

BIOGRAPHICAL AND FINANCIAL INFORMATION REQUESTED OF NOMINEES

A. Biographical Information

1. Name: (Include any former names used.)

Carol Waller Pope; Carol W. Pope; Carol A. Waller

2. Position to which nominated:

Member, Federal Labor Relations Authority

3. Date of nomination:

November 10, 1999

4. Address: (List current place of residence and office addresses.)

Residence: 3709 Harrison Street, NW, Washington, D.C. 20015
Office: Federal Labor Relations Authority, Office of the General Counsel;
607 14th Street, NW, Suite 210, Washington, DC 20015

5. Date and place of birth:

August 21, 1952; Pittsburgh, PA

6. Marital status: (Include maiden name of wife or husband=s name.)

Divorced

7. Names and ages of children:

None

8. Education: List secondary and higher education institutions, dates attended, degree received and date degree granted.

Northeastern University School of Law, Boston, MA - 9/1975 to 5/1978. Juris Doctor awarded 5/1978.

Simmons College, Boston, MA - 9/1970 - 5/1974 - B.A., Psychology and Education awarded 5/1974.

Westinghouse Junior and Senior High School, Pittsburgh, PA; 1964 - 1970. Diploma

9. Employment record: List all jobs held since college, including the title or description of job, name of employer, location of work, and dates of employment. (Please use separate attachment, if necessary.)

See Attachment #1

10. Government Experience:

Federal Labor Relations Authority, Boston, MA and Washington, D.C.
February 1980 to present

U.S. Department of Labor, Washington, D.C. January 1979 to February 1980.

11. Business relationships: List all positions held as an officer, director, trustee, partner, proprietor, agent, representative, or consultant of any corporation, company, firm, partnership, or other business enterprise, educational or other institution.

See Attachment #2

12. Memberships: List all memberships and offices held in professional, business, fraternal, scholarly, civic, public, charitable and other organizations.

Member, Bar of the Commonwealth of Massachusetts; United States Court of Appeals for the First and Fifth Circuits, and the Supreme Court of the United States.
Simmons College Alumnae Association; NAACP.

13. Political affiliations and activities:

(a) List all offices with a political party which you have held or any public office for which you have been a candidate.

None

(b) List all memberships and offices held in and services rendered to all political parties or election committees during the last 10 years.

Volunteer, 1996 Clinton/Gore Reelection Campaign

(c) Itemize all political contributions to any individual, campaign organization, political party, political action committee, or similar entity of \$50 or more for the past 5 years.

\$100.00 - 1996 Clinton/Gore Reelection Campaign
\$250.00 - Gore 2000 Campaign

14. Honors and awards: List all scholarships, fellowships, honorary degrees, honorary society memberships, military medals and any other special recognitions for outstanding service or achievements.

See, Attachment #3

15. Published writings: List the titles, publishers, and dates of books, articles, reports, or other published materials which you have written.

Article in Journal entitled, Careers and the Minority Lawyer, Spring 1999.
A copy of the article is attached as Attachment #4.

16. Speeches: Provide the Committee with three copies of any formal speeches you have delivered during the last 5 years which you have copies of and are on topics relevant to the position for which you have been nominated.

Graduation Speech, Office of Personnel Management, Federal Executive Institute, Charlottesville, VA - August 1997. B Copy attached as Attachment #5

17. Selection:

(a) Do you know why you were chosen for this nomination by the President?

It is my belief that President Clinton selected me for this nomination because of my expertise and experience in Federal sector labor law and labor relations. As Member, I will have statutory responsibility to administer the Federal Service Labor-Management Relations Statute (Statute) and provide leadership in establishing policies and guidance relating to matters under the Statute. I possess the requisite combination of knowledge of the law and its application, litigation experience, managerial experience, and problem-solving skills that make me well qualified to serve as Member.

(b) What do you believe in your background or employment experience affirmatively qualifies you for this particular appointment?

See Attachment # 6

B. FUTURE EMPLOYMENT RELATIONSHIPS

1. Will you sever all connections with your present employers, business firms, business associations or business organizations if you are confirmed by the Senate.

My current employer, the Office of the General Counsel is a component of the FLRA. If confirmed by the Senate, my only association with the Office of the General Counsel will be in the role of issuing decisions on their cases.

2. Do you have any plans, commitments or agreements to pursue outside employment, with or without compensation, during your service with the government? If so, explain.

No

3. Do you have any plans, commitments or agreements after completing government service to resume employment, affiliation or practice with your previous employer, business firm, association or organization?

No

4. Has anybody made a commitment to employ your services in any capacity after you leave government service?

No

5. If confirmed, do you expect to serve out your full term or until the next Presidential election, whichever is applicable?

Yes

C. POTENTIAL CONFLICTS OF INTEREST

1. Describe all financial arrangements, deferred compensation agreements, and other continuing dealings with business associates, clients or customers.

None

2. Indicate any investments, obligations, liabilities, or other relationships which could involve potential conflicts of interest in the position to which you have been nominated.

None

3. Describe any business relationship, dealing or financial transaction which you have had during the last 10 years, whether for yourself, on behalf of a client, or acting as an agent, that could in any way constitute or result in a possible conflict of interest in the position to which you have been nominated.

None

4. Describe any activity during the past 10 years in which you have engaged for the purpose of directly or indirectly influencing the passage, defeat or modification of any legislation or affecting the administration and execution of law or public policy.

None

5. Explain how you will resolve any potential conflict of interest, including any that may be disclosed by your responses to the above items. (Please provide copies of any trust or other agreements.)

I will resolve any potential conflicts by ending the activity and severing any relationships that present a real or perceived conflict of interest. If confirmed, I will not enter into any business or other relationship which could involve a potential conflict of interest. Throughout my tenure, if confirmed, I will seek and follow the guidance of the Agency's Designated Ethics Officer regarding all ethical matters.

6. Do you agree to have written opinions provided to the Committee by the designated agency ethics officer of the agency to which you are nominated and by the Office of Government Ethics concerning potential conflicts of interest or any legal impediments to your serving in this position?

Yes

D. LEGAL MATTERS

1. Have you ever been disciplined or cited for a breach of ethics for unprofessional conduct by, or been the subject of a complaint to any court, administrative agency, professional association, disciplinary committee, or other professional group? If so, provide details.

No.

2. Have you ever been investigated, arrested, charged or held by any Federal, State, or other law enforcement authority for violation of any Federal, State, county or municipal law, regulation or ordinance, other than a minor traffic offense? If so, provide details.

No.

3. Have you or any business of which you are or were an officer ever been involved as a party in interest in any administrative agency proceeding or civil litigation? If so, provide details.

Yes. I was the plaintiff in a divorce action in the Superior Court, Family Division, Washington, DC. My uncontested divorce petition was granted on December 15, 1998.

4. Have you ever been convicted (including pleas of guilty or nolo contendere) of any criminal violation other than a minor traffic offense?

No.

5. Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be considered in connection with your nomination.

Favorable consideration should be given to the fact that as an African-American woman, my nomination, if confirmed will add diversity to the current composition of the Authority and to the government-wide leadership of Federal employment related agencies. Currently, the Federal civilian non-postal workforce is approximately 45% female and 30% minority, of which 17% is African-American.

INDEX OF ATTACHMENTS

Attachment #1 Response to Question #9, Part A, Biographical Information

Attachment #2 Response to Question #11, Part A, Biographical Information

Attachment #3 Response to Question #14, Part A, Biographical Information

Attachment #4 Response to Question #15, Part A, Biographical Information
(Published writings - 2 page article)

Attachment #5 Response to Question #16, Part A, Biographical Information
(Speeches - 12 page speech)

Attachment #6 Response to Question #17(b), Part A, Biographical Information

ATTACHMENT #1 - Part A, Biographical Information, Question #9:

Employment record: List all jobs held since college, including the title or description of job, name of employer, location of work, and dates of employment.

Assistant General Counsel for Appeals.
Office of the General Counsel,
Federal Labor Relations Authority,
607 14th Street, NW, Suite 210,
Washington, D.C. 20424
October 1998 to present.

Director of Appeals and Special Programs.
Office of the General Counsel,
Federal Labor Relations Authority,
607 14th Street, NW, Suite 210,
Washington, D.C. 20424
June 1996 to October 1998.

Executive Assistant to the General Counsel.
Office of the General Counsel,
Federal Labor Relations Authority,
607 14th Street, NW, Suite 210,
Washington, D.C. 20424
July 1994 to June 1996.

Attorney,
Boston Regional Office,
Federal Labor Relations Authority,
99 Summer Street, Suite 1500,
Boston, MA 02110
February 1980 to July 1994.

Attorney,
U.S. Department of Labor,
Office of the Solicitor,
Employee Benefits Division,
200 Constitution Avenue, NW,
Washington, D.C. 20210
January 1979 to February 1980.

Job Developer,
New Careers in Mental Health Program,
Boston University School of Medicine,
Boston, MA
June 1974 to August 1975

Attachment #2, Part A, Biographical Information, Question #11:

Business relationships: List all positions held as an officer, director, trustee, partner, proprietor, agent, representative, or consultant of any corporation, company, firm, partnership, or other business enterprise, educational or other institution.

Simmons College Board of Trustees, (Educational Institution), Member.
1998 - present

Simmons College Alumnae Association, (Educational Institution), former President and current Member,

Board of Directors.

Simmons College Editorial Board, Abifazi Journal, Scholarly Journal published by Simmons College.

Madison Park Development Corporation (Non-profit community housing). Member, Board of Directors.

Lower Roxbury Community Corporation (Non-profit community housing). Member, Board of Directors.

Madison Park Housing Corporation (Non-profit community housing). Member, Board of Directors.

Madison Park Economic Development Corporation (Non-profit community housing). Member, Board of Directors.

Attachment #3, Part A, Biographical Information, Question #14:

Honors and awards: List all scholarships, fellowships, honorary degrees, honorary society memberships, military medals and any other special recognitions for outstanding service or achievements.

National Partnership for Reinventing Government Hammer Award, 1999

Office of Personnel Management, Federal Executive Institute, Graduation Speaker, A Leadership for a Democratic Society@ Training Course 1997

Special Achievement Award, Federal Labor Relations Authority, 1981, 1984, 1985, 1987 1994, 1995,

Superior Accomplishment Award, Federal Labor Relations Authority, 1991, 1992, 1999

Sustained Superior Performance Award, Federal Labor Relations Authority, 1989
Performance Award, 1998, 1999

Sustained High Quality Performance, Federal Labor Relations Authority, 1997

Special Act Award, Federal Labor Relations Authority, 1997, 1998

Certificate of Appreciation, Federal Labor Relations Authority, 1999

Simmons College Alumnae Service Award, 1998

Commonwealth of Massachusetts State Senate Citation, 1993

Big Sister Association of Greater Boston, 1993

Attachment #6, Part A Biographical Information , Question #17(b)

What do you believe in your background or employment experience affirmatively qualifies you for this particular appointment?

For the past nineteen years I have worked at the Federal Labor Relations Authority (FLRA) in positions of increasing responsibility involving the administration of the Federal Service Labor-Management Relations Statute. (Statute) As a result, I have practical experience gained during my Regional Office tenure, as an Attorney working with federal union agency representatives in applying the decisions issued by the three person body commonly referred to as the "Authority" to their real life workplace disputes. Also, I worked directly with the parties to educate them regarding their statutory rights and obligations in an effort to seek meaning resolution of pending disputes without resorting to costly litigation avoid future disputes.

In addition, in the performance of the prosecutorial responsibilities of the Office of the General Counsel, I gained litigation experience in the litigation of cases presented at the Regional Office level which involved novel issues of law that the Authority had yet to consider and render a decision. In that regard, I along with other long-term FLRA employees contributed to the development of the case law and elucidation of the Statute in a manner which now provides for stability in the Federal government workplace. Notwithstanding my prosecutorial role, I developed a reputation among both union and management representatives as being thorough and fair in the discharge of my duties.

I have experience in the administration and management of the FLRA. In the last five years while working in the Headquarters Office of the General Counsel, I have had an opportunity to develop expertise in the area of policy development, program management, strategic planning and, alternative dispute resolution and facilitation.

My management skills have been further developed in the discharge of my volunteer responsibilities as a member of the Board of Trustees at Simmons College. In that role, I have oversight and fiduciary responsibility for a small university composed of an undergraduate college, and five graduate schools with a \$65 million budget, \$145 million endowment and 700 employees. I have similar responsibilities in my Board of Directors capacity for a non-profit housing development corporation.

In addition, my ability to clarify issues and work within a group to build consensus was considered favorably in my selection for this nomination.

In sum, I believe that I was selected for nomination because I possess the requisite knowledge, skills, abilities and experience to ably perform the duties of Member.