

Patty Crawford Timeline

Following is a timeline of Patty Crawford's tenure as Baylor University's first full-time Title IX Coordinator. The sampling of emails, texts and interviews illustrate a very different story than Crawford's claims to CBS News that she was "set up to fail."

2014

- Nov. 18: Crawford begins as Title IX coordinator.
- Dec. 1: Baylor provides Crawford extensive orientation and meetings with senior leaders and key stakeholders during her first two months.

2015

- Sept. 1: Crawford receives an annual salary increase.
- Oct. 12: A Title IX investigator resigns after expressing frustration working for Baylor and Crawford in particular.
- Oct. 21: A student-athlete in a graduate class complains to the Athletics Department about Crawford's remarks during a Title IX presentation the night before. "Mrs. Crawford also spoke in detail about a rape case with one of her friends who is now teaching women studies at Drake University," the student wrote in an email. "Again, this is another example of personal information that should remain strictly private. [The professor] expressed that the situation was uncomfortable and we spent the next few minutes of class discussing her lack of privacy and professionalism when talking to us." Crawford subsequently apologizes to her superiors in an email, saying she was "emotionally and mentally spent" during the lecture.
- Nov. 10: In an email to her immediate supervisor, Crawford writes; "I am struggling with maintaining my momentum in this position. Every day there are issues that go beyond my scope and in this climate I do need some forgiveness and sensitivity."

Dec. 15: A second Title IX investigator resigns, citing difficulties working for Crawford. Concerned about the loss of second investigator in three months, Baylor HR begins working with Crawford on a "development plan" to help her better manage the Title IX office.

2016

Jan. 5: Baylor HR recommends Crawford attend a one-day management seminar. She declines, saying she is too busy.

May 1: Crawford gets a salary increase outside of Baylor's annual review cycle.

May 30: Shortly after the release of the Pepper Hamilton investigation, Baylor's HR director sends a text to Crawford affirming the University's support. "Thinking about you and praying for you during this time. I know it is tremendously difficult on you and your team. Hang in there and let us know if there is something we can do to help."

June 1: Crawford is made a direct report to Vice President for Finance and Chief Financial Officer Reagan Ramsower. He approves a special 20% bonus for Crawford and her staff along with \$50,000 in discretionary spending for the Title IX office.

June 22: While helping Baylor Interim President Dr. David Garland prepare for a Title IX conference, Crawford writes him and Dr. Ramsower: "Per your request I have made a very basic outline of some unique and positive aspects of the Title IX Office at Baylor, much of this is due to some wonderful institutional support we have been given I am so grateful that you are our interim president and here to help you and Reagan (and all of our University leaders). I care very much about this work and am grateful to have Baylor's support and your leadership."

July 29: Dr. Ramsower approves Crawford's request to take her Title IX staff to a weekend retreat at Lake Austin. Cost: \$12,000. Following the retreat, Crawford sends a handwritten thank-you note to Dr. Ramsower: "We are all grateful for you & praying for you as you lead us onto this new path."

Aug. 5: In a Q&A interview published in the *Waco Tribune-Herald*, Crawford applauds Baylor's commitment to Title IX. "Baylor was ahead of the curve, even from the Department of Education (standpoint), with having a full-time person. It was April of 2015 when the government said, 'We recommend that you consider having a full-time Title IX coordinator.' And so that was six months after I started. So Baylor was on that level of, 'We know this is important. We know this needs to happen,' even before the Department of Education gave the guidance on it."

Q: "Did you ask for help from administrators and others?"

A: "Absolutely. And I keep asking for help, and I get listened to."

Aug. 12: Following a meeting with Dr. Ramsower, Crawford emails the HR director: "Thanks for helping me and Reagan get back to where we need to be. He is a good person."

Mid-August: A Title IX staffer accuses Crawford of discrimination. Crawford reports to the HR Director that she is being "eaten alive" by dissension on her Title IX team. The HR Director replies: "I am one of your biggest fans and I will remain one of your top supporters. I want you to stay at Baylor and I will do all I can to keep you here... Get some rest after your day today and let me know what I can do!"

Aug. 18: Crawford emails Dan Hord, the chairman of the Regents' Audit Committee who holds weekly conversations with her about Title IX resources. "To reiterate what I was trying to say to you today on the phone (but got a little choked-up and couldn't say) there aren't words to describe the positive impact your generosity, support, and advocacy have had on my experience serving Baylor in this complex role. You are a leader that is truly leading a social change. Without your dedication to Baylor, the Audit & Compliance committee, Counseling Center, Athletic ethical excellence, and to the TIX office, I don't think there would be a shift happening at the level that it is currently happening. And, this shift is going in a hopeful and positive direction. You're a trailblazer and that is one of the aspects that I most respect in you. Have a great day and thank you for your support, feedback, and belief in us at Title IX. It means more to me than I can say."

- Sept 1: Crawford receives an annual salary increase.
- Sept. 12: Following a KWTX report of a secret tape recording of Crawford speaking to Athletics Department officials about Title IX matters, Crawford emails Hord and Ramsower: "I want the two of you to know that I feel badly for how the quotes they took from the secret audio may reflect on the two of you, particularly you, Dan. Which was not at all fair.... Thank you again for continuing to support Title IX and helping this work move forward. It sure isn't easy or fair, but the work and the root of why we do this work is the priority no matter what the media may contrive."
- Sept 13: Hord responds by assuring Crawford she is "doing a great job and handling all this perfectly!! And I appreciate everything that you are doing. I am glad to be a part of your team and am always impressed with the team that you have put together." Replies Crawford: "Your email has been the best thing that has happened all week... Your commitment is amazing and unheard-of."
- Sept 16: A third Title IX investigator resigns, citing difficulties working for Crawford.
- Sept 27: Crawford files an employment retaliation claim. "Since I spoke out about Baylor's failure to give me the resources and cooperation that I needed to comply with Title IX, and pushed for Baylor to do the right thing and comply with Title IX, I have been the victim of substantial retaliation... Baylor is not doing the right thing by its students and is not complying with Title IX. I will not resign no matter how much pressure Baylor puts on me." On the same day, Crawford's attorney asks Baylor to pay her a \$1 million settlement along with retaining the movie and book rights for her story.
- Oct. 3: Crawford resigns.
- Oct 4: Crawford sits for a two-and-a-half hour interview with "60 Minutes." The next day, she appears on "CBS This Morning" and states: "I think Baylor set me up to fail from the beginning in November 2014."

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