
Profile

Whenever possible, submit your application prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

Public Records Statement

I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.

I Agree

mjchapa80@gmail.com

Email Address

Maria Jose

First Name

J

Middle Initial

Chapa

Last Name

213 Schultz Street

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Home: (407) 496-1009

Primary Phone

Alternate Phone

Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

What district do you live in? *

Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

If you are a Chapel Hill Resident, How long have you lived here?

0-12 months

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

Which Boards would you like to apply for?

Grievance Hearing Board: Eligible

Which Board is your First Choice? *

Justice in Action Committee

How did you find out about this opportunity? (select all that apply)

Internet

If you chose "Other" from the advertising opportunity listed above, please specify:

Interests & Experiences

What perspective(s) do you bring to the board(s), commission(s), committee(s) or task force(s) to which you are applying?

As someone who has interacted with different levels of government as a constituent, activist, and community advocate for years, I would like to be part of the decision making process and contribute to the place I call home, even if its for a short period of time. In Florida, I was a alumni of the Tampa Mayor's Neighborhood University and learned about the different departments and their functions in the city. Although Chapel Hill's city charter is different. I know I am capable to learn quickly and be a great addition to council.

Please provide a brief summary of any other relevant qualifications (skills, abilities, interests and/or experience) you bring.

With over 10 years of unpaid and paid experience in community organizing, electoral, advocacy work, volunteer training, leadership development, coalition building, and team management, I know I am capable of fulfilling the role of city council member. As a community leader in voter education, political advocacy, and a background in labor organizing and grassroots community organizing in a predominantly BIPOC space, I believe my unique combination of personal and professional experience makes me the ideal candidate for this role. In my former role as Florida Director of Civic Engagement and Organizing with Hispanic Federation; a nonprofit national organization, I've led a successful statewide civic engagement program that included a voter registration campaign that garnered 25,000 voter registrations led by a team of 80 canvassers, a staff of two regional field coordinators, and a campaign manager. I worked on 2020 Census efforts and worked with the Orange County Census Count committee to encourage HTC(hard to count) populations in the Azalea Neighborhood to self report. Our team contacted 12,000 homes and there was a reported increase of 39% due to our efforts. During the 2020 election cycle, our team mobilized 1.5 million Latinos to the polls through our GOTV (get out the vote) efforts.

[MJ_Resume_08_16_2021_2_.pdf](#)

You may upload a supporting document (e.g., CV or resume). **Please be advised that any information submitted becomes a public record and may be searchable online.**

Demographics

The Town Council seeks to attract persons from diverse backgrounds and believes that childcare and transportation is a potential barrier for qualified and interested applicants. See the [Childcare and Transportation Assistance pilot](#) for further details. In order to consider this application and provide some balance to the various boards, this personal information is required:

Ethnicity *

Hispanic

Gender *

Female

If other, please describe:

Please select your age from the following list. *

35-54

Community Advocate _____

Occupation

Are you a caregiver for or identify with a disability?

Yes No

Have you participated in the Peoples Academy?

Yes No

Are you a Town of Chapel Hill employee?

Yes No

Ethics Statement

ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS

Members of advisory boards and commissions shall not discuss, advocate, or vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if a member has a separate, private, or monetary interest, either direct or indirect, in any issue or transaction under consideration. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to State Statute 106A-388(e)(2), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.”

Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member should ask the advisory board or commission to be recused from voting. The advisory board or commission should then vote on the question on whether or not to excuse the member making the request. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

I Agree *

Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.

MARIA JOSE CHAPA

407.496.1009 mjchapa80@gmail.com

www.linkedin.com/in/maria-jose-chapa

EXPERIENCE

Florida Director of Civic Engagement and Organizing Orlando FL, June 2019- August 2021

Hispanic Federation

- Administrative role included recruiting, training staff, payroll, supervising, SOP's
- Supervised Campaign Manager, Regional Organizers, 80+ canvass staff
- Donor relations and grant writing
- \$1.2 Million in grant funding for Civic Engagement Department
- Cultivate and maintain coalition partner relations
- Bridge builder between HF and community members, elected officials, funders
- 501c3 advocacy legislative work and issue campaigns at the local, state and federal levels.
- Over 25,000 voter registrations statewide
- 501c3 GOTV activities that mobilize 1.5 Million Latinx/Hispanic voters in the 2020 election cycle
- Virtual Puerto Rico Day in Tallahassee 2021, secured 25 elected officials, 3,600 total virtual participants
- VAN Partner Administrator Certification June 3,2021
- Proficient in MS Office, MS Teams, Google Suite, Hustle, Zoom, Survey Monkey

Field Coordinator Tampa FL, February 2019- April 2019

Orlando Gudes for District 5 campaign

- NGP VAN Administrator
- Volunteer Outreach, training and field operations
- Closed a 200 vote gap and led a successful field operation, winning the District 5 race by 157 votes

Labor Organizer West Central FL, August 2013 - December 2018

SEIU Florida Public Services Union

- Represented membership and staffed the union for the west coast region comprising of Hillsborough and Pinellas Counties
- Recruited new dues-paying members
- Increased membership and political contributions to political fund 50%
- Built brand recognition in the Tampa Bay Area through public and government relations
- Developed, trained, and managed new leadership within the membership
- Conducted worksite visits at Pinellas County Schools, City of Saint Petersburg, Hillsborough Community College
- Managed and trained volunteer operations during electoral cycles including the mayoral, city council, state, and federal elections.
- Led member meetings, negotiated contracts, advocated during conflict resolution with human resources
- Served as point of contact for Spanish-speaking membership in the west coast region

Lead Community Organizer St. Petersburg, FL, June 2012 - January 2016

The People's Budget Review (PBR) SEIU Florida Public Services Union

- Promoted from volunteer to paid lead community organizer
- Organized a collaboration between labor organization and community stakeholders including local businesses, the arts, environmental orgs, neighborhood assoc.
- Increased civic participation in the city's budget process
- Coordinated the efforts to educate city residents on the city's budget process
- Led meetings and workshops, lobbied city council, mobilized attendance at council meetings
- Managed canvasses, phone banks and community surveys
- Increased the millage rate saving city jobs and vital services through coalition efforts

Field Organizer Hillsborough/Pinellas County, FL, October 2012-Nov 2012

Florida New Majority- Florida Breakthrough Campaign

- Muslim Community Liaison for Get Out The Vote (GOTV) efforts working with Council of American Islamic Relations (CAIR), United Voices, and other Muslim organizations
- Recruited and trained volunteers for field canvassing, phone banking, and data entry
- Media and radio promotions for "Souls to the Polls" electoral event

INTERNATIONAL RESIDENCY

- Mexicali, Baja California; Mexico
- Okinawa, Japan,
- Colombo, Sri Lanka
- Dubai, Sharjah, Ajman, Falaj Al Mu'Allah; United Arab Emirates

EDUCATION

- **B.A. International Studies** USF Tampa, FL, August 2012
Certificate of Academic Excellence 1999 & 2000 Student Support Services
- **A.A.** from St. Petersburg Community College in Clearwater, FL, August 2010

COMMUNITY ENGAGEMENT

- **New Leaders Council (NLC)** *January 2019- June 2019*
Fellowship
- **Welcoming City Resolution Saint Petersburg** *December 2016-May 2017*
Lead Community Organizer
- **Howard Blake High School Gun Safety Walk Out** *February 23, 2018*
Event Coordinator and Co-Organizer

ORGANIZATIONS-AFFILIATIONS

Hillsborough Democratic Progressive Caucus
Hillsborough Democratic Party
New Leadership Council 2019 class
Florida Immigration Coalition (FLIC)
Community Tampa Bay

Organize Florida
Florida Rights Restoration Coalition(FRRC)
Alianza for Progress
Women's March Pinellas/Hillsborough
Dream Defenders

Sierra Club
State Voices Florida Table
League of Women Voters

Moms Demand Action
IDEAS for US
ACLU Florida

Profile

Whenever possible, submit your application prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

Public Records Statement

I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.

I Agree

mikedelafield@gmail.com

Email Address

Michael

First Name

R

Middle Initial

Delafield

Last Name

102 Saddle Ridge Rd.

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Primary Phone

Alternate Phone

Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

What district do you live in? *

Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

If you are a Chapel Hill Resident, How long have you lived here?

0-12 months

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

Which Boards would you like to apply for?

Grievance Hearing Board: Eligible

Select a Seat Category for the Chapel Hill Public Library Advisory Board *

Chapel Hill Resident

Which Board is your First Choice? *

Grievance Hearing Board (former Personnel Appeals Committee)

How did you find out about this opportunity? (select all that apply)

Social Media

If you chose "Other" from the advertising opportunity listed above, please specify:

Interests & Experiences

What perspective(s) do you bring to the board(s), commission(s), committee(s) or task force(s) to which you are applying?

I'm an attorney who has worked in the area of public education law for the past 20 years, at both the K-12 and higher education levels. I have been involved in all manner of employee disputes and have advised my clients on navigating such situations, always with an eye towards fairness to all parties, appropriately addressing wrongdoing when it occurs, and maintaining productive and healthy employee/employer relationships throughout the process and beyond.

Please provide a brief summary of any other relevant qualifications (skills, abilities, interests and/or experience) you bring.

I am familiar with relevant state and federal employment laws and regulations, including laws pertaining to discrimination. I have served on several committees and boards as part of my employment with the UNC System Office, including the committee tasked with providing human resources guidance to the UNC constituent institutions throughout the COVID pandemic.

You may upload a supporting document (e.g., CV or resume). **Please be advised that any information submitted becomes a public record and may be searchable online.**

Demographics

The Town Council seeks to attract persons from diverse backgrounds and believes that childcare and transportation is a potential barrier for qualified and interested applicants. See the [Childcare and Transportation Assistance pilot](#) for further details. In order to consider this application and provide some balance to the various boards, this personal information is required:

Ethnicity *

Caucasian/Non-Hispanic

Gender *

Male

If other, please describe:

Please select your age from the following list. *

35-54

Attorney

Occupation

Are you a caregiver for or identify with a disability?

Yes No

Have you participated in the Peoples Academy?

Yes No

Are you a Town of Chapel Hill employee?

Yes No

Ethics Statement

ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS

Members of advisory boards and commissions shall not vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if the outcome of the matter being considered is reasonably likely to have a direct, substantial, and readily identifiable financial impact on the member. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to General Statute 160D-109(d), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.”

Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member shall recuse himself/herself from voting on the matter. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

I Agree *

Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.

Michael R. Delafield

102 Saddle Ridge Rd. | Chapel Hill, NC 27514
mikedelafield@gmail.com | 919.616.3471

WORK EXPERIENCE

University of North Carolina System Office | Chapel Hill, NC | 2012-present
Senior Associate General Counsel (2019-present) & Chief Legal Counsel, NCSSM (2012-present)
Associate General Counsel (2016-2019)
Assistant General Counsel (2012-2016)

System Office Primary Responsibilities

- Counsel and support the Board of Governors Committees on Educational Planning, Policies and Programs; Strategic Initiatives; Military and Veterans Affairs; and the Subcommittee on Laboratory Schools
 - Advise System Office staff on committee governance and compliance issues
 - Advise on and draft relevant policy amendments
 - Ensure compliance with the North Carolina Open Meetings Law, the North Carolina Public Records Law, and Board of Governors policy with regard to the conduct of committee meetings
- Responsible for providing a broad range of legal services as needed for all divisions at the System Office, including Finance and Administration, Human Resources, Government Relations, and Strategy and Policy
- Primary responsibility for the Division of Academic Affairs, including the following departments: Academic Programs, Faculty, and Research (program approvals and discontinuations, international programs); Student Affairs (civil rights, admissions, mental health, financial aid, campus safety and security, post-secondary education complaints); Digital Learning; Data and Analytics (FERPA, data sharing agreements, data security); and Academic and Regulatory Affairs (encompassing the North Carolina State Approving Agency and the State Authorization unit)
- Participate in or serve as legal counsel to working groups and committees, both at the System Office and systemwide, to address policy needs and strategic goals, including but not limited to:
 - Applicant Community Standards Questions Policy
 - Revision of Tuition and Fees Policies
 - System Office COVID Response
 - Return to On-Site Operations
 - Disciplinary Appeals
 - Interagency working group to facilitate COVID-19 vaccination sites at constituent institutions, including drafting amendment to interagency Mutual Aid Agreement to facilitate on-campus vaccination sites
- Co-chaired State Residency Committee from 2013 until its discontinuation in 2019. Advised SEAA and CFI in the transition of the residency function from the institutions to the centralized Residency Determination System (RDS). Currently serve on Higher Education Collaborative Advisory Committee (HECAC), the cross-sector RDS advisory committee
- Provide legal advice and counsel for various UNC K-12 initiatives including lab schools, Cooperative Innovative High Schools, and teacher and principal preparation programs
- Advise the State Government Relations team on strategies to protect and advance university interests with regard to General Assembly proposals, actions, and information requests, including meeting with state legislators to discuss legislative matters
- Advise associated and affiliated entities of the System office, including the UNC Foundation, UNC Gift Planning, LLC, and the North Carolina Arboretum. Serve as System Office Legal Affairs liaison to PBS NC
- Perform outreach and support for constituent institutions, including:
 - Convening and participating in periodic systemwide calls with staff and with general counsel to discuss topics or issues of common concern, including regular calls with

- o the Vice Chancellors for Student Affairs and with the attorneys handling lab school matters
- o Responding to inquiries from campus counsel regarding interpretations of Board of Governors policy, specific campus-related issues, or other legal, compliance or policy matters that may have systemwide implications
- o Assisting in the organization of and presenting at systemwide attorney meetings
- Manage and mentor assistant attorneys, legal fellows, and legal externs and interns

North Carolina School of Science and Mathematics (NCSSM) Primary Responsibilities

- Advise and support the board of trustees, chancellor, and senior administrators in all aspects of the enterprise, including academic affairs, associated entities, campus safety and security, compliance and risk management, contracts and procurement, counseling, development and advancement, facilities, governance issues, human resources, information technology, public records including FERPA and the North Carolina Public Records Act, strategic initiatives and outreach including distance education and summer programs, and student affairs including housing, student conduct, and Title IX
- Serve on or as counsel for working groups and committees as needed, including but not limited to:
 - o NCSSM-Morganton Campus Operation Steering Team
 - o Protection of Minors on Campus Implementation Team
 - o Enterprise Risk Management Team
 - o Student Risk Assessment Team
- Draft policies and maintain policy manual
- Serve as State Ethics Liaison

Schwartz and Shaw, PLLC | Raleigh, NC | 2003-2012
Associate Attorney

- Represented boards of education across the State of North Carolina, including a number of retainer clients
- Conducted investigations into employee and student misconduct
- Represented clients in all phases of litigation, including administrative hearings, mediations, and in state and federal court, at trial and appellate levels
- Drafted and revised board policies and regulations
- Advised superintendents and local boards of education on a broad array of governance, compliance, policy, and legal matters, including but not limited to personnel matters, student conduct matters, civil rights, board governance, mandatory reporting requirements, and risk management

The Law Offices of John T. Orcutt | Raleigh, NC | 1999-2003
Associate Attorney

- Represented debtor clients in all aspects of Chapter 7 and Chapter 13 bankruptcy proceedings

EDUCATION

University of Maine School of Law

- Juris Doctor, 1999; Articles Editor, *Maine Law Review*

Princeton University

- Bachelor of Arts in History, 1993

Memberships

- National Association of College and University Attorneys (NACUA)
- North Carolina Bar Association (Education Law Section Chair, 2009-10)

Bar Admissions

- North Carolina, 1999
- Eastern and Middle Districts of North Carolina, 1999

Profile

Whenever possible, submit your application prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

Public Records Statement

I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.

I Agree

hkalle@aol.com

Email Address

Howard

First Name

Middle Initial

Kallem

Last Name

210 Old Forest Creek Dr.

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Home: (919) 869-7635

Primary Phone

Mobile: (703) 303-6151

Alternate Phone

Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

What district do you live in? *

Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

If you are a Chapel Hill Resident, How long have you lived here?

4-9 years

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

Which Boards would you like to apply for?

Grievance Hearing Board: Eligible

Which Board is your First Choice? *

Grievance Hearing Board (former Personnel Appeals Committee)

How did you find out about this opportunity? (select all that apply)

Other (provide additional information below)

If you chose "Other" from the advertising opportunity listed above, please specify:

Through participation in People's Academy

Interests & Experiences

What perspective(s) do you bring to the board(s), commission(s), committee(s) or task force(s) to which you are applying?

Some 40 years of experience working with employment and education issues, primarily regarding equal opportunity. Three years of service with the Equal Employment Opportunity Advisory Commission in Arlington, Virginia, hearing employee grievances. Currently a hearing officer for Duke University's Dispute Resolution Process (its employee grievance procedure) and its student conduct process..

Please provide a brief summary of any other relevant qualifications (skills, abilities, interests and/or experience) you bring.

See attached resume.

[resume.duke.2018.doc](#)

You may upload a supporting document (e.g., CV or resume). **Please be advised that any information submitted becomes a public record and may be searchable online.**

Demographics

The Town Council seeks to attract persons from diverse backgrounds and believes that childcare and transportation is a potential barrier for qualified and interested applicants. See the [Childcare and Transportation Assistance pilot](#) for further details. In order to consider this application and provide some balance to the various boards, this personal information is required:

Ethnicity *

Caucasian/Non-Hispanic

Gender *

Male

If other, please describe:

Please select your age from the following list. *

over 55

Retired

Occupation

Are you a caregiver for or identify with a disability?

Yes No

Have you participated in the Peoples Academy?

Yes No

Are you a Town of Chapel Hill employee?

Yes No

Ethics Statement

ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS

Members of advisory boards and commissions shall not vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if the outcome of the matter being considered is reasonably likely to have a direct, substantial, and readily identifiable financial impact on the member. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to General Statute 160D-109(d), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.”

Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member shall recuse himself/herself from voting on the matter. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

I Agree *

Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.

HOWARD IAN KALLEM

HKallem@aol.com

210 Old Forest Creek Dr.
Chapel Hill, NC 27514

Home: (919) 869-7635
Work: (919) 684-1437

EXPERIENCE

Duke University, Durham, NC

Office for Institutional Equity

December 2014-present

Assistant Vice President/Director, Title IX Compliance

Responsible for coordinating the University's efforts to comply with Title IX of the Educational Amendments of 1972 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013. Monitor compliance with all applicable University policies. Coordinate the resolution of complaints of sex discrimination, sexual harassment (including sexual misconduct), interpersonal violence, and stalking to ensure prompt, thorough, objective, and confidential investigation and adjudication. Develop, conduct, and coordinate training and education for the University community. Coordinate development of programming and outreach efforts for students, faculty, and staff. Collaborate with campus partners and committees involved in Title IX and VAWA compliance, including Student Affairs, Office of Student Conduct, Women's Center, Campus Health, Counseling, Duke Police, General Counsel, and Human Resources. Work with community partners who provide support to students on Title IX and related concerns. Hearing officer with Dispute Resolution Process (employee grievance procedure) and Student Misconduct Process.

University of North Carolina at Chapel Hill, Chapel Hill, NC

Equal Opportunity and Compliance Office

January 2014-November

2014

Title IX Compliance Coordinator

Responsible for coordinating the University's efforts to comply with Title IX of the Educational Amendments of 1972 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013. Monitor compliance with all applicable University policies. Supervise the resolution of complaints of sex discrimination, sexual harassment (including sexual misconduct), interpersonal violence, and stalking to ensure prompt, thorough, objective, and confidential investigation and adjudication. Develop and conduct training and education for the University community. Develop and implement programming and outreach efforts for students, faculty, and staff. Collaborate with campus partners and committees involved in Title IX and VAWA compliance, including Student Affairs, Women's Center, Campus Health, Counseling, Public Safety, University Counsel, Human Resources, hearing committees, and University Ombuds. Work with community partners who provide support to students on Title IX and related concerns.

National Center for Student Life, Magna Publications

Consultant

2014-

2017

Provide training for higher education professionals on the development of Title IX policies and practices that are compliant with federal guidance and incorporate best practices.

U.S. Department of Education, Washington, D.C.

Office for Civil Rights

District of Columbia Enforcement Office

1997-2007, 2008-

2013

Chief Regional Attorney

Responsible for ensuring sound and vigorous civil rights compliance and enforcement program under Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Age Discrimination Act, and the Boy Scouts Act. Lead investigations of extremely complex complaints and compliance reviews. Provide expert legal and policy advice to case resolution and enforcement staff. Ensure that determinations, settlements, and corrective action agreements are factually accurate and legally sufficient. Represent Department and supervise other attorneys in dealings with schools, colleges, and universities. Train staff on statutory and regulatory standards, developments in case law, new policy decisions, investigative techniques, and negotiation skills. Provide training and technical assistance to schools, colleges, universities, other federal agencies, and staff in other OCR offices. Develop networks and partnerships with state and local educational agencies, professional organizations, and advocacy groups. Significant accomplishments include resolution of complex higher education desegregation review, several high profile sexual harassment complaints, and a number of sex discrimination compliance reviews; development of a model procedure for use by school districts for harassment complaints; development of technical assistance presentations for use by OCR-staff nationwide, particularly on disability and special education issues at elementary and secondary level; and leading the office's transition and harassment initiatives.

George Mason University, Fairfax, VA
Graduate School of Education
Adjunct Faculty

2010

Instructor for courses on special populations and the law, including students with disabilities, limited English proficient students, and other minority students. Particular emphasis on the Individuals with Disabilities Act and related federal and state regulations and Title VI of the Civil Rights Act of 1964.

George Mason University, Fairfax, VA
Office of Equity and Diversity Services

2007-2008

Senior Equal Opportunity Specialist

Conducted investigations of discrimination complaints filed by students, faculty, and staff alleging violations of federal civil rights laws and university nondiscrimination policies. Reviewed university policies and procedures to ensure consistency and compliance with federal regulatory requirements. Trained university staff on disability issues, sexual harassment, and nondiscriminatory hiring practices. Assisted with development of affirmative action plan for recruitment and hiring. Significant accomplishments included resolving complaint of peer sexual harassment raising novel issues, revising university's grievance procedure, and successfully responding to several charges filed with U.S. Equal Employment Opportunity Commission.

U.S. Department of Education, Washington, D.C.

Office for Civil Rights
Program Legal Component

1993-1997

Supervisory Attorney

Developed national policy and technical assistance materials on federal civil rights laws applicable to educational institutions. Assisted schools, colleges, universities, faculty, staff, parents and students with understanding and meeting federal civil rights requirements. Assisted regional staff with enforcement activities, including advising on policy matters and strategies for investigating and resolving complaints and compliance reviews. Represented OCR in conferences, meetings with and presentations to schools, state and federal agencies, faculty organizations, civil rights organizations, and other interest groups. Supervised 6-8 professional staff. Significant accomplishments included leading the development of the Department's guidance and educational materials on sexual harassment, participation in Department-wide management review of agency's internal equal employment practices, and development of process for the effective review of the annual equal opportunity reports of state vocational education agencies.

Equal Employment Opportunity Commission, Washington, D.C.
Office of Program Operations 1987-1993
Division Director
Reviewed investigations of employment discrimination complaints under Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act, Title I of the Americans with Disabilities Act, and Equal Pay Act. Ensured that investigations and determinations by field staff were adequate and legally sufficient. Where appropriate, directed field staff in further investigation and/or conciliation efforts. As member of Speaker's Bureau, spoke to employers, employee groups, and state and Federal agencies on developments in the law. As second-line supervisor, managed 16-18 professional staff. Significant accomplishments included development of appeals program and of quality review system and of obtaining relief in several complex cases initially determined to not have merit.

Equal Employment Opportunity Commission, Washington, D.C.
Office of Legal Counsel 1979-1987
Supervisory Attorney
Attorney Advisor
Developed policies for recommendation to the Commission, and ensured dissemination and implementation once approved. This included guidelines, regulations, and other statements of policy intended to assist Commission staff in investigations and litigation and to inform the public of the Commission's interpretation of Federal laws prohibiting discrimination. Assisted field staff in resolving and/or litigating particular cases, developed and provided training, and represented agency before other agencies, employer groups, and civil rights organizations. Directly supervised 7-9 professionals. Significant accomplishments included responsibility for development of the bulk of Volume II of the EEOC's Compliance Manual, including sections on theories of discrimination, jurisdiction, harassment, retaliation, seniority, pregnancy, and English language policies.

Donald M. Murtha & Associates, Washington, D.C. 1978-1979
Associate
Labor law practice: administrative hearings, investigations, drafting briefs and pleadings, settlement negotiations, arbitration, collective bargaining.

VOLUNTEER EXPERIENCE

Superintendent's Advisory Committee on Minority Achievement, Arlington, VA 2002-2013
Co-Chair, Member
Advise superintendent of school division on steps to identify and reduce the achievement gap between white and minority students.

Special Education Parent Teacher Association, Arlington, VA 2013-2014
Secretary
Executive board of county-wide special education advocacy and support group.

Arlington County Commission on Human Rights, Arlington, VA 1996-2001
Vice Chair, Commissioner
Conducted public hearings, reviewed appeals, and directed County staff in investigation/resolution of discrimination complaints in employment, housing, real estate transactions, and other services.

Equal Employment Opportunity Advisory Commission, Arlington, VA
Commissioner 1993-1996
Advised County Board on County's employment practices and methods to increase diversity at all levels of County government.

Parent Teacher Association, Arlington, VA

1987-2009

President, vice-president, and secretary of Arlington County Council of PTAs; president and other officer positions of PTAs at Tuckahoe Elementary, Swanson Middle, Yorktown High, and H-B Woodlawn Alternative.

EDUCATION

Catholic University, Columbus School of Law, Washington, D.C.

Juris Doctor, January 1978

State University of New York, Binghamton, N.Y.

Bachelor of Arts, Philosophy, May 1973

TRAINING, PUBLICATIONS and AWARDS

With Carey, Brandon; Turnwald, Grant; Bleyer, Kristi; Blacklock, Barbara. *Meeting the Needs of Students with Disabilities in Health-Related Education Programs*. Huntsville, NC: Association on Higher Education and Disability, 2014.

With Kirkland, Connie. "Responding to Sexually Victimized College Students." In Paludi, Michele (ed.), *Understanding and Preventing Campus Violence* (pp. 199-217). Westport, CT: Praeger Publishers, 2008.

With Herskowitz, Elaine. "The Role of the Equal Employment Opportunity Commission and the Office for Civil Rights in Dealing with Sexual Harassment." In Paludi, Michele, and Paludi, Carmen (eds.), *Academic and Workplace Sexual Harassment: A Handbook of Cultural, Social Science, Management, and Legal Perspectives* (pp. 199-209). Westport, CT: Praeger Publishers, 2003.

Honored Citizen, Arlington Public Schools 2008.

President's Award, Association of Higher Education and Disabilities in Virginia, 2002.

Federal Executive Institute, Federal leadership training program, 1998.

Management Development Program, Department of Education leadership training program, 1995.

MEMBER, VIRGINIA STATE BAR

Profile

Whenever possible, submit your application prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

Public Records Statement

I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.

I Agree

lilianekomlos@gmail.com

Email Address

Liliane

First Name

S

Middle Initial

Komlos

Last Name

2419 Sedgefield Drive

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Home: (919) 240-4539

Primary Phone

Alternate Phone

Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

What district do you live in? *

Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

If you are a Chapel Hill Resident, How long have you lived here?

4-9 years

Greater than 10 years

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

Which Boards would you like to apply for?

Grievance Hearing Board: Eligible

Which Board is your First Choice? *

Human Services Advisory Board

How did you find out about this opportunity? (select all that apply)

- Email
 Other (provide additional information below)

If you chose "Other" from the advertising opportunity listed above, please specify:

Chapel Hill newspaper online

Interests & Experiences

What perspective(s) do you bring to the board(s), commission(s), committee(s) or task force(s) to which you are applying?

My love for the community and my wish to be helpful

Please provide a brief summary of any other relevant qualifications (skills, abilities, interests and/or experience) you bring.

I was born in France, grew up in Austria, married an American citizen in 1985, who did his post doctorate at the Center for Humanity in Chapel Hill till 1987. Then, we moved to Germany, where my husband taught at the university and I worked for a Family support center and with Turkish immigrant families. We are back in Chapel Hill for our retirement since March 2010 and I would very much like to make myself useful in the community.

You may upload a supporting document (e.g., CV or resume). **Please be advised that any information submitted becomes a public record and may be searchable online.**

Demographics

The Town Council seeks to attract persons from diverse backgrounds and believes that childcare and transportation is a potential barrier for qualified and interested applicants. See the [Childcare and Transportation Assistance pilot](#) for further details. In order to consider this application and provide some balance to the various boards, this personal information is required:

Ethnicity *

Caucasian/Non-Hispanic

Gender *

Female

If other, please describe:

Please select your age from the following list. *

over 55

Retired translator _____

Occupation

Are you a caregiver for or identify with a disability?

Yes No

Have you participated in the Peoples Academy?

Yes No

Are you a Town of Chapel Hill employee?

Yes No

Ethics Statement

ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS

Members of advisory boards and commissions shall not vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if the outcome of the matter being considered is reasonably likely to have a direct, substantial, and readily identifiable financial impact on the member. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to General Statute 160D-109(d), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.”

Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member shall recuse himself/herself from voting on the matter. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

I Agree *

Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.