

**Judicial Proceedings Panel**  
**10 April 2015**  
**Prevention & Response to Retaliation Against Victims of Sexual Assault Crimes**  
**Speaker Biographies**

**DoD SAPRO Review of Findings and Initiatives Regarding Retaliation**

**9:30 a.m. – 10:45 a.m.**

**Major General Jeffrey Snow, U.S. Army, Director, DoD SAPRO:** Major General Snow is the Director of the Department of Defense Sexual Assault Prevention and Response Office (SAPRO). SAPRO is the DoD's single point of accountability and oversight for sexual assault policy matters and develops policy and programs that address the Department's sexual assault prevention, advocacy / victim assistance, and assessment efforts. Prior to coming to SAPRO, Major General Snow was assigned as the Director of Strategy, Plans and Policy, Office of the Deputy Chief of Staff G3/5/7, Department of the Army.

**Dr. Nathan Galbreath, Senior Executive Advisor, DoD SAPRO:** Dr. Galbreath is the Senior Executive Advisor, Accountability and Assessment for DoD SAPRO. In this position, he directs or consults on DoD Sexual Assault Prevention and Response (SAPR) programs, training in initiatives, and research involving applications of behavioral health, forensic science, criminal investigation, and program evaluation. Dr. Galbreath reports directly to the SAPRO Director. Dr. Galbreath was assigned as the first military Deputy Director of the DoD Sexual Assault Prevention and Response Office from 2007 to 2009. He retired from active duty on October 1, 2009 and worked as a licensed clinical psychologist and forensic science specialist in independent practice in the Washington, DC area. He was appointed to his current position in May 2012.

**Workplace Retaliation Studies & Human Relations Dynamics**

**11:00 a.m. – 12:15 p.m.**

**Professor Lilia M. Cortina, University of Michigan:** Dr. Cortina is Professor of Psychology and Women's Studies at the University of Michigan, where she has taught for 15 years. An organizational psychologist, she researches sexual harassment and incivility, in both civilian and military work settings. Dr. Cortina has published over 50 articles and book chapters on these topics. In recognition of unusual and outstanding contributions to the field, she has been named Fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology. In addition, Dr. Cortina occasionally serves as an expert witness in sexual harassment litigation, translating findings from the scientific literature to inform legal decision-making.

**Professor Vicki Magley, University of Connecticut:** Professor Magley is Professor of Psychology at the University of Connecticut in Storrs, Connecticut. She has published on the topic of workplace mistreatment for over 20 years and was part of the social science research team assisting with the 1995 Gender Issues DMDC survey. In particular, her research centers on antecedents and consequences of workplace sexual harassment and incivility, as well as individual and organizational factors influencing those relationships. She is an associate editor for the Journal of Occupational Health Psychology and is

on the editorial board of the Journal of Business and Psychology. She is currently the Past-President of the Society for Occupational Health Psychology (SOHP).

**Professor Michael F. Noone Jr., Columbus Law School, Catholic University:** Professor Noone, admitted to the California and District of Columbia bars, served twenty years as a judge advocate in the U.S. Air Force. He retired as a colonel before joining the law faculty in 1978. In August 2005, he gave up his Ordinary Professorship and was appointed Research Professor. He remains active in national security issues. He's a Fellow of the Inter-University Seminar on Armed Forces and Society; past director, International Society for Military Law and the Law of War; and past president of the Committee on Military Criminology and Crime. He has also served as a member of the International Advisory Board, Geneva Centre for the Democratic Control of Armed Forces, and on the executive board of the Judge Advocate's Association Inn of Court. He was a distinguished visiting professor of law at the U.S. Military Academy (West Point) in 1991 and co-authored the textbook used by the law department. His research and writing on peacekeeping and political violence have taken him in recent years to Russia, Australia, New Zealand, Ukraine, South Africa, Northern Ireland and Israel.

**Dr. Patricia J. Harned, Chief Executive Officer, Ethics and Compliance Officer Association:** Dr. Harned was named the Chief Executive Officer (CEO) of the Ethics & Compliance Officer Association (ECO) on October 1, 2014, complementing her oversight role with the Ethics Resource Center (ERC). She will serve both organizations as CEO, providing key oversight and strategy to the strategic alliance of the organizations. Dr. Harned was named the 6th president of the Ethics Resource Center (ERC) in 2004. Established in 1922, ERC is the nation's oldest nonprofit organization devoted to independent research and the advancement of high ethical standards and practices in public and private institutions. ERC generates the U.S. benchmark on ethics in the workplace. As CEO, Dr. Harned oversees ERC's research agenda, leads its survey and benchmarking work for clients, and speaks and writes frequently as an expert on ethics in the workplace, corporate governance and global integrity. She also advises CEOs and directors on effective ways to build an ethical culture and promote integrity in business activities.

### **The Impact of Retaliation on Victims, Work Productivity, Unit Cohesiveness & Mission Readiness**

**1:00 a.m. – 1:45 p.m.**

**Dr. Matthew F. Soulier, University of California, Davis:** Dr. Soulier is an associate clinical professor of psychiatry at the University of California Davis in Sacramento. He obtained his medical degree at the University of Utah. He then trained in psychiatry at Duke University, where he treated veterans' mental health needs at the Durham VA for three years. Dr. Soulier finished his medical training at Harvard Medical School, where he completed a residency in child psychiatry and a fellowship in forensic psychiatry. He is board certified in adult, child and adolescent, and forensic psychiatry. He currently has a clinical practice at UC Davis, at which he treats people of all ages, and teaches residents who are training in psychiatry. Dr. Soulier has a special expertise in forensic psychiatry, which is the application of psychiatry to the courtroom. Given the diversity of his training, he forensically evaluates both children and adults. He assesses juvenile and adult perpetrators of violent and deviant sexual acts. He can estimate risk and future potential for recidivism. Dr. Soulier also has extensive experience working with victims, both children and adults, who are coping with the effects of such violence. He has clinically cared for and testified in criminal, military, juvenile, and family courts about the impact of violence, the investigation into abusive acts, and the process of disclosure for victims. He has interviewed multiple

victims of violence, and consulted or testified in more than 30 courts-martial for both the government and defense. Dr. Soulier has published in the area of outpatient violence and ethics. He teaches and frequently lectures in the area of forensic psychiatry.

**Dr. Veronique N. Valliere, Valliere & Counseling Associations, Inc.:** Dr. Valliere is a licensed psychologist and has her doctorate in Clinical Psychology from Rutgers University. She is a diplomat in Forensic Psychology. She has over 25 years of experience with violent offenders and their victims. She is currently the owner and director of two outpatient treatment centers – one for violent and sexual offenders and one for victims of interpersonal violence. She also serves on the Pennsylvania Sexual Offender Assessment Board and has been reappointed four times. She has published on the treatment of sexual offenders and presented on the same at international, national, and local sexual offender conferences. She has trained for the FBI, DOJ, Bureau of Indian Affairs, Ontario Police, Alberta Crown Prosecutor's Office, Amber Alert, Army JAG Office, Pennsylvania State Parole, National Center for the Prosecution of Violence Against Women, and other agencies. She been a guest presenter at many forensic and violence related conferences. She is recognized as an expert in a number of states and testified nationally and internationally. She has testified regarding sexual assault in the military to the U.S. Congress and has consulted with the Department of Defense and the U.S. Department of Justice.

### **Policies, Practices and Prevention of Retaliation within the Military Services**

**2:00 p.m. – 3:30 p.m.**

**Ms. Monique Ferrell, U.S. Army SHARP Director:** Ms. Ferrell was appointed to the Senior Executive Service on 20 November 2011. She is currently serving as the Director of the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Office. In this capacity, she establishes effective strategies, develops plans, and formulates policies for continued improvement of SHARP programs. She works with Army and DOD senior leaders to develop and execute short-term strategies and associated metrics and long-term initiatives to satisfy changing needs in a dynamic evolving environment. Prior to this assignment she served for 29 years in the U.S. Army Audit Agency where she reached the position of Deputy Auditor General. As Deputy Auditor General for Manpower, Reserve Affairs and Training Audits, Ms. Ferrell was the principal advisor to The Auditor General on all matters pertaining to Agency programs for auditing the Army's major functional areas of human capital, force protection, force structure, and training. She also previously directed Army-wide audit coverage of high-risk areas that focused on theater deployment and sustainment functions (combat logistics planning, mobilization and demobilization logistics, theater and inter-theater transportation, storage and disposal, and combat service support activities), LOGCAP, and contingency contracting and contractors on the battlefield.

**Colonel Scott S. Jensen, U.S. Marine Corps, HQ Marine Corps Sexual Assault Prevention & Response:** Colonel Jensen transferred to Headquarters Marine Corps in May of 2014 and assumed his current position as the head of the Marine Corps' Sexual Assault Prevention and Response Program. Colonel Jensen holds a Master's Degree in Military Studies from Marine Corps University and a Master's Degree in National Security and Strategic Studies from the Naval War College.

**Mr. Jay Aanrud, Deputy Director, HQ Air Force Sexual Assault Prevention & Response:** Mr. Aanrud is the Deputy of the Air Force Sexual Assault Prevention and Response (SAPR) Office of the Vice Chief of Staff, Headquarters U.S. Air Force, Washington, D.C. The SAPR office is the service's single point of

accountability and oversight for sexual assault policy matters, and reports directly to the Vice Chief of Staff of the Air Force. The SAPR office develops policies and programs that address the Service's sexual assault prevention, education, accountability, victim assistance and assessment efforts. Mr. Aanrud is a retired colonel who received his Bachelor of Science degree and regular commission from the United States Air Force Academy, Class of 1990. He has served four fighter assignments at bases in U.S. Air Forces in Europe, Pacific Air Forces and Air Combat Command. He is a Command Pilot with over 1,860 hours in the F-16 and over 3,290 hours total time, with more than 800 instructor hours and over 550 hours of combat time during 123 combat sorties.

**Rear Admiral Richard P. Snyder, U.S. Navy, Director, Twenty-First Century Sailor Office:** Rear Admiral Snyder graduated with honors from Tulane University in May 1983, earning a B.S. in management. He was commissioned in the Navy having completed the Navy ROTC program. In November 1984, Rear Admiral Snyder was designated a Naval Aviator. Following initial training in the SH-60B Seahawk helicopter, Rear Admiral Snyder served at Helicopter Anti-Submarine Squadron Light (HSL) 43, based in North Island, California. Subsequent flying tours included duties as an instructor pilot at HSL-40 and as a department head at HSL-46 in Mayport, Florida. Shore tours included attendance at the Naval Postgraduate School in Monterey, California, where he earned a M.S. in operations research and a follow-on tour as the Navy analyst for the Republic of Korea/U.S. Combined Forces Command in Seoul, Korea. In Washington, DC, Rear Admiral Snyder served the Secretary of Defense as the aviation liaison for public affairs and he served as a senior fellow at the Atlantic Council of the United States. Rear Admiral Snyder also served as a senior fellow in the Chief of Naval Operations Strategic Studies Group. On the Joint Staff, he served in the Directorate for Strategy and Policy (J5) as deputy director for Joint Strategic Planning, deputy director for Partnership Strategy, and as executive assistant to the J5 director. Rear Admiral Snyder has served at sea on USS Carl Vinson (CVN 70) as navigator and on USS Bataan (LHD 5) as executive officer. In command, he led the Sailors and Marines of HSL-46, HSL-40, Bataan and, most recently, Expeditionary Strike Group 2.

### **DoD Inspector General (IG) and Board for Correction of Military Records (BCMR) Responses to Reports of Professional Retaliation and Requests for Relief**

**3:30 p.m. - 4:45 p.m.**

#### **Mr. Patrick Gookin, Director, DoD Inspector General Hotline & Whistleblower Protection**

**Ombudsman:** Mr. Gookin serves as both the Director of the DoD IG Hotline and as the Whistleblower Protection Ombudsman for DoD. Mr. Gookin became the Director of the DoD Hotline in March 2013. In this role, he oversees a staff of more than 30 professional investigators who are responsible for receiving, evaluating and investigating reports of fraud, waste, and abuse regarding programs and personnel under the purview of the DoD. In August 2013, Mr. Gookin was appointed as the Whistleblower Protection Ombudsman for the DoD. In this role, Mr. Gookin educates DoD employees about prohibitions on retaliation for protected disclosures; and educates employees who have or contemplate making a protected disclosure, about the rights and remedies against retaliation. Prior to joining the Office of the Inspector General, Mr. Gookin served various roles with the Defense Logistics Agency Office of Inspector General from 2005 to 2013, starting as a supervisory special agent and ending as the Acting Assistant Deputy Inspector General for Investigations. Mr. Gookin proudly served 14 years in the United States Marine Corps as a military policeman.

**Ms. Nilgun Tolek, Director, DoD Inspector General Whistleblower Reprisal Investigations:** Ms. Tolek began her federal service in the Department of Labor in 2001, when she joined the Occupational Safety and Health Administration as a program analyst in the Directorate of Cooperative and State Programs. She joined the Whistleblower Protection Program, in the Directorate of Enforcement Programs, in late 2003, and became its director in 2005. In that role, Ms. Tolek oversaw the administration of whistleblower protections under twenty-one federal statutes protecting private-sector and certain public-sector civilian employees. She developed and implemented policy, procedures and guidance, developed and delivered training, and oversaw whistleblower investigations conducted by a national staff of approximately 120 investigators and supervisors. Prior to her federal service, Ms. Tolek worked for TATC Consulting, where she became a member of the management team. She oversaw multiple projects for various government offices, providing support in process improvement, development or revision of policy and procedures manuals, strategic and annual performance planning, and developing and delivering trainings specific to the various processes

**Mr. John K. Vallario, Deputy Executive Director, Air Force Board of Correction of Military Records:** Mr. Vallario is the Deputy Executive Director of the Air Force Board for Correction of Military Records (AFBCMR), Air Force Review Boards Agency (SAF/MRB), Joint Base Andrews, Maryland. The AFBCMR is the highest level of administrative review within the Department of the Air Force and is comprised of senior civilians appointed by the Secretary to correct military records when it finds an applicant the victim of an error or injustice. As the Deputy Executive Director, Mr. Vallario leads the efforts of the staff in the analysis and presentation of cases which are related to the full spectrum of issues that confront current and former Active, Guard, and Reserve Airmen. In doing so, he ensures the Board has the benefit of timely and comprehensive advice that is critical to its ability to effectively determine if an applicant is the victim of an error or injustice when deliberating more than 2,000 cases per year while also ensuring it meets its statutory timeliness mandate.

**Mr. Douglas Huff, Legal Advisor, Army Review Boards Agency:** Mr. Huff currently serves as a legal advisor at the Army Review Boards Agency. He joined the Army Review Boards Agency in 2008 to support the Army Equal Employment Opportunity Compliance & Complaints Review Directorate. Mr. Huff graduated from the University of Illinois, College of Law in 1990. He served on active duty in the Air Force in the Judge Advocate General Corps from 1990 through 2008.

**Mr. Jon Ruskin, Board of Correction of Naval Records Counsel:** Mr. Ruskin currently serves as the Department Head for the Performance Section of the Department of the Navy, Board for Correction of Naval Records (BCNR). Mr. Ruskin received his undergraduate degree from Cornell University in 1971. In 1974 he graduated from Cornell University Law School. Mr. Ruskin served on active duty with the United States Air Force from 1974 through 1978. After leaving active duty Mr. Ruskin first worked for the United States Coast Guard Board for Correction of Military Records. He later joined the BCNR where he has worked since.

**Ms. Julia Andrews, Chair, Guard Board of Correction of Military Records:** Ms. Andrews is Chair of the Board for Correction of Military Records (BCMR) of the Coast Guard, which is part of the Office of the General Counsel of the U.S. Department of Homeland Security. She has worked as an attorney for the BCMR, drafting decisions on Coast Guard members' and veterans' applications concerning military justice, discharges, performance evaluations, promotions, retirement, disability, pay and benefits, etc., since 1998.