

THOMAS DORER

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EDUCATION

University of California, Berkeley, School of Law, Berkeley, CA; J.D., 1990

Harvard University, Graduate School of Education, Cambridge, MA; Ed.M., 1987

Brown University, Providence, RI; B.A., 1984

MANAGEMENT AND LEGAL EXPERIENCE

University of Hartford, West Hartford, CT

- **General Counsel and Secretary, 9/07 to 8/11**
- **Vice President, General Counsel and Secretary, 9/11 to present**

Senior administrator, corporate secretary and chief legal officer for a private university with an extensive public service mission. Responsible for the full scope of legal issues impacting higher education, including employment law, intercollegiate athletics, student affairs, nonprofit corporate law, contracts, intellectual property, sponsored research, regulatory compliance, risk management and civil rights. Oversee outside legal counsel. Manage operations for sixty member governing board, coordinating and supporting a robust committee structure and overall board communications; organize and design board orientation; cultivate board relations. As vice president, take on special assignments with institution-wide impact. As a member of president's senior management team, provide leadership in policy formation and consensus-building on a wide range of topics critical to the University mission. Responsible for staff of seven, including one attorney and a five-person department operating a university-based, membership-led organization which provides continuing education programs for professionals in the construction industry. Co-chaired search committee for new vice president for institutional advancement. Served on institutional accreditation steering committee.

West Virginia University, Morgantown, WV

- **General Counsel, 7/02 to 8/07**

Chief legal officer and senior administrator for a multi-campus, public land grant research institution with a comprehensive health sciences campus, supervising a staff of eight, including four attorneys. Provided advice on such issues as employment law, complex transactional matters, intellectual property, intercollegiate athletics, risk management, governance, sponsored research and constitutional issues. As a member of the president's cabinet, played leadership role in such areas as crisis management, external relations and policy development. Oversaw outside counsel and major litigation.

University of Massachusetts, Boston, MA

- **Associate Counsel, 12/94 to 7/02**

Attorney for a five-campus system with major research activities and a comprehensive health sciences campus. Advised senior management on such matters as copyright, immigration law, regulatory compliance, employment discrimination and student affairs. Negotiated major federal contracts, telecommunications agreements, software licenses and other complex transactions. Prepared policies in areas such as sexual harassment, computer use, and employee grievances. Delivered in-house and regional presentations on intellectual property, contract administration, disability law and conflict of interest.

**MANAGEMENT
AND LEGAL
EXPERIENCE**
(continued)

Dow, Lohnes & Albertson, Washington, DC

- **Associate Attorney, 10/92 to 12/94**

Higher education practice group. Advised clients on federal financial aid, accreditation, state licensing and faculty tenure. Conducted in-depth analyses of institutional policies.

Chambers of Hon. Anne E. Thompson, U.S. District Court, Trenton, NJ

- **Law Clerk, 8/90 to 9/92**

Emphasis on civil docket. Supervised student interns.

**MAJOR
PROFESSIONAL
ACHIEVEMENTS**

- Revitalizing the legal office at a flagship research university, reestablishing its central role in institutional leadership, and developing a business-driven, results-oriented approach to legal services.
- Restructuring the approach to legal services and risk assessment at a private university, reinvigorating the legal office's relevance to internal constituencies.
- Developing institutional policies and practices for adapting Sarbanes-Oxley best practices to a public university setting.
- Modernizing corporate governance practices at a private institution, including the design and implementation of a comprehensive board orientation program.
- Playing a key leadership role in the successful reorganization of a prominent association of universities, building consensus on multifaceted strategic and governance issues among institutions with diverse goals and interests.
- Negotiating numerous multi-million dollar public-private research and economic development initiatives.
- Providing legal leadership for a \$220,000,000 mixed taxable/tax exempt bond issuance and over \$300,000,000 in construction projects.

**OTHER
EXPERIENCE**

Brown University, Providence, RI

- **Campus Coordinator, 8/85 to 6/86**

Supported 72 peer counselors and developed programs in 1100-student residential area.

Ohio University, Athens, OH

- **Resident Director, 8/84 to 7/85**

Managed residence hall. Counseled students and supervised nine Resident Assistants.

PROFESSIONAL

Presenter at regional and national conferences on topics related to universities and other nonprofit organizations. Professional activities include:

- *National Association of College and University Attorneys*, 1993 – present; Committees on Membership and Member Services (2012 – present); Strategic Planning (2009 – 2011), Annual Program (2002, 2006, 2008, 2012), Publications (2000 – 2006, vice chair 2005 – 2006) and Professional Development (1998 – 2000), and “NACUANOTES” Editorial Board (2008 – 2009).
- *National Collegiate Athletics Association*, General Counsel Board of Advisors, 2004 – 2007, 2011 – present.
- *Boston Bar Association*, Colleges and Universities Law Section, 1998 – 2002 (Steering Committee, 2000 – 2002).