

September 24, 2015

AVP/TIXC Search Committee
c/o Brenda Porter
Student Life
1098 E 13th Ave
4 Johnson Hall
Eugene, OR 97403-6203

SENT VIA EMAIL: bporter@uoregon.edu

Re: *AVP/TIXC Position*

Dear Search Committee:

I am currently the Title IX Officer and Director of the Office of Civil Rights and Sexual Misconduct at the University of Maryland (UMD), in College Park, MD. I only recently became aware of the AVP/TIXC position at the University of Oregon, and am submitting my application materials for consideration - with hope they are not too late.

The AVP/TIXC position announcement is very similar to my current position. I established the Office of Civil Rights & Sexual Misconduct (www.umd.edu/sexual_misconduct) at UMD and my portfolio includes all Title IX related compliance oversight, as well as all civil rights complaint response and investigation, and policy development. I currently have five direct reports, and work closely with our Office of Student Conduct, the University of Maryland Police Department (UMPD), and University Legal Counsel. I created a Memorandum of Understanding with UMPD and established an on-going relationship with our county prosecutors to coordinate our efforts across co-occurring cases. We are currently planning training for all our UMPD sworn officers, (112, plus detectives from surrounding jurisdictions) on best practices in sexual assault investigations, trauma informed interviewing techniques and report writing. Having worked in the field of violence against women for many years, I have established many professional relationships that allow me access to experts and information that has helped me immensely in my current position and specifically in developing this upcoming training.

I also work closely with our Communications Department to field and respond, when appropriate, to all media inquires, and act as the official voice for the University on sexual misconduct issues. I am closely allied with the Athletics Department and Department of Fraternity and Sorority Life to help bring increased awareness about sexual misconduct and our affirmative consent policy to their respective student populations. I very much enjoy working with diverse groups on campus and am inspired by their energy and sincerity towards making the University a working and learning environment free from sexual misconduct and discrimination.

I have re-written the University's Sexual Misconduct Policy and created new procedures for student cases, using a dual investigation model. I have also created new procedures for staff and faculty and recently negotiated the staff procedures for sexual misconduct complaints with the Union. I have created all the content for the mandatory online training for students and am responsible for the training's dissemination and tracking. Similarly, I am responsible for the

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content and delivery of mandatory online training for all faculty and staff and am currently working with a group of stakeholders to develop our campus climate survey.

I have been working in the field of violence against women since 1992. Over the years, I have worked with thousands of victims and a wide range of legal and non-legal professionals. My experience fundamentally informs my analysis and approach to Title IX work and has significantly benefited UMD. As illustrated by my resume, my career is a reflection of my passion and dedication to ending violence against women. Before moving to the DC Metro area a little over five years ago, I gained Title IX and related legal experience in Washington state, where I provided legal technical assistance, conducted Title IX training for lawyers (education rights of survivors), drafted numerous legal publications, and drafted or facilitated Title IX complaints for the Department of Education, Office of Civil Rights (OCR). In my current position, I have established a relationship with our regional OCR office, and hosted them this past summer at UMD, for a statewide training of Title IX Coordinators.

My legal background, passion and expertise in sexual violence offers a sophisticated understanding and analysis of gender based violence with practical experience negotiating the complexity of the legal issues regarding Title IX compliance within higher education. When I came to UMD I was thrilled to establish the office and have the opportunity to use my knowledge, skills and abilities to lead the University through a massive transition. I have accomplished a great deal at UMD in a rather short period of time with the support of many talented individuals, and am confident my skills and abilities would be a tremendous asset to the University of Oregon. I would be honored to have the opportunity to further discuss my qualifications and look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Catherine A. Carroll', written over a faint, light-colored grid or watermark.

Catherine A. Carroll

Enclosures

CATHERINE A. CARROLL

PROFESSIONAL WORK EXPERIENCE:

UNIVERSITY OF MARYLAND, COLLEGE PARK, MD

Title IX Officer & Director, Office of Civil Rights & Sexual Misconduct

March 2014 - Present

Responsible for overseeing and implementing the University's compliance with Title IX and other federal and state civil rights laws and regulations. Duties include: oversight and monitoring of grievance procedures for resolving Title IX (sexual misconduct and sex discrimination) complaints; monitoring outcomes, identifying and addressing any patterns, policy development, assessing effects of response on campus climate; Collection and analysis of information from an annual climate survey; Assess, respond and investigate complaints of sexual misconduct and discrimination; develop and conduct compliance, policy and prevention training for faculty, staff and students; promote a UMD specific sexual misconduct awareness campaign; and organize and facilitates campus wide awareness events.

U.S. DEPARTMENT OF JUSTICE, OFFICE FOR VICTIMS OF CRIME, WASHINGTON DC

Program Manager, ICF International

International Terrorism Victim Expense Reimbursement Program

May 2011 – February 2014

Responsible for oversight of day-to-day ITVERP operations, including: supervision of two case managers, training and maintenance of surge team members, development of surge team response protocols, case management, monitoring of claims, quality review, and submission of all ITVERP reporting to OVC, including drafting Reports to Congress. Duties also include updating the ITVERP Operations and Policy Manuals, identifying and providing analysis on claim related policy issues, conducting research and drafting policy memos for OVC. Ms. Carroll is also responsible for conducting strategic outreach, targeting federal stakeholders and international nongovernment organizations, and potential claimants.

VERA INSTITUTE OF JUSTICE, WASHINGTON DC

Project Director, Promising Practices Initiative

December 2009 – April 2011

Oversee the planning and implementation of a national initiative funded by the Office on Violence Against Women (OVW) U.S. Department of Justice, to identify and share promising practices that address domestic and sexual violence, dating violence and stalking across a wide range of professional disciplines. Responsibilities included staff hiring, and supervision, budget and program management, program development and reporting, small and large group stakeholder meeting facilitation, drafting stakeholder interview questions, and interview script, conducting interviews with more than a hundred OVW funded TA providers; conducted extensive literature review of promising practices and compiled qualitative and quantitative analysis of findings; developed and tested methodology for identifying promising practices; conducted research on term promising practices and other methodologies for large scale initiatives.

AMERICAN BAR ASSOCIATION, RULE OF LAW INITIATIVE, BEIJING, CHINA

Legal Consultant, Zhongze Women's Legal Counseling and Service Center

Dec 2010

Developed curricula and training materials and co-facilitated two, multi-day, interactive national trainings for Chinese attorneys on representing domestic violence victims in divorce proceedings. This included conducting a "train-the-trainer" two-day workshop for select program participants.

SEXUAL VIOLENCE LAW CENTER, SEATTLE, WA

Executive Director and Co-Founder

January 2008 – March 2010

Established a non-profit 501(c)3 organization, recruited board members, and obtained pro bono legal services for obtaining Articles of Incorporation, Bylaws, and status as a tax-exempt organization. Managed sub contracts for vendors, all aspects of organizational finances and supervised and hired

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staff. In collaboration with stakeholders, facilitated drafting of SVLC's mission statement, and identification of core services. Responsibilities included leadership that incorporated a collaborative management style, overall management of the organizations fund development; contract and license compliance; board development and community relations and direct services to teen survivors of sexual violence.

WASHINGTON COALITION OF SEXUAL ASSAULT PROGRAMS, OLYMPIA, WA

Legal Director

April 2002 – December 2008

Created, developed, oversaw and managed a training and technical assistance legal program for state wide anti-sexual assault coalition serving 42 rape crisis centers. Provided training to law enforcement, civil attorneys, prosecutors, judges and legal advocates on a broad range of legal issues impacting rape survivors; drafted legal publications and provided legal technical assistance to rape crisis centers and survivors and family members in WA; Hired, trained and supervised 2 attorneys and 1 administrative staff; provided legal analysis and public policy guidance to Executive Director on sexual violence legislation and worked collaboratively with various disciplines and competing stakeholders.

UNIVERSITY OF WASHINGTON, SCHOOL OF LAW, SEATTLE, WA

Lecturer

Fall Quarter 2007

Created and presented E580 *Sexual Violence & the Law*, a seminar course for 3L students on substantive non tort legal issues impacting rape survivors such as privacy rights, evidence and rape shield laws; protection orders; civil liability of perpetrators and third-parties; and restorative civil remedies in housing, employment and education contexts. Created a course reader, syllabus and grading system, drafted two writing assignments and lectured three hours one day a week for nine weeks.

CITY OF SEATTLE, DOMESTIC & SEXUAL VIOLENCE PREVENTION OFFICE, SEATTLE, WA

Senior Grants and Contract Specialist, City of Seattle

September 2001 – April 2002

Prepared, negotiated and monitored city's domestic violence & sexual assault service contracts with over twenty community providers; Worked in collaboration with community providers to best meet the needs of those affected by domestic and sexual violence. Prepared contract modifications, provided technical assistance to committees, task forces and community providers; Conducted site visits, budget reviews and annual performance evaluations of providers.

STAND! AGAINST DOMESTIC VIOLENCE, CONCORD, CA

Director of Legal Services

July 2000 – August 2001

Administered and managed legal services program of 11 staff, serving victims of domestic violence in Contra Costa County, CA, through family law litigation and criminal court advocacy on felony DV cases. Carried small family law case load and supervised two attorneys; responsible for program administration, staff development, oversight of program budget city, state and federal grants and contracts, and the development and maintenance of partnerships with community stakeholders. Created and managed collaborative operational agreements with county agencies such as law enforcement, social service agencies, the district attorney's office, probation and county council.

FAMILY VIOLENCE LAW CENTER, OAKLAND, CA

Attorney

January 2000 - July 2000

Represented domestic violence and sexual assault survivors in restraining orders, child custody modifications, wage assignment/garnishment for child support, dissolutions and criminal court advocacy. Responsibilities included supervision of one paralegal and seasonal law student interns, client representation, and participation on county domestic violence committees/task force.

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SUPPORT NETWORK FOR BATTERED WOMEN, MOUNTAIN VIEW, CA

Attorney

1998 - 1999

Worked on-site at thirteen different law enforcement jurisdictions conducting outreach to victims of domestic violence identified on police incident and arrest reports. Provided roll-call and advanced officer training to law enforcement and emergency personnel on responding to domestic violence in multiple jurisdictions; vetted, trained and supervised volunteers to conduct outreach to victims at police stations and participated in Citizen Academy and police ride along program. Other responsibilities included criminal court advocacy to domestic violence victims and participation in countywide domestic violence stakeholder meetings.

EDUCATION:

- Juris Doctorate, New College of California School of Law, San Francisco, CA 1997
- Bachelor's of Science, Conservation Resource Studies, University of California at Berkeley, Berkeley, CA 1991

PROFESSIONAL LICENSES:

- 1998- California State Bar, No.195452
- 2002 - Washington State Bar Association, No. 32352

PROFESSIONAL AFFILIATIONS:

- American Bar Association, Commission on Domestic and Sexual Violence, Consultant, 2002 – Present
- Futures Without Violence, Leadership in Education Design, Training Faculty, 2011 – Present
- National Council for Juvenile & Family Court Judges, Training Faculty, 2011 – Present
- National Alliance to End Sexual Violence, Volunteer, 2011 to Present
- American Bar Association, Rule of Law Initiative, China Program, Training Faculty, December 2010
- Victim Rights Law Center, Curriculum Reviewer, 2007 to Present
- WA State Gender & Justice Commission, Trainer, 2007 to 2010
- WA State Crime Victim's Compensation Advisory Group Member, 2007
- WA State Human Trafficking Task Force, Member 2007
- WA State Supreme Court Time for Trial Task Force Member, 2002

SECURITY CLEARANCE:

- Security Clearance, United States Department of Justice, Position of Public Trust, Moderate Risk

CERTIFICATIONS AND TRAINING:

- 36 Hour Sexual Assault Advocate Training, Bay Area Women Against Rape, Oakland, CA 1999
- 40 Hours Domestic Violence Advocate Training, WOMAN Inc., San Francisco, CA 1992

VOLUNTEER EXPERIENCE:

- CA Alliance Against Domestic Violence, Public Policy & Research Committee, San Francisco, CA 1998 - 2001
- Bay Area Women Against Rape, On-Call Hospital Advocate, Oakland, CA 1998
- Cooperative Restraining Order Clinic, San Francisco, CA 1994 – 1997
- WOMAN Inc., San Francisco, CA 1992 – 1995

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PUBLICATIONS:

- Beyond the Criminal Justice System: *Transforming Our Nation's Response to Rape* – An Attorney Practice Manual, October 2003
- Confidentiality, Privilege & Protecting a Sexual Assault Victim's Right to Privacy, October 2003.
- Health Insurance Portability & Accountability Act: What It Means for Sexual Assault Programs in Washington State, November 2005
- Addressing the Unmet Civil Legal Needs of Sexual Assault Victims, Washington Bar News, April 2004
- *Understanding Crawford*, National Sexual Violence Resource Center Newsletter, Spring 2005
- American Bar Association, *Standards of Practice for Lawyers Representing Victims of Domestic Violence, Sexual Assault & Stalking in Civil Protection Order Cases*, May 2007
- *The Legal Needs of Native Survivors of Sexual Violence in Washington State*, December 2007
- Know Your Rights: *Information for Survivors of Sexual Violence*, September 2003, April 2005, May 2008
- Obtaining a Sexual Assault Protection Order: A Survivor's Guide Through the Court Process, June 2008
- *Legal Advocacy with Child Victims of Sexual Abuse*, Advocate Newsletter, Sexual Violence Law Center, September 2008

PRESENTATIONS:

Victim Rights Law Center (VRLC), Portland, OR

- *Campus Sexual Assault & Title IX*, Guest Lecturer, Louisiana State University, School of Law, September 19, 2015 (via Skype)

National Crime Victim Law Institute (NCVLI)

- *Ideas for Developing Pro Bono Legal Assistance: Resources & Strategies* – National Crime Victim Law & Litigation Conference, Portland, OR June 2005
- *Representing Sexual Assault Survivors: What You Need to Know* - Crime Victim Law & Litigation Conference, NCVLI, Portland, OR, June 17, 2006
- *TITLE VI of the 1964 Civil Rights Act: Meaningful Access for People with Limited English Proficiency* - Center for Law & Public Policy on Sexual Violence, NCVLI, Sexual Assault Staff Attorney Colloquium, Portland, OR June 2006
- *Sexual Assault & Economic Remedies* - Crime Victim Law & Litigation Conference, NCVLI, Portland, OR, May 2007
- *Standards of Practice for Lawyers Representing Victims of Domestic and Dating Violence, Sexual Assault and Stalking in Civil Protection Order Cases*, National Crime Victim Law & Litigation Conference, Portland, OR, June 2008
- *Accessing Justice for Survivors of Domestic and Sexual Violence with Disabilities*, 8th Annual National Crime Victim Law & Litigation Conference, Portland, OR, June 2009

National Center for Victims of Crime (NCVC)

- *Standards of Practice for Lawyers Representing Victims of Domestic and Dating Violence, Sexual Assault and Stalking in Civil Protection Order Cases*, National Crime Victims Conference, Portland, OR, June 2008

American Bar Association, Commission on Domestic & Sexual Violence

- *Employment Rights & Economic Remedies for SA Victims* – ABA Commission on Domestic Violence, Baltimore, MD. November 2006

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- *Civil Remedies for Native Survivors of Sexual Violence 10th National Indian Nations Conference*, Palm Springs, CA, December 2006
- Steering Committee Member to Develop *Best Practices for Attorneys in Pro Se Delivery of Civil Protection Orders*, Washington DC, March 25-26, 2010
- *Train the Trainer: The Fundamentals of Domestic Violence For Attorneys*, ABA Commission on Domestic Violence, Austin, TX, September 14, 2010
- Steering Committee Member to Develop *Training for Lawyers on Serving Victims of Intimate Partner Sexual Violence*, Washington DC, February 19 – 20, 2013.
- *Representing Victims of Intimate Partner Sexual Assault in Civil Litigation*, February 20 -22, 2015, Washington D.C.
- *Beyond Criminal: Civil Remedies for Sexual Assault Victims*, Free CLE Webinar, April 20, 2015.

Vera Institute of Justice

- *Improving the Criminal Justice System Response to Survivors of Sexual Violence with Disabilities*, Vera Institute of Justice, Accessing Safety Initiative, Building Bridges National Conference, Nashville, TN, December 2008
- *National Promising Practices Stakeholder Meeting Facilitator*, Vera Institute of Justice, Louisville, KY, February 2-3, 2011.

Futures Without Violence

- *Institute for Leadership in Education Design (I-LED) Training*, Futures without Violence, San Francisco, CA, July 7-9, 2011.

Maryland Coalition Against Sexual Assault (MCASA)

- Advocate Training: *Campus Sexual Assault*, February 10, 2015, University of Maryland
- Day of Activism, Title IX and College Campuses, April 2, 2015, University of Maryland

WA State Prosecuting Attorneys Association (WAPA)

- *Reluctant, Recanting & Hesitant Witnesses: Creating a System of Support for Victims of Sexual Assault* – WA Association of Prosecuting Attorneys Support Staff Training Program, Sun Mountain, WA, May 2003; Wahkiakum County, WA Prosecuting Attorney's Office, June 26, 2003; Snohomish County, WA Prosecuting Attorney' Office, Sept 2003
- *Beyond the Criminal Justice System: Transforming Our Nation's Response to Rape- Washington Association of Prosecuting Attorneys Victim Witness Training*, Spokane, WA, May 2005

WA State Office of Crime Victim Advocacy (OCVA)

- *HIPAA: What it Means for Sexual Assault Programs* – Office of Crime Victim Advocacy Annual Conference – Lake Chelan, WA, October 15, 2003
- *Confidentiality, Privilege & Protecting a Sexual Assault Survivor's Right to Privacy* - Office of Crime Victim Advocacy Annual Conference, Lake Chelan, WA October 15, 2003
- *Addressing the Needs of Students Who Are Victims of Sexual Assault & Sexual Harassment* – School Threat Symposium, WA State Office of Superintendent for Public Instruction, PI, Tacoma, WA, May 9, 2005
- *Legal Advocacy for Survivors of Sexual Violence*, Summit. Office of Crime Victim Advocacy, Sea Tac, WA, August 2007.

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WA Coalition of Sexual Assault Programs (WCSAP)

- *Civil Legal Needs of Sexual Assault Victims* - WA Coalition of Sexual Assault Programs Annual Conference. Olympia, WA, May 2004
- *Legal Advocacy – Advocate Core Training* - Washington Coalition of Sexual Assault Programs. Pullman, WA March 2004, Moses Lake, WA December 2004
- *Representing Rape Victims: The Civil Needs of Adult Survivors of Sexual Assault – WA Coalition of Sexual Assault Programs Regional Training Series*. Tacoma, WA September 20, 2004, Vancouver, WA September 22, 2004; Kennewick, WA October 4, 2004; Ellensburg, WA October 5, 2004; Seattle, WA October 22, 2004; Bellingham, WA October 27, 2004; Everett, WA October 28, 2004; Spokane, WA November 12, 2004
- *TITLE VI: Meaningful Access for People with Limited English Proficiency* - WA State Coalition Against Domestic Violence & WA Coalition of Sexual Assault Programs, Manager's Institute. Yakima, June 2004
- *Legal Issues & Advocacy Strategies – WA Coalition of Sexual Assault Programs, Annual Conference*, Olympia, WA. May 2005
- *Legal Advocacy – Advocate Core Training* - Washington Coalition of Sexual Assault Programs. Mt. Vernon, WA April 2005, Omak, WA May 2005, Yakima, WA November 2005
- *Education Rights for Survivors of Sexual Assault – WA Coalition of Sexual Assault Programs, Annual Conference*, Olympia, WA, May 2005
- *Legal Advocacy – Advocate Core Training* - Washington Coalition of Sexual Assault Programs. Kennewick, WA March 2006, Olympia, WA April 2006
- *Introducing Washington's Sexual Assault Protection Order* - WA Coalition of Sexual Assault Programs, Seattle, WA, August 2006.
- *Manager's Institute: Developing Policies & Procedures that Honor the Privacy Rights of Rape Victims*, Leavenworth, WA, April 2007
- *Confidentiality & Privilege: Limiting Disclosure of Client Information* - WA Coalition of Sexual Assault Programs Annual Conference, Olympia, May 2007
- *Evaluating Sexual Assault Victims Compensation Claims*: Department of Labor and Industries, Crime Victims Compensation Unit. Olympia, WA, October 2007.
- *Legal Advocacy 101*, WA Coalition of Sexual Assault Programs, Annual Conference, Spokane, WA, May 2008.
- *DV Legal Advocacy & SA Legal Advocacy What's the Difference?* WA Coalition of Sexual Assault Programs, Annual Conference, Spokane, WA, May 2008.
- *Sexual Assault Legal Advocacy in Washington State*, WCSAP Core Training, Vancouver, WA, March 2008.
- *Train the Trainers Institute*, WCSAP Core Training, Wenatchee, WA, March 2008
- *Sexual Assault Protection Orders*, WA Coalition of Sexual Assault Programs, Annual Conference, Spokane, WA, May 2008.
- *Responding to Subpoenas*, WA Coalition of Sexual Assault Programs, Annual Conference, Spokane, WA, May 2008.
- *Effective Advocacy for Native Survivors of Sexual Violence*, WA Coalition of Sexual Assault Programs, Annual Conference, Spokane, WA, May 2008
- *Policies & Procedures: The Key to Effective Service Delivery for Child Victims of Sexual Abuse*, Manager's Institute, WA Coalition of Sexual Assault Programs, Spokane, WA, March 2009.

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Sexual Violence Law Center

- *Legal Advocacy 101*, Sexual Violence Law Center, Webinar Series, Olympia, WA, July 2008.
- *Legal Advocacy with Native Survivors of Sexual Violence*, Sexual Violence Law Center, Webinar Series, Olympia, WA, August 2008
- *Legal Advocacy with Child Victims of Sexual Violence*, Sexual Violence Law Center, Webinar Series, Olympia, WA, October 2008

WA State Coalition Against Domestic Violence

- *Accessibility for Limited English Speaking Women: What Advocates Need to Know About Title VI* - WA State Coalition Against Domestic Violence, Annual Conference, Wenatchee, WA, September 2004
- *Serving Immigrant Survivors of Sexual Violence*, Gig Harbor, WA, January 2006; Ellensburg, WA, February 2006; Pullman, WA, July 2006
- *Honoring Confidentiality for Survivors of Domestic Violence: Practical Strategies for All Those Tough Situations* – WA State Coalition Against Domestic Violence, Lacey and Spokane, August 2007.
- *Intimate Partner Sexual Violence*. Team 3 Training, WA State Coalition Against Domestic Violence. Yakima, WA March 25, 2009.

WA Coalition of Crime Victim Advocates

- *Court Rules, Case Law & Victim's Rights in Washington State* – WA Coalition of Crime Victim Advocates; La Conner, WA, March 2005 and Sun Mountain, WA, May 2005

WA State Gender and Justice Commission

- *Sexual Violence: Ethical Issues in the Courtroom*. Superior Court Judges Association, Spring Program. Blaine, WA, April 2008.

Oregon Coalition Against Domestic and Sexual Violence

- *Sexual Assault & Economic Remedies*, Oregon Coalition Against Domestic and Sexual Violence, Portland, OR, July 2008

Idaho Coalition Against Domestic and Sexual Violence

- *Civil Legal Needs of Rape Victims*. Idaho Coalition Against Domestic & Sexual Violence, Sexual Assault Institute, Boise, ID, April 2008.

Bay Area Legal Aid, Oakland, CA

- *Representing Sexual Assault Survivors: What you Need to Know*. Bay Area Legal Aid, Oakland, CA, November 2007.

University of Washington

- *Sexual Assault & the Legal System*, University of Washington SARIS Peer Educator Training, Seattle, WA, February 18, 2009

Asian Counseling & Referral Services, Seattle, WA

- *Know Your Rights: A Workshop for Teen Victims of Dating & Sexual Violence*. Asian Counseling & Referral Services. Seattle, April 1, 2009

Kelso Police Department, Kelso WA

- *Intimate Partner Sexual Violence*, Kelso Police Department, Kelso WA, July 2009

Rape Crisis Centers in WA

- *Transforming Our Response to Rape: Understanding the Victim's Role in the Criminal Justice System* – Crisis Support Network Pacific County DV & SA Training, South Bend, WA, May 2004

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- *Washington's Sexual Assault Protection Order* – Sexual Assault Resource Center, Kennewick, WA, June 2007.
- *Sexual Assault Protection Orders: Challenging Issues & Advocacy Strategies*, YWCA of Pierce County, If its Not You, than Who? Tacoma, WA, May 2008.