

DENNIS P. CHAPMAN

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QUALIFICATIONS SUMMARY

Virginia barred attorney seeking a professionally rewarding opportunity to provide quality service to clients while expanding my own professional base of qualifications. Passed the February 2014 Virginia Bar Examination (on first attempt) and admitted to practice in April, 2015 after concluding a successful career as a U.S. Army officer. Previously passed the Michigan Bar Examination in 2000 (also on first attempt), but deferred practicing to complete my military career. I practice law in the courts of the Commonwealth of Virginia as well as military administrative and criminal matters. As an Army officer I specialized in developing, promulgating and implementing personnel policy; interpreting policy; and adjudicating disputes and requests for waivers and exceptions. Conducted thorough investigations into allegations of impropriety, producing reports praised by organizational legal staff. I am a skilled and persuasive writer and speaker with a substantial body of published professional writings.

LICENSE

Virginia State Bar, admitted April 2015, Bar No. 88437

KEY PROFESSIONAL EXPERIENCES

SRIS LAW GROUP, PC, Fairfax, VA.

Attorney (Of Counsel) (February 2016 - Present): Associate attorney focusing on criminal, family, and military law matters. Recent or ongoing matters include divorce, child custody, and child support matters in the Circuit and Juvenile Domestic Relations Courts of Northern Virginia; misdemeanor matters in the foregoing courts; A felony sex crime matter in Stafford Circuit Court; criminal, traffic, and zoning matters in Northern Virginia General District Courts; and Military Law matters including Criminal Investigation Division investigations and administrative appeals.

DENNIS P. CHAPMAN, ATTORNEY AT LAW - PLLC, Alexandria, VA.

Attorney (2015 - 2016): Sole practitioner attorney. Recent or ongoing matters include Breach of Contract actions in Fairfax County Circuit and General District Courts; Collection actions in Fairfax County General District Court and other courts; Expungements in Fairfax, Chesapeake, and Portsmouth Circuit Courts; Uncontested divorce actions in Fairfax County Circuit Court; a Military CID investigation; consulting on military aspects of a personal injury matter in Florida; defending a soldier facing Military Administrative Separation Board; and administrative appeals for U.S. Army Soldiers.

UNITED STATES ARMY - ARMY NATIONAL GUARD (ARNG), Arlington, VA.

Chief - Human Capital Management Division (2012 to 2014): Administered approximately 3,500 full-time military personnel and civilian employees. Executed comprehensive overhaul of personnel administration and career management systems including internal controls to ensure proper tracking and follow up of personnel actions. Restored credibility and morale of organization previously burdened by negative leadership climate. Requested by name to conduct major State-level investigation into allegations of specific wrongdoing and general systemic problems of one State's NCO promotion board, delivering insightful recommendations.

UNITED STATES ARMY - ARMY NATIONAL GUARD (ARNG), Arlington, VA.

Chief, Personnel Policy Division (2009 to 2012): Chief personnel policy officer for the ARNG, constituting approximately 1/3 of the United States Army. Promulgated policies involving personnel assignments, utilization, promotions and awards, separation and retirement, and accountability that facilitated higher rates of operational readiness. Adjudicated requests for policy waivers and exceptions; balanced competing interests to produce fair and equitable decisions. Developed authoritative advisory opinions for corrections boards and Congressional inquiries. Transformed Division's business processes. Coordinated implementation of "Don't Ask Don't Tell" repeal that included development of execution order, promulgation of policy, and executive staff training. Completely reorganized division's archives, and established new, user-oriented, Web-based system for policy publication; provided stakeholders with secure online access to thousands of important policy documents.

CENTER FOR STRATEGIC AND INTERNATIONAL STUDIES / U.S. ARMY WAR COLLEGE, Washington, DC.

Military Research Fellow (2008 to 2009) Researched Kurdistan Regional Government. Identified significant gap in understanding of American public and officials regarding true state of affairs in Iraqi Kurdistan, and capitalized on opportunity to rectify situation via personal investigation and analysis. Published original research in book format; *Security Forces of the Kurdistan Regional Government* published by Mazda Publishers in March '11. First time work in this area covered in English, lauded by prominent scholar as definitive work of its kind.

U.S. ARMY - MULTI-NATIONAL FORCES IRAQ, Sulaymaniyah and Baghdad, Iraq.

Chief, Military Transition Team (2006 to 2007): Chief advisor to an all-Kurdish Iraqi Army brigade. Participated in both Iraqi Army and U.S. operations in Baghdad during U.S. surge of '06 - '07. Coached, mentored, and trained Kurdish Commander and staff. Advised and updated U.S. leadership on group's capabilities and progress. Leveraged relationship building and persuasive skills to overcome initial resistances, forging positive alliances with internal and external officials, and driving positive changes at every level to achieve goals of both Iraqi government and Coalition forces. Gained unique insight into capabilities of Iraqi Arab and Kurdish forces, including potential for cooperation and danger of conflict between the two groups, as one of the few American officers to serve side-by-side with Iraqi-Kurdish forces in the midst of Arab population of Baghdad.

EDUCATION

Juris Doctor, Law - Thomas M. Cooley Law School – Lansing, MI **Graduated Magna Cum Laude**
Certificates of Merit (Constitutional Law II, Comparative Law, International Law, International Business Law, Trial Workshop); Honors Designation - Wayne State University Law School (Legal Writing and Research)

Bachelor of Science - United States Military Academy – West Point, NY

PUBLICATIONS/PRESENTATIONS

Book

Security Forces of the Kurdistan Regional Government, Mazda Publishers, Costa Mesa CA, March 2011

Monographs, Articles, and Reviews

"Manning Reserve Component Units for Mobilization: Army and Air Force Practice," AUSA Institute of Land Warfare, 2009

"Planning for the Employment of the Reserve Components: Army Practice, Past and Present," AUSA Institute of Land Warfare, 2008

"Our Ambivalent Iraqi Kurdistan Policy," *Small Wars Journal*, 2010

"It's Time for a New Round of OER Reform," *Military Review*, 2006

"Las FF.AA. en el Foro de Debate Popular: El Legado de Newburgh," *Military Review Hispano-American*, 2006

"Reserve Component Mobilization: Improving Accountability, Effectiveness, & Efficiency," *Military Review*, 2006

"Soldiers in the Public Square: The Legacy of the Newburgh Conspiracy," *Military Review*, 2006

"Fruits of the Revolution: A Review of 'The Rout' by Alexander Fadeyev," *Marine Corps Gazette Online*, 2006

"Grant, Vicksburg, and Modern War," *Marine Corps Gazette Online*, 2006

"Tactical Errors in the Dismounted Fight," *Armor*, 2004

"A Review of: 'Boyd: The Fighter Pilot Who Changed the Art of War' by Robert Coram," *Infantry*, 2004

"An Element of Strength: Reinvigorating Small-Unit Training," *Armor*, 2004

"Suggested Reading for Military Professionals," *Military Review*, 2004

"Treachery and Its Consequences: Civilian Casualties During Operation Iraqi Freedom and the Continued Utility of the Law of Land Warfare," *Armor*, 2004

"Joint Security Operations: Success Begins with the Basics," *Infantry*, 2000