

# Ian M. McRary, Esq.

Owner & Attorney at McRary Law  
Hickory, NC

## PROFILE

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- Experienced, creative, and highly-skilled attorney with expertise providing legal counsel, internal investigations, dispute resolution, and crisis management support to Christian organizations.
- Trained and experienced civil investigator with expertise in discrimination and harassment cases (including Title IX investigations).

## EXPERIENCE

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**Ian M. McRary Law Office, PLLC d/b/a McRary Law**  
*Owner & Attorney*

Hickory, NC  
2024 – Present

- See [www.mcrarylawn.com](http://www.mcrarylawn.com) for more information.

**Tennessee Technological University**  
*Associate Counsel*

Cookeville, TN  
2023 – 2024

- Provided expert legal advice to the University's executive leadership, with a focus on employment law, student affairs, and legal compliance (especially discrimination and harassment).
- Conducted multiple complex investigations into reports of serious employee misconduct.

**Liberty University**  
*Senior Counsel / Associate Counsel (promoted July 2019)*

Lynchburg, VA  
2016 – 2023

- Provided expert legal advice to diverse clients at Liberty University and its affiliates. My practice focused on the areas of student affairs and student conduct, civil rights compliance (Titles VI, VII, and IX), disability services (Section 504 and ADA), financial aid and accounts (Title IV), IT and data protection, trademark and copyright protection, international approvals (SEVIS), litigation, and risk management. I drafted and reviewed agreements, policies, court filings, press releases, legal memoranda, and other documents while defending / promoting Liberty's Christian mission.
- Effectively resolved all types of disputes involving faculty, staff, students, and third-parties.
- Managed outside litigation counsel and insurance companies to successfully defend Liberty (and its Christian mission) in complex litigation. Included three related Title IX / defamation lawsuits filed by football players, a 22-plaintiff Title IX class action lawsuit (high profile), and other lawsuits in the areas of TCPA, race and disability discrimination, personal injury, etc.
- Responded to several Office for Civil Rights (OCR) and Attorney General (AG) investigations into complaints of discrimination and retaliation without a finding of non-compliance. Oversaw all phases of OCR, AG, and regulatory agency investigations, including response and resolution.
- Guided clients through a full Clery program review by the U.S. Department of Education.
- Represented Liberty during multiple mediations of complex litigation.
- Served as interim Associate Vice President of Equity & Compliance Office (including Title IX), with supervision of a team of Title IX investigators. Advised on investigations and reviewed reports.
- Organized a Title IX policy review team and twice drafted Liberty University's Title IX policies. I also drafted the data use policy, a separate GDPR policy for persons in the EU, and several other internal and external policies and forms.
- Supervised an associate attorney, a legal fellow, interns, a paralegal, and an executive assistant.

**Baylor University***Title IX Investigator*

Waco, TX

2015 – 2016

- Responded to and resolved multiple complaints and reports of violations of Baylor University's Title IX policy involving students, faculty, and staff. I handled complaints and reports through all phases of resolution, including intake, interim measures, investigation, and adjudication (hearing and appeal). I developed a filing system for all reports and documents from the prior three years.
- Organized and conducted several Title IX-related trainings, including trainings for new students and transfer students, faculty and staff, athletics teams, and Greek organizations.

**Appalachian State University***Graduate Assistant, Institutional Equity Office*

Boone, NC

2014 – 2014

- Assisted with Title IX investigations and reviewed investigative reports and other documents.

**Appalachian State University***Graduate Assistant, Athletics Compliance*

Boone, NC

2013 – 2014

- Advised the Athletics Department, including its coaches and student-athletes, on NCAA rules and policies, as stated in the NCAA Manual, the Athletics Department's Compliance Policy Manual, the Student-Athlete Handbook, and official NCAA policy statements and rules interpretations.
- Drafted the entire Athletic Department's Compliance Policy Manual, revised the Student-Athlete Handbook, and reviewed the University's application packet to join the Sun Belt Conference.

**Ian M. McRary Law Office, PLLC***Owner & Attorney*

Hickory, NC

2011 – 2013

- Provided high-quality legal representation to diverse clientele in civil, criminal, and transactional matters. My practice focused on family law (especially domestic violence) and criminal defense. I handled all phases of legal representation from intake / counseling to litigation in small claims, domestic, and superior courts. Although I preferred mediation in most cases, I served my clients' best interests and received multiple favorable judgments at trial.
- Represented a client in a federal counterfeiting investigation conducted by the U.S. Secret Service.

**EDUCATION**

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**University of Alabama School of Law***Juris Doctor, Law*

Tuscaloosa, AL

2011

**Appalachian State University***Master of Arts, Higher Education*

Boone, NC

2014

**University of North Carolina at Chapel Hill***Bachelor of Arts, History (with distinction)*

Chapel Hill, NC

2007

**PERSONAL INFORMATION AND TRAININGS**

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Valued Partner, CCCU; Allied Attorney, ADF; Member, NACUA; Member, Christian Legal Society; Member, First Baptist Church (Hickory, NC); Eagle Scout; God and Country Award; ATIXA Title IX Investigator Training; NACUA Investigator Training; Womble, Bond, Dickinson Investigator Training