

Hot Topics in Higher Education: 2021 Edition

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Holland & Knight

Meet Our Team



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Biden Administration Higher Education Plan

Three Pillars

Invest In Community Colleges

Make College More Affordable

Support Historically Black Colleges &
Minority Serving Institutions

Biden Administration

- On January 14, President Joe Biden unveiled a \$1.9 trillion emergency relief plan that includes additional funding for American families, businesses, education institutions and state/local governments to help address the impact of the coronavirus pandemic.
- Key Higher Education provisions in Biden's coronavirus relief package include:
 - Proposes an additional \$35 billion for relief:
 - Funding would be “directed” at public colleges, including community colleges, and universities as well as private HBCUs and other minority-serving institutions.
 - Funding to expand public health protocols and distance learning. The money would also be used to provide emergency grants directly to students. The Biden transition team said the money would allow millions of students to receive up to an additional \$1,700 in financial assistance from their college.
 - More money for governors: Biden is also seeking \$5 billion that would be at the discretion of governors to address the educational needs, at any level, in their state as a result of the pandemic.

Biden Administration Higher Education Executive Order

- President Biden on Thursday, January 21, 2021 issued an [executive order](#) directing federal agencies to support the safe reopening of schools and colleges, as well as equal access to online education as the pandemic continues to spread. Here's what that could mean for higher ed:
 - **Colleges will get guidance for reopening based on their location, resources, and population.** The order directs the Departments of Education and of Health and Human Services to work together on evidence-based guidance that takes those circumstances into account, suggesting the administration wants to avoid a one-size-fits-all approach.
 - **The order calls for equitable distribution of testing supplies and widespread contact tracing.** The Education Department should support contact tracing "to the maximum extent possible," it says.
 - **A Safer Schools and Campuses Best Practices Clearinghouse is coming.** The executive order envisions a repository where institutions can share what they've learned from operating in the pandemic.
 - **Supporting online learning is a top priority.** Biden's order directs the education secretary to give schools and colleges the technical help they need to offer high-quality remote learning. It also encourages the Federal Communications Commission to offer more options for internet access to students who don't have broadband at home.
 - **Information-gathering efforts will focus on socioeconomic disparities.** The executive order directs federal agencies to collect data on the pandemic's effects on education, with particular regard for socioeconomic disparities. It calls for information on historically Black colleges, Hispanic- and other minority-serving institutions, and tribal colleges.
 - **A wide range of education stakeholders and experts will be asked for input.** Federal agencies have been directed to consult with everyone from state and local officials to educators and unions as they develop strategies to deal with the pandemic's effects on educational outcomes.



Department of Education Leadership Team

Miguel Cardona, Secretary of Education

- Prior to being appointed as Connecticut's education commissioner in August 2019, Cardona spent two decades at Meriden Public Schools—the same school system he attended himself—first as an elementary school teacher, then for 10 years as principal and more recently in district leadership. In 2013, he became Meriden's assistant superintendent for teaching and learning.
- Cardona earned a Bachelor of Science degree in education from [Central Connecticut State University](#) in 1997. He obtained a Master of Science in bilingual and bicultural education at [University of Connecticut](#) (UConn) in 2001. In 2004, he completed a professional [sixth year certification](#) at UConn where he earned a [Doctor of Education](#) in 2011. ^{[10][11]} Cardona's dissertation entitled, *Sharpening the Focus of Political Will to Address Achievement Disparities*, studied the gaps between [English-language learners](#) and their classmates.[†]



Department of Education Leadership Team



Sheila Nix, Chief of Staff

Sheila Nix comes to the Department of Education after leading Tusk Philanthropies. She has nearly three decades of leadership in political, domestic policy, and innovative nonprofit operations. She recently worked on the Biden for President campaign as a senior advisor to then Sen. Kamala Harris. During the second Obama/Biden term, Nix served as the Chief of Staff to Dr. Jill Biden and as a Deputy Assistant to President Obama. Nix also served as Chief of Staff to then Vice President Joe Biden on the 2012 Obama/Biden campaign. She holds a law degree from the University of Chicago and a bachelor's degree from Creighton University.



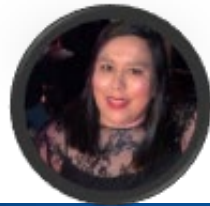
Suzanne Goldberg, Deputy Assistant Secretary for Strategic Operations and Outreach, Office for Civil Rights (serving as acting Assistant Secretary)

Suzanne Goldberg previously served as the inaugural Executive Vice President for University Life at Columbia University and the Herbert and Doris Wechsler Clinical Professor of Law and founding director of the Columbia Law School's Sexuality & Gender Law Clinic, and co-director of the Center for Gender & Sexuality Law. Before Columbia, she was on the Rutgers-Newark Law School faculty and an adjunct faculty member at Fordham Law School. Goldberg began her legal career as a staff lawyer with Lambda Legal, working on a variety of LGBT law reform cases and legislative and public policy initiatives.



Ian Rosenblum, Deputy Assistant Secretary for Policy and Programs, Office of Elementary and Secondary Education (serving as acting Assistant Secretary)

Ian Rosenblum most recently served as the founding Executive Director of the Education (Ed) Trust–New York, a statewide policy and advocacy organization committed to educational equity. Prior to leading Ed Trust–NY, Rosenblum served in the administrations of New York Gov. Andrew Cuomo and former Pennsylvania Gov. Ed Rendell.



Claudia Chavez, White House Liaison

Claudia Chavez most recently served as a member of the Education Agency Review Team for the Biden-Harris Transition and on the Biden for President campaign as Midwest Deputy Director. Prior to joining the Biden campaign, Chavez held different positions with Chicago Mayor Rahm Emanuel, including Deputy Director for Legislative Council and Government Affairs. Chavez is an Illinois native and graduate of Illinois State University.

Department of Education Leadership Team



Rich Williams, Chief of Staff, Office of Postsecondary Education

Rich Williams has spent his career working on college affordability, student debt, and consumer protection policies. Most recently, he helped lead an initiative at Pew Charitable Trusts working to devise policies that better support struggling student loan borrowers. Prior to his work at Pew, Williams led efforts to strengthen consumer protections for college students at the Consumer Financial Protection Bureau and helped craft higher education policy and strategy as the Senior Higher Education Policy Advisor for the House Committee on Education and Labor. Williams is a first-generation college graduate who received a bachelor's degree in history from Northern Arizona University after attending Coconino Community College.



Greg Schmidt, Senior Counsel, Office of the General Counsel

Greg Schmidt returns to the Department after six years at the law firm of Wilmer Cutler Pickering Hale and Dorr LLP, where his work included representing institutions, organizations, and students in a variety of K-12 and post-secondary education matters. He also worked as a Special Assistant Attorney General for the Commonwealth of Massachusetts. Prior to his legal career, Schmidt taught fifth grade at P.S. 213 in Brooklyn, New York, and served as a senior policy advisor in the Office of Planning, Evaluation, and Policy Development at the Department.



Jasmine Bolton, Senior Counsel, Office for Civil Rights

Prior to joining the Biden-Harris administration, Jasmine Bolton was a senior staff attorney at the Bail Project, where she helped coordinate the expansion into new jurisdictions in the South. Before that, Bolton was a policy analyst for the Warren for President campaign, where she focused on a broad range of interrelated topics such as criminal justice reform, K-12 education, and rural communities. Prior to that, she worked as a Legal Fellow at the Southern Poverty Law Center, where she focused on educational equity, combating the school-to-prison pipeline, and improving youth access to mental health services.



Alex Payne, Special Assistant, Office of Legislation and Congressional Affairs

Alex Payne previously worked in the House of Representatives for Congresswoman Kim Schrier and prior to that the Committee on Education and Labor. Payne started out as a high school social studies teacher in Eastern North Carolina through Teach for America. His first job in Washington, D.C., was at the Partnership for Public Service partnering with the Department of Education on improving their Best Places to Work and FEVS results.

Department of Education Leadership Team



Emma Leheny, Principal Deputy General Counsel, Office of the General Counsel (serving as acting General Counsel)

Emma Leheny joins the Biden-Harris administration from the National Education Association (NEA), where she served in the Office of General Counsel. Prior to that, she was Chief Counsel of the California Teachers Association (Association). Before joining the Association in 2010, Leheny practiced education, labor, and employment law for a decade in a California law firm, where she rose to partner. A graduate of Brown University and Northeastern School of Law, Leheny began her career as a judicial clerk for the Honorable Warren J. Ferguson of the Ninth Circuit Court of Appeals and then as a Skadden Fellow, representing low-income parents pursuing higher education.



Donna Harris-Aikens, Senior Advisor for Policy and Planning, Office of the Secretary

Donna Harris-Aikens served as a member of the Education Agency Review Team for the Biden-Harris Transition and was a member of the Democratic National Convention Committee Platform Committee. She served as Senior Director for Education Policy and Practice at the National Education Association (NEA), where she advocated for students, educators, and working families to support equity and excellence in education, and to ensure working families had the right to organize and the opportunity to thrive in our global economy. Prior to joining NEA, Harris-Aikens served in leadership roles for the Service Employees International Union and Advance CTE and was an attorney in an education boutique law firm.



Ben Miller, Senior Advisor to the Chief of Staff

Ben Miller is a temporary appointment as a Senior Advisor to the Chief of Staff. Before joining the agency, he was the Vice President for Postsecondary Education at the Center for American Progress. He also previously served as a senior policy advisor in the Office of Planning, Evaluation, and Policy Development at the U.S. Department of Education.



Ben Halle, Deputy Assistant Secretary for Communications, Office of Communications and Outreach (serving as acting Assistant Secretary)

Ben Halle served as the Biden for President Communications Director in Michigan, where he led communications strategies and developed messaging for the President's winning campaign. Prior to that, Halle served in senior communications roles on campaigns and in the U.S. House of Representatives.

Community Colleges & Biden

- **Community Colleges are key focus of Biden higher education agenda.** Work to enact legislation (likely as part of HEA Reauthorization) to ensure that any student, including those attending school part-time and DREAMers (young adults who came to U.S. as children), can go to community college for up to two years without having to pay tuition. Initiative will be for recent high school graduates as well as adults who never had the chance to pursue additional education beyond high school or who need to learn new skills. Plan will be a federal-state partnership, with the federal government covering 75% of the cost and states contributing the remaining obligation. The federal government will cover up to 95% of the cost for Indian Tribes operating community colleges serving low-income students.
- **Support community colleges implementing evidence-based practices and innovative solutions to increase their students' retention and completion of credentials.** Reforms could include academic and career advising services; dual enrollment; credit articulation agreements; investing in wages, benefits, and professional development to recruit and retain faculty, including teacher residencies; and improvements to remediation programs.
- **Tackling the barriers that prevent students from completing their community college degree or training credential.** The Biden Administration's community college initiative will be a first-dollar program; students will be able to use Pell grants, state aid, and other assistance to help them cover expenses beyond tuition and fees. Will work to provide wraparound support services for students, especially veterans, single parents, low-income students, students of color, and students with disabilities who may face unique challenges. Create new federal grant program to help community colleges establish emergency grant programs for students who experience an unexpected financial challenge that threatens their ability to stay enrolled.
- **\$50 billion investment in workforce training, including community-college business partnerships and apprenticeships.**

Student Loan Forgiveness/College Affordability

- Make public colleges and universities tuition-free for all families with incomes below \$125,000.
- Double the maximum value of the Pell grant, automatically increase the value based on inflation, and expand eligibility.
- **New Income-Driven Repayment (IDR) plan that would replace the four current IDR plans.** Under the Biden plan, individuals making \$25,000 or less per year will not owe any payments on their undergraduate federal student loans and also won't accrue any interest on those loans. Everyone else will pay 5% of their discretionary income (income minus taxes and essential spending like housing and food) over \$25,000 toward their loans. Would cut monthly payments from 10% to 5% of discretionary income above \$25,000. The remaining debt would be forgiven after 20 years of payments.
- **Reform the Public Service Loan Forgiveness Program.** Create a new, simple program which offers \$10,000 of undergraduate or graduate student debt relief for every year of national or community service, up to five years
- Student loan moratorium through September 2021.
- Will seek legislation to "immediately" cancel \$10,000 of federal student loan debt per person. Would wipe out debt completely for nearly 15 million borrowers who owe \$10,000 or less.

117th Congress: Seasoned Committee Leaders; Many New Members

House Education & Labor

[29 Dems, 24 GOP]



Rep. Bobby Scott (D-VA),
Chair



Rep. Virginia Foxx (R-NC),
Ranking Member

Senate HELP Committee

[Pending approval of an organizing resolution, likely 11
Dems, 11 GOP, w/ Sen. Burr as Ranking]



Sen. Patty Murray (D-WA),
Chair



Sen. Richard Burr (R-
NC), Ranking
[PENDING]

- **Among Priorities for Majority:** COVID Relief \$\$\$ [including for State and Local aid; additional support services for mental health and wellness and to address learning loss; child care; and expanded broadband access]; Doubling Pell Grant; Student Loan Borrower Debt Relief; School Infrastructure; Continued Support for HBCUs and MSIs
- Particular areas of potential bipartisan support: Increased Access to Technology/ Broadband; How Best to Address Learning Loss; Reauthorization of WIOA/ Focus on Jobs/ More Employer Engagement so Students Receive Skills and Knowledge to succeed in the workplace.

Challenges to Moving Higher Education Act Reauthorization [eligible since 2013; last reauthorized in 2008]

- **Lack of Consensus on What Needs to be Fixed:** With ESSA, there was general agreement about the problems that required fixing and pressure from the States/ Governors to reauthorize the Elementary and Secondary Education Act; that is not the case at the moment in higher education
- **Institutions are Still Wrestling With COVID:** Our nation's college and universities remain in the throes of COVID related priorities and expenses, starting with the safety of students and faculty; there is still more to do and the needs are great, especially among students, despite the funding Congress has enacted to date: CARES Act [\$14B] + COVID Relief Supplemental [\$23B] = approximately \$37B to date.
- **Other Short Term Concerns:** Declining enrollment; financial stability; State budget cuts; Cost of education; the value proposition for students and families
- **Longer Term Concerns:** Federal policy and funding changes; Regulatory changes by the U.S. Department of Education; the Delivery and Quality of Instruction: In-person, Online or Hybrid; and, for some institutions, long term prospects of international student enrollments
- **Bottom Line:** A major overhaul of HEA is unlikely

Challenges for Students and Families

- **Value:** will there be a job in their field of study upon graduation?
- **Cost:** will they be able to afford their student loan payments?
- **Access:** what programs and schools best meet their needs; are they prepared for college level courses?
- **Completion:** once they start, will they finish?

What to Expect from the Biden Administration

- **Seasoned Higher Education Team:** Knowledgeable about the policy and regulation
- **Interagency Cooperation:** More collaboration and communication is anticipated between the Departments of Education, Labor, Treasury and the Consumer Financial Protection Bureau (CFPB)
- **Data Collection:** More dependency on and increased requests for data from institutions of higher education
- **Strong Investments:** More emphasis on and support for community colleges, HBCUs and MSIs
- **Changes To Regulation:** From gainful employment and borrowers defense to repayment to Title IX, we anticipate significant activity in the rules and regulations space
- **For Profit Sector:** Increased regulation of the for-profit sector, similar to the Obama administration

President Biden's Commitment to HBCUs and MSI

- **Make HBCUs, TCUs, and under-resourced MSIs more affordable for their students.**
 - The Biden plan will invest \$18 billion in grants to these four-year schools, equivalent to up to two years of tuition per low-income and middle class student, including DREAMers and students who transfer to a four-year HBCU, TCU, or MSI from a tuition-free community college.
- **Invest in the diverse talent at HBCUs, TCUs and MSIs to solve the country's most pressing problems.**
 - The Biden Administration will invest \$10 billion to create at least 200 new centers of excellence that serve as research incubators and connect students underrepresented in fields critical to our nation's future – including fields tackling climate change, globalization, inequality, health disparities, and cancer – to learning and career opportunities. These funds will provide additional work study opportunities and incentivize state, private, and philanthropic dollars for these centers. Biden will also boost funding for agricultural research at land-grant universities, many of which are HBCUs and TCUs, as outlined in his [Plan for Rural America](#).
- **Build the high tech labs and facilities and digital infrastructure needed for learning, research, and innovation at HBCUs, TCUs, and MSIs.**
 - Biden will invest \$20 billion in infrastructure for HBCUs, TCUs, and MSIs to build the physical research facilities and labs urgently needed to deliver on the country's research and development, to update and modernize deteriorating facilities, including by [strengthening the Historic Preservation program](#), and to create new space for increasing enrollments, especially at HSIs.
- **Provide support to continuously improve the value of HBCUs, TCUs, and MSIs by investing \$10 billion in programs that increase enrollment, retention, completion, and employment rates.**
 - These programs may include partnerships with both high schools, other universities, and employers; evidence-based remedial courses; academic and career advising services; and investing in wages, benefits, and professional development and benefits to recruit and retain faculty, including teacher residencies. Additionally, Biden will incentivize states, private, and philanthropic dollars to invest in these programs, while ensuring schools that do not receive matches increase their competitiveness.



President Biden's Commitment to HBCUs and MSI

- **Expand career pathways for graduates of HBCUs, TCUs, and MSIs in areas that meet national priorities, including building a diverse pipeline of public school teachers.**
 - Biden will invest \$5 billion in graduate programs in teaching, health care, and STEM and will develop robust internship and career pipelines at major research agencies, including Department of Energy National Laboratories, National Institutes of Health, National Science Foundation, and the Department of Defense.
- **Triple and make permanent the capacity-building and student support for HBCUs, TCUs, and MSIs in Title III and Title V of the Higher Education Act.**
 - These funds serve as a lifeline to under-resourced HBCUs, TCUs, and MSIs year over year, ensuring that the most vulnerable students have the support they need to succeed.
- **Reduce disparities in funding for HBCUs, TCUs, and MSIs.**
 - Biden will require federal agencies and states to publish reports of their allocation of federal funding to colleges and universities.

Immigration Update

- There are four major immigration issues affecting the education community:
 - The availability of consulates to grant student visas to students (especially in China, India, Brazil, and Mexico)
 - The future of DACA (the Deferred Action for Childhood Arrivals program)
 - The Duration of Status Rule
 - The pipeline of immigration to the United States (F-1, OPT, H-1B, and Green Cards)

Availability of Consulates to Grant Student Visas to Students

- Consulates in China are still closed to provide student visas to students and consulates around the world are still operating at less than 40 percent as they to ramp up post COVID;
- Schools need to come together to push a policy of virtual interviews and interview waivers for students seeking first time student visas;
- Also, schools should be seeking guidance from SEVP that allows students to enter the United States even if classes are being held virtually so long as the student will live on campus and will attend classes once school is held physically again

The Future of DACA (the Deferred Action for Childhood Arrivals program)

- On January 20, 2021, the Biden Administration issued a memorandum ordering the Secretary of Homeland Security, in consultation with the Attorney General, to take all actions he deems appropriate, consistent with applicable law, to preserve and fortify DACA.
- Nevertheless, DACA continues to be challenged in litigation and its status remains precarious.
- While the future of large scale immigration reform is complicated, there are some administrative fixes that can be sought to fix this issue:
 - COVID TPS
 - Allowing DACA students to obtain student visas
 - Paroling students in place to complete their university studies

Duration of Status Rule

- The duration of status regulation proposed by President Trump did not get finalized which would have limited the stays of students in the United States;
- Nevertheless, ICE will continue to have institutional equities in passing this rule because the current law requires a ruling from an immigration judge or a decision by USCIS on a pending benefit application before unlawful presence can accrue.
- If any foreign student gets into any significant newsworthy trouble, this rule can immediately revert back into publication. So perhaps universities need to work together with their own coalitions to support a version of this rule they can live with

The Pipeline of Immigration to the United States (F-1, OPT, H-1B, and Green Cards)

- There are many places for universities to seek affirmative and positive change in the immigration law:
 - Dual intent for student visas;
 - Standards for presumption of nonimmigrant intent in the Foreign Affairs Manual;
 - Premium processing for SEVP updates and certifications;
 - Premium processing for OPT work permits
 - Removing barriers for students to obtain H-1B visas
 - Working on removing the Green card ban for new Indian students

Changes in Higher Ed Laws

- **Executive Order 13950 -- Rescinded**
 - Highly controversial
 - Prohibited federal contractors from employee training or awareness programs that involved implicit bias or racial or sex “stereotyping and scapegoating”
 - Viewed as an attack on critical race theory and white privilege education efforts
- Signals Biden administration is open to broader training and awareness efforts
- Unclear how this change will impact discrimination and retaliation claims brought by white employees
- Q. *Will administration issue its own guidance on campus race issues?*

Changes in Higher Ed Laws

- **New Title IX Regulations effective this year**
 - Previously sub-regulatory guidance – Dear Colleague Letter (2011)
- Substantial Changes include –
 - Live evidentiary hearings
 - Cross examination by advisors to the parties
 - Strict notice requirements
 - Option to use clear and convincing evidence standard
 - Decision by someone other than T9C or investigator
- Q. *How will the Biden administration respond?*

Changes in Higher Ed Laws

- Possible responses to new Title IX Regulations:
 - No formal response
 - Limit scope of enforcement
 - Issue sub-regulatory guidance
 - Repeal with no new guidance
 - Repeal and publish new regulations
- **For now: IHEs must comply with the new regulations**

Changes in Higher Ed Laws

- **Jeanne Clery Campus Security Act – New Guidance?**
 - Governs collection and reporting of data regarding campus crimes as well as timely warning and emergency notifications
- ED publishes revised Handbook for Campus Safety and Security Report
- 2016 revised Clery Handbook rescinded in 2020
- Replaced with 13 page appendix to the FSA handbook
- **Appendix applies to 2021 reporting year**
- *Q. Will ED revoke the FSA appendix? Re-issue the 2016 Clery Handbook? Or publish a new Clery Handbook for 2022 or after?*

Changes in Higher Ed Laws

- **Greater Scrutiny and Regulation of For-Profit IHEs**
- 90/10 Limitation revisited
 - Revenue from FSA limited to 90%
 - Concerns about predatory recruiting and financial stability
 - Pressure to return to original 85% revenue limit
 - Pressure to revoke veteran and active military exemption
- Gainful Employment Rules revisited
 - Applied to Career/Vocational Programs from 2014
 - Same concerns about predatory conduct
 - Avg. grad debts limited to 8% income, 20% discretionary income
 - Rescinded July 2019
 - Pressure to adopt same or new rules

Questions?

Thank You

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Shawna Watley is a senior policy professional and strategist in Holland & Knight's Washington, D.C., office. Ms. Watley has more than 17 years of experience in public policy, strategy development, lobbying, legislative and regulatory counseling, and creative solutions to corporate, nonprofit and governmental issues at the federal level. She has cultivated working relationships on the federal, state and local levels of government. This includes professional relationships with the new Biden Administration, leaders in the House of Representatives and the Senate, moderate Democrats and the Congressional Black Caucus.

Ms. Watley forges and maintains working relationships with key elected political leaders, appointed officials and corporate executives. She has extensive experience representing public and private interests on various issues, including financial services, transportation, homeland security, healthcare, energy and education.

Prior to joining Holland & Knight, Ms. Watley was the principal owner of the Francis Group LLC, where she was retained by clients to lead efforts in government relations and develop strategy, programming and implementation for federal policy initiatives. She also previously served as director of congressional affairs for the Democratic Leadership Council and the Public Policy Institute, where she was responsible for the development of strategy, programming and implementation for the Congressional Affairs Department. During her tenure, she designed the "Meet the Freshmen" series, the weekly congressional newsletter, the Global Economy Project and the organization's Congressional Agenda for the 21st Century, which included several major ideas and reform policies. As the primary point of contact with members of Congress, Ms. Watley has extensive working relationships with moderate Democratic senators and representatives, as well as senior staff. As a former legislative assistant to Sen. Robert Kerrey (D-Neb.), she gained a keen understanding of the workings of Congress.

Leslie Pollner



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Leslie Pollner is co-leader of Holland & Knight's Local Government Group and a member of the firm's Public Policy & Regulation Group. Ms. Pollner focuses on several key industries, including transportation, economic development housing and education. Her extensive experience in government at both the federal and local level allows her to help clients develop innovative solutions and advocacy strategies to achieve results.

Prior to joining the firm, Ms. Pollner was the deputy mayor for federal affairs in Los Angeles under Mayor Antonio Villaraigosa. She led the city of Los Angeles' office in Washington, D.C., directed its federal advocacy efforts, and managed lobbying teams at the Los Angeles port, airport and public utilities commissions. Ms. Pollner was also the principal liaison with the U.S. Conference of Mayors while Mayor Villaraigosa was the president of the organization and worked with mayors across the country on key issues, including building a coalition to support the transportation reauthorization bill.

Prior to that, Ms. Pollner was a two-time chief of staff for U.S. Reps. Suzanne Kosmas and Tim Mahoney, both of Florida. She has also worked in public affairs consulting and crisis communications support for Fortune 500 companies and helped develop communications strategies for the Bill & Melinda Gates Foundation, concentrating on the nonprofit's education investments.

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Lauren M. Maddox is a senior policy advisor in Holland & Knight's Washington, D.C., office and a member of the firm's Public Policy & Regulation Group. Ms. Maddox provides legislative, regulatory and public relations counsel for a broad range of clients, including Fortune 100 companies, foundations, major universities and nonprofits. She helps craft and implement legislative strategies as well as develops and executes crisis communication and advocacy campaigns.

Ms. Maddox has nearly 30 years of experience working in D.C., representing clients before members in the U.S. House of Representatives and U.S. Senate, including leadership, and in the administration at the White House and key federal agencies, including the U.S. Department of Education.

Prior to joining Holland & Knight, Ms. Maddox was a principal for a Washington, D.C., government relations and public affairs firm, where she directed its Education Sector Group. Ms. Maddox has extensive experience on Capitol Hill having previously served in senior roles for former House Speaker Newt Gingrich (R-Ga.), former House Republican Conference Chairman J.C. Watts Jr. (R-Okla.), former Rep. Joel Hefley (R-Colo.) and the Department of Education. She also served on a presidential transition team.

At the Education Department, Ms. Maddox was assistant secretary for communications and outreach. As a member of the department's senior executive team, she led the strategic development and execution of all internal and external communications for the department and for former Secretary of Education Margaret Spellings. Her work included targeting outreach efforts to outside advocates, stakeholders, state and local elected officials, national and regional media, and the general public.

In addition to her work on Capitol Hill and in the administration, Ms. Maddox was a senior communications strategist for two national healthcare trade associations, the Federation of American Hospitals (FAH) and the National Association for Home Care & Hospice (NAHC) in Washington, D.C.

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Leon Fresco is an immigration attorney in Holland & Knight's Washington, D.C., office where he focuses his practice on providing global immigration representation to businesses and individuals. He also represents clients in administrative law matters, and has extensive appellate, commercial litigation and legislation experience. Mr. Fresco was the primary drafter of S.744, the U.S. Senate's comprehensive immigration reform bill of 2013. He uses his broad range of experience to develop creative solutions to achieve his clients' objectives, which often may involve multistage representation before administrative agencies and federal courts and the development of policy solutions.

Prior to joining Holland & Knight, Mr. Fresco was the Deputy Assistant Attorney General for the Office of Immigration Litigation at the U.S. Department of Justice (DOJ) Civil Division. In this position, Mr. Fresco provided litigation risk assessments to cabinet members in Executive Branch agencies. He also oversaw all civil immigration litigation on behalf of the federal government, including representation of the DOJ, the U.S. Department of Homeland Security (DHS), U.S. Department of Health and Human Services (HHS), U.S. Department of Labor (DOL) and the U.S. Department of State (DOS). This involved supervision of more than 350 attorneys working on nearly 10,000 cases per year. He also advised and assisted client agencies in drafting immigration regulations. In this capacity, and prior to entering government service, Mr. Fresco argued extensively in six of the federal appellate circuit courts, including several en banc arguments.

Prior to joining the DOJ, Mr. Fresco was the staff director for the Senate Judiciary Subcommittee on Immigration, handling matters involving immigration, refugees and border security, including managing the subcommittee's oversight functions involving the DOJ, DHS, HHS, DOL and DOS. He was the principal advisor to Sen. Chuck Schumer (D-N.Y.), former chairman of the subcommittee, on all aspects of immigration law and policy.

During his time on the subcommittee, Mr. Fresco drafted several pieces of legislation, including the 1) Border Security, Economic Opportunity and Immigration Modernization Act, 2) the James Zadroga 9/11 Health and Compensation Reauthorization Act, 3) the Emergency Border Security Supplemental Appropriations Act and 4) the Israel E-2 Visa Bill.

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Paul G. Lannon Jr. is a litigation attorney in Holland & Knight's Boston office and practices in the firm's Labor, Employment and Benefits Group. As co-chair of the Education Team, he advises and represents educational institutions nationally. Mr. Lannon also serves as the outside general counsel for several private colleges and secondary and elementary schools.

Mr. Lannon represents and counsels educational institutions on a broad range of matters, including crisis management, Title IX sex discrimination and sexual assault, protection of minors, tenure disputes, Clery Act and campus security, the Family Educational Rights and Privacy Act (FERPA) and other student privacy issues, student conduct, policies and handbooks, Title IV and federal financial aid compliance, governance, contracts, regulatory issues and preventative training. He acts as outside general counsel to several colleges and independent schools. Mr. Lannon also represents educational institutions before state and federal courts, U.S. Attorney and state Attorney General investigations, the U.S. Department of Education's Office for Civil Rights and Office of the Inspector General, and other regulatory bodies.

Mr. Lannon is an elected member of the board of directors for the Association of American Colleges & Universities (AAC&U). He was formerly a board member of the National Association of College and University Attorneys (NACUA), co-chair of the Boston Bar Association College & University Law Section and editor of the *Journal of College and University Law*. Mr. Lannon has been honored in education law as one of the *Best Lawyers in America*, *Boston's Best Lawyers*, *Massachusetts Super Lawyers* and *Who's Who*.