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March 11, 2019

Ms. Karen Fitzgerald,
Administrative Assistant to the
Arlington School Committee/
Superintendent of the Schools
869 Massachusetts Avenue, 6th Floor
Arlington, MA 02476

kfitzgerald@arlington.k12.ma.us

Dear Ms. Fitzgerald:

I write to express my interest in the open position on the Arlington Human Rights Commission. For many years now, I have seen your application invitation and this year I decided to act.

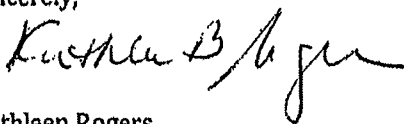
I have been a resident of Arlington for more than 28 years. I moved to Pine Ridge Road when I was pregnant with my son, Max. Both my children (Sarah Shaller '18 and Max Shaller '12) have benefited greatly from the Arlington Public School System and I now find myself with much gratitude to the Town and time to invest in a new volunteer position. My resume is attached.

I watched with great interest in how the Commission handled the serious vandalism incident at Arlington High last year involving students, some of whom had been accepted to colleges and with their lives ahead of them. I applauded the Commission's commitment to restorative justice and the leadership they showed, not only to these young men, but to the broader community. I was very impressed with how this sad episode was handled and I know now I would be like to be part of this wise group of Arlington residents. I was also concerned to read the article in the *Boston Sunday Globe* regarding human trafficking in Arlington. The Commission has important work to do and I would like to assist.

What I can bring to the Commission are good listening skills, an open mind and a willingness to get my hands dirty. Perhaps like many applicants, I come with an educational and professional background focused on investigating complaints, identifying rights and responsibilities and in persuading others to do the right thing. I am also committed to learning from and assisting more experienced members as needed.

There is much more I can say but I will stop here. I would welcome an opportunity to interview for the position and wish you well on your search for a new Commissions member.

Sincerely,



Kathleen Rogers

KATHLEEN B. ROGERS

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kathyrogers726@gmail.com (personal)

PROFESSIONAL EXPERIENCE

September 2001 to present

Simmons College

Boston, MA

Senior Vice President and General Counsel

- Chief legal officer and advisor to Simmons President, Board of Trustees, other administrative officers and faculty on a broad range of legal and strategic matters.
- Routinely advise on employment matters including performance and discipline; terminations; FMLA leaves; ADA requests; FLSA classifications; gender-based misconduct; discrimination allegations; and violations of college policy.
- Regularly advise Provost and four school Deans on academic policy and process issues which may have legal implications.
- Regularly advise on compliance including: FERPA, HEOA, Titles VI, VII and IX, VAWA, Clery Act, IRS Form 990, FRCA, and IRS rules on political action.
- Represent Simmons in proceedings before the Mass. Commission Against Discrimination, Commonwealth of Mass; Board of Higher Education, U.S. Equal Employment Opportunity Commission; and U.S. Department of Education, Office of Civil Rights.
- Assist with crisis management, threat response and intervention; and policy and process development.

Secretary to the Board of Trustees (since 2007)

- Extensive experience with Board governance for approximately 30 Trustees and eight standing committees.
- Responsible with the President for planning plenary sessions and producing the February, May, and October board meetings which convene over two days.
- Staff the Trusteeship & Governance Committee and the four Executive Committee meetings which fall between the full board meetings.
- Interpret Bylaws and assist with amendment/ratification process.
- Authored the *Simmons College Board of Trustees Governance Manual*.

Summer 1995 to September 2001

Yurko & Perry, PC (now known as Yurko, Salvesen & Remz, PC) Boston, MA

- Elected Partner, December 1998
- Litigation associate 1995-1998
- Advised and represented six Boston and Worcester area colleges, universities, including Simmons College on a wide variety of legal and compliance issues.

March 1993 to Spring 1995

Harvard University

Cambridge, MA

- Appointed to an 18-month position as Associate University Attorney in the Office of the General Counsel (OGC) assisting eight University Attorneys in advising Harvard administrators and academics on a wide variety of legal issues.
- This was an "apprenticeship" where Associate Attorneys learned how to serve as in-house counsel to the President and the wider community of a complex university.
- Remained at Harvard for an additional six months assisting with human resource issues

September 1988 to March 1993

**Widett, Slater & Goldman merged with Hutchins & Wheeler to become
Hutchins, Wheeler & Dittmar Boston, MA**

- Litigation Associate

JUDICIAL CLERKSHIP

September 1987 to June 1988

Appeals Court of the Commonwealth of Massachusetts

- Clerk to Rudolph Kass, Associate Justice of the Mass. Appeals Court (retired)

FACULTY APPOINTMENTS

June 2012 to present

Higher Education Resource Services (HERS Institute)

For over 40 years, HERS has provided leadership development curricula to advance women to university leadership positions. The institutes have served over 5000 women from 1200 campuses.

- Since 2012, have presented at ten institutes in three cities to over 900 attendees
- Presentations cover emerging campus legal and risk management issues, value-based decision making, and how to work effectively with university legal counsel.

Spring 2016 and Spring 2017

Simmons College, College of Arts and Sciences

Course: *Unlikely Leaders in the Law* -- an undergraduate course that considers the leadership roles and qualities of citizens who sought justice for themselves and others from the U.S. Supreme Court in key civil rights cases.

EDUCATION

J.D., Northeastern University School of Law, 1987.

B.A., Regis College (Weston, MA), 1981 Major: Economics, *Magna cum Laude*

CERTIFICATIONS

Awarded a certificate of completion for *Crisis Leadership in Higher Education* Program, March 2018, Harvard University, John F. Kennedy School of Government, Executive Education

Certified to conduct Title IX investigations by both United Educators and ATIXA

TRAINING PROGRAMS AND PUBLICATIONS

Faculty and staff training programs are a cornerstone of my tenure at Simmons. Here are workshops created and presented to hundreds of Simmons employees through the years.

- The Legal Primer for Managers
- Beyond the Legal Primer
- Navigating the Legal Landscape in Higher Education: Challenges Facing Academic Leaders
- Communicating Performance Concerns in Writing
- Navigating the Tenure and Promotion Process
- Internships: Navigating the Legal Landscape
- The New Environment for Higher Education: What would you do?
- Managing Yourself; Managing Up; and Managing Others

Also produced a variety of publications for the Simmons community including:

- *The Simmons College Guide to Contracts* (first edition)
- *Laws, Practices, Policies and Procedures: A Guide for Simmons Faculty* (two editions)
- *Massachusetts Law and College Policies: A Guide for Simmons Students*
- *Title IX: A Guide for Simmons Faculty*
- *Simmons University Board of Trustees Governance Manual*

PROFESSIONAL ORGANIZATIONS

Boston Bar Association

- Co-Chair of the College & University Law Section 2010-2012
- Moderator of Panel on Campus Free Speech, BBA Higher Educational Law Conference (2018)
- Advisory Committee Member, BBA Higher Education Legal Conference, responsible for a panel on Campus Free Speech and Civility (2019)

National Association of College & University Attorneys

- Regular attendee of NACUA conferences
- Appointed to Editorial Board of NACUANOTES - which oversees educational publications for members (since 2015)