



Project-Based Solutions for Colleges and Universities



Outside General Counsel Services

Cullen and Dykman attorneys serve as external general counsel for colleges and universities, working closely with senior leadership to navigate the laws, regulations and other legal requirements applicable to higher education.

Cullen and Dykman provides institutions with guidance on matters including academic affairs; federal and state regulatory compliance (e.g., Title IV; FERPA; Clery Act); the development and implementation of policies, conduct and administrative procedures; campus safety and security; governance and board issues; student and residential life issues; accreditation; internal grievance and disciplinary procedures; contract review and negotiations; financial aid; staff training; labor issues; and faculty and employee matters.

Evaluating Strategic Alternatives

Cullen and Dykman is uniquely qualified to advise and guide higher education institutions dealing with the significant and complex challenges frequently presented in times of financial difficulty while concurrently working towards identifying and pursuing long-term solutions for a sustainable future. We understand the broad impact of enrollment decreases and related revenue reductions, such as accreditor and lender pressures and increased regulatory scrutiny, on operations and institutional viability and sustainability.

We assist colleges and universities in determining which alternatives are viable given the institution's financial runway. This includes assessing and carrying out potential strategic transactions, obtaining regulatory, accreditor, and other approvals, and, in a worst-case scenario, guiding the institution and its Board in developing and implementing a plan for an orderly closure and winding down of affairs.

Title IX Support Services

Colleges and universities must navigate the complex rules and regulations surrounding sexual misconduct, and harassment as set forth in Title IX. Title IX requires that institutions respond promptly and effectively when allegations of sexual misconduct, sexual harassment and/or sexual violence arise.

We keep current on the newest regulations, provide a team of attorneys to support investigations, serve as hearing panelists, and provide Title IX litigation defense in administrative proceedings and investigations as well as in federal and state courts. We also provide policy review and design to ensure campuswide compliance with Title IX not only in the context of sexual misconduct, but also in athletics.

Labor/Human Resources

With decades of general counsel and labor relations-specific experience, our team is uniquely positioned to assist in contract negotiations, shared governance, disciplinary grievances, and in managing your relationship with a unionized workforce.

As the labor market shifts, with an anticipated recession on the horizon, tying a strong understanding of enrollment management, advancement, program prioritization and customer service to your workforce management and negotiations strategies is critical. We offer a fully integrated and complimentary suite of labor and employment services, whether your organization is seeking to proactively manage recruitment and retention, review classification and compensation matters, address performance and conduct issues in the workplace, or handle delicate shared governance matters in or outside the context of labor-management.

Today's Demands. Tomorrow's Solutions.

Why Clients Turn to Cullen and Dykman

Full Service Approach.

We pride ourselves on our ability to fully service our clients. Whether you seek regulatory guidance, assistance with structuring a complex financial transaction, or a powerful advocate in high stakes litigation, our lawyers have the breadth and depth of experience to meet all of your legal needs today and into the future.

Long-Term Partnerships.

We place a priority on building long-term connections with every client that we serve. Our attorneys take the time to know our clients, their business goals and their challenges. We treat our clients as trusted partners in the legal process and collaborate with them to develop strategies that are directly aligned with their objectives, values and motivations.

Cost Efficiency.

We understand that the cost of legal services is a serious consideration for any client. Our lawyers focus on providing high-quality, client-focused services in the most timely and cost-efficient manner possible. Our rates are competitive and our fees are based on the value we provide. We also offer alternate fee arrangements, such as flat annual fee retainers or capped fees, as appropriate.

Interdisciplinary Approach.

When legal issues are complex, finding the right solutions requires a team of attorneys working together across multiple disciplines. Attorneys throughout our firm's diverse practice groups regularly share resources and ideas to resolve challenging legal problems and achieve our clients' goals.

Longevity and Continuity of Service.

Our clients trust that we will be here when they need us. Not only has our firm stood the test of time across three centuries, many of our attorneys have been with us for decades, if not their entire careers. Our longevity and continuity of service ensures that you will have direct access to a team of seasoned professionals that know you and your business – past, present and future.

Serving our Communities.

Cullen and Dykman has a longstanding tradition of being actively involved in the communities where we live and work. Our attorneys and professional staff support numerous charitable causes and non-profit organizations by serving as volunteers and participating on boards and committees.



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