

THOMAS C. SHANAHAN
Senior Vice President and General Counsel
University of North Carolina System
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EXPERIENCE

Sr. Vice President for Governance, Legal & Risk Management and General Counsel May 2013 to Present
The University of North Carolina System, Chapel Hill, North Carolina

Sr. Associate and Associate Vice President for Legal Affairs July 2010 to May 2013
The University of North Carolina System, Chapel Hill, North Carolina

Deputy Regional Solicitor October 2009 to July 2010
U.S. Department of Labor, Office of the Solicitor, Atlanta, Georgia

Employee Benefits Security Administration (EBSA) Deputy Regional Director May 2008 to October 2009
U.S. Department of Labor, Employee Benefits Security Administration,
Atlanta, Georgia

Supervisory Trial Counsel (ERISA Counsel for Southeastern U.S.) September 2004 to May 2008
U.S. Department of Labor, Office of the Solicitor, Atlanta, Georgia

Trial Attorney September 2000 to September 2004
U.S. Department of Labor, Office of the Solicitor, Atlanta, Georgia

Associate Attorney August 1998 to September 2000
Sweat & Giese, PA, Athens, Georgia

EDUCATION

University of Georgia School of Law, Athens, Georgia Juris Doctor, May 1998
Cornell University, Ithaca, New York Bachelor of Science, May 1994
Canisius College, Buffalo, New York August to December 1990

EXECUTIVE EDUCATION: [Senior Executive Fellows Program](#), Kennedy School of Government, Harvard University. June 2007.

BAR ADMISSIONS: Georgia, 1998; North Carolina, 2011; U.S. District Courts for the Middle and Northern Districts of Georgia; the Georgia Supreme Court; and the Georgia Court of Appeals; U.S. District Courts for the Eastern, Middle, and Western Districts of North Carolina.

National Association of College and University Attorneys (NACUA) (Member, 2019 Annual Conference Planning Committee); North Carolina Bar Association; and State Bar of Georgia.

SELECTED PRESENTATIONS

Ask the Experts: The Affordable Care Act. NACUA National Conference, June 2014. Denver, Colorado.

30 is the New 40: The New “Full Time Employee” and Other Practical Issues to Consider When Implementing the Affordable Care Act. NACUA Employment Law Conference. April 9-11, 2014. Boston, Massachusetts.

Due Process on Today’s Campus: Handling Title IX Abuse and Harassment Cases. American Bar Association – 31st Annual National White Collar Crime Institute. March 8-10, 2017. Miami Beach, Florida.

Complying with Title IX and Clery and Providing Due Process to Respondents in Sexual Harassment and Sexual Violence Investigations on Campus. Society of Corporate Compliance Executives, Higher Education Compliance Conference. June 4-7, 2017. Baltimore, Maryland.

Risk Mitigation Practices in Light of Higher Education Retirement Plan Litigation. NACUA 2017 National Conference. June 26, 2017. Chicago, Illinois.

Higher Education Retirement Plans: Update on Litigation and Risk Mitigation Considerations. April 12, 2018 webinar, sponsored by NACUA, NACUBO, and the Association of Governing Boards.

The Report Says What?! Understanding and Maximizing Privilege and Work Product Protection When Your Institution Engages Outside Consultants. NACUA 2018 National Conference, June 27, 2018. Minneapolis, MN.