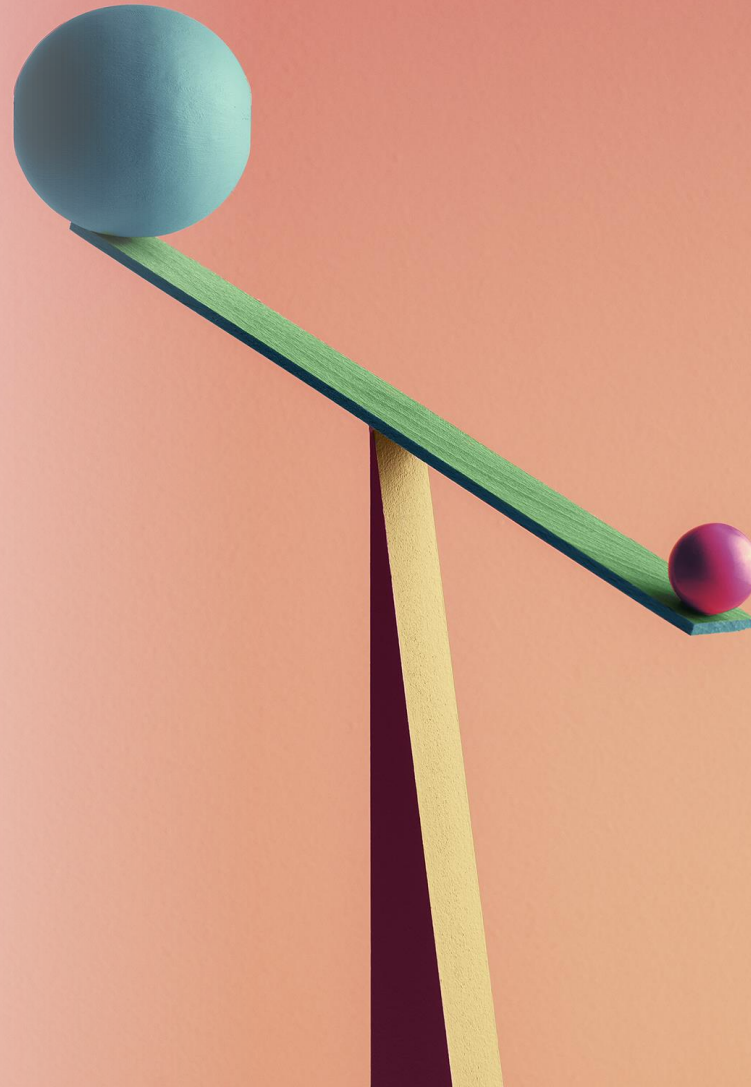
Does this feel different?

Impact on Compliance Processes

- Processes and outcomes in limbo
 - Policy gaps
 - Interim policies
- Tension with institutional values
- Abrupt shifts in norms
- **Divisions within the campus community**



Balancing Care & Compliance



A chalk drawing of a human brain on asphalt, with several pieces of colored chalk scattered around it. The brain is drawn with pink chalk for the outline and internal structures, yellow for the frontal lobe, green for the temporal lobe, and purple for the occipital lobe. A yellow line extends from the brain towards the bottom right. Six pieces of chalk in various colors (pink, yellow, green, purple, blue, and orange) are scattered around the drawing.

Taking care of yourself

Recognizing signs of burnout:

- Depression
- Withdrawal
- Cynicism
- Fatigue
- Anger
- Frustration

Dr. Annelle B. Primm (2024), *Navigating Campus Protests: Tips for Taking Care of Your Mental Health and Building Support Networks*

Emerging Practices

Leveraging the campus community to heal the campus community.



Asset Mapping

- Macro view of the community
- Understanding different stakeholders
- Identifying gaps and tensions
- **Identifying strengths**
- **Leveraging resources**



Asset Mapping

A network diagram with nodes and lines, symbolizing community connections. The nodes are represented by small circles in various shades of brown, tan, and grey. They are interconnected by thin, light-colored lines, creating a complex web of relationships. Some nodes are more prominent, with thicker lines connecting them to other nodes.

Colorado College Collaborative
for Community Engagement

Steps in Asset Mapping

- Choosing an aspect of the organization
- Information gathering
- Structuring the asset map
- Narrating the asset map

<https://www.coloradocollege.edu/offices/cce/archived-pages/student-resources/how-to-make-an-asset-map-28and-why-29.html>

THE CHRONICLE
OF HIGHER EDUCATION

Debating Israel's Future, One Week at a Time

A political-science course at Johns Hopkins U. wrestles with the questions tearing campuses apart.

<https://www.chronicle.com/article/debating-israels-future-one-week-at-a-time>

Johns Hopkins University

“The discussions in David’s course are not entirely academic. At the end of this class meeting, David sets aside a few minutes to ask how October 7 has affected them personally. That’s when some students’ feelings rise to the surface.”



Johns Hopkins University

“The Jewish student who wanted to remain anonymous recalls running into his roommate from the previous year, who is Palestinian. It was right before winter break. They hadn’t seen each other in months, and he was a bit nervous. “The first thing we did was we hugged each other and said, ‘How is your family doing?’ And we just kind of sat,” he says, his voice breaking.

“Then he adds that they did what his classmate just said everyone should be doing: They said, “This is hard for all of us. I care about you, and you care about me.”

University of Mississippi Medical Center

Office of Wellbeing established in 2018

- Everyday Wellness
- RISE (Resilience in Stressful Events)
 - **peer support** and crisis intervention delivered by licensed clinicians

Human Resources Programs

- Generational Differences in the Workforce
- Bridging the Gap: Practical Approaches to Conflict Management
- The Art of Communication: Tone and Text

<https://www.umc.edu/OWB/Home.html>

<https://www.umc.edu/news/Miscellaneous/2025/03/17/HR.html>



A photograph of a large, light-colored stone wall with a brick top. The words "UNIVERSITY OF NORTH TEXAS" are carved in large, dark, serif capital letters into the stone. To the right, a black lamp post with a white globe stands on the wall. In the background, there are green trees and a blue sky with some clouds.

UNIVERSITY OF NORTH TEXAS

Coping Skills Workshop
Navigates Students Through
Life's Challenges

UNT Coping Skills Workshop

- Weekly on Fridays
- 60 minutes
- Open to all students, with no registration
- help students navigate life's difficulties, changes, stress, relationships, and emotions
- Guiding theme for each semester





Campus Compact



Contributors

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Better Discourse

A Guide for Bridging Campus Divides in Challenging Times

Produced as part of Campus Compact's Scaling Discourse in Higher Education Project, supported by the Arthur Vining Davis Foundations

The 2023–2024 academic year was rife with polarization and division across

<https://www.compact.org/sites/default/files/2024-10/Better%20Discourse%20Guide.pdf>

Workshopping in this room

- Emerging practices for community wellness on your campus?
- Successes?
- Failures?
- Theoretical practices that you might be excited to try?



Resources

- Campus Compact, Better Discourse A Guide for Bridging Campus Divides in Challenging Times (2024), <https://www.compact.org/sites/default/files/2024-10/Better%20Discourse%20Guide.pdf>
- Colorado College, Collaborative for Community Engagement, How to Make an Asset Map (and why), <https://www.coloradocollege.edu/offices/cce/archived-pages/student-resources/how-to-make-an-asset-map-28and-why-29.html>
- UCLA Center for Health Policy Research, Section 1: Asset Mapping, https://healthpolicy.ucla.edu/sites/default/files/2023-08/tw_cba20.pdf
- Aspen Institute, Transforming Conflict on College Campuses, <https://www.aspeninstitute.org/wp-content/uploads/2023/02/Transforming-Conflict-on-College-Campuses.pdf>
- Stephen M. Biscotte and Najla Mouchrek, Transforming Institutions: Accelerating Systemic Change in Higher Education, Bringing an Asset-Based Community Development (ABCD) Framework to University Change Work (2020), <https://openbooks.library.umass.edu/ascti2020/chapter/biscotte-mouchrek/>
- University of North Texas, Coping Skills Workshop Navigates Students Through Life's Challenges (2024), [Coping Skills Workshop Navigates Students Through Life's Challenges | University of North Texas](#)
- Beth McMurthrie, Debating Israel's Future, One Week at a Time, The Chronicle of Higher Education (April 30, 2024). <https://www.chronicle.com/article/debating-israels-future-one-week-at-a-time>
- Dr. Annelle B. Primm (2024), *Navigating Campus Protests: Tips for Taking Care of Your Mental Health and Building Support Networks*. <https://www.diverseeducation.com/opinion/article/15705445/navigating-campus-protests-tips-for-taking-care-of-your-mental-health-and-building-support-networks>
- University of Mississippi Medical Center, Office of Well-being, <https://www.umc.edu/OWB/Programs/Rise/About.html>