

Raymond D. Cotton

Partner

101 Constitution Avenue, NW T 202.689.2877

Suite 900

Washington, D.C., 20001

Raymond.Cotton@nelsonmullins.com



Ray Cotton is a member of the school and college law practice. He has represented more than 350 university boards of trustees, college presidents, and other nonprofit executives during his more than 25 years in practice. Mr. Cotton provides counsel on such matters as contracts, executive compensation, performance evaluation, goal-setting, current and deferred compensation, Intermediate Sanctions, Sarbanes-Oxley, and best practices for managing nonprofit institutions. He has also served as an adjunct faculty member at both the School of Law and the School of Medicine at George Washington University and Harvard University's School of Public Health. In addition, he has lectured at the University of North Carolina (Chapel Hill), UCLA, Yale, and many others.

Experience

Following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

Previous Professional Experience

- Vice President, ML Strategies and partner, Mintz Levin Law Firm
- Special Assistant, Office of the Secretary, U.S. Department of Health, Education and Welfare

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed,

Education

Harvard Law School, JD, cum laude (1983)

Harvard University, MS

Monmouth College, BA

Admissions

District of Columbia

Florida

Massachusetts

Supreme Court of the United States

U.S. Tax Court

Practice Areas

[Education](#)

[Federal Government Strategies](#)

[Non-Profit Organizations](#)

[Higher Education](#)

Industries

[Education](#)

a hyperlink is provided that leads to a description of the respective selection methodology.

- [Chambers USA: District of Columbia, Employee Benefits & Executive Compensation](#) (2012-2019)
- [The Best Lawyers in America® – Education Law](#) (2013-2020)

Professional Activities

- American Bar Association
- Federal Bar Association
- Board of Trustees, Monmouth University (1991-1995)

Articles & Speeches

Insights

- [Colleges Must Compete to Attract the Best Leadership](#), *The New York Times* (June 24, 2014)
- [Recognizing and Rewarding Presidential Spouses](#) (May 14, 2014)
- [Myth: College and University Presidents are Overpaid](#) (Spring 2012)
- [Preparing for an IRS Audit of Executive Compensation Decisions](#), *Trusteeship Magazine* (January 2012)

Events/Speaking Engagements

- [The Council of Independent Colleges: 2019 Presidents Institute](#) - Presenter (January Friday, 2019)
- [DC Partner Ray Cotton Offering Consultations to Academic CEOs at CIC Conference](#) - Speaker (Monday, November 5, 2018)
- [The Council of Independent Colleges: 2018 Institute for Chief Academic Officers with Chief Financial and Chief Enrollment Management Officers](#) - Presenter (November Saturday, 2018)
- [2018 AASCU Annual Meeting – Championing State Colleges and Universities: Our Role in Delivering America's Promise](#) - Presenter (October Sunday, 2018)
- [Negotiating the Final Presidential Contract](#), *ACE Annual Meeting* (March 12, 2016)
- [Promises to Keep: Higher Education and the Public Trust](#), *American Council on Education's 97th Annual Meeting* (March 14, 2015)
- [The President's Second Contract: What to Keep and What to Change](#), *2015 Presidents Institute* (January 5, 2015)
- [Reaching an Agreement: Negotiating a Contract](#), *National Women's Leadership Forum* (December 3, 2014)
- [Presidential Compensation 2014: The Latest Developments](#), *2014 NAICU Annual Meeting* - Speaker (February 4, 2014)
- [Negotiating a Presidential Contract: How to Protect the University While Being Fair to the President](#), *2013 AGB National Conference on Trusteeship* - Speaker (April 22, 2013)
- [Reaching an Agreement: Negotiating Your Contract, Knowing Your Options](#), *Spectrum Executive Leadership Program* - Speaker (March 28, 2013)

Presidential Contracts: Are You Adequately Protected if Things Go Awry?, *The American Council on Education's 95th Annual Meeting* - Speaker (March 3, 2013)

Executive Compensation and Contracts: Best Practices in 2013, *2013 National Association of Independent Schools Annual Conference* - Speaker (February 28, 2013)

Presidential Employment Agreement: Necessity, Negotiation, and the Issues, *2013 National Association of Independent Colleges and Universities Annual Meeting* - Speaker (February 5, 2013)

Negotiating Your First Presidential Contract, *40th Annual Institute for Chief Academic Officers* - Speaker (November 5, 2012)

Reaching an Agreement: Making the Right Choice and Negotiating that Contract, *Advancing to the Presidency* - Speaker (October 11, 2012, October 10, 2013)