

## **NATALIE R. W. HOLICK**

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### **PROFESSIONAL EXPERIENCE**

UNIVERSITY OF KANSAS MEDICAL CENTER  
Chief Compliance Officer  
Office of Compliance

Kansas City, KS  
August 2020 to Present

- Develop, implement and update policies, procedures and practices related to KUMC's regulatory obligations and to prevent illegal, unethical, or improper conduct;
- Manage day to day operation of, and supervise staff within, the KUMC Office of Compliance;
- Oversee development and maintenance of KUMC's policy library, and KUMC's privacy, equal opportunity, training, research integrity and conflict of interest programs;
- Serve as KUMC's Title IX Coordinator responsible for administering compliance with Title IX of the Education Amendments Act of 1972 and the Department of Education's Office of Civil Rights guidance.

UNIVERSITY OF KANSAS MEDICAL CENTER  
Director, Office of Compliance  
*Director, Equal Opportunity & Academic Compliance*

Kansas City, KS  
Sept 2014 to August 2020

- Responsible for oversight of the Office of Compliance programs, including Privacy, Research Integrity, Conflict of Interest, Policy, and Training;
- Provide guidance to leadership to ensure regulatory compliance in areas of research, higher education, and civil rights;
- Manage the Equal Opportunity Program, including reviewing and investigating complaints of discrimination;
- Assist the D,E&I Cabinet in identifying opportunities to increase diversity and inclusion efforts on campus;
- Act as the Affirmative Action Coordinator responsible for preparing the affirmative action plan and providing guidance and education on improved recruiting practices;
- Provide education and training to faculty, staff and students on the prevention of hostile work environments and sexual violence;
- Act as the Title IX Coordinator responsible for conducting Title IX investigations and ensuring compliance with Title IX of the Education Amendments through education and training, including bystander intervention;

UNITED STATES DEPARTMENT OF JUSTICE  
Federal Bureau of Prisons  
*Assistant General Counsel*

Washington, D.C./Kansas City, KS  
June 2001-September 2014

- Prepared and litigated cases involving allegations of discrimination and harassment under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Rehabilitation Act of 1973, filed before the Equal Employment Opportunity Commission and in Federal District Courts;
- Prepared and litigated adverse action appeals filed before the Merit Systems Protection Board and arbitrators;
- Prepared and litigated unfair labor practices filed before the Federal Labor Relations Authority;
- Assisted the Assistant United States Attorneys representing the BOP before Federal District and Appellate Courts by drafting discovery and briefs, providing legal analysis and settlement recommendations, and by actively participating in litigation at trial;
- Drafted and reviewed adverse action disciplinary letters for legal sufficiency;
- Provided advice and guidance to Assistant Directors, Regional Directors, Wardens and Human Resource Managers regarding personnel actions, reasonable accommodations, disciplinary actions, and other legal and employee matters arising in the BOP's 120 correctional facilities throughout the Country;

- Utilized clear, thoughtful and confident communication skills in order to effectively advise, explain potential risks, suggest settlement options or other resolutions, and presented strategies to various management officials to effectively respond to complaints, grievances, union requests, settlement demands, and other issues that arose on a daily basis;
- solely responsible for all aspects of representation against administrative complaints to include propounding discovery, conducting and defending depositions, drafting dispositive motions, conducting research, preparing witnesses, litigating the complaint before an administrative judge and drafting and arguing any appeals.

UNITED STATES DEPARTMENT OF LABOR  
Black Lung Benefits  
*Attorney Advisor*

Washington D.C.  
August 1998- June 2001

- Represented the Secretary of Labor and the Director of the Office of Workers' Compensation Programs in actions for the enforcement of black lung benefit awards pursuant to the Black Lung Benefits Act, 30 U.S.C. sec. 901-945;
- Conducted research in various legal areas such as insurance, sureties, bankruptcy, and federal preemption;
- Drafted briefs, pleadings and legal memoranda;
- Prepared and argued an appellate brief before the U. S. Court of Appeals for the Eleventh Circuit;
- Assisted regional offices with trial strategy and drafting pre-trial briefs.

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## EDUCATION

VIRGINIA STATE BAR  
*Member in Good Standing*

WESTERN NEW ENGLAND UNIVERSITY SCHOOL OF LAW  
*Juris Doctor*

Springfield, MA

WILLIAM JEWELL COLLEGE  
*Bachelor of Arts in Psychology/History*

Liberty, MO  
Magna Cum Laude

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## RELEVANT TRAINING

- National Association of College and University Attorneys' Annual Conference (June 2021)
- AAMC Conflict of Interest Conference (April 2021)
- Society of Corporate Compliance and Ethics Institute (September 2020)
- National Association of College and University Attorneys' Annual Conference (June 2020)
- National Association of College and University Attorneys' Compliance Conference (Nov. 2019)
- Natl Employment Law Institute Conference (March 2018)
- CUPA-HR Annual Conference (June 2017)
- Unconscious Bias seminar- April 2016 (Cook Ross)
- Civil Rights Investigator training- July 2015 (ATIXA)
- Title IX Coordinator/Investigator training- January 2015 (Husch Blackwell)
- Fundamentals of Affirmative Action Planning- October 2014 (Berkshire Associates)
- E-Discovery Training- May 2014 (U.S. Attorney's Office, Kansas)
- Employment Law Branch Training Retreat- 2011 (Bureau of Prisons)
- EEOC Technical Assistance Seminar- 2008, 2011, 2013 (Kansas City, provided by EEOC)
- EXCEL- EEOC Training Conference- 2007 (Denver, provided by EEOC)
- Prosecution of Criminal Cases in Federal Prisons- 2007 (National Advocacy Center, Columbia, SC)
- Ethics- 2005 (NAC)
- Examination Techniques- 2004 (NAC)

- Civil Trial Advocacy- 2002 (NAC)
  - Adverse Actions- 2002 (NAC)
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