

County Council of Howard County, Maryland

2021 Legislative Session

Legislative day # 15

RESOLUTION NO. 129 - 2021

Introduced by: Chairperson at the request of the County Executive

A RESOLUTION confirming the appointment of Aida M. Lebbos, J.D., CCEP, to the Commission for Transitioning Students with Disabilities.

Introduced and read first time on Sept 8, 2021.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

Read for a second time and a public hearing held on Sept 20, 2021.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

This Resolution was read the third time and was Adopted , Adopted with amendments __, Failed __, Withdrawn __ by the County Council on Oct 4, 2021.

Certified by Michelle Harrod
Michelle Harrod, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

Aida M. Lebbos, J.D., CCEP®
Aida M. Lebbos, J.D., CCEP | LinkedIn

SUMMARY: Business professional, attorney and Certified Compliance and Ethics Professional with 20+ years' experience with non-profit entities, aid organizations and government contractors, advising in a wide variety of areas including corporate governance, ethics, compliance and risk, government contracting, data privacy, international development and medical research programs.

PROFESSIONAL EXPERIENCE

ASSOCIATE VICE PRESIDENT, INSTITUTIONAL COMPLIANCE & RISK, OFFICE OF LEGAL AFFAIRS, UNIVERSITY OF MARYLAND GLOBAL CAMPUS **2020-PRESENT**

- Manage a team of compliance and data privacy specialists and directly oversee Enterprise Risk Management (ERM), Information Governance, Data Privacy, and Records & Information Management Programs and all general compliance activities related to higher education global operations including insurance portfolio, federal contract compliance, vendor risk management, and policy administration.
- Led first institution enterprise risk assessment and recommended corrective action to comply with applicable laws, regulations and policies.
- Established an ongoing enterprise risk and compliance framework to monitor, detect, prevent and mitigate areas of non-compliance
- Develop and implement institutional protocols around building compliance into workflows, effective awareness, education and training, and policy administration.
- Actively collaborate with senior leadership, departments and external partners on risk and compliance matters, particularly those requiring investigation and resolution.

SENIOR ASSISTANT GENERAL COUNSEL & CORPORATE SECRETARY **2016-2020**
ASSISTANT GENERAL COUNSEL **2009-2016**

THE HENRY M. JACKSON FOUNDATION FOR THE ADVANCEMENT OF MILITARY MEDICINE & HJF MEDICAL RESEARCH INTERNATIONAL, INC. (SUBSIDIARY)

- Senior counsel advising a global non-profit public health organization and its subsidiaries on legal and compliance strategies for domestic and international operations.
- Establish policies and SOP's for high-risk areas including FCPA, human trafficking, third party due diligence, and GDPR; create and conduct compliance training programs related to privacy, anti-bribery, employment, and business ethics; conduct internal investigations.
- Advised on laws and regulations related to grant and cooperative research agreements, medical research collaborations with pharmaceutical companies, private foundations, and other charitable sponsors, clinical trial agreements, data use, publication and intellectual property rights, HIPAA, Uniform Guidance, FAR, DFAR and other regulations.
- Support HR compliance with employment and benefits regulations by advising and providing training exercises related to ADA, FMLA, and other federal and state laws; represent the company in employment mediation and arbitration proceedings.
- Manage domestic and international outside counsel and government relations personnel as needed for specialized legal needs.

SENIOR ASSOCIATE, VENABLE, LLP, BALTIMORE, MD **2007-2009**

- Advised manufacturing, construction, healthcare and life sciences clients on corporate, financing, compliance, employment, purchasing, marketing, intellectual property, real estate, and R&D matters.

ASSOCIATE, SAUL EWING, LLP, BALTIMORE, MD

2005-2007

- Advised clients on corporate matters, M&A, intellectual property and technology transactions.

COMPLIANCE OFFICER, UNIVERSITY OF MARYLAND, BALTIMORE

2001-2005

- Established compliance program for the Office of Research & Development.

PUBLICATIONS

- Lebbos, AM, Dickman, A. (June 2018), Federal Contractor Compliance with the Section 508 Final Rule. *Compliance and Ethics Professional Journal*.
- Lebbos AM, Uthoff C. (March 2011). Threats from Cyberspace; Matters of National Security. *MSBA Bar Bulletin*.
- Lebbos AM. (March 2011). IP Rights and Section 337 Investigations. *MSBA Bar Bulletin*.

VISITING/ADJUNCT FACULTY LECTURES

- Cybersecurity and an Adequate Compliance Program under the Federal Sentencing Guidelines, George Washington University, M.S. Program in Cybersecurity Strategy & Information Management
- Business Law and Intellectual Property, The Johns Hopkins University Whiting School of Engineering, Center for Leadership Education
- Business Matters for Scientists, The Johns Hopkins University Carey School of Business and Center for Bioengineering & Design

PROFESSIONAL CERTIFICATIONS AND MEMBERSHIPS

- Bar Admissions, Maryland and the U.S. District Court for the District of Maryland
- CCEP® - Certified Compliance and Ethics Professional, Compliance Certification Board
- Member, SCCE (Society for Corporate Compliance and Ethics)
- Member, ACC (Association of Corporate Counsel), National Capital Region
 - Current Participant in ACC NCR Leadership Academy
- Member, National Association of College and University Attorneys

COMMUNITY INVOLVEMENT

- Former Board Member: Advocates for Children & Youth; Maryland Coalition for Inclusive Education
- 2001-2002 Howard County Partners in Policymaking
- Volunteer: Girl Scouts of Central Maryland

EDUCATION

J.D., *Cum Laude*, University of Baltimore School of Law, Baltimore, MD

- *Highest Grade Honors*: Law & Economics, Professional Responsibility, Criminal Law
- Teaching Assistant: Legal Research, Analysis and Writing; Criminal Law
- Member, Intellectual Property Law Journal, Appellate Advocacy Moot Court Team

B.A., Political Science, Duke University, Durham, NC

- Public Policy Leadership Program Intern