

OFFICE OF THE SELECT BOARD

ERIC D. HELMUTH, CHAIR
JOHN V. HURD, VICE CHAIR
DIANE M. MAHON
STEPHEN W. DECOURCEY
LENARD T. DIGGINS



730 MASSACHUSETTS AVENUE
TELEPHONE
781-316-3020
781-316-3029 FAX

TOWN OF ARLINGTON
MASSACHUSETTS 02476-4908

August 30, 2023

Sanjay Newton
Arlington, MA 02474

Re: Appointment: Arlington Civilian Police Advisory Committee

Dear Sanjay:

As a matter of the standard appointment procedure, the Select Board requests that you attend the Select Board meeting conducted by hybrid format, on Monday, September 11, 2023, at 7:15 p.m.

It is a requirement of the Select Board that you join this hybrid meeting. This will give the Board an opportunity to meet and discuss matters with you about the area of activity in which you will be involved.

You may attend the meeting in-person or virtually. The meeting will take place in the Select Board Chambers. The link to the meeting and other information will be available at the bottom of the Select Board Agenda as well as on the Town Calendar when the meeting is posted on Thursday, September 7 at 7:00 p.m.

Please contact this office by e-mail, bmallard@town.arlington.ma.us, if you have any questions.

Thank you.

Very truly yours,
SELECT BOARD

A handwritten signature in black ink that reads "Ashley Maher".

Ashley Maher
Board Administrator

Sanjay Newton

Arlington MA 02476

Members of the Select Board
730 Mass. Ave.
Arlington, MA 02476

To The Members of the Select Board,

I write to ask that you consider me for nomination to the Arlington Civilian Police Advisory Commission (ACPAC).

I have been twice elected as a Town Meeting Member in Precinct 10. In 2021 I was appointed to the Civilian Police Advisory Board Study Committee by the Town Moderator. I served as the Secretary of that committee, which recommended the creation of the ACPAC, and I was very pleased the Town Meeting voted to do so.

I've found over the years that one of the skills that I bring is an ability to hear the objectives of everyone at the table, and to help build a plan that meets everyone's needs. I enjoy working with others to understand different perspectives and develop plans that feel like progress to all involved. I used these skills during the work of the Civilian Police Advisory Board Study Committee and then again this year as the Chair of the MBTA Communities Working Group.

Much of the early work of establishing the ACPAC will be about creating a framework within the bylaw that created it. There will be discussions with many stakeholders that began during the work of the Study Committee which will need to continue. I believe that my service on the Study Committee will bring an important perspective.

Thank you for your consideration,



Sanjay Newton

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August 30, 2023

Kathleen Rogers
Arlington, MA 02474

Re: Appointment: Arlington Civilian Police Advisory Committee

Dear Kathleen:

As a matter of the standard appointment procedure, the Select Board requests that you attend the Select Board meeting conducted by hybrid format, on Monday, September 11, 2023, at 7:15 p.m.

It is a requirement of the Select Board that you join this hybrid meeting. This will give the Board an opportunity to meet and discuss matters with you about the area of activity in which you will be involved.

You may attend the meeting in-person or virtually. The meeting will take place in the Select Board Chambers. The link to the meeting and other information will be available at the bottom of the Select Board Agenda as well as on the Town Calendar when the meeting is posted on Thursday, September 7 at 7:00 p.m.

Please contact this office by e-mail, bmallard@town.arlington.ma.us, if you have any questions.

Thank you.

Very truly yours,
SELECT BOARD

A handwritten signature in cursive script that reads "Ashley Maher".

Ashley Maher
Board Administrator

Kathleen "Kathy" Rogers

July 28, 2023

Via Email sbadmin@town.arlington.ma.us amaher@town.arlington.ma.us

Re: *Letter of interest for Civilian Police Advisory Commission*

Dear Members of the Select Board:

I write at the suggestion of Susan Ryan-Vollmar to ask that the Select Board consider my application for your available position on the new Civilian Police Advisory Commission. I did not apply before the deadline because I expected that dozens of residents would apply to the Board and I am not known to you.

I am excited to learn that you may need another member for this new Commission because I served on the Study Committee that met from March 2021 to March 2022 and that ultimately recommended that the Town establish this new Commission. I found my work on the Study Committee engaging and satisfying, and I would like to continue to work on this complex civic matter.

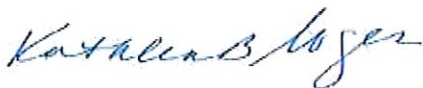
I have lived in Arlington for more than 30 years and my two adult children are success stories from the Arlington Public Schools. I served on the Arlington Human Rights Commission for five years, but did not seek reappointment when my term ended in June 2023. I am now looking for a new opportunity to serve my Town, and I believe that AHRC Commissioners Christine Carney and Sharon Grossman would speak positively on my behalf.

I am trained to be an active listener and to use my voice and my skills to promote the interests of others while working collaboratively on confidential matters. I retired in March 2022 from Simmons University in Boston, where I served for more than 20 years in various capacities including General Counsel, Chief of Staff, and Secretary to the Board of Trustees.

I have included my resume with this letter to offer additional information about who I am what I have done with my life.

Thank you for your kind consideration. I would be pleased to meet or talk with any Select Board Member as you consider my application.

Sincerely,



Kathy Rogers

Cc: Ms. Susan Ryan-Vollmar

PROFESSIONAL EXPERIENCE

Simmons University (retired March 2022)

Boston, MA

Senior Vice President, General Counsel & Chief of Staff

- Served as chief legal officer and advisor to four Simmons Presidents, the Board of Trustees, senior executives and academic leadership on a broad range of legal, risk management and strategic matters for an urban university with four Colleges, 1,700 undergraduates, 4,000+ graduate students, 215+ full-time faculty, a library, art gallery and armed campus police force
- Advised on employment matters including employee discipline and terminations, FMLA leaves, ADA requests, FLSA classifications, gender-based misconduct, unlawful discrimination allegations, and violations of university policy
- Advised Provost, Vice President of Student Life and four College Deans on academic policy and process issues with legal or risk implications
- Advised on federal compliance including: FERPA, HEOA, the ADA, Titles VI, VII and IX, VAWA, Clery Act, IRS Form 990, background checks, and IRS rules on political activity
- Advised on crisis management, threat response and intervention, and served on Emergency Management Team and Behavioral Threat Assessment Team
- Advised on student disciplinary matters and student risk issues particularly in areas of mental health, study abroad, internships, and clinical placements
- Represented 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

Secretary to the Board of Trustees

- Oversaw board operations for approximately 28 Trustees and eight standing committees under the leadership of five board chairs since 2002
- Planned with the President plenary sessions for February, May, and October board meetings convened over two days, and identified and invited external guest speakers
- Staffed the Trusteeship & Governance Committee and the Executive Committee
- Ensured compliance with Bylaws and oversaw amendment/ratification process
- Advised on and represented President's and Board's positions to faculty senators and voting faculty on revisions to the *Simmons Faculty Policy Manual* in 2003, 2010 and 2018

Summer 1995 to September 2001

Yurko & Perry, PC (now defunct)

Boston, MA

- Elected Partner, December 1998
- Of counsel 1995-1998
- Advised and represented six Boston and Worcester area colleges and a museum 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
- Remained at Harvard for an additional six months assisting with human resource issues in the Faculty of Arts & Sciences

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.

- Presented at 18 institutes in three cities to over 1,800 attendees in the last ten years
- Presentations covered emerging legal and reputational issues facing colleges and universities, effective risk management and decision-making, working with in-house counsel and navigating threats of litigation

Spring 2016 and Spring 2017

Simmons University, College of Arts and Sciences

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

PROFESSIONAL DEVELOPMENT PROGRAMS

2014 to present

I have developed the following programs which I present to university leaders, administrators, faculty and at academic conferences

- The ABCs of Effective Risk Management
- Managing Yourself, Managing Up, and Managing Others
- The Legal Primer for Managers
- Beyond the Legal Primer
- When Bad Things Happen on Campus: Learning from the Mistakes of Others
- Communicating Performance Concerns in Writing
- Legal Potholes and Landmines: Navigation Advice for Academic Leaders

PUBLICATIONS

Rogers, Kathleen B. "Commissioning an Independent Review: Considerations for Trustees." *Trusteeship Magazine*, January/February 2023, Washington, DC: Association of Governing Boards pp. 40-42.

Rogers, Kathleen B. "New Challenges for the Academic Affairs Committee." *Trusteeship Magazine*, September/October 2020, Washington, DC: Association of Governing Boards pp. 26-30.

Rogers, Kathleen B. "The Redeployment Challenge." *Trusteeship Magazine*, March/April 2019, Washington, DC: Association of Governing Boards pp. 30-33

Also produced a variety of publications for the Simmons community:

- Simmons University Board of Trustees Governance Manual (three editions)
- The Simmons 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

CIVIC ENGAGEMENT

Commissioner, Human Rights Commission, Town of Arlington, MA (June 2018 through June 2023)

Appointed Member, Town of Arlington, Strategic Planning Group for Arlington Public Schools (March through June 2022)

Appointed Member, Town of Arlington, Civilian Police Advisory Board Study Committee (March 2021 through March 2022)

EDUCATION

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

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

CERTIFICATIONS

Crisis Leadership in Higher Education Program, Harvard University, John F. Kennedy School of Government, Executive Education, March 2018

Kramer Leadership Program focused on coaching employees for effective performance, June 2020

Title IX Training from United Educators Insurers and ATIXA (Association of Title IX Administrators)

SPEAKING ENGAGEMENTS

April 18, 2023, San Diego, CA

National Association of Deans and Directors of Schools of Social Work

Topic: Lessons from Headlines: A legal update for Deans and Directors (this program reviewed new and notable legal cases on freedom of speech, religious freedom, defamation and tenure denial)

April 17, 2022, St. Petersburg, FL

National Association of Deans and Directors of Schools of Social Work

Topic: Legal Potholes and Landmines: Navigation Advice for Academic Leaders (program covered common legal landmines, steps for good decision-making, and tips for building an effective relationship with in-house counsel)

REFERENCES – *Gladly provided on request*