

ROBERT M. WARD
Attorney at Law
344 Maple Avenue Burlington,
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Education:

Graduate:

North Carolina State University, Raleigh, NC – Department of Adult
and Community College Education – Doctor of Education
(Ed.D.) May, 1999

Dissertation Title: Compliance With Equal Employment
Opportunity Laws In The Training Programming Process:
Issues and Practices.

Honors: Phi Kappa Phi

Legal:

University of North Carolina, Chapel Hill, North Carolina – Juris
Doctor Degree (J.D.) January, 1970

Co-Author with Robert E. Phay of Local Acts Creating and
Providing for North Carolina City School Administrative
Units (Published by the Institute of Government: Chapel
Hill, 1972)

Other Graduate:

University of North Carolina, Chapel Hill, North Carolina – Master
of Public Administration (M.P.A.) August, 1984

Undergraduate:

University of North Carolina, Chapel Hill, North Carolina – Bachelor
of Arts Degree (A.B.)
Political Science Major August, 1967

Honors: Phi Beta Kappa

Other Short Courses and Educational Programs:

Institute of Government, University of North Carolina, Chapel Hill – Municipal Administration Certificate	1972-1973
NC Academy of Trial Lawyers, Trial Advocacy Clinic, Raleigh, NC	October, 1986
Harvard Law School, Program of Instruction for Lawyers, Cambridge, MA	June, 1987; June, 1988; June, 1991; June, 1995
Public Risk Management Association, Washington, DC – Basic Risk Management Certificate	October, 1990
Institute of Government, University of North Carolina, Chapel Hill, NC Certificate of Basic Risk Management and Insurance	December, 1990 and March, 1991
Mediation Certification Training – Duke University – Private Adjudication Center – DRC Certified Mediator	January, 1996

Experience: *

Attorney at Law, Burlington, North Carolina	2011-present
City Attorney, City of Burlington, North Carolina	1972-2011
Staff Attorney, Burlington Industries, Inc.	1970-1972
Adjunct Faculty Member – State and Local Government Law: Master of Public Administration Program (Department of Political Science and Institute of Government), University of North Carolina, (Chapel Hill, NC)	1989-1997
Adjunct Faculty Member – Local Government Law and Administrative Law: Department of Political Science, University of North Carolina, (Greensboro, NC)	1992-2005
Adjunct Faculty Member – State and Local Government Law: North Carolina Central University School of Law, (Durham, NC)	1996-1998
Adjunct Assistant Professor – Department of Adult and Community College Education, (Raleigh, NC)	2000-2005

Interim City Manager and City Attorney – City of Burlington, NC
December, 1985 – March, 1986

Assistant City Manager-Public Safety Director and City Attorney –
City of Burlington, NC March, 1986 – December, 1986

*See attached Appendix “A” for detailed statement of legal and teaching experience.

Associations/Honors:

Alamance County Bar Association (President, 1993)
Alamance County Bar Association (Vice President, 1994 (Bar Service Award))
Alamance County Heart Association (President, 1973; Founder’s Award, 1974;
and Special Gifts Chairman, 1976)
American Bar Association (Member of the following sections: Labor &
Employment Law Section)
North Carolina Board of Massage & Bodywork Therapy (Chair of the Board,
2002-2005)
North Carolina Bar Association – Construction Law Section Council Member
(1991-1994)
North Carolina Bar Association – Constitutional Rights and Responsibilities
Council Member (2006-2015) Current Vice Chair
North Carolina City Attorney’s Association (Director, 1990 & 1991) North
Carolina League of Municipalities (Board of Directors, 2003-2005) State of
North Carolina – The Order of the Long Leaf Pine (October 27, 2011)

Admission to Practice:

North Carolina State Bar, 1970
U. S. District Court, Middle District, 1970
U. S. Court of Appeals, Fourth Circuit, 1973
U. S. Tax Court, 1973
Supreme Court of the United States, 1973

APPENDIX "A"

ROBERT M. WARD DETAILED STATEMENT OF LEGAL AND TEACHING EXPERIENCE

1970 – 1972 Staff Attorney for Burlington Industries, Inc.
Greensboro, NC

Advised corporate officers and supervisors regarding general corporate matters; drafted and reviewed many types of contracts and corporate documents, minutes, resolutions; handled real estate matters and prepared deeds, leases (short and long term), title opinions, assisted in negotiations for the purchase of new plant sites; drafted incorporation, dissolution and merger documents; coordinated EEO compliance for corporation; prepared memorandums on various labor and security law issues; researched and drafted company policies relating to general legal personnel matters; acted as litigation liaison for non-staff outside attorneys; handled workers' compensation cases; assisted in in-house preparation of anti-trust litigation and dealt generally with the corporate laws of the thirteen (13) states in which Burlington Industries primarily operated.

1972 – 2011 City Attorney for the City of Burlington, NC

Legal Duties and Experience:

Litigation: Litigated cases in state and federal courts and before administrative tribunals including land condemnation cases, land-use zoning cases, civil rights cases, personal injury, property damage claims, contract cases including arbitration hearings, employment discrimination, workers' compensation claims, and other general claims against the City.

Appellate: Prepared and argued cases before the NC Court of Appeals, North Carolina Supreme Court and the Fourth Circuit Court of Appeals.

Drafting: Drafted many types of city ordinances, laws, rules, regulations and prepared many types of agreements and contracts (considerable number of construction/public purchasing contracts).

General: Served as chief counsel and represented the Mayor, members of the City Council, the City Manager, Department heads and employees in all city-related legal matters before all courts and administrative bodies (local, state and federal) and served as legal advisor to the City Boards and Commissions.

Teaching: Adjunct faculty member, Master of Public Administration Program (Institute of Government), UNC at Chapel Hill, UNC at Greensboro and North Carolina Central University School of Law: State and Local Government Law and Administrative Law. Courses covered the following representative topics: incorporation, annexation, consolidation, local government's constitutional protections, Dillon's Rule, prohibitions on special legislation, home rule, conflict and preemption, delegation of legislative power, conflicts of interest, open meetings, public contracts, property tax, user charges, budgeting and expenditure, borrowing and debt limitations, government assistance to private business, public nuisances, licenses and permits, subdivision exactions, takings, zoning, property transactions, eminent domain and administrative law: Administrative Procedure Act (APA) 5 U.S.C.A. Sections 551 *et seq.* and Administrative Procedure – North Carolina General Statutes Chapter 150B.

Adjunct Assistant Professor – Department of Adult and Community College Education NCSU (Raleigh, NC)(Training and Legal Issues: Problems and Practices): Course covered the following representative topics: (1) introduction to legal systems and the study of law, (a) organizational structure of legal systems in the United States, (b) study and application of legal principles, (c) structure and process of a civil lawsuit; (2) overview of three general areas of legal liability affecting training, (a) common law negligence based civil liability claims, and (b) statutorily-based civil liability claims; (3) intellectual property issues, (a) copyright, patent and trademark infringements, and (b) doctrine of fair use; (4) remedies and damages for violations of common law and statutory law; (5) specific equal employment law issues (Title VII, ADA, and ADEA) in training programming; and (6) compliance with equal employment (Title VII, ADA and ADEA) laws in training programming.