

Speaker Biographies

2009 NALP Annual Education Conference

Ida Abbott, President of Ida Abbott Consulting LLC, is an internationally recognized leader in the field of lawyers' professional development. Her firm specializes in helping employers manage, develop, and retain talented lawyers. She has more than 30 years of experience as a practicing lawyer and consultant to law firms, and is an elected Fellow of the College of Law Practice Management. Ms. Abbott is a Faculty Fellow at the University of California Hastings College of the Law, where she is the co-founder and Director of the Hastings Leadership Academy for Women, a leadership development program for women law firm partners. She just completed serving as Vice-Chair of the Academic and Professional Development Committee of the International Bar Association. Ms. Abbott has authored numerous articles and resource materials, and four highly acclaimed books, including *The Lawyer's Guide to Mentoring* and *Lawyers' Professional Development: The Legal Employer's Comprehensive Guide*. She has been a columnist for *Diversity & the Bar Magazine* and serves on the Advisory Board of LawyerPrep, the Editorial Board of www.WomeninLaw.com, and the Advisory Council of the Women in Law Empowerment Forum. Her free electronic newsletter, *Management Solutions*, can be found on the firm's website, www.IdaAbbott.com.

Lisa L. Abrams (ENFJ) is Director of Career Services at The University of Chicago Law School, and previously worked as Assistant Dean for Career Services at Chicago-Kent College of Law. She authored, in partnership with NALP, *The Official Guide to Legal Specialties: An Insider's Guide to Every Major Practice Area*, and has visited law schools throughout the country to talk about how students can find the legal specialty that's right for them. Before she joined The University of Chicago Law School, she taught graduate level classes in adult learning theory and team building and leadership at Roosevelt University in Chicago. Ms. Abrams has worked extensively with the Myers-Briggs Type Indicator, and has presented MBTI related workshops for NALP, the New York City Bar and the Chicago Bar Association, numerous law schools and legal employers, as well as for student groups and staff at The University of Chicago. Ms. Abrams has a law degree from The University of Illinois at Urbana-Champaign, and practiced in a mid-size litigation firm in Chicago before entering the field of career services.

Chuck Adkins-Blanch was appointed as a member of the Board of Immigration Appeals (BIA) in August 2008. The BIA is a 15-member administrative tribunal within the Department of Justice that reviews the decisions of the nation's immigration judges before they are appealed into the federal circuit courts. Mr. Adkins-Blanch received a BA in History in 1984 from Grinnell College and a JD in 1990 from GW Law. From June

2004 to August 2008, Mr. Adkins-Blanch served as an immigration judge at the Headquarters Immigration Court in Falls Church, VA. From 2000 to 2004, Mr. Adkins-Blanch served as general counsel for the Executive Office for Immigration Review (EOIR), after serving in the position in an acting capacity. From 1990 to 1995, Mr. Adkins-Blanch worked for the BIA as an attorney advisor entering on duty through the Attorney General's Honor Program.

Michael Allen is a Principal of Lateral Link. Before founding Lateral Link, Mr. Allen was a real estate finance associate at Gibson, Dunn & Crutcher LLP in Los Angeles, California, and subsequently relocated to Newport Beach, California to join Irell & Manella LLP, where he specialized in corporate and real estate transactions. Mr. Allen holds a BA in Political Science, *summa cum laude*, with a concentration in Economics, from the University of California, San Diego and a JD, *cum laude*, from Harvard Law School. Managed by Mr. Allen and T.J. Duane (another alumnus from Harvard Law School), Lateral Link's diverse and talented team includes former practicing attorneys, recruiting directors, and legal search professionals.

Kimberly Amrine is the Director of Diversity and a member of Frost Brown Todd. In April 2006, Ms. Amrine was selected to be the firm's Director of Diversity, and her role in that capacity has grown since that time. Currently, she devotes a minimum of 1200 hours per year to these initiatives that count toward her billable hour goal. In that role, she works directly with the co-managing member and the executive committee, along with leaders of the firm's member compensation committee, advancement committee, early evaluation committee, and recruiting committee to implement the firm's diversity initiatives on a firm-wide basis. In addition to these efforts, Ms. Amrine collaborates with corporate clients on diversity initiatives, serving as a diversity liaison to the firm's clients. She also manages the firm's external outreach programs that help to feed the pipeline in the communities in which the firm serves. She also co-chairs the diversity committee to direct the firm in promoting practices and procedures favorable to the recruitment, retention, community involvement, professional advancement, and elevation of a diverse team at the firm.

Rawle Andrews Jr., is the Managing Attorney of AARP Legal Counsel for the Elderly (LCE) and a Court-appointed Commissioner to the DC Access to Justice Commission. For nearly 20 years, Mr. Andrews has practiced in the areas of general civil and complex commercial litigation, bankruptcy and creditors' rights, civil rights, contracts, guardianship and conservatorship, predatory lending, property tax lien foreclosure defense, and all phases of alternative dispute resolution (ADR). In

addition to his law practice, Mr. Andrews is an Adjunct Professor in housing discrimination and housing litigation at the Howard University School of Law; a member of the AARP Diversity Taskforce; an Oversight Committee Member of the Ballou STAY Sr. High School Evening Program; a Board Member and Fellow of the Bar Association of the District of Columbia; a Member of the DC Bar's Appointments Screening and Strategic Planning Committees; and a 2006 recipient of the DC Bar's Pro Bono Lawyer of the Year Award. Mr. Andrews is an active member of the District of Columbia Bar, the Pennsylvania Bar, and a frequent author and lecturer on civil litigation, fair housing, elder law, and ADR issues, including a recent book review on the American Bar Association's *Legal Guide for Americans Over 50* (Random House 2006), and a chapter author on FOIA rights in the *Michigan Law of Damages and Other Remedies* (ICLE 3d ed.). Mr. Andrews earned his JD, with honors, from the Howard University School of Law (1990), where he was a member of the *Howard Law Journal*.

Lee Arbetman, Director of US Programs, Street Law, Inc. is a former elementary, junior high, and high school teacher and is currently an adjunct professor of law at Georgetown University Law Center. He is co-author of the popular high school practical law textbook, *Street Law: A Course in Practical Law* (7th edition, 2005) and has written many other books and articles. He has conducted professional development sessions for teachers, lawyers, law students, and police officers in more than 40 states during the past 30 years. He is the director of the Supreme Court Summer Institute for Teachers and developer of the Corporate Legal Diversity Pipeline program, which partners corporate legal departments with Street Law classes in urban schools. Other interests include leading "J Train," a popular Washington, DC-based jazz ensemble.

Elizabeth (Betsy) Armour, Director of Employer Relations, Suffolk University Law School, has served NALP as President, twice as a Director, and as a committee chair and is a frequent speaker at conferences. For the past two years, she has been a member of the Part V Task Force. Ms. Armour has worked on both sides of the fence in career services and lawyer recruiting for more than two decades. In fall 2008, she joined Suffolk University Law School as Director of Employer Relations. Before that, she was Director of the Career Development Office at Boston University School of Law from 1992-2004. On the employer side, Ms. Armour worked as National Director of Legal Recruiting for the 600-lawyer firm of Edwards Angell Palmer & Dodge, LLP; as Director of Legal Recruiting at Foley Hoag in Boston; Personnel Manager at Goldstein & Manello in Boston; and as a consultant with the lawyer consulting firm of Magness & Wehmann in NYC, where she started her career as Coordinator of Recruitment Programs at Mudge Rose Guthrie Alexander & Ferdon. She is a former Executive Committee member of the Student Services Section of the Association of American Law Schools and served as President of the Association of Boston Legal Recruitment Administrators (now MALRA).

Dr. Barrett Baebler is an Assistant Professor at Webster University where he serves as the Director for the Entrepreneurship and Nonprofit Management degree programs. As an educator, Dr. Baebler teaches a variety of entrepreneurship, finance, and leadership courses at the undergraduate and graduate level as well as courses in the graduate Certificate in Nonprofit Management. Outside of Webster University, Dr. Baebler is a business executive with over 30 years of diverse business experience, including seventeen years as Founder and President of the consulting firm CFO Options, LLC. CFO Options serves both the for-profit and not-for-profit sectors, focusing on capacity-building, financial management, strategic planning, professional development, and business plan development. Dr. Baebler has conducted numerous professional development workshops, through CFO Options, LLC, and Webster University's Center for Professional Development, including Leadership Through People Skills. Dr. Baebler has served on a variety of nonprofit boards throughout his professional life. Dr. Baebler received his Doctor of Management, and Master of Arts in Finance, from Webster University and his BSBA in Finance from the University of Missouri-Columbia.

Brent Baer is the founder and president of Baer Essentials, a consulting firm dedicated to improving communication and leadership skills. Mr. Baer coaches organizations to achieve their visions. For over 15 years, Mr. Baer has helped thousands of professionals enhance their effectiveness and maximize their impact in a variety of speaking situations, whether one-on-one or one to one thousand. Mr. Baer trains lawyers and legal professionals throughout the US and abroad to increase their communication effectiveness and improve their marketing/negotiation skills. Baer Essentials offers legal education presentation skills courses and other unique professional development programs for partners, associates and summer associates. Fortune 500 clients include AOL, AT&T, IBM, Pfizer, PricewaterhouseCoopers, Schering and VW. Mr. Baer is a professor of public speaking at Yeshiva University in New York City. He was the leading salesperson worldwide for Dale Carnegie and Associates, and the George Washington University Business School's "Business Administration Award" recipient.

José Bahamonde-González currently serves as the Associate Dean for Administrative Affairs and Student Services at the University of Maryland School of Law. Prior to that, he was Assistant Director for Career Services at the Georgetown University Law Center from 1992 to 1994. He then served as Director and Assistant Dean for the Career Planning Center at the University of Miami School of Law from 1994 to 1997. He joined the University of Maryland School of Law as Assistant Dean for Career Development in August 1997. In January of 1999, he was appointed Assistant Dean for Administration, Finance & Technology and Associate Dean for Administrative Affairs in July 2001. Since joining Maryland Law, he has served as faculty advisor to the Latino/a Law Students Association. Prior to pursuing his law degree, Mr. Bahamonde-González

held the positions of Internal Auditor and Human Resources Officer for two financial services corporations in Boston. While in law school, he was a Career Counselor and Pre-Law Advisor for the College of Arts & Sciences at Syracuse University. He was a summer associate and, after graduation, was briefly affiliated with a law firm in San Juan, Puerto Rico. Mr. Bahamonde-González has been an active member of the NALP since 1992 and has held numerous leadership positions including Vice-President, Director, and Chair of the Leadership/Member-Diversity Task Force. Additionally, he is an active member of the Association of American Law Schools, Student Services Section, the ABA Section on Legal Education and Admissions to the Bar, and the National Association for College and University Business Officers.

Cinnamon A. Baker is Director of the Career Services Office at Barry University Dwayne O. Andreas School of Law in Orlando, FL, where she is responsible for the creation and implementation of student and graduate career programs and initiatives. Barry's CSO staff consists of Ms. Baker, another professional career counselor, and an administrative assistant; they serve approximately 750 students. After being trained as a stage manager for theater at the Florida State University (BFA, 1994), Ms. Baker lived and worked in Virginia. She later graduated from the University of Dayton School of Law (JD, 2004), spending one semester as a visiting student at the University of Nevada at Las Vegas Boyd School of Law. Over the years, Ms. Baker has honed her management, communication, and counseling skills through work which included being an office manager and an LSAT instructor. Prior to joining Barry, Ms. Baker worked with several firms of various sizes and in a variety of practice areas in Ohio, Nevada, and Florida.

Connie M. Bakonyi serves as a Legal Recruiting Administrator for Hunton & Williams, LLP. Prior to joining Hunton & Williams, Ms. Bakonyi spent nine years with Jenkins & Gilchrist, where she served as the firm's National Recruiting Manager, responsible for attorney hiring and recruiting for all of its firm-wide offices. Earlier in her career, Ms. Bakonyi served as the OCI Employer Liaison for the Career Services Office of The University of Texas School of Law, working with both students and employers during the on-campus interview and recruiting process. She has been an active NALP member since 1998 and has served on numerous NALP committees. Ms. Bakonyi is currently a member of NALP's Research Advisory Group and Diversity Section, and previously worked with both the Diversity Managers' Group and the Diversity Pipeline Working Group. Ms. Bakonyi also serves as Chair of the Recruitment Administrators of Austin, as well as various diversity and recruiting related focus groups within her local community.

Dyana Pinkerton Barninger is the Manager of Associate Development and Recruitment in the DC office of Cadwalader, Wickersham & Taft LLP, where her responsibilities include the administration of the associate development and training

programs, attorney performance evaluations, the pro bono program, and all aspects of attorney recruiting. Ms. Barninger has been an active member of both NALP and the Washington Area Legal Recruitment Administrators Association (WALRAA) since 1999 and the DC Professional Development Consortium since 2003. Her contributions to NALP include service as both Chair and Vice Chair of the Recruitment Practices Committee, as the Mid-Atlantic Regional Coordinator on the 2008 Annual Education Conference Planning Committee, and as a member of the Lawyer Professional Development Section. Her active involvement in WALRAA includes service as an elected member of the Board of Directors from 2002 through 2008, during which time she served as both President and Treasurer. She has also served on several planning committees and is currently the Co-Chair of WALRAA's newly formed Strategic Planning Committee. Ms. Barninger received her BBA in Human Resource Management from George Washington University.

Rhonda Beassie is the Assistant Dean of Career Development at the University of Houston Law Center. She is a *cum laude* graduate of the University of Houston Law Center where she also served as a member of the clinical faculty for six years. She has taught legal research and writing, transactional clinic, and domestic violence. For five years, Ms. Beassie directed the University of Houston Externship Program where she developed a curriculum to prepare students for success in a variety of legal work environments. Ms. Beassie has a pre-law background in sales and marketing. She enjoys bringing her business experience, love of teaching, and passion for motivating students to the career services arena.

Adam Michael Becker has been Attorney Recruiting Manager in the New York office of Skadden, Arps, Slate, Meagher & Flom LLP since 2006. Prior to entering the recruiting realm, he was an associate in Skadden's Intellectual Property group for five years. Mr. Becker serves as treasurer on the board of directors of the New York City Recruitment Association. He is a graduate of the University of Michigan Law School (2000) and New York University (1997).

Suzanne Lynn Bell is the Deputy Director for the Office of Attorney Recruitment and Management at the US Department of Justice. As Deputy Director, she provides general oversight of the department's legal recruitment programs and retention initiatives, and works with the department organizations to enhance the department's overall outreach and recruitment efforts. Ms. Bell brings a wealth of experience and perspective to this position as both an attorney and manager. She started her career at DOJ in 1995 as an Assistant United States Attorney in the Central District of California where she handled civil and civil rights matters. After four years, she accepted a temporary duty assignment in Washington, DC, in the General Counsel's Office for the Executive Office for United States Attorneys where she served as a line attorney for two years, and then as Deputy General Counsel for three years, supervising attorneys and other professional staff. Prior to joining DOJ, Ms. Bell was

an associate at a law firm and then a law clerk with the Los Angeles County Superior Court. In 1990, she graduated from the University of Southern California Law School. Before becoming a lawyer, Ms. Bell was an assistant treasurer for Morgan Guaranty Trust Company of New York.

Margann Bennett is the Director of Professional Development at Washburn University School of Law. She is the sole professional in the office, where she advises law students and alumni on career options, job search strategies, and making the transition to professional employment. In addition to career planning responsibilities, Ms. Bennett coordinates CLE programs for Washburn Law. She is active in the Kansas Bar Association and its CLE committee in particular. For this involvement, she was recently awarded the Outstanding Service Award by the KBA. Prior to joining Washburn Law, Ms. Bennett practiced at Hershberger, Patterson, Jones & Roth in Wichita, Kansas, and at Shook Hardy & Bacon in Overland Park, Kansas, and Kansas City, Missouri. At Shook Hardy, Ms. Bennett was a litigation associate in both the labor & employment and the pharmaceutical & medical device divisions. She served as a Corporate Account Manager with Thomson-West (Westlaw) from June 2001 to early 2003. Ms. Bennett's degrees are from the University of Kansas: a BA in 1991 and a JD in 1996.

Nancy Berry is the Director of Legal Recruiting of McDermott Will & Emery LLP, based out of the Chicago office, where she is responsible for overseeing all aspects of legal recruiting including law school, judicial clerkship, lateral associate, and lateral partner hiring. Prior to working at McDermott, she was the Director of Legal Recruiting and Professional Development at Gardner Carton and Douglas and the Recruiting Manager in the Chicago office of Kirkland & Ellis. Ms. Berry was the 2007 President of the Chicago Association of Legal Personnel Administrators and has previously served on the NALP Board of Directors, NALP Nominating Committee, and as a NALP Regional Coordinator.

Ritu R. Bhasin is Director of Student and Associate Programmes at Stikeman Elliott LLP's Toronto office. She is responsible for several aspects of these programs including: recruitment, career development and learning, performance management, diversity initiatives, and retention and engagement strategies. Ms. Bhasin is the chair of her firm's students committee and is a member of the firm's associates committee, associate relations committee, CLE committee, diversity committee, and business services committee. Ms. Bhasin has worked on several equity and diversity-related projects and initiatives over the last fifteen years. In addition to her diversity work at Stikeman Elliott, Ms. Bhasin is the Vice-Chair of the Equity Advisory Group at the Law Society of Upper Canada, where she is active in strategizing on diversity issues and initiatives as they relate to the legal profession. Ms. Bhasin is also currently serving on the NALP Board of Directors. Prior to joining Stikeman Elliott, Ms. Bhasin practiced administrative law,

civil litigation, and constitutional litigation at another Canadian law firm.

Dan Binstock is the Managing Director of BCG Attorney Search's Washington, DC office. His practice as a legal search consultant focuses on helping law firms recruit partners and associates. Mr. Binstock's articles and viewpoints on the legal market and recruiting have appeared in *The American Lawyer*, *The Legal Times*, *The National Law Journal*, *The Legal Intelligencer*, the *Texas Lawyer*, and other leading publications. Mr. Binstock has also become a leading authority on helping law firms increase their recruiting effectiveness via their websites. Mr. Binstock earned his JD, *magna cum laude*, from American University's Washington College of Law and, prior to legal recruiting, spent four years as an IP attorney with Finnegan, Henderson, Farabow, Garrett, & Dunner, LLP in Washington, DC.

Mary Birmingham, JD, MA, is the Assistant Dean for Career & Professional Development at the University of Arizona College of Law. Her previous work experience includes practicing law for a small firm, and work as a contract administrator and negotiator for a labor organization. She is an appointed member of two Arizona State Bar Committees: the Committee on Persons with Disabilities in the Legal Profession and the Sexual Orientation and Gender Identity Committee. The University of Arizona and Georgetown Law Center annually host the IMPACT Job Fair for Law Students and Attorneys with Disabilities, the only legal job fair for persons with disabilities. Prior NALP activities include being a member of the Board of Directors, Educational Programming Advisory Committee, and Recruitment Practices Committee; Chair of the Nominating Committee, Mark of Distinction Committee, and Alternative Careers Committee; Vice-Chair for the 1998 NALP Annual Education Conference; and Co-Chair of the GLBT Working Group.

Jolie Blanchard works as Global Director of Recruiting at Jones Day. Ms. Blanchard used secretarial skills to work her way through college where she earned a degree in Modern Dance. While continuing to teach dance, choreograph, and perform, Ms. Blanchard supported herself by working as a legal secretary, experiencing the culture in a nearby Washington firm and then in the DC office of a NY firm. She joined Jones Day/Washington in 1985. After several rewarding years spent running summer programs and dealing with lateral lawyer hiring and other administrative tasks in the Washington office, Ms. Blanchard was promoted in 2001 to be Global Director of Recruiting for Jones Day.

Carmine Boccuzzi, Jr., is Partner and Chair, Diversity Committee, at Cleary Gottlieb, based in the New York office. Mr. Boccuzzi's litigation and arbitration practice covers a broad range of complex civil litigation matters, with an emphasis on international disputes, including those involving foreign states and state-owned entities, and domestic disputes involving the capital markets. Mr. Boccuzzi joined the firm in 1994 and became

partner in 2003. He received a JD from the Yale Law School in 1994 and a BA, *magna cum laude*, from Yale College in 1990.

Brooke Bohnet is an associate manager for the Education and Outreach team at the nonprofit Partnership for Public Service. She helps manage the *Call to Serve* network, an initiative to educate young people about federal service by re-establishing connections between campuses and agencies, and providing resources for advisors, students, and agency representatives. She serves as team lead for the grant schools program and the regional Federal Advisor Trainings. She also consults with two grant-recipient schools, Washington University in St. Louis and California State University in Sacramento. She writes the monthly *Call to Serve* eNews, an online forum designed to energize agency and school members to educate students about exciting opportunities with the federal government. She also works on the Federal Service Student Ambassadors team to place students with summer federal internships back on their campuses to promote public service and talk about their internship experiences. Ms. Bohnet previously taught middle school social studies in Baltimore City through Teach for America. She utilizes her teaching background to design curriculum and train hundreds of career advisors and students on federal opportunities. She has presented on federal employment issues at a variety of conferences including the National Association of Colleges and Employers (NACE), the National Career Development in Social Work Conference, and previous NALP conferences. She is a member of NACE.

Anne Bowen is the Chief Partner Integration Officer at Hogan & Hartson, an international law firm with over 1,200 lawyers in 27 offices worldwide. When she arrived at Hogan, the firm had fewer than 150 attorneys located in one office in Washington, DC. It was the firm's expansion that sparked her interest in the field of integration. Since joining Hogan 25 years ago, she has held several positions at the firm, including ten years as the firm's Director of Lateral Associate Recruitment. Ms. Bowen is a graduate of Miami University (Ohio).

Spencer P. Boyer is the Director of International Law and Diplomacy in the National Security and International Policy Department of the Center for American Progress, a Washington-based think tank. Prior to joining the Center, Mr. Boyer was the Executive Director and War Powers Initiative Director at the Constitution Project, based at Georgetown University's Public Policy Institute. Mr. Boyer is a graduate of Wesleyan University and received his JD from New York University School of Law, where he specialized in public international law and the work of international organizations. While at NYU, he also obtained a master's degree in French Studies. Mr. Boyer began his professional career at the international law firm of Jones, Day, Reavis & Pogue in Washington, DC. Subsequently, he worked in The Hague as a Law Clerk to the President of the International Criminal Tribunal for the former Yugoslavia, in Zurich as a Staff Attorney at the Claims Resolution Tribunal for Dormant Accounts in

Switzerland, and in Paris as Counsel at the International Court of Arbitration. Mr. Boyer has been a guest analyst with numerous international, national, and local news outlets, including CNN, BBC, MSNBC, FOX, ABC, and Voice of America, and is a regular contributor to *The Root*, published by Washington Post.Newsweek Interactive. He is a member of the Independent Task Force on US Nuclear Weapons Posture at the Council on Foreign Relations, and a member of the Bars of the District of Columbia, New York, and New Jersey.

Audrey Bracey Deegan is a Director at Deloitte Consulting, advising clients worldwide in the areas of organizational strategy and transformation, talent management, organizational change and communications, and culture transformation. In addition, Ms. Bracey Deegan leads Deloitte Consulting's law firm practice efforts as well as its knowledge management service offering. Ms. Bracey Deegan's career has spanned over 25 years in international business development, human resources, and finance, including senior positions at JPMorgan, McKinsey, Textron, and Overseas Private Investment Corporation, both domestically and internationally. Ms. Bracey Deegan has also been an entrepreneur, co-founding a women-owned strategy and organization consulting firm that worked with private equity firms in the first 100 days post-acquisition. An honors graduate of Princeton University in international politics, Ms. Bracey Deegan earned her law degree and a Masters in Foreign Service from Georgetown University Law Center, specializing in international private transactions. She is active in several national and international non-profit organizations, including positions on the board of PLAN USA, Georgetown University School of Foreign Service Board of Visitors, Planned Parenthood of America, and International Planned Parenthood. She has been a frequent speaker at business conferences and educational institutions. She lives in the DC metro area with her two daughters.

Amy T. Briggs, MEd, is a Senior Career Advisor at Shannon & Manch, L.L.P. Ms. Briggs has more than 20 years experience in legal career counseling, law school administration, and large law firm recruiting and training. She is an expert in assisting attorneys in the self-assessment and career exploration process. She has designed and presented workshops to local and national audiences on career-related topics such as communications, presentation skills, team building, and management development. Prior to joining Shannon & Manch, Ms. Briggs was a name partner in Briggs & Nash, a professional development consulting firm. She has held positions as Director of Legal Career Services and Director of Legal Recruiting and Training, bringing a unique perspective to the legal career counseling forum. Ms. Briggs has authored numerous articles, chapters, and books on a variety of relevant topics. Her first book, *Degrees of Difference: A How-To Guide to Choosing a Law School* (NALP), was published in 1998. She has been using the Myers Briggs Personality Type Indicator® extensively for 20 years.

Karen R. Britton, Director of Admissions, Financial Aid and Career Services at The University of Tennessee College of Law, is the senior administrator of an integrated unit charged with student recruitment, admission, scholarships and financial aid, diversity enrollment planning, employer development, and student and alumni career development. She also led the college's web redesign team in 2008. Ms. Britton began her career in legal recruitment and hiring in Nashville at Bass, Berry & Sims PLC, a Nashville-based law firm, where her responsibilities included law student recruitment, attorney hiring, and client development. She has held numerous leadership roles with NALP since 1990, serving on the Board of Directors of NALP for five years and as President in 2003-2004. This year she is Chair of the Research Advisory Group. Ms. Britton is also active with the Law School Admission Council (LSAC). Ms. Britton earned her Doctor of Education, MS in Higher Education and Educational Psychology, and BS in Foreign Language Education (Spanish) from the University of Tennessee. Her doctoral dissertation explored factors that influence first job choice of private practice among graduates of public law schools in the Southeastern United States.

Tamara Brooks currently works as a Branch Chief for the US Department of State, Bureau of Human Resources, Office of Recruitment, Employment, and Examination. In her capacity as Branch Chief, she manages over ten student programs for the Department, such as the Thomas R. Pickering Foreign Affairs Fellowship, the Charles B. Rangel International Affairs Program, and the Internship Fellows Program. In addition, she is responsible for managing the program operation, policy development, and implementation of the department's student recruitment for all career Foreign Service and Civil Service positions. Prior to working for the State Department in 2007, Ms. Brooks was a Human Resources Specialist for the Department of Defense, Communications-Electronics Command and for the Department of Justice, Executive Office for United States Attorneys. She received her BS in 2000 and her Master of Education in 2003, both from the University of Maryland at College Park.

Bibiane Bysterveld is the Student Coordinator at the Vancouver, British Columbia law firm of Fasken Martineau DuMoulin LLP. She has been in the role for three years and brought 14 years of legal experience to the position. A year after joining the firm, the firm opened its Calgary, Alberta office. As a result, Ms. Bysterveld developed a training program on firm procedures and subsequently trained and worked with the newly hired Calgary staff. Ms. Bysterveld is responsible for the coordination and administration of the Vancouver student program, including orientation, training, and development. She is also a member of the Vancouver office's student committee, which, among other things, is responsible for the office's student recruitment. Ms. Bysterveld is currently attending part-time studies pursuing a Human Resources Management Certificate. She is a member of the Canadian section of NALP and the Summer and Articling Working Group.

Brian Callaghan is a public speaking coach, media consultant, and lecturer. For the past 15 years, he has traveled the US and overseas, helping people from all walks of life to communicate more effectively. Included among his clients are business executives and government officials, physicians and attorneys, educators, policy and military officers, sports figures, film stars and television personalities. Mr. Callaghan draws upon a diverse resume – and a reservoir of humor and good will – to inspire audiences and to enhance the skills of his clients in highly interactive individual and group programs. Recent clients include attorneys at White & Case, Shearman & Sterling, Sonnenschein and Pillsbury Winthrop, executives at Coca-Cola, BAE Systems, Pfizer, Procter & Gamble, and Sprint, federal officials at NASA, FAA, GAO and EPA, choreographer Debbie Allen, television host Dick Clark, actress Morgan Fairchild, and Olympic swimmer Mark Spitz. A graduate of Georgetown University, Mr. Callaghan spent the first 20 years of his varied career as a broadcast news reporter, television producer, speechwriter, and professional actor. A veteran of the Washington press corps, his first brush with journalism was as a speechwriter for Katharine Graham at *The Washington Post*. As a television news reporter, he covered Capitol Hill and The White House for *American Today*, an international news program broadcast daily to over 100 countries. Mr. Callaghan also hosted live satellite news conferences for Worldnet Television, linking up US and foreign officials, and produced public affairs documentaries that received international recognition. Earlier in his career, he produced arts programming for PBS, scripted narrations for National Geographic films, managed historic Ford's Theatre, and served in the US Marine Corps.

Cynthia Thomas Calvert is an attorney and co-director of the Project for Attorney Retention, www.pardc.org, which studies work/life balance in the legal profession and the advancement and retention of women lawyers. Ms. Calvert and her co-director, Joan Williams, authored *Solving the Part-Time Puzzle: The Law Firm's Guide to Balanced Hours* (NALP, 2004). They are now writing a book for lawyers about how to succeed professionally on a flexible work schedule. She worked full-time, part-time, and flex-time as both a partner and an associate at DC's Miller, Cassidy, Larroca & Lewin, LLP (now part of Baker Botts LLP) and now has her own employment law practice (employer counseling). Ms. Calvert received her JD from the Georgetown University Law Center, *cum laude*, in 1985 and clerked for the Honorable Thomas Penfield Jackson (DDC). She is married and has two children.

Jennifer Carignan is the Program Associate for Education and Outreach at the Partnership for Public Service in Washington, DC. Her portfolio spans numerous Partnership programs. She manages the *Call to Serve* network of more than 640 colleges and universities, an initiative designed to educate young people about federal service by re-establishing connections between college campuses and federal agencies. She serves as a consultant to the State University of New York at Albany, Macalester College and the University of Illinois at Urbana-

Champaign, three *Call to Serve* institutions that have received funding from the Partnership to promote federal service to students, faculty, and staff. Additionally, Ms. Carignan oversees student and university relationships for the Partnership's *Making the Difference Federal Internship Program*, a career-focused summer fellowship designed to provide federal work experience to students while developing pipelines of critical talent from colleges and universities into government agencies. She also runs outreach efforts for *Federal Service Student Ambassadors*, a corps of passionate student advocates who actively promote public service to their peers following their completion of a federal summer internship. Ms. Carignan holds an MA in international studies from the Josef Korbel School of International Studies at the University of Denver. In 2006 she earned a BA in Political Science with honors from Susquehanna University in Selinsgrove, PA.

Kelly Carmody, an attorney and President of Carmody and Associates, has more than 28 years of experience working with the civil justice system at the local, state, and national levels. She is a consultant to organizations in the civil justice system on a variety of issues including program assessment, delivery system improvements, project development, and recruitment and retention issues of attorneys. She is one of the nation's experts on loan repayment assistance programs (LRAPs) and is an LRAP consultant for the American Bar Association's Standing Committee on Legal Aid & Indigent Defendants.

Rena J. Cervoni is an Assistant Director for the Office of Attorney Recruitment and Management at the US Department of Justice. She joined the DOJ in 1998, to develop the Lateral Attorney Recruitment Program. In 2002, Ms. Cervoni shifted gears and now determines the suitability of attorneys and law students hired by DOJ. Ms. Cervoni co-created and manages a department-wide mentor program for new attorneys. In 2007, she spoke on a panel at the NALP/PSLawNet Mini-Conference about the federal security clearance process and on a DC Bar panel on the subject of mentor programs. Before joining the DOJ, Ms. Cervoni served as the first Associate Director of Placement and Career Services at the Washington and Lee University School of Law and prior to that, as the Assistant Director for the Office of Career Planning at the Cleveland-Marshall College of Law. She received her JD from the Cleveland-Marshall College of Law and her BA, *cum laude*, from Muhlenberg College. In 2006, she received a Star of Excellence Award for development of the Attorney Mentor Program and, in 2003, she received the Attorney General's Award for Excellence in Information Technology. Ms. Cervoni served on NALP's Public Service Committee in 2000-2001, and co-authored an article for the *NALP Bulletin* about lateral attorney hiring at the DOJ. She was a vice-chair of NALP's Mark of Distinction Award Committee in 1999-2000, and chaired the NALP Research Committee in 1998-1999.

William A. Chamberlain is the Assistant Dean of the Center for Career Strategy & Advancement at Northwestern University School of Law, his alma mater. Prior to Northwestern, he was the Assistant Dean at UNC Law School in Chapel Hill and at The John Marshall Law School in Chicago. Before entering the career services field, he practiced law in both the public and private sectors. He has served on the NALP Board of Directors and the Nominating Committee and has been a frequent presenter at NALP conferences as well as a frequent contributor to the *NALP Bulletin*. Mr. Chamberlain holds a bachelor's degree from Cornell University and a master's degree from Purdue University. In addition to leading the career office at Northwestern, Mr. Chamberlain also teaches legal writing to international LLM students. Prior to law school, Mr. Chamberlain sang opera professionally.

Linda Bray Chanow, Esq. is the Director of Research for the Project for Attorney Retention (PAR), a nonprofit research and advocacy center that works to promote work/life balance and the advancement of women in the legal profession. A frequent author and speaker, Ms. Chanow has worked to advance women lawyers and promote greater workplace flexibility in law firms since 1997. At PAR, Ms. Chanow conducts research, regularly assesses law firm programs and policies on flexible work schedules, and provides implementation guidance. Recently, Ms. Chanow wrote *Actions for Advancing Women Into Law Firm Leadership* for the National Association of Women Lawyers. Ms. Chanow is also active in local and national bar associations. She serves as Co-Chair of the DC Women's Bar Association of the District of Columbia Initiative on Advancement and Retention of Women and was instrumental in the WBA Initiative's groundbreaking 2006 report, *Creating Pathways to Success*. Ms. Chanow recently designed and implemented, *Ready to On-Ramp?*, for the National Association of Women Lawyers to help women lawyers develop their own personal strategy for re-entering the legal workplace. She is the author of the nationally referenced work, *Results of Lawyers, Work & Family: A Study of Alternative Schedule Programs at Law Firms in the District of Columbia*. Prior to joining PAR, Ms. Chanow was the head of the women's career development practice at the international legal consulting firm Shannon & Manch, LLP. Ms. Chanow began her legal career as a commercial litigator and bankruptcy lawyer at WilmerHale.

Joel Chanvisanuruk is the Associate Director of Career Planning and Professional Development at Washington and Lee University School of Law, where he serves as the advisor to the law student GLBT organization. Mr. Chanvisanuruk is a member of NALP's GLBT Section. Prior to joining Washington and Lee, Mr. Chanvisanuruk served as a Presidential Management Fellow (PMF), litigating employment and Equal Employment Opportunity (EEO) matters for the United States Forest Service and the US Department of Agriculture. Mr. Chanvisanuruk then practiced with a firm in Washington DC specializing in federal sector employment and EEO litigation. Mr. Chanvisanuruk

obtained his JD from the University of Cincinnati College of Law where he served as co-chair of the student GLBT organization. Mr. Chanvisanuruk also holds a Master of Public Affairs from Indiana University, Bloomington.

Andrew Chapin, Director of Public Interest Scholars & Counseling at Fordham Law School, has more than 15 years of experience advising New York City law students and attorneys about their legal careers, and producing and participating in legal career programs, job fairs, and national conferences. For more than three years, Mr. Chapin was Associate Director of Career Planning at City University of New York School of Law, and for more than nine years prior to that, he was a Placement Officer in Career Services at Columbia University School of Law. Mr. Chapin has additional experience working in the Department of Legal Services at Gay Men's Health Crisis and the Office of General Counsel at COS Computer Systems, and providing support services to attorneys and partners at several Manhattan law firms. A long-time advocate for increasing diversity and ensuring civil rights, equal opportunity, and benefits in employment, Mr. Chapin is a member of various committees of the Association of the Bar of the City of New York, New York County Bar Association, Association of American Law Schools, American Bar Association, and National Lesbian and Gay Law Association. Mr. Chapin is a member of and/or volunteers with several organizations, including Ali Forney Center, Human Rights Campaign, Lambda Legal Defense and Education Fund, Habitat for Humanity, NAACP, and ACLU.

Alex Chartove is a partner in Morrison & Foerster's Northern Virginia office with over 20 years of intellectual property law experience. His practice focuses on intellectual property prosecution, litigation, counseling, and licensing in a variety of advanced technologies. These technologies include medical devices, biomedical implants, robotics, semiconductors, software design, telecommunications, computer peripherals, encryption, coding and information theory, display technologies, optical networking, and financial services and transactional business methods. Mr. Chartove has written and lectured on many intellectual property topics. His numerous books and articles on patent law have been published in the US, Asia, and Europe. He is a member of the bars of California, New York, Virginia, and the District of Columbia.

Norma F. Cirincione is Director of Alumni Relations and Associate Life at Cleary Gottlieb Steen & Hamilton LLP, where she has worked in the field of legal recruiting and personnel for over 30 years. She holds an AB in French from Trinity College, an MAT in French from Assumption College, and a post graduate degree from the Institut de Phonétique of the Sorbonne. Ms. Cirincione taught French and Italian at the American College of Switzerland where she was also Dean for Student Affairs. She has been an active member of NALP since 1980. She is currently serving as NALP's Vice-President and is also a member of the Part V Task Force on Timing Guidelines.

Kristine L. Collins, President, Collins Consulting Group, has over 20 years of selling experience within the legal and training industries, as well as direct sales to Fortune 500 companies. She brings a unique legal background from law firm management and finance, including the practice areas of bond financing and transactional real estate, to expertise in law firm marketing and business development training programs for attorneys. Within the past ten years, she has improved sales and initiated start-up sales groups for both challenging markets and new companies – particularly those owned or run by attorneys. Recognizing the business challenges faced by law firms and their member attorneys to drive for new revenue, she realized that the talent and skills actually lay right within the firm itself. Over a period of time, she has developed proven methods of developing "attorney sales stars" through training and key secrets that have been utilized by corporate America for many years.

Karen Comstock has held the position of Cornell Law School's Assistant Dean for Public Service since April 2004. As such, she counsels students and alumni on all aspects of the public sector job search, presents career-related programs, develops employer contacts and job search resources, organizes pro bono projects, and fund raises for law school public interest programs. Prior to April 2004, she was the Assistant Dean for Career Services. From 1989-1994 she held the position as Brooklyn Law School's first Public Interest Coordinator. Previous experience includes work with the New York Public Interest Research Group, the US Public Interest Research Group, the Office of the US Senate Legal Counsel, and a 1984 Ralph Nader voter education project. Ms. Comstock was a member of the first Equal Justice Works National Advisory Committee, and is a long-standing member of the NALP Public Service Section, which she chaired this past year, and is a member of NALP's GLBT Section. She is also a member of the Association of American Law Schools' sections on Student Services and Public Interest and Pro Bono Opportunities. She is a certified mediator with the NYS Unified Court System, and has been a volunteer with the Community Dispute Resolution Center in Ithaca, NY, since 2000. She received her BS in 1984 and JD in 1989 from the State University of New York at Buffalo.

Diane M. Costigan, MA, ACC, is an executive coach and consultant with Firm Leader Inc. She coaches attorneys on leadership, performance enhancement, and personal effectiveness competencies such as time and stress management and work-life balance issues. She consults on talent development at law firms – particularly with respect to evaluation systems, upward reviews, mentoring, benchmarks, competencies, and career development. Ms. Costigan holds a masters degree in organizational psychology from Columbia University and a certificate in Organizational & Executive Coaching from New York University. She is also certified by the International Coach Federation as an Associate Certified Coach. She is qualified to administer, interpret and coach from the Myers Briggs Personality Type Indicator® (MBTI) and the Emotional Competency

Inventory[®] (ECI). Ms. Costigan has over 15 years of law firm experience. Previously she had been the Senior Director of Professional Development and Organizational Effectiveness at LeBoeuf, Lamb now Dewey & LeBoeuf, where she was responsible for legal recruiting, legal personnel, professional development, and diversity.

Marcy Cox is the Assistant Dean of Career Development at the University of Miami School of Law. Ms. Cox is active in the legal career professionals network and has held numerous leadership positions within NALP, including member of the Board of Directors, Chair of the Diversity Section, Chair of the Audit, Investment, and Nominating Committees, Vice-Chair of the Conference Planning Team, and Liaison to the ABA Commission on Racial and Ethnic Diversity in the Profession. She has also served as the President of the South Florida Association for Law Placement, Chair of the Southeastern Law Placement Consortium, and a member of the Florida Bar Committee on Professionalism and the Florida Memorial College Board of Visitors. Prior to joining the University of Miami, Ms. Cox practiced law in both Los Angeles and Miami. Ms. Cox received a BA from the University of Southern California, a law degree from Boalt Hall School of Law at the University of California, Berkeley, and a Master of Fine Arts in Film from the University of Miami. While in California, Ms. Cox was an active member of the community, serving on the University of Southern California Women's Athletics Board of Directors and as the Vice Chair of the Los Angeles County Bar Association's Juvenile Justice Committee.

Charles D. Cramton is currently the Assistant Dean for Graduate Legal Studies at Cornell Law School, a position he has held since the fall of 2000. Mr. Cramton received his AB in 1978 from Cornell University, his MA in legal history from the University of Virginia in 1980, and his JD from Cornell Law School in 1983. He is admitted to practice in New York and in both the US District Court and US Bankruptcy Court for the Western District of New York, as well as the US Court of Appeals for the DC Circuit. Prior to coming to Cornell in 1994, he was in private practice for over ten years in Rochester, New York, concentrating on corporate and business law. Mr. Cramton is the past chair of the American Association of Law Schools' Section on Graduate Programs for Foreign Lawyers and is currently a member of its executive committee. From October 2000 through September 2005, he served as one of 16 members of the New York State Continuing Legal Education Board, and is Cornell Law School's CLE coordinator. He has been an active member of the New York State Bar Association's Committee on Legal Education and Admission to the Bar, first as a member and then as chair of the committee from 2004-2007. In May of 2005 he was appointed by the president of NYSBA to the "Special Committee on the Bar Examination," a committee charged with evaluating the effectiveness of the current bar examination process in New York. Through both the CLEAB and the Bar Exam Committee he has had frequent interaction with the NYS Board of Law Examiners and is the law schools' primary contact with the Board, in addition to its registrar's

office. He is a member of the American Bar Association, the American Association of Law Schools, NALP, the New York State Bar Association, and the Tompkins County Bar Association.

Jacqueline Wilson Cranford is the Director of Diversity at O'Melveny & Myers LLP, responsible for oversight and implementation of the firm's strategic priorities relating to diversity. In that capacity, Ms. Cranford works with the firm's leadership and management teams to ensure effective integration of the firm's diversity commitment into every aspect of its operations. Before assuming her current role, Ms. Cranford was O'Melveny's Director of Attorney Recruiting and Professional Development. Prior to focusing her career on talent development, Ms. Cranford practiced law for six years, first as a litigator at Kirkpatrick & Lockhart LLP and then as a trial attorney in the Environment and Natural Resources Division of the US Department of Justice. Ms. Cranford graduated from the University of Virginia School of Law in 1993, where she was an advocate for diversity in the legal profession and earned awards for her oral advocacy skills. She received her BA from Oral Roberts University in 1987. Ms. Cranford is an active member and former board member of NALP and currently serves on NALP's Diversity Recruitment Task Force. She also is a founding member of the Association For Law Firm Diversity Professionals.

David Cruickshank is a partner with Kerma Partners. He advises law and other professional services firms on practice management, leadership development, and talent retention strategies. He works with professional development partners, departments, and hiring partners to convert training to a strategic advantage of the firm. Mr. Cruickshank creates customized programs on team leadership, time management, project management, negotiation, delegation, feedback, and business development skills. He has worked as a training consultant in top 50 firms in Canada, the United Kingdom, and the US since 1990. As a former law professor and practitioner in Canada, he became well known for the study and practice of practical skills such as negotiation, interviewing, drafting, and effective communications. He teaches as an adjunct at the Pepperdine Law School master's program and is a frequent conference speaker. Mr. Cruickshank has most recently been Director of Professional Development at Paul, Weiss, Rifkind, Wharton and Garrison in New York. He has a master's degree in law from Harvard Law School. His law degree and BA were earned at the University of Western Ontario. Mr. Cruickshank is based in New York City.

Charles Curtis is the Director of Partner Hiring and Integration at Pillsbury Winthrop Shaw Pittman LLP, where he is responsible for the firm-wide recruitment and integration of partner candidates. His responsibilities include developing and implementing strategies for identifying partner talent, managing all aspects of the partner hiring process, including financial analysis of individual partner candidates and groups, developing and maintaining relationships with reputable search firms

internationally, and developing and implementing successful integration programs that ensure new partners are effectively integrated and appropriately supported in expanding their practices within Pillsbury's platform. Mr. Curtis has nearly 25 years of experience in human resources and recruiting for professional services firms, including hiring and supervising contract attorneys. Prior to joining Pillsbury, he served as Director of Human Resources and Attorney Recruiting at Mitchell, Silberberg & Knupp in Los Angeles; National Director of Human Resources at Latham & Watkins in Los Angeles; Director of Human Resources at BDO Seidman in Los Angeles; and Director of Human Resources with Coopers & Lybrand (now PricewaterhouseCoopers) in Los Angeles and San Diego. He received his BA in Education from Seattle University, and his MS in Counseling from San Diego State University. Mr. Curtis joined NALP in 2001. He has also been a member of the Los Angeles Area Legal Recruitment Association since 2001, serving as Vice-President from 2006-2008 and Program Committee Chair from 2004-2006.

Darius Davenport, Director of Career and Alumni Services at the Regent University School of Law, is an alumnus of Norfolk State University and the University of Wisconsin Law School. He is a member of the Wisconsin and Virginia Bars and teaches administrative law at Regent Law School. Mr. Davenport is a former US Army Officer where he spent four years as an active-duty member of the US Army Judge Advocate Generals Corps. He most recently served as an administrative and military law attorney for the Office of the Staff Judge Advocate, Headquarters, US Army Training and Doctrine Command. While serving on active duty, Mr. Davenport was appointed to perform special duties as a field screening officer for the Army JAG Corps. In that role, he traveled to law schools across the country, including Regent School of Law, to recruit the next generation of Army lawyers. Mr. Davenport's previous assignments include Assistant Post Judge Advocate for Fort Monroe, with additional duties as a Special Assistant US Attorney for the Eastern District of Virginia, Chief, Legal Assistance, Trial Counsel and Claims Attorney; and Legal Assistance attorney for the Office of the Staff Judge Advocate 18th Airborne Corps.

Libby Davis, JD, is the Assistant Dean, Career Services & Alumni Relations of Lewis and Clark Law School in Portland, Oregon, and is responsible for the overall functioning of the office, doing extensive outreach with employers around the country, and with state and local bar associations, as well as doing individual counseling and some programming. Ms. Davis is a 1993 graduate of the law school, and was in private practice and also directed the alumni office at the law school prior to joining career services. She is a member of NALP, the Oregon Women Lawyers Foundation Board of Directors, the Oregon State Bar, and the Multnomah Bar Association.

Randy Dean, the "Totally Obsessed" time management/e-mail guy, is a professional speaker and sought-after expert on time and e-mail management, effective organization, and the related use of technology. For more than 18 years, Mr. Dean has been leading training and speaking programs and presentations for corporate, academic, and association audiences. Obsessed with time management and personal productivity, he left a successful career as a graduate program admissions director, professional marketer, and manager to become a leading speaker and trainer. The author of two books on time and e-mail management, he has led programs for thousands of satisfied and inspired students, managers, and professionals on being more productive and purposeful with their time and life. His book *Taming the E-mail Beast* will have its national paperback launch this year (2009). His highly informative and entertaining speaking and training programs leave audience members with applicable tools, strategies, and skills on how to better manage their time immediately following their program experience.

Matt DeGrushe is the Assistant Dean for Career Services at the University of Southern California Gould School of Law. He has ten years' experience in career services working with law students at USC, as well as Pepperdine University School of Law, and with MBA students at the USC Marshall School of Business. In addition, Mr. DeGrushe spent several years as a recruiting administrator at McKinsey & Company, a strategic management consulting firm. He holds a BS in Business Administration from Indiana University and an MS in Higher Education Administration from the University of Southern California.

Ilona Deremer has been the Assistant Dean of Career Services at the Sandra Day O'Connor College of Law at Arizona State University since 2001, where she sets career services policies and procedures, supervises staff, and administers programs. Prior to joining ASU, Ms. Deremer was the Associate Dean for Admissions, Financial Aid and Career Services at Gonzaga University School of Law between 1982 and 2001 where she oversaw the administration of student support activities. She has served as a member of the Maricopa County Bar Association Diversity Committee and is a member of the Arizona Bar Disability Committee. Ms. Deremer has an MA in Business Education from Eastern Washington University.

David M. Diamond is the Director in the Center for Career Strategy and Advancement at the Northwestern University School of Law. Prior to joining Northwestern Law, he worked in career services at The Ohio State University Moritz College of Law and The John Marshall Law School. Mr. Diamond practiced law in Chicago for six years as a corporate practitioner. He holds a JD from the University of Michigan Law School and a BA from the University of Iowa. Mr. Diamond also holds an MA in Higher Education and Student Affairs from The Ohio State University, where he focused on human and psychological development, including receiving PhD level training in counseling psychology. He previously served on the NALP Nominating Committee (Midwest Region) and is presently the vice-chair of

the NALP Lawyer/Law School Collaborations Professional Development Sections Work Group. He is also a member of the Public Interest Law Initiative Board of Directors. Mr. Diamond is a past presenter at the NALP Annual Education Conference and the NALP/PSLawNet Public Service Mini-Conference.

Lisa Dickinson is currently the Attorney Recruiting and Professional Development Manager for Kirkland & Ellis LLP in San Francisco. Prior to that, she served as the Director of the Office of Career Planning at the University of San Francisco for over seven years. Ms. Dickinson is a past NALP President and former Board Member. She has been involved in several NALP initiatives including the Timing Guidelines Task Force. Ms. Dickinson has served as President and remains actively involved in the Bay Area Legal Recruitment Association. She also currently serves on the Board of Directors for PIC, a state-wide coordinator of legal services in California. Ms. Dickinson is also a member of the Bar Association of San Francisco's LGBT Issues Committee, a subcommittee of its Equality Committee, which researched and wrote a report on best practices in the hiring, retention, and promoting of LGBT employees.

Indira Dingledine currently advises international students and scholars regarding their rights and responsibilities under non-immigrant regulations as Visa Advisor at the Georgetown Law Center. She provides guidance to foreign students in such areas as US regulations, student visas, academic policies, employment of non-US citizens, change of status, re-entry into the US through the Customs and Border Protection process, and other related matters. In addition, she advises university administrators on regulations associated with the enrollment of international students. Ms. Dingledine's career, prior to her current position, was focused in the field of civil rights law and policy as it relates to K-12 education. Her work in K-12 education law included the monitoring of court-ordered state desegregation compliance and conducting federal agency evaluations for the Presidential Task Force on the Employment of Youth with Disabilities. In addition, Ms. Dingledine developed business for the firm of the McKenzie Group Educational Consultants. She received her JD from Albany Law School of Union College.

Ronit Dinovitzer is an Assistant Professor of Sociology at the University of Toronto and a Faculty Fellow at the American Bar Foundation. Professor Dinovitzer's research focuses on stratification in the legal profession and the social organization of lawyering. She is a member of the Executive Coordinating Committee for the *After the JD* project, the first national longitudinal study of law graduates in the US. In addition to her research on the legal profession, Professor Dinovitzer also works on the sociology of crime and criminal justice. Her recent articles have appeared in *Law & Society Review*, *Social Forces*, and the *British Journal of Criminology*.

Vanessa L. Dobson is the Firm-wide Recruiting Manager for McDermott Will & Emery LLP and is based out of the New York office. Ms. Dobson works closely with the Director of Legal Recruiting at McDermott on managing various firm-wide projects such as the firm's recruiting database, generating statistical reports, student outreach at law schools, lateral orientation procedures, attorney relocation policy, and much more. Prior to her current role, Ms. Dobson worked in the Los Angeles office as the Recruiting Coordinator for two years on managing all aspects of student, lateral and judicial clerkship hiring. Her experience in the legal recruiting industry spans over nine years, starting with working at Milbank, Tweed, Hadley & McCloy LLP. Ms. Dobson received her Masters in Human Resources as an evening student while working in the recruiting department at Milbank. Currently, she is on the 2008-2009 NALP Nominating Committee and is the Chair of the New York City Recruitment Association.

Julie Doss, Assistant Dean for Career Services, Texas Tech University School of Law, received her JD from Texas Tech in 1999, after graduating from Texas A&M University in 1995 with a degree in Management. Ms. Doss was a member of the *Texas Tech Law Review*, serving as a Staff Member and Articles Editor. Following law school, Ms. Doss worked as an associate with the law firm of Nelson & Nelson in Lubbock, Texas. Ms. Doss's practice consisted primarily of insurance defense. Ms. Doss joined Texas Tech University School of Law as Director of Career Services in 2003, and was named Assistant Dean for Career Services in 2008.

Mariely Downey is the Attorney Employment Manager at Hodgson Russ LLP in Buffalo, NY. She manages lateral associate and lateral partner hiring, lateral orientation, entry-level associate orientation and training, the summer associate programs (in Buffalo and NYC), and fall recruiting for entry-level and summer associate positions. Ms. Downey also oversees a variety of projects related to state bar admission, lateral due diligence, and budgeting and statistical reporting, as well as law school and diversity outreach. Before becoming a legal career professional, Ms. Downey practiced tax and employee benefits law in Buffalo and was a training and education coordinator for a large Head Start grantee in Arizona.

Diane Downs has been a career counselor and member of NALP since 1999. She is currently a Manager in the Global Attorney Development department – specializing in Attorney Relations and Coaching – at the law firm of Paul, Hastings, Janofsky & Walker LLP. She meets with associates to assist them in developing their long- and short-term career plans, whether on their pathway to partnership or in the pursuit of an alternative career path. Prior to joining Paul Hastings, she served as the Associate Dean for Career Planning & Placement at the University of Pennsylvania Law School, where she advised prospective and current students as well as alumni in all phases of their career development; as Assistant Dean at the University of Chicago Law School; and as a law clerk in

New York State and in the State of Iowa. She has served on NALP's Alternative Careers Committee, Nominating Committee, Recruitment Practices Committee, and the Public Service Committee. She is a graduate of the State University of New York at Buffalo and the Harvard Law School.

Marilyn F. Drees is the Director of the Yale Law School Career Development Office. A graduate of Stanford Law School and the University of Alabama, Ms. Drees began her legal career as a law clerk to Hon. Robert S. Vance on the Eleventh Circuit US Court of Appeals and has held a variety of posts in the private sector, the federal government, and the legal academy. She joined Yale's Career Development Office in 1999 and has worked primarily with students and alumni seeking judicial clerkships, postgraduate fellowships, and careers in law teaching. She has been actively involved in NALP since arriving at Yale and currently serves as a member of the NALP Board of Directors. Ms. Drees has contributed to numerous national efforts for both clerkships and fellowships. She was part of the original working group that assisted in the development of the Federal Law Clerk Information System, and has led the law school representatives to the OSCAR working group since its formation in 2004. She co-chaired NALP's Judicial Clerkship Committee in 2004-05 and currently chairs the OSCAR working group in the Judicial Clerkship Section. Ms. Drees was also active in the early stages of the expansion of PSLawnet's public interest fellowship database and the creation of its *Comprehensive Fellowship Guide*. She has participated in numerous programs on judicial clerkships and fellowships at NALP annual conferences and AALS annual meetings and has authored articles on the clerkship process for the *NALP Bulletin*, *New York Law Journal*, and *Legal Times*.

Sheila Driscoll is the Assistant Director and Director of Judicial Clerkships for the George Washington University Law School where she has worked since 2002. Over 500 students graduate from GW Law each year, and more than 10% go on to clerk immediately after they graduate. As the clerkship advisor, Ms. Driscoll has counseled hundreds of law students and alumni as they navigate through the clerkship application and hiring process. Before joining GW Law, Ms. Driscoll was a recruiter for a legal placement firm and a litigation attorney for a large law firm in Boston, MA. In addition, after her graduation from Georgetown University Law Center in 1995, she clerked for two years for the Honorable Thomas K. Moore, a US federal judge for the District of the Virgin Islands on the island of St. Thomas.

Robert Edwards is the Director of Legal Recruitment in the New York office of Fried, Frank, Harris, Shriver & Jacobson LLP. In that role, he oversees the firm's summer, first-year, and lateral hiring efforts. He also sits on several firm-wide committees dealing with diversity and retention. Mr. Edwards is a graduate of Fordham University School of Law and was a litigation associate at Hughes Hubbard & Reed. He also spent several years working for the Democratic National Committee in New York

and Washington, DC before joining Fried Frank in 1999. In addition to his work at Fried Frank, Mr. Edwards works with several public interest organizations dealing with LGBT issues.

Deborah Ellis, Assistant Dean for Public Interest Law at New York University School of Law, directs both the Public Interest Law Center (PILC) and the Root-Tilden-Kern Scholarship Program. Prior to heading PILC, Ms. Ellis had a varied public interest career, including Legal Director of the NOW Legal Defense and Education Fund, where in 1992 she argued *Bray v. Alexandria Women's Health Clinic* before the US Supreme Court. She also served as Legal Director of the ACLU of New Jersey, and as a Staff Attorney at the ACLU Women's Rights Project, and at the Southern Poverty Law Center. Ms. Ellis has also done extensive teaching, including two years as an Acting Assistant Professor in NYU's Lawyering Program, and as an Adjunct Professor at Yale College, NYU School of Law, and Rutgers Law School. She has spoken and published widely on women's rights and public interest legal careers. She serves on the Advisory Council to PSLawNet (Public Service Law Network), the Executive Committee of the AALS Pro Bono Section, and on the Advisory Board of A Better Balance. Ms. Ellis graduated from Yale College and from NYU Law where she was a Root-Tilden-Kern Scholar. She clerked for Judge Frank M. Johnson, Jr., of the Eleventh Circuit Court of Appeals, in Montgomery, Alabama.

Bruce Elvin is the Associate Dean and Director of Duke Law School's Career & Professional Development Center, as well as a Senior Lecturing Fellow at Duke. Mr. Elvin co-teaches the business and economics of law firm practice at Duke Law School. The course takes a practical approach to introducing students to the business drivers of law firms and to helping students internalize that success as a professional requires interpersonal skills and business acumen beyond simply intellect. Mr. Elvin developed and taught the curriculum with George Krouse, Senior Partner at Simpson Thacher & Bartlett in New York. In 2002, Mr. Elvin had a similar course certified for CLE credit in New York State, "The Business of Law and Developing Relationships for Law Firm Associates." A graduate of Stanford University and Duke Law School, Mr. Elvin worked for two years in Munich, Germany, followed by practice at Baker & McKenzie and White & Case. Subsequently, he took on a business role at two high-tech firms. Immediately prior to coming to Duke, Mr. Elvin did consulting and recruiting for large law firms and corporate legal departments at Heidrick & Struggles in New York. Mr. Elvin brings experience as a lawyer, law firm client, law firm consultant, recruiter, and counselor of law students to his teaching.

Michael J. Ende is the Assistant Dean for Career Services at Hofstra University School of Law. He is a 1989 graduate of the Fordham University School of Law, where he was Articles Editor for Volume 12 of the *Fordham International Law Journal*. He also holds a BA in English from the State University of New York at Albany. Mr. Ende spent six years serving as the Managing Director for both Kelly Law Registry and Winston Legal

Staffing, two leading companies specializing in the recruitment and placement of attorneys. Prior to entering the legal staffing and placement business, Mr. Ende was a partner with the law firm of Cullen and Dykman, LLP, in Garden City, New York, where he specialized in bank regulatory and compliance and corporate transactional matters. Mr. Ende has also served as Assistant to the General Counsel of the National Hockey League.

Josh Epstein, Associate, Wallace King Domike & Reiskin, PLLC, is an environmental lawyer. His practice involves regulatory compliance counseling, mainly on stationary and mobile source Clean Air Act matters, in addition to enforcement defense. Mr. Epstein offers extensive experience with hazardous waste site remediation enforcement matters, having served as an Attorney-Advisor in the Environmental Protection Agency's Office of Enforcement and Compliance Assurance from 2004 until joining the firm in mid-2007. Mr. Epstein commenced his legal career at EPA as a Judicial Law Clerk for Administrative Law Judge Carl C. Charneski, in which capacity he developed expertise in a wide range of environmental enforcement matters, including the Clean Water Act, the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA), the Toxic Substances Control Act (TSCA), and the Resource Conservation and Recovery Act (RCRA). Mr. Epstein is an Adjunct Professor of Law at The George Washington University Law School. He teaches Legal Research and Writing (LRW), and was a Dean's Fellow in the LRW Program as a law student.

Arthur Fama assumed the leadership of the Benjamin Cardozo Schol of Law Office of Career Services as Associate Dean following a long career as counsel at Skadden, Arps, Slate, Meagher & Flom, LLP, where he specialized in complex litigation. He holds a BA from Cornell University and a JD from Fordham Law School. He clerked for US District Judge Inzer B. Wyatt of the Southern District, after which he served as an attorney at the New York State Commission on Government Integrity. Throughout his career, Mr. Fama has devoted substantial time and energy to pro bono activities. He was an interim program director and teacher at the New York Civil Rights Coalition, served as a volunteer at a women's shelter, helped prepare and serve meals for the needy, and has been active in bar associations. He has presented at and moderated various NALP panels on diversity and public interest programs and he currently serves on the NALP Board of Directors.

Gihan Fernando is Assistant Dean for Career Services at Georgetown University Law Center. After practicing law with McKenna & Cuneo in Washington, DC, he joined NYU School of Law's Office of Career Counseling and Placement, where he worked closely with JD and foreign LLM students. In 1995 he joined Cornell Law School, where he served first as Director of Career Planning and Counseling, and then as Assistant Dean for Student Services. Mr. Fernando received his BA from Johns Hopkins University, and his JD degree from the Georgetown University Law Center, where he was a member of the

Georgetown Law Journal. He is a member of the District of Columbia and New York State Bars. He served as NALP's President for 2007-08 and his NALP service also includes work on the Board of Directors, the Nominating Committee, the Leadership/Membership Diversity Task Force, and the Part V Task Force.

Gwendolyn L. Ferrell brings to the legal community 27 years of counseling, training, management, and organizational development experience. Currently, she is the Associate Director of Career Services at the Louisiana State University Paul M. Hebert Law Center in Baton Rouge. In her current position, Ms. Ferrell counsels students on all aspects of their job search and works with students interested in both traditional and alternative career paths. Ms. Ferrell works closely with the minority students of the law center, addressing their specific and unique needs, and coordinates all minority job fairs. Prior to joining the law center, Ms. Ferrell started her career as a counselor with the University of Louisiana – Lafayette's academic development and counseling center. She later became the Leadership & Staff Development Coordinator for Louisiana Health Systems, specializing in management and diversity training for the healthcare industry. Her areas of expertise include performance management, design and delivery of training curricula, diversity training, workforce transitioning, communications, and team building. She has served on various community boards and worked with the Lafayette Parish crisis hotline and the battered women's shelter as a crisis counselor. Ms. Ferrell has served NALP as a program presenter, as a member of the 2006-2007 Nominating Committee, and most recently as Southeast Regional Coordinator and a member of the 2008 annual conference planning committee. Ms. Ferrell holds both a BA in psychology and an MA in counseling psychology.

Trisha Fillbach is the Director of Career Development at Drake University Law School in Des Moines, Iowa. Prior to joining Drake, she worked in career services at Pepperdine School of Law. Ms. Fillbach received her JD from Hamline University School of Law and her BA in journalism–public relations and history from the University of Wisconsin–Madison. She has previously served as a Judicial Law Clerk to the Honorable Judge Debra Jacobson in Rochester, Minnesota. Following her clerkship appointment, she practiced family and criminal law at DeWitt Ross & Stevens, s.c. in Madison, Wisconsin for two years. She is currently working toward her Masters in Mental Health Counseling at Drake University.

Michael Fischer is a partner in Quarles & Brady's Labor and Employment Law Group. True to his first career as a teacher, the focus of his practice is on counseling and training for clients, with a goal of providing front-end solutions by promoting work environments characterized by respect, tolerance, and teamwork. Long before the advent of large and well-publicized diversity initiatives in the private sector, Mr. Fischer exhibited his commitment to diversity as a teacher. At the University of Michigan in the early 1990's, Mr. Fischer lobbied for, designed,

and then launched two hitherto untaught classes within Michigan's English Department: one focusing on Latino and Latina writers throughout the Americas and the second focusing exclusively on literature of women of color in the US. At Quarles, Mr. Fischer is a member of the Diversity Committee, architect of the Minority Liaison Program, and Chair of the Mentoring Program. In each of the three years that he has chaired the Quarles mentoring program (2006-2009), Quarles has been ranked as one of the top 5 mentoring programs in the country, on the basis of surveys of more than 18,000 associates in more than 160 law firms, in the Vault Guide to the Top 100 Law Firms. Mr. Fischer graduated *summa cum laude* from Yale, received an MA in English from Michigan, and graduated *magna cum laude* from Harvard Law School.

Valerie Fitch became Director of Professional Development at Pillsbury Winthrop Shaw Pittman LLP in 1998 after practicing in Winthrop's litigation department for nine years. She has been an Adjunct Professor of Law at Brooklyn Law School since 1991, teaching legal writing and fundamentals of legal drafting. As the Director of Professional Development, she has firm-wide responsibility for attorney training and development programs, for the oversight of staff development programs, and for seminars and other learning opportunities provided to the firm's clients. These programs are all part of Pillsbury University, the firm's training and development organization. Ms. Fitch is the Chair of the Continuing Legal Education Committee of the New York City Bar Association, as well as a member of the City Bar's Committee on Recruitment and Retention of Lawyers. She is also a member of the Professional Development Consortium (PDC).

Olivia Freeman is the Firmwide Attorney Development Coordinator at Akin Gump Strauss Hauer & Feld LLP. Supporting the needs of over 900 attorneys, Ms. Freeman manages all aspects of attorney development, including assisting in the facilitation of the CLE function. In addition, she is responsible for the coordination and execution of in-house attorney training, including surveying attorney feedback and soliciting ideas for additional training, planning retreats, and marketing training programs. Prior to joining Akin Gump, Ms. Freeman spent three years at another large international law firm where she assisted with the attorney development and CLE aspect of the New York office. Ms. Freeman is currently a member of NALP and the PDC. She works in the New York Office of Akin Gump.

Stephen Frenkel is the Director of Negotiation Programs at MWI. In this role, Mr. Frenkel oversees MWI's Negotiation Training programs and consulting services in the corporate, institutional, and nonprofit sectors. Mr. Frenkel's expertise is in helping clients achieve optimal results through collaborative negotiation. He has worked with global clients, including Analog Devices, ING Bank, Capital One, NeighborWorks America, Sallie Mae, the International Professionals Network, Women Presidents Organization, Iron Mountain, and CVS Caremark to diagnose negotiation challenges in the workplace and to create

and deliver custom negotiation training workshops and modules around the world. Mr. Frenkel has also worked with several national dispute resolution organizations to redesign their internal processes and build their strategic alliance network of partners and government agencies. He has experience mediating and coordinating contract and civil disputes. He is a guest-lecturer on advanced negotiation topics for the Graduate Programs in Dispute Resolution at the University of Massachusetts Boston, where he earned his masters degree. Mr. Frenkel is a regularly featured speaker at conferences and events across the nation, where he provides information about the collaborative negotiation process and its benefits.

Beth Fuson has served as the lateral recruiting coordinator at Howrey LLP and as a recruiting administrative assistant at Jones Day. Prior to those experiences, she spent several years in university recruitment, admissions, and financial aid, including positions in the offices of financial aid and special academic programs, where she counseled students regarding financial aid matters, and the school's academic institutes in communications law, public service law, and international comparative law. She has written articles for the *NALP Bulletin* and was able to successfully employ many of the market-research projects she utilized in higher education in her work at law firms. She holds a Master's Degree in administration and planning from Vanderbilt University and has completed additional coursework in organizational leadership and Human Resource Development.

Kristina Gajewicz is the North American Regional Recruiting Director for Baker & McKenzie LLP. She holds a fundamental role in the coordination of the firm's North American regional recruiting initiatives. She received her BA in organizational communications and criminal justice from Western Michigan University. Ms. Gajewicz has nearly 15 years of legal recruitment and human resource experience. Prior to joining Baker & McKenzie, Ms. Gajewicz was a Regional Attorney Recruitment Manager with McGuireWoods LLP and also held a regional recruiting role at Foley & Lardner. She is very active in NALP and has held numerous national and regional positions over the past 11 years. Most recently, Ms. Gajewicz chaired the 2007 Annual Conference and is currently serving on the Research Advisory Group. Ms. Gajewicz has also held positions with the Chicago City Group, CALPA, as President and Secretary.

Terrence Galligan is currently Assistant Dean for Career Development at the University of California, Berkeley, School of Law (Berkeley Law). He has overseen Berkeley Law's judicial clerkship application process since 2002. He is a founding member of the law school working group advising court administrators and judges responsible for the creation and development of the Online System for Clerkship Application and Review (OSCAR). He is a past Chair of NALP's Judicial Clerkship Section (2005-06) and a current member of NALP's Board of Directors. From 1994-98, he was a litigation partner in

the New York office of Kirkland & Ellis. He is a graduate of the Georgetown University Law Center.

Jackie Gardina, Associate Professor of Law, Vermont Law School, specializes in civil procedure, administrative law, and bankruptcy, with a special emphasis on environmental obligations in bankruptcy. At Vermont Law School, she has taught administrative law, bankruptcy and environmental law, civil procedure, and federal courts. She is currently on the Board of Servicemembers Legal Defense Network. Professor Gardina received her BA degree in political science from the University of Iowa in 1988 and her MA in social work from Boston University in 1993. Before attending law school, she worked as an outpatient clinical social worker. Six years later, she graduated *magna cum laude* from Boston College Law School. Upon graduation, she clerked for Chief Judge William Young of the US District for the District of Massachusetts and then for the Honorable Levin Campbell of the First Circuit Court of Appeals. In addition, she was an associate at the Boston firm of Choate, Hall, and Stewart, where she practiced in the commercial litigation department. Before joining the Vermont Law School faculty in 2003, Professor Gardina was an adjunct professor at Boston College Law School and a special guest lecturer at Landmark College. Professor Gardina is recognized as an accomplished teacher, receiving the VLS Student Bar Association Faculty Service Member Award in 2004, 2005, 2006, and 2007, and is advisor to the Gay/Straight Alliance student group. In addition to her teaching duties, Professor Gardina has spoken and written on a variety of topics including learning disabilities in higher education, bankruptcy, federal sentencing guidelines, the Solomon Amendment, and Don't Ask Don't Tell.

Suzanne Gentes is the firm-wide Director of Professional Recruitment & Development at Finnegan, an intellectual property law firm with five domestic and four international offices, and more than 375 lawyers, 60 student associates, and ten technical specialists. Ms. Gentes has worked with Finnegan for 15 years and oversees attorney and student recruitment, professional development, and advancement and retention initiatives, including orientation, mentoring, career development, and training. Ms. Gentes serves as a member of the firm's Coordinating, Associate Advisory, Pro Bono, and Diversity & Inclusion Committees. She is a member of NALP, WALRAA, and the Professional Development Consortium.

Gayle George serves as Director of Human Resources at Fried, Frank, Harris, Shriver & Jacobson LLP for its domestic offices. In that role, she supervises 15 staff members and manages functions requiring her to work closely with the Firm's Chairwoman and Managing Partner in executing firm business strategy decisions, including those with a global focus. She also oversees hiring, compensation, training, evaluation and benefits functions for administrative staff and all administrative functions for the legal staff. Prior to joining Fried Frank, she was the first person Skadden Arps hired in a human resources position, and held the position of Director of Human Resources for

12 years during its early growth phase from approximately 350 to 3500 employees in seven regional and three international offices. Prior to that, she was the Personnel Manager for Sullivan & Cromwell. She holds an MBA from Bernard M. Baruch's Graduate School of Business and a BBA in Management from Bernard M. Baruch College.

Brett Gilbert is the Assistant Dean for Career Services at Touro College Jacob D. Fuchsberg Law Center in Central Islip, NY. Prior to joining Touro, he was an Associate Director of Career Services at Brooklyn Law School for several years. In his pre-career services life, Mr. Gilbert practiced criminal defense law for 13 years as a staff attorney with the Legal Aid Society, Criminal Appeals Bureau, as a partner at Brafman, Gilbert & Ross in New York City, and as a solo practitioner with his own firm. He has also clerked for the Honorable Marcy L. Kahn, Justice of the New York State Supreme Court, New York County, Criminal Term. Mr. Gilbert received his BS in physics and MA in philosophy from the University of Toledo, and his JD from the State University of New York at Buffalo. He created and maintains Touro's Career Services Office blog at <http://tourolawcso.blogspot.com>.

Patricia Gillette, a partner in Orrick's San Francisco office, is a member of the Employment Law group. Ms. Gillette's practice focuses on all aspects of employment law, including wrongful discharge and discrimination litigation in both state and federal court, representation of employers in hearings before administrative agencies, and counseling and training employers on preventive personnel practices. Ms. Gillette is the founder of the Opt-In Project, a nationwide initiative focused on changing the structure of law firms to increase the retention and advancement of women in the workplace. Ms. Gillette speaks frequently on these issues at conferences across the nation. She also is Orrick's representative on the Hidden Brain Drain Task Force, a cross industry group focused on issues facing women and minorities in the workplace.

Mike Gotham is Director of Recruiting & Retention at Perkins Coie. Prior to that, he served as Director of Attorney Recruiting for Heller Ehrman from 2006 through 2008. Mr. Gotham also worked as Director of Lawyer Recruiting and Professional Development for Stoel Rives LLP for five years. He was Director of Career Planning and Public Service at the University of Washington School of Law for five years before joining Stoel Rives. Mr. Gotham is currently President of NALP. Mr. Gotham's recent NALP activities also include serving on the association's Part V Task Force (2007-2009), as an at-large member of the Board of Directors (2002-2004), a member of the 2005-2010 Long-Range Strategic Planning Committee, chair of the Timing Guidelines Taskforce (2003-2004), and chair of the 2006 Annual Education Conference Planning Committee. Other past NALP activities include serving as chair and vice-chair of the Public Service Committee, a member of the Educational Programming Advisory Council, a member of the Nominating Committee, and a member of the 2000-2005

Long-Range Strategic Planning Committee. Mr. Gotham was awarded the NALP President's Award in 2005 for his work on behalf of the association. Mr. Gotham is a past president of the Seattle Area Legal Recruiting Administrators group, a past chair of the Northwest Minority Job Fair, and a past chair of the Puget Sound Area Minority Clerkship Program. Mr. Gotham earned his JD from the University of Washington School of Law in 1993 and was editor-in-chief of the *Washington Law Review*.

Suzanne Gralow is the Director of Recruiting and Professional Personnel for the Washington, DC office of Kelley Drye & Warren LLP. With over 25 years of legal recruiting and human resources experience, Ms. Gralow is responsible for all aspects of attorney hiring, including lateral partner and practice group acquisitions. In addition to her recruiting responsibilities, Ms. Gralow also administers the associate mentoring program, performance evaluation review process, and professional training and development programs for the DC office. Ms. Gralow serves as an Advisory Board member of Georgetown Law Legal Writing Academy and as a member of the Washington Area Legal Recruitment Administrators Association, NALP, and the Law Practice Management Section of the American Bar Association.

Georgia Emery Gray is the Director of Legal Personnel and Recruiting for Cleary Gottlieb Steen & Hamilton LLP's Washington office. She focuses on the areas of lawyer recruitment, associate development, diversity, the summer associate program, and training for both associates and summer associates. Ms. Gray has been with Cleary Gottlieb since 1997. Currently, Ms. Gray is a member of NALP and also serves on the Strategic Planning Committee for the Washington Area Legal Recruitment Administrators Association (WALRAA).

Tom Grewe is Chief Legal Recruiting and Development Officer at Bryan Cave, where he oversees the firm's recruiting and professional development programs. He also serves on the firm's diversity committee. Prior to joining Bryan Cave, Mr. Grewe was Director of Professional Development at Carlton Fields, Director of Legal Recruiting at Ropes & Gray, and Manager of Attorney Recruitment and Development at Schiff Hardin. Mr. Grewe has been an active member of NALP since 1998 and has held a number of leadership positions within the organization. He is also a member of the Professional Development Consortium and the Chicago Association of Legal Personnel Administrators. Mr. Grewe received his BA, *magna cum laude*, from Northeastern Illinois University.

Margie Grossberg is a Partner and Co-Leader of the Global Associate Practice Group in the New York office of Major, Lindsey & Africa. Over the last eight years, Ms. Grossberg has engaged in a highly successful practice of placing attorneys in legal departments of prominent corporations and in top-tier national, international, and regional law firms. Ms. Grossberg has assisted with placements of attorneys of different levels

and in a wide array of practices, including corporate law, litigation, real estate, bankruptcy, employment, taxation, and individual client departments. In addition, Ms. Grossberg has authored articles of particular interest to the lateral attorney and has been sought after as a key speaker on a wide array of topics of interest, including attorney retention and satisfaction. Ms. Grossberg earned her BA, *magna cum laude*, from Cornell University, where she was the Class Valedictorian as well as a Cornell Ambassador. Ms. Grossberg received her JD from Brooklyn Law School. Prior to entering the field of legal search, Ms. Grossberg practiced corporate law, first at a midsized boutique where she focused on the representation of a prominent corporate raider, and later at one of the largest law firms in the country, where she specialized in both securities matters and M&A transactions. Ms. Grossberg uses her experience as a former practicing attorney (as well as a former lateral candidate) in order to enrich the experiences of her candidates.

Ross Guberman is the President of Legal Writing Pro, where he conducts hundreds of writing programs a year for many of the nation's top law firms, governmental agencies, and bar associations. He holds degrees from Yale, the Sorbonne, and The University of Chicago Law School. A former professional musician, Mr. Guberman is also an award-winning journalist and has commented on legal issues for major newspapers and television networks.

Margaret Halewski is currently the Professional Development Manager at Wiley Rein LLP in Washington, DC, where she serves the professional development needs of over 270 attorneys. Her responsibilities include the development and administration of the in-house training curriculum, CLE administration, orientation and integration, associate evaluations, and other associate affairs programs. Prior to joining Wiley Rein, Ms. Halewski worked for another national law firm as the Firmwide Attorney Development and CLE Coordinator. She spent over seven years at Georgetown University Law Center, six of those years working for the Continuing Legal Education department, which is a national provider of CLE. Ms. Halewski is a former member of ACLEA and current member of NALP. She received her BS in Business Administration degree in business management and human resources from The Ohio State University.

David Hall joined Servicemembers Legal Defense Network in 2006 and currently serves as the organization's Acting Director of Development and Information Systems Manager. He is a former US Air Force Staff Sergeant. He joined the Air Force on March 6, 1996, following in the footsteps of his father and step-father, who each served over 20 years in the Air Force. He was honorably discharged as an enlisted member from the Air Force in August 2001 following his acceptance to the Air Force ROTC in May 2001. In March 2002, Mr. Hall received a coveted slot to train to be a pilot – an honor given to approximately 500 cadets nationwide each year. At the time Mr. Hall received this honor, he was ranked #1 in his class. He was disenrolled from

AFROTC in July 2002 for "Homosexual Conduct." Following his discharge under "Don't Ask, Don't Tell," Mr. Hall became a plaintiff in Servicemembers Legal Defense Network's constitutional challenge to this federal law that allows the military to discriminate against gay and lesbian service members.

David Hall, Professor of Law, returned to the faculty at Northeastern School of Law after a distinguished career as an administrator in the law school and the university. He served as Provost and Senior Vice President for Academic Affairs at Northeastern University from 1998 to 2002. During his tenure as the chief academic officer for Northeastern, he oversaw the significant growth in the university's external research funding, retention rate, and the overall academic standing. His two major contributions were in the area of diversity and practice oriented education. Before being appointed as Provost, he served as Dean of Northeastern Law School from 1993 to 1998. As Dean, he oversaw the establishment in 1995 of Northeastern's Urban Law and Public Policy Institute, an applied research center and information clearinghouse. With a \$1.6 million grant from the US Department of Education's Urban Community Service Program, the institute is currently working with local community groups on inner city revitalization and violence prevention programs. Professor Hall served as associate dean of academic affairs for the School of Law from 1988 to 1992. He taught at the law schools of the University of Mississippi and the University of Oklahoma prior to his appointment at Northeastern, and practiced with the Federal Trade Commission in Chicago before entering academia. His publications include works on civil rights, the constitution and race, legal education, and social justice. He has authored a book on the intersection of law and spirituality, entitled *The Spiritual Revitalization of the Legal Profession: A Search for Sacred Rivers*. Professor Hall holds both a doctorate of juridical science and an LLM from Harvard Law School. He received his JD from the University of Oklahoma in 1978, where he was also awarded a master's degree in human relations. He earned his bachelor's degree from Kansas State University in 1972. Professor Hall lectures nationally on topics of social justice, leadership, diversity and spiritual values in professional life. He serves as a member of the boards of directors for numerous organizations, including Children Services of Roxbury, Educational Development Center and YMCA Black Achievers. In 1997, he was named Outstanding Dean of the Year by the National Association of Public Interest Lawyers. In 1999, he received the National Conference of Community and Justice Humanitarian Award. President George Bush appointed Professor Hall in 2003 to serve as a member of the Board of Directors of the Legal Services Corporation.

Samer Hamadeh is co-founder and COO of Vault Inc. Vault's properties include www.Vault.com, the Vault Law Online Career Library, and over 100 online-print guides such as *Top 100 Law Firms*, *Guide to Law Firm Pro Bono Programs*, and *Vault/MCCA Guide to Law Firm Diversity Programs* (now in its 5th edition for 2008-09). Before co-founding Vault, Mr.

Hamadeh was an associate at the Los Angeles management consulting firm LEK Consulting, where he focused on corporate and business strategy. Prior to that, Mr. Hamadeh co-founded and managed a customized-textbook printing company, worked at the Chevron Corporation, and co-authored *The Internship Bible* and *America's Top Internships* (Random House/Princeton Review). In addition to serving as a director on the Vault Board, Mr. Hamadeh sits on the boards of dotmenu, Inc. and the PeaceWorks Foundation. A David Rockefeller Fellow, Mr. Hamadeh holds a BS in chemistry and an MS in chemical engineering from Stanford University.

Beth A. Hansen is the Director of Career Services at the Brigham Young University Law School. Ms. Hansen joined the Career Services Office in the spring of 1999. She received her JD from Brigham Young University Law School in 1995 and a BA in Mathematics from Brigham Young University in 1989. She was an attorney with the law firm of Alverson Taylor Mortensen Nelson & Sanders in Las Vegas from 1995 to 1996 and with the law firm of Dixon & Truman, also in Las Vegas, from 1996 to 1999. Ms. Hansen has served as the Chair of NALP's Small & Medium Employers Committee and NALP's Career Paths for Lawyers Committee. She is currently a member of NALP's Board of Directors.

Susan H. Harlow is a Legal Recruitment Manager at Paul, Weiss, Rifkind, Wharton & Garrison LLP in New York. Before joining the legal recruiting department at Paul, Weiss, Ms. Harlow was an associate in the New York office of Willkie Farr & Gallagher LLP. Ms. Harlow summered at Willkie in 1999 and was an associate in the corporate and financial services department from 2000 to 2006. Ms. Harlow graduated from NYU School of Law in 2000 and attended Yale University as an undergraduate.

Sonja J. Hayes is the Associate Director of Career Development at Stetson University College of Law. She provides general counseling for all students and alumni and is the main contact for Stetson students interested in applying to judicial clerkships. Prior to joining Stetson, Ms. Hayes was the Assistant Director for Career Services at Western New England College School of Law, worked briefly in undergraduate career services, and was a practicing attorney in Connecticut. She is a member of the Connecticut bar and a graduate of Western New England College School of Law (JD, 2002) and the University of Vermont (BA, psychology, 1999).

Maja D. Hazell, Director of Diversity and Inclusion, Fried, Frank, Harris, Shriver & Jacobson LLP, leads an independent department and oversees all Fried Frank firm-wide diversity and inclusion initiatives. She creates strategies and programs to promote equal opportunity for women, racial and ethnic minorities, LGBT lawyers, and lawyers with disabilities and advises a number of critical firm committees and departments on best practices to increase diversity of cultural background among attorneys and staff. She previously served as Assistant Dean

for Career Development of Pace University School of Law, where she created and implemented career development programs and contributed to school-wide strategic initiatives. Prior to joining Pace, she was an associate at Simpson Thacher & Bartlett LLP in New York, practicing in the labor and employment litigation and executive compensation and benefits groups. Ms. Hazell also previously clerked with the law firm of Fulbright & Jaworski LLP in its Washington, DC office, the National Labor Relations Board in Washington, DC, and the New Haven Legal Assistance Association in Connecticut. She developed and implemented numerous student programs for academic and career guidance at both Yale University and Georgetown University Law Center, in conjunction with the dean's office and admissions office of both institutions and Georgetown's Office of Career Services. Ms. Hazell is a member of the Association of Law Firm Diversity Professionals, NALP, and New York City Bar Association (NYCBA). She serves on the NYCBA Committee on Recruitment and Retention of Lawyers and NYCBA Committee to Enhance Diversity in the Profession. She received her BA in English from Yale University and JD from Georgetown University Law Center.

Emily Hecht is the Managing Attorney with Servicemembers Legal Defense Network where she directs the legal services program, providing assistance to people in the military impacted by "Don't Ask, Don't Tell" and related forms of discrimination. She is also a member of the Cook v Gates litigation team, challenging the constitutionality of the "Don't Ask, Don't Tell" law. Ms. Hecht manages the legal aspects of the organization's policy development and legislative and regulatory reform initiatives and supervises the organization's pro bono relationships with cooperating attorneys. Prior to her work with SLDN, Ms. Hecht served as the Assistant Section Director of the Section of Individual Rights and Responsibilities at the American Bar Association, where she managed a variety of legislative and policy initiatives encompassing a broad range of civil rights issues. Ms. Hecht earned her BA in history from the American University in 1996, and her JD from the Catholic University, Columbus School of Law in 2004.

Cheryl Rich Heisler is the president and founder of Lawternatives, a Chicago-based consultancy providing career advice to individual lawyers, consulting to law school career services departments, and outplacement/related career services to law firms. Ms. Heisler graduated from the University of Illinois College of Communications in 1980 with Highest Honors, and received her JD from Northwestern University School of Law in 1983. She practiced corporate law for three years with the law firm of Katten Muchin Zavis in Chicago before leaving the law to pursue a career in brand management with Kraft, Inc. After making her own transition, Ms. Heisler began advising other lawyers on career options and left Kraft to form Lawternatives in 1988. Since that time, Ms. Heisler has consulted with individuals at all stages of their careers. She lectures regularly at law schools on the topic of "What (Else) Can You Do With Your Law Degree?" and to legal and non-legal

audiences on such topics as "Career Changes and Choices" and "Back To Basics: Job Searching in a Tough Economy." Ms. Heisler has been quoted in business, legal, and popular publications, including the *Wall Street Journal*, *The Chicago Tribune*, *Crain's Chicago Business*, *US News & World Report*, *The National Law Journal*, *Chicago Lawyer*, *Working Woman*, *Glamour*, and *Cosmopolitan*. Ms. Heisler, a professional speaker, has also appeared on regional TV and radio as a career expert. A returning NALP speaker, Ms. Heisler is authoring the upcoming 6th edition of *What Can You Do With A Law Degree?* (DecisionBooks, anticipated release 2009).

Deborah Epstein Henry is Founder and President of Flex-Time Lawyers LLC, a national consulting firm advising the legal profession on work/life balance and the retention and promotion of women. She is a trained commercial litigator turned consultant. Ms. Henry has spoken at hundreds of programs to thousands of lawyers nationally, providing attendees with career guidance, support, education, networking opportunities, and information to improve work/life balance and the status of women in the profession. Ms. Henry has garnered extensive press coverage from NBC Nightly News with Brian Williams, *The Wall Street Journal*, *The Washington Post*, *The National Law Journal*, *Boston Globe*, *Los Angeles Times*, and *New York Law Journal*, among numerous others. Ms. Henry has extensive experience in the following areas: consulting to law firms, corporations, law students, and thousands of lawyers; speaking in public forums around the country; running a chapter organization on work/life and women's issues for ten years; providing recruiting services; and serving as an ongoing resource, writing articles and fielding inquiries from the press and public at large. In a partnership with the NYC Bar, she released as the principal author in 2006 *The Cheat Sheet*, the ultimate guide to selecting, creating and ensuring a woman-friendly employer. She has also teamed up with *Working Mother* magazine to conduct and report on a national survey and release an annual list of Best Law Firms for Women. In 2008, she received national recognition through a *New York Times* feature for FACTS, a new work/life methodology she developed giving work/life choices to all law firm lawyers. Ms. Henry is a Senior Fellow and Legal Industry Advisor to the "Hidden Brain Drain" Task Force for the Center for Work-Life Policy. She is married and the mother of three boys, ages 13, 11, and 7.

Anne L. Hensley, Associate Director of Career Services, Saint Louis University School of Law, holds a master's degree in counseling from Washington University in St. Louis. She is a licensed professional counselor in the state of Missouri and a nationally certified counselor. For the past 17 years, she has served as a career counselor with Saint Louis University School of Law. She's given more than 300 etiquette/professionalism and Myers-Briggs presentations to leading law firms and state and local bar associations as well as to university law and business school students, undergraduate and high-school students, along with community, business, religious and social organizations. Her law school etiquette presentations have

been featured in the *The Wall Street Journal* and on the front page of *The Countain* and the *St. Louis Daily Record*. NALP honored her with its first Presidential Award for founding the Newcomers' Table, a welcoming area for persons new to the NALP annual conference. She has also served on various NALP committees and has been elected for the Nominating Committee and twice for Regional Coordinator. She is past president of the St. Louis Counseling Association and has held board positions with the Missouri Counseling Association. She also maintains an evening career counseling practice, which caters to an array of clients, ranging from high school students to prominent business executives.

Richard Hermann, JD, is a consultant with Thomson Reuters, and has headed West Legal Outplacement Services and West Career Counseling for Attorneys. He co-founded Federal Reports Inc., the leading provider of legal career information in the US and the parent company of Nationwide Career Counseling for Attorneys and Sutherland Hermann Associates, a legal outplacement and insurance industry consulting firm specializing in advising insurers concerning attorneys on disability. Both organizations, along with Attorney Jobs Online and Law Student Jobs Online, were acquired by Thomson Reuters in 2007. Previously, he served as a consultant on national security law, personnel, and employment law matters, was with the US Army JAG Corps and the Army's NATO Atomic Demolition Munitions Team, and provided legal commentary for National Public Radio. He is the author of more than 20 books and numerous articles about legal career matters. He has degrees from Yale University, the New School University, and Cornell Law School.

Jessica L. Heywood is Director of the Office of Career & Professional Development at The Catholic University of America, Columbus School of Law, in Washington, DC. She is also an instructor in Catholic's legal externship clinic and serves on Catholic's Judicial Clerkship Committee. Prior to entering career services, Ms. Heywood practiced intellectual property litigation. She spent two years clerking for the Honorable G. Ernest Tidwell, US District Court for the Northern District of Georgia, in Atlanta, Georgia. Ms. Heywood graduated with honors from The University of Georgia School of Law in Athens, Georgia, and with a BA in political science from Emory University in Atlanta, Georgia.

E. Desmond Hogan is a partner in Hogan & Hartson L.L.P.'s Washington, DC office where he serves as the firm's Deputy Managing Partner for Lateral Recruiting and Integration and was a founding member of the firm's Diversity Committee. Mr. Hogan's practice focuses on high-stakes class-action litigation, other complex commercial litigation, and governmental investigations. He has litigated matters in federal and state courts throughout the country, and represents a variety of clients, including several Fortune 100 companies. In matters involving the government, Mr. Hogan has successfully represented clients facing investigations by congressional committees, federal agencies, and state attorneys general. In the civil

rights community, Mr. Hogan is well-respected for his pro bono commitment. He was co-lead counsel in a highly publicized civil rights trial resulting in the exoneration of 35 people wrongfully convicted of crimes. He was honored for his work – detailed in the highly acclaimed book *Tulia* by Nate Blakeslee and which is the subject of an upcoming movie – by the NAACP Legal Defense Fund. Among his ongoing pro bono matters is a class action discrimination case for black Secret Service Agents that has been profiled recently by *The New York Times*, *Washington Post*, *Newsweek*, CNN, and NPR. Before joining Hogan & Hartson, Mr. Hogan served as a law clerk to The Honorable Judge Wiley Y. Daniel, US District Court for the District of Colorado. He received his JD from Howard University School of Law in 1996 where he was valedictorian and the first student to graduate *summa cum laude* in the law school's history.

Edward Honnold, JD, LICSW, specializes in helping clients manage personal and professional change through his transitions counseling and coaching practice, Transitions Services. He draws on 25 years of professional experience in corporate, nonprofit, government and clinical settings. A 1978 graduate of Yale Law School, Mr. Honnold developed a successful first career as a lawyer. He served as a law clerk to a US Appeals Court judge, an international trade lawyer in a major Washington, DC law firm, a Legislative Director to a Member of Congress, and an Attorney Advisor to the US Agency for International Development. After laying the foundation for his own mid-life career change with a Masters in Social Work degree, he received intensive clinical training at the Post-Traumatic and Dissociative Disorder Program of the Psychiatric Institute of Washington, serving as the first Director of that program's Day Center. Mr. Honnold also founded and directed a highly successful Washington-area association for individuals committed to finding deeper meaning in their work and personal life.

Skip Horne is the Global Recruiting Manager for Latham & Watkins LLP where he supports the firm's efforts in diversity hiring, law school and LLM outreach, and international hiring for over 2,300 attorneys in 28 offices worldwide. Prior to joining Latham in 2004, he was the Assistant Dean for Law Career Services at Santa Clara University School of Law and Director of Career Services at The University of Texas School of Law, where he also served as the first director of UT's Public Interest Law Center. Mr. Horne was President of NALP in 2002-03, served on the Board of Directors for four years, and has been active in numerous NALP committees and sections over the years, including Nominating, Member Services, Electronic Communications, GLBT, Public Service, Canadian, Awards of Distinction, and Conference Planning. He has the honor of being the association's first openly gay President. For over ten years, he has worked closely with the National Lesbian & Gay Law Association, including several terms as NALP liaison to the organization, and has presented at NALP, LSAC, ABA, NLGLA, and EJW conferences. He has also taught public speaking and managerial communications on the graduate and

undergraduate levels. Mr. Horne earned a BSFS in International Politics from Georgetown University and an MBA from the Darden School at the University of Virginia.

Laura Hosid, Assistant Director, Student Outreach, Georgetown University Law Center, received her BA from the University of Pennsylvania, and her JD from New York University School of Law. She practiced law at Montgomery, McCracken, Walker & Rhoads in Philadelphia for two years before transitioning to law school career counseling. Before joining Georgetown, she worked as a temporary career counselor at the University of Pennsylvania Law School, The Catholic University of America Columbus School of Law, and American University's Washington College of Law. Ms. Hosid joined Georgetown University Law Center in January 2007, initially working with LLM students before coming to the Office of Career Services in June 2007, where she counsels the evening student section. She currently serves as Vice-Chair of the NALP Evening Students Interest Group.

Deborah M. House is the Association of Corporate Counsel's Vice President and Deputy General Counsel for Legal Resources and Strategic Initiatives. Ms. House was previously Vice President and Deputy General Counsel for Corporate Compliance at Fannie Mae, a Fortune 100 corporation, where she designed, staffed, and implemented the corporation's centralized legal and regulatory compliance function, including creating tailored compliance plans for all business units and support functions within the company. Prior to taking that position, Ms. House served as Fannie Mae's Vice President and Deputy General Counsel for Multifamily Legal Services where she managed 14 attorneys and \$9 million in annual outside legal services for this business unit with a \$112+ billion portfolio and 2002 production of \$22+ billion. Before joining Fannie Mae, Ms. House was Chief of the debarment section of the Resolution Trust Corporation, which was the third largest government contracting agency at that time. Prior to that she was in private practice in Washington and London, where she provided legal services to a wide variety of corporate and financial institution clients. She holds a BS from the University of Illinois and a JD from the Washington College of Law of American University.

Bonnie Hurry is the Chief Legal Personnel Officer at Willkie Farr & Gallagher LLP in New York City. Her responsibilities include managing a large recruiting and summer program; overseeing a wide variety of associate initiatives, such as the annual review process, the associate advisor program, seminars, and retreats; and supporting the work of committees on professional personnel, diversity, and women's professional development. Prior to joining Willkie's legal personnel and recruiting team, she was the Director of Recruiting & Legal Staff Services at Davis Polk & Wardwell. Early in her career, she worked at Kelley Drye & Warren and at the Career Services Offices of Fordham University School of Law. In 2005-2006, she served as NALP's President. She has also served as

NALP's Vice-President, a Northeast Regional Coordinator, and a Nominating Committee representative. Additionally, she has served on the Long Range Planning, Associate Development and Evaluation, Marketing, and Educational Programming Committees. Ms. Hurry holds a BA in international relations from Boston University.

Heather Jarvis, Senior Program Manager, Law School Advocacy, Equal Justice Works, is a national expert on educational debt and the financial barriers facing law graduates. Ms. Jarvis has been a leading player nationally in advocating for and now interpreting the new federal student loan forgiveness law, and provided expertise in the negotiated rulemaking process. She has provided input on legislative proposals to the House Education Committee and others in Congress, and has given numerous media interviews on student debt and public service. Ms. Jarvis serves as Vice Chair of the ABA Section of Legal Education's Committee on Government Relations and Student Financial Affairs. As Senior Program Manager for Law School Advocacy at Equal Justice Works, Ms. Jarvis authored Equal Justice Works' 2006 study *Financing the Future, Responses to the Rising Debt of Law Students*. Ms. Jarvis earned her JD from Duke University School of Law in 1998 and has eight years' experience as a capital defense attorney.

Mina Jones Jefferson, Esq., is the Assistant Dean of Professional Development at the University of Cincinnati College of Law. In addition to promoting the professional development of the college's student body, Ms. Jefferson is a speaker on the topic of professionalism, has taught ethics, and provided the classroom instruction for the legal extern course. Ms. Jefferson, who received a Cincinnati Law Alumni Award of Achievement, is a former member of the Cincinnati Academy of Leadership for Lawyers and currently serves, by appointment, on the Ohio Supreme Court Continuing Legal Education Committee. Her community involvement has included the Children's Law Center, ProKids and the Cincinnati Bar Foundation, as well as current service on the Legal Aid Society of Greater Cincinnati Board of Trustees. She also serves on the NALP Board of Directors and has spoken at prior NALP conferences and programs. Prior to joining the College of Law in 1999, Ms. Jefferson was a partner at the law firm of Frost & Jacobs LLP, n.k.a., Frost Brown Todd LLC, where she practiced commercial litigation for nine years and was one of the first African-American women in the region elected to the partnership of a large firm. She was a member of the firm's recruiting committee and served as the hiring partner for the last two years of practice. Ms. Jefferson is a graduate of the University of Cincinnati College of Law and received her degree in public administration from Miami University.

Traci Mundy Jenkins is the Director of the Office of Career & Professional Development at American University Washington College of Law and has more than 11 years of legal recruitment experience. In her current position, she assists students and alumni with all aspects of their career development. She also

oversees the OCPD staff and all educational and recruitment programs sponsored by the office. Prior to joining the law school, Ms. Jenkins served as the Managing Partner of Continuum Legal where she supervised the company's attorney recruitment and placement initiatives. In addition, she provided attorney business development and diversity recruitment and retention consulting services to law firms and corporate legal departments. She also served as the Director of Attorney Placement in the Washington office of a national legal placement company. Prior to her legal recruitment experience, Ms. Jenkins practiced law for seven years with Venable, Baetjer and Howard, LLP, where she focused on commercial litigation and employment matters. Ms. Jenkins is a graduate of the University of Virginia School of Law and Wellesley College. She is active in a number of professional and community organizations and is past president of the Washington Area Legal Recruitment Administrators' Association. Ms. Jenkins is a frequent speaker on legal recruiting issues.

Valerie Jensen, Executive Director, Twin Cities Diversity in Practice, returns to the Twin Cities from Valparaiso University School of Law in Indiana, where she was the Executive Director of Career Planning. Prior to her move to Indiana, Ms. Jensen was the Associate Dean for Multicultural Affairs at William Mitchell College of Law. During that time, Ms. Jensen was chosen as one of 15 "Attorneys of the Year," by *Minnesota Lawyer*, for her efforts in promoting and supporting diversity and diverse attorneys in the Twin Cities area. While at William Mitchell, she also taught legal writing, a seminar on race and the law, and academic support and exam writing workshops. She also served as director of the National CLEO programs Summer Institute held at William Mitchell. Ms. Jensen was an active member of Minnesota Black Lawyers Association, Minnesota State Bar Association, and the Minority Bar Summit. Before assuming her role at William Mitchell, Ms. Jensen worked for the Ramsey County Attorney's Office, the Minnesota Supreme Court, and the Minnesota Department of Public Safety. She is a graduate of William Mitchell College of Law and Carleton College in Northfield, Minnesota.

Patricia Coats Jessamy is the State's Attorney for Baltimore City, Maryland. Ms. Jessamy was appointed State's Attorney in February 1995 and has won elections in 1998, 2002, and 2006. Ms. Jessamy is responsible for more than 400 employees, including over 200 prosecutors and 200 professional, paraprofessional, and other support staff. The hardworking professionals in the State's Attorney's Office represent diverse racial and ethnic backgrounds and the office is intentionally one of the most diverse in the country. Ms. Jessamy fulfilled her life-long dream of becoming a lawyer in May 1974 when she began her legal career in Cleveland, Mississippi. In addition to practicing law in Mississippi for several years, she practiced law in Michigan and Missouri before her admission to the Maryland Bar in 1985. Since becoming State's Attorney, Ms. Jessamy has reorganized the office to deliver more efficient services to the citizens of Baltimore. She has instituted vertical

prosecution for all felony cases. She has expanded the Homicide Division and created the Firearms Investigation Violence Enforcement Division to prosecute all gun violations and non-fatal shooting cases. She has prioritized domestic violence cases and created a Felony Family Violence Division, focusing on children who have witnessed violence and on domestic violence victims. She has established a Management Information Division (MIS) that has designed and implemented a fully integrated computer network for the office. She has added a graphics section and her MIS staff has been responsible for coordinating connectivity between all criminal justice agencies in the city. In 2006, she created a new Collateral Unit to handle post-conviction/violation of probation matters. Ms. Jessamy has received national recognition for her public service efforts and has worked to address issues of witness intimidation, identity theft, and human trafficking. She has also been recognized and honored by numerous legal and civic organizations.

Beth Johnson is the Director of Attorney Recruiting for O'Melveny & Myers LLP. She is resident in the Silicon Valley office. She is a 2004 graduate of the University of Georgia School of Law and is admitted to practice in California. She presented at the 2007 Annual Education Conference on behalf of the LLM Section.

Camesha McAllister Jones is the Director of Recruiting and Career Counselor at Duke University School of Law's Career & Professional Development Center. Ms. Jones coordinates and oversees all of Duke Law School's recruiting efforts, including fall and spring on-campus interviews, and all job fairs. She manages Symplicity, serves as career counselor for law students and alumni, and also facilitates several large events and programs for the career center. Ms. Jones graduated from the University of North Carolina at Chapel Hill School of Law in 2004. She received her BA in English from North Carolina Central University, where she graduated *summa cum laude*. Prior to law school, Ms. Jones taught seventh grade at Leland Middle School in Leland, North Carolina.

James W. Jones is Chairman of the Hildebrandt Institute and is Managing Director of Hildebrandt. He joined the company after more than 30 years as a law firm leader, a practicing lawyer and a general counsel. Mr. Jones is a frequent speaker and author on topics relating to ancillary businesses, globalization, ethics, strategy and partnership issues. He is the author of *Beyond Legal Practice: Organizing and Managing Ancillary Businesses*, published by the Hildebrandt Institute, and is based in Hildebrandt's Washington, DC office. Prior to joining Hildebrandt, Mr. Jones was the Co-founder, President, and Chief Legal Officer of Flywheel, Inc., a company that provided secure Internet-based technology to law firms and corporate legal departments. From 1986-1995, he also served as Managing Partner of Arnold & Porter, which he helped grow from a local Washington, DC firm to one with a major national presence. From 1995-2000, Mr. Jones was Vice Chairman and General Counsel of APCO Worldwide, a global public affairs and

government relations firm, initially started as a subsidiary of Arnold & Porter.

Tyree P. Jones, Jr., Partner, Director of Global Diversity, ReedSmith LLP, is a trial lawyer focusing on complex class action litigation involving commercial, employment, and civil rights claims. He has obtained favorable jury and bench trial verdicts in matters alleging misappropriation of trade secrets, unfair competition, discriminatory business practices, and wage and hour violations. A member of Reed Smith's Records Management and E-Discovery Team, Mr. Jones has written and lectured extensively on electronic information management and compliance with the new Federal Rules of Civil Procedure governing the discovery of electronically stored information. With more than 20 years of litigation experience in California, he maintains a thriving national litigation practice and provides daily advice and counsel to clients on issues ranging from executive transitions in mergers and acquisitions; protection of proprietary information; employee classification; personnel policies; employment background screening; and workplace violence initiatives. As the Director of Diversity for the firm, Mr. Jones is responsible for the development, administration, and implementation of firm-wide diversity and inclusion programs. Mr. Jones chairs the firm's diversity committee and coordinates efforts with Reed Smith personnel in the various geographic regions in which they practice to better understand how diversity and inclusion issues manifest themselves in those regions, and in turn, to develop best practices to address the needs of their colleagues and clients.

Laraine Kaminsky, Global Diversity Strategist and Speaker, has lived on three continents and worked in over 70 countries. As a new immigrant in Canada, Ms. Kaminsky worked for many years as an adult educator. In 1989, she launched her own consulting firm as a venue for organizations to develop the linguistic and cultural competencies of their diverse workforces, in order to excel in an increasingly global economy. She focuses on diversity, cultural, religious, gender, and generational issues and how they impact organizational effectiveness and inclusiveness. She works with leadership teams to help them and their organizations adapt to the realities of diversity in the ever-changing world of work. She also advises, mentors, and educates leaders and team members on effective team leadership. She has authored many articles relating to diversity and cross-cultural communication in publications including: *Profit Guide*, *Ottawa Human Resources Professionals Association Newsletter*, *HR Professional Magazine*, *ExportWise Magazine*, and the *Chartered Institute of Personnel and Development*. She has given numerous presentations at the Association of Career Management Consulting Firms International Conference, The Meeting Professionals International Conferences, ASAE Annual Meeting, the International Monetary Fund Washington, Women in Leadership Summit, and the Summit on Leading Diversity, to name a few.

Carol Kanarek, Principal, Kanarek & Brady LLC, has provided career-related services (including career counseling and coaching, outplacement, interview training, recruitment audits, and focus groups) to law schools and law firms for over 25 years. She received her law degree from the University of Michigan Law School, where she was a legal writing instructor and a staff member of the *Journal of Law Reform*. Ms. Kanarek also has an MSW from New York University, and is a licensed CSW in the state of New York. Prior to establishing her consulting practice, Ms. Kanarek practiced corporate law with Thacher, Proffitt & Wood in New York, and worked as the director of career services and a legal writing instructor at New York Law School. Ms. Kanarek served as chairperson of the Career Issues Committee of the American Bar Association's Young Lawyers Division from 1986-1988. She has written numerous articles on career-related issues for a variety of legal publications, and has spoken at over one hundred programs sponsored by bar associations and law schools. Ms. Kanarek works with Kathleen Brady as Kanarek & Brady, LLC, to provide outplacement services.

Robert E. Kaplan is Associate Dean for Career Services and Public Service Initiatives and Director of Externships at William & Mary School of Law. He oversees career services, professional development, and public service/pro bono initiatives. He also directs and teaches in the law school's externship program. Mr. Kaplan's NALP activities include two terms on the Board of Directors and numerous task forces and committees. He has presented at 15 NALP conferences. As a member of the Executive Committee of the Virginia Bar Association's Community Service Council, Mr. Kaplan is involved with efforts to encourage pro bono and public service among lawyers and law students in Virginia. Before joining William & Mary, Mr. Kaplan practiced labor and employment law with a prominent firm. He earned his undergraduate degree from Northwestern University and his JD from the University of Virginia.

Heather S. Karns is the Assistant Dean for Law Career Services and Alumni Affairs at the University of Toledo College of Law. Ms. Karns received her BA in psychology from the University of Toledo in 1994, followed by a Masters Degree in Counseling from Clemson University (1996) and a Professional Counselor's license. After three years of work in areas of mental health and job retention, she returned to a university setting where she eventually became Assistant Director for Employment & Recruitment at Clemson University's Career Center. In this position Ms. Karns supervised a team of student service professionals and provided individual and group counseling services to undergraduates, graduate students, professional staff, faculty, and the University Ombudsman. Ms. Karns joined The University of Toledo College of Law in 2003 as Director of Law Career Services and now supervises both Career Services and Alumni Affairs in the Office of Professional Development. Her NALP involvement includes: co-presenting on small and mid-size firm hiring practices, moderating an evening students best practices panel, serving on committees, and

authoring two articles for the *NALP Bulletin*. Ms. Karns also serves on The Toledo Bar Association's Diversity Committee.

Mitchell Karp, Partner, VallotKarp, has more than 25 years' experience as an organization development consultant, trainer, facilitator and executive coach helping organizations achieve their business objectives. He draws on his experience as a human rights litigator to help clients better understand how insider/outside power dynamics, day-to-day interactions, and unconscious bias can all impact organizational culture. For more than a decade, Mr. Karp has worked nationally and internationally assisting organizations to create high-performance teams, inclusive cultures, and effective leaders. Senior-level executives and partners in law firms frequently turn to Mr. Karp for tools and techniques for improving interpersonal and leadership skills, conflict resolution strategies, and team-building. He also is an adjunct faculty member of Cornell's NYSSILR Management Development Program.

Kimberly Kass, JD, is Associate Director of Career Planning at Valparaiso University School of Law. Ms. Kass received her BA from Valparaiso University and her JD from Valparaiso University School of Law. She previously worked as in-house counsel for Ohio Casualty Group as a litigator before coming to work for Valparaiso Law over two years ago. She is admitted to practice in the State of Indiana, the Northern District Court, and the Southern District Court. She is the primary counselor for recent alumni and students seeking public service or government-related opportunities. She administers Valparaiso Law's outstanding public interest scholarship program, LRAP, and pro bono program. She is involved in government and public interest programming, including working with the schools' different organizations to put together events for students throughout the year.

Ari A. Katz is the National Director of Lateral Recruiting at Bingham McCutchen, an international law firm with over 1,000 attorneys. Mr. Katz oversees all lateral recruiting at the firm – partners, of counsels, associates, and possible mergers in 13 domestic and international offices. He is responsible for implementing all strategy as it relates to lateral recruiting and he works closely with the senior partners to develop hiring plans and objectives for the various practices at the firm. Mr. Katz also spends time working on the integration plans of each new lateral partner to the firm. Previously, Mr. Katz was involved in entry-level and summer associate recruiting at Bingham. Mr. Katz has held numerous leadership positions in the legal recruiting field. He was the Northeast Nominating Committee employer representative for NALP in 2004-2005. He was the Chair of the New York City Recruitment Association in 2003-2004, and the Vice-Chair in 2002-2003. In addition, he was a Northeast Regional Coordinator for NALP in 2002-2003. Mr. Katz frequently speaks at law schools and on professional panels about various recruiting issues. Mr. Katz received his JD from Georgetown University Law Center. He received his BS in broadcast journalism, *magna cum laude*, from S.I.

Newhouse School of Public Communications at Syracuse University.

Mary Kelkenberg is the Manager of Attorney Training and Professional Development at Hodgson Russ LLP in Buffalo, NY. She designs, implements, and manages firm-wide attorney professional development and integration initiatives. Ms. Kelkenberg holds a BA from the State University of New York at Buffalo, and an MA from the University of Rochester.

Catherine Kettlewell is an associate in the Energy Group at Squire, Sanders & Dempsey LLP in Washington, DC. Ms. Kettlewell graduated from law school in Mexico City and was awarded the Fulbright Scholarship to attend U.C. Berkeley for an LLM program. After attending Berkeley, she practiced in California for the international trade group in a large law firm where she concentrated on NAFTA issues. Ms. Kettlewell also has a masters degree from the University of Barcelona in bioethics and law and has given conferences on the legal implications of pharmacogenetics.

Christine Kidwell is a third-year student at Washington and Lee University School of Law. She is Associate Editor of its *National Security Law Podcast Journal* and a staff writer for the *Journal of Civil Rights and Social Justice*. Ms. Kidwell spent her law school summers at W&L's Community Legal Practice Clinic (2008) and Larkosh & Jackson, LLP (2007). After graduating from Cornell University in 2005 with a BA in English, Ms. Kidwell worked on Capitol Hill as a Staff Assistant to US Senator Christopher J. Dodd. As an undergraduate, she interned with US Congressman Trent Franks, where she conducted research on US aid to foreign countries, and with the United Nations, where she conducted research on humanitarian issues. Ms. Kidwell is proficient in German and interested in pursuing a career in International Law with an emphasis on Human Rights.

Natalie Kijurna, Associate Director of Career Planning, Valparaiso University School of Law, received her BS from Indiana University and her JD from DePaul University College of Law in Chicago, where she graduated with honors. She has worked as an Associate in Chicago for both Tressler, Soderstrom, Maloney and Priess and Krohn & Moss, Ltd. She has experience in environmental insurance coverage litigation and consumer litigation. She is admitted to practice law in the State of Illinois and the Northern District Court. Her publications include a Comment, *Lilly v. Virginia: The Confrontation Clause and Hearsay – "Oh What A Tangled Web We Weave..."*, 50 DEPAUL L. REV. 1133 (2001) and a Case Note, *U.S. v. McKittrick*, 142 F.3d 17170 (9th Cir. 1998). Ms. Kijurna has worked at Valparaiso University School of Law for four years and offers personal job and resume counseling to students and alumni. She is also responsible for programming, including bringing in talented speakers and reaching out to alumni so that they can share their knowledge of obtaining positions in the legal field during and after law school.

Franklyn Kimball, Owner, Kimball Professional Management, is the only former hiring partner of an Am Law 200 firm who provides search and consulting services. He has interviewed, hired, placed, or counseled more than 9,500 students and attorneys. Mr. Kimball was a partner with McDermott, Will & Emery, served on its hiring committee, ran two summer programs, and was chair of its national hiring committee. Mr. Kimball has placed partners and associates with 35 firms. He has provided consulting and training services and spoken at retreats for 20 Am Law 200 firms. He has spoken at nine NALP Annual Conferences and has presented dozens of programs to hiring partners and recruiting professionals in Chicago, Los Angeles, New York, Philadelphia, and other cities. Mr. Kimball has presented more than 60 programs to law students at Chicago, Columbia, DePaul, Duke, Emory, Georgetown, Harvard, Illinois, Indiana, Kent, Loyola, Michigan, Northwestern, NYU, Virginia, and Washington & Lee. A Michigan graduate, he won Michigan's Moot Court Competition and was an editor of the *Journal of Law Reform*. A *magna cum laude* and Phi Beta Kappa graduate of UCLA, he was Second Speaker at the National Debate Tournament. A litigator with Shearman & Sterling and McDermott, Will & Emery, he argued appeals in takeover, derivative, class action, tax, and probate cases.

Michelle Sara King has served as the Manager, External Relations US for the International Trademark Association (INTA) for the past two years. In this position, she manages the US legislative and regulatory affairs of the association. This includes federal and state legislative and coalition work as well as analyzing, reviewing, and responding to rulemakings and hearings. Additionally, Ms. King staffs the INTA-PAC and the US Amicus subcommittee which files briefs in courts throughout the country. Before starting at INTA, Ms. King was the Associate Director of State Affairs at the American College of Nurse-Midwives where she directed the state government affairs of the professional association and supported the federal activities. Before law school, Ms. King worked as a health care consultant at Covance Health Economics and Outcomes services. Ms. King serves in a professional capacity as a volunteer secretary on the board of the Washington Area State Relations Group and on the Government Relations Section Council of the American Society of Association Executives (ASAE). Additionally, Ms. King volunteers her time to the Anti-Defamation League and the Bryn Mawr College Club of Washington, DC. Ms. King holds an undergraduate degree in biology from Bryn Mawr College and a JD from American University-Washington College of Law.

Beth Kirch, Director of Legal Career Services, The University of Georgia School of Law, began working in legal recruiting in 1984 and has worked in legal career services since 1987. Over the years she has guided her students and graduates through quite a few job market fluctuations. She served as Recruiting Coordinator for Neely & Player (1984-1987), as Assistant Director of Career Services at Emory Law School (1987-1988), and as Director of Career Planning and Placement at Georgia State University College of Law (1988-1995), before

coming to her current position in 1995. An active NALP member, Ms. Kirch has served on many committees, including the Timing Guidelines and Diversity Task Forces, the Public Service, Research, and GLBT Committees, by creating and chairing copious job fairs, and by serving as Southeast Regional Coordinator (1991-1992) and on the NALP Board of Directors (1995-1996). Ms. Kirch also has presented programs at 12 prior NALP conferences and authored a chapter in the book *Perspectives on Career Services*. Ms. Kirch received her BA degree in 1982 from Agnes Scott College.

Tara Klein is the Recruiting Manager for the West Coast for Manatt, Phelps, & Phillips, LLP. She has been in legal recruiting for nine years and has worked for some of the largest law firms in the nation including: Skadden Arps, White & Case, Morgan Lewis, Sheppard Mullin, and Seyfarth Shaw. She is an active member of the Los Angeles Area Legal Recruitment Association (LAALRA). Ms. Klein is a graduate of the University of Southern California where she earned a BA in communications.

Edward R. Krauze is Vice-President of Public Policy for the Washington DC Association of REALTORS[®], the Greater Capitol Area Association of REALTORS[®], and the Greater Washington Commercial Association of REALTORS[®]. As Vice-President of Public Policy, his primary responsibilities in the District include monitoring legislation and advocating for REALTORS[®] and property owners on real estate related matters. Mr. Krauze also currently serves on the Board and Executive Committee of the DC Chamber of Commerce and is Co-Chair of the Chamber's Government Affairs Committee. Mr. Krauze served as Assistant County Attorney for Anne Arundel County, and in the Baltimore City Solicitor's Office. He was responsible for handling a range of city and county legal issues, including representing interests of the City of Baltimore before the Maryland General Assembly. Mr. Krauze is also a seasoned political operative, having performed fundraising and legal compliance functions for candidates running in presidential, congressional, gubernatorial, and state Supreme Court races across the country. Prior to joining the REALTORS[®], Mr. Krauze was Executive Director and Legal Counsel for LSG Voter Registration Services, Inc., a nonprofit voter registration effort with offices in 12 cities and four states. He directed more than 40 full-time staff and 1,200 hourly employees in their efforts to register over 250,000 people in the 2004 election cycle. Mr. Krauze received his JD from American University's Washington College of Law and a Master's of Government Administration from the University of Pennsylvania. He graduated from Boston University, *Magna Cum Laude* with Distinction.

Melanie Kushnir is Assistant Staff Counsel at the ABA Center for Pro Bono. Prior to the ABA, she served as Assistant Director of Career Services at Chicago-Kent College of Law where she focused on public interest careers. In addition, Ms. Kushnir served as an Assistant Public Guardian, representing abused and neglected children for the Cook County Public Guardian's

Office. She is a graduate of The Ohio State University College of Law where she was President of the Public Interest Law Foundation and an active member of the school's Pro Bono Research Group.

Teresa K. LaMaster, Associate Dean for Institutional Advancement, leads the advancement activities of the University of Maryland School of Law including development, alumni relations, communications, and academic and special events. She joined the law school in 2003 as Managing Director of its nationally recognized Clinical Law Program and was later appointed to head the Law School's advancement program. Prior to joining the School of Law, Ms. LaMaster spent 8 years in private practice, concentrating in business and intellectual property litigation. She has been adjunct faculty member since 2000, teaching intellectual property, cyberspace law, and professional responsibility. Before attending law school, Ms. LaMaster worked in arts and museum management for ten years at the Field Museum of Natural History in Chicago and the Smithsonian Institution in Washington, DC. She is an active advocate on behalf of children with disabilities and has served on several statewide boards, including the Maryland Department of Education Visionary Panel Accountability Task Group and the Board of the Maryland Coalition for Inclusive Education. In 2001 she was recognized as Education Advocate of the Year by the Baltimore County Commission on Disabilities. Ms. LaMaster received her JD degree from the University of Maryland School of Law where she served as Editor in Chief of the *Maryland Law Review*, was elected to the Order of the Coif, and received the Samuel Allen Prize. She holds an MA degree from the University of Chicago, and a BA from St. Olaf College.

David Lat is the founding editor of Above the Law (www.abovethelaw.com), a blog about the legal profession that receives over 4.5 million pageviews a month. Described by the *Washington Post* as "a must-read legal blog," Above the Law has won several awards, including Best Law Blog in the 2007 Weblog Awards and a Readers' Choice award in the *ABA Journal's* Blawg 100 contest. Mr. Lat previously served as editor of *Wonkette*, the widely read politics blog, and founded *Underneath Their Robes*, the judicial news and gossip website. Prior to that, he worked as an assistant US attorney in Newark, New Jersey; a litigation associate at Wachtell, Lipton, Rosen & Katz, in New York; and a law clerk to the Honorable Diarmuid O'Scannlain, of the US Court of Appeals for the Ninth Circuit. Mr. Lat is a graduate of Harvard College and Yale Law School, where he served as book reviews editor of the *Yale Law Journal*.

Polly Lawson is the Assistant Dean for Career Services at the University of Virginia School of Law, overseeing the operations of the Career Services Office. Prior to joining the law school, she practiced with the Washington, DC office of Alston & Bird in the technology and financial services practice areas. Prior to attending law school, she worked as a paralegal for Huddleston Bolen in Charleston, West Virginia, and then for Cox Communications and the Metro Atlanta Chamber of Commerce in

Atlanta. Ms. Lawson received her BA and her JD degrees from the University of Virginia. She created and maintains the Law School's blog, CASELOAD, at <http://uvalaw.typepad.com/caseload>.

Karen Laymance is the Director of Attorney Recruitment and Development at Frost Brown Todd LLC where she has been employed for 30 years. She has over 20 years of experience in the field of legal recruitment and professional development. In her current position, she has firm-wide responsibility for managing all aspects of the attorney recruitment and development areas. Duties include supporting the attorney development committee and subcommittees in the following areas: overseeing recruiting of law students and lateral attorneys; directing the summer associate program; administering programs for attorney orientation, training, and mentoring; coordinating the associate/counsel evaluation process; assisting with the membership selection process; assisting with recommendations for associate salary adjustments and the associate bonus program; assisting firm initiatives to enhance diversity in hiring and retention of attorneys; supporting the women's initiative's projects; planning attorney home parties; fielding legal personnel issues that arise on a day-to-day basis; and preparation of the attorney development committee's expense budgets.

Marian Lee is the Director of Professional Development and Risk Management at the Denver-based firm of Brownstein Hyatt Farber Schreck. Ms. Lee directs the firm's professional development programs for attorneys in all offices, including orientation, in-house training, outside CLE opportunities, evaluation systems, and other programs that support the professional growth of the firm's attorneys. Ms. Lee has created and presented training programs on success as a new associate, effective legal writing, generational differences in recruiting and retaining lawyers, how to be a mentor, and outstanding client service, among others. She has also published articles in local and national publications on how firms can motivate associates, upward evaluations, effective management of support staff, and encouraging the professional growth of attorneys. She received her JD from the University of Denver and practiced law for 16 years before moving into the field of professional development.

James G. Leipold is the Executive Director of the National Association for Law Placement (NALP). Prior to joining NALP, he worked at the Law School Admission Council (LSAC) where he supported member educational programs, governance, and committee work, including the council's subcommittee for gay, lesbian, bisexual, and transgender issues. Prior to joining LSAC in 1998, he was the director of admission at Temple University School of Law, where he was also an instructor in legal writing and research. From 1993 until 1995 he served as a law clerk to the Honorable Bernard J. Avellino in Pennsylvania's Court of Common Pleas. He is a *magna cum laude* graduate of Brown University and Temple University School of Law. He has also worked as a legal writing instructor in the paralegal program at

the Community College of Philadelphia, as an undergraduate admission officer at the University of Vermont, and as a high school English teacher in both Michigan and Alaska.

Phillip Leiser is the owner and founder of Leiser, Leiser & Hennessy, PLLC, a small multi-practice, full-service law firm in Vienna, VA. Mr. Leiser served in the US Navy's Nuclear Propulsion and Engineering Program before beginning his legal career at the Washington, DC office of Shaw Pittman, where he worked in the nuclear regulatory field. After two years, Mr. Leiser ventured out on his own and built his practice in Northern Virginia as a trial attorney before creating the law firm of Leiser & Associates, PLLC (now his presently named firm). Mr. Leiser continues to litigate before various trial courts of the Commonwealth of Virginia, as well as the Virginia Court of Appeals and the Virginia Supreme Court. Mr. Leiser received his BS in Mathematics from Duke University and his JD, *cum laude*, from Pace University School of Law with a Certificate of Concentration in Environmental Law. He is a member of the Virginia State Bar and the Fairfax Bar Association, where he was instrumental in developing the annual New Attorney Orientation Program.

Tim Leishman is the Managing Director of Firm Leader Inc., a consulting firm that specializes in leadership development in law firms. Mr. Leishman has been consulting with law firms since 1997. Prior to that, he was a partner in a leading Canadian law firm and spent his last three years at the firm in full-time management. Mr. Leishman also is an adjunct consultant with Kerma Partners, a global consulting firm that advises professional services firms on strategy and other competitive issues. Mr. Leishman designs leadership development programs for law firm leaders, including managing partners, practice group leaders, client team leaders, and future firm leaders. Mr. Leishman also works with firm leaders to help them shape the strategies, systems, and culture of their organizations to enable all members of their firms to maximize their performance and contributions. Mr. Leishman's consulting expertise is in strategic planning, partner compensation, practice management structures, and talent strategy, including recruiting and retention initiatives, career development systems, competency frameworks, and 360 degree feedback. Mr. Leishman received his law degree from the University of Toronto and BA from the University of Western Ontario. Mr. Leishman is accredited to administer the Emotional Competence Inventory and the Myers-Briggs Type Indicator.

Rachel Littman is currently the Assistant Dean for Career Development at Pace Law School in White Plains, NY. She received her BA in Art History from Yale University and her JD, *cum laude*, from Seton Hall Law School where she served as the Managing Editor of the *Constitutional Law Journal*. Prior to being appointed as Assistant Dean for Career Development, Ms. Littman taught criminal law/legal analysis and writing to first year law students and coached high school girls' field hockey and lacrosse. Ms. Littman started her legal career in 1996 at Milbank, Tweed, Hadley & McCloy in Manhattan in their

Capital Markets Group. In 1998 she moved to the international law firm of Freshfields, Bruckhaus, Deringer LLP to help start their New York office. At Freshfields she continued her practice both in securities law and complex structured finance and securitization transactions. Ms. Littman is a member of the bar of the State of New York and is Co-Chair of the Placement Committee of the Westchester Women's Bar Association and the Equal Opportunity in the Profession Committee of the Women's Bar Association of the State of New York. She is also a member of the New York State Bar Association Law Practice Management Committee. Ms. Littman's book review of Sylvia Ann Hewlett's *Off-Ramps and On-Ramps* was published in the winter 2009 edition of the *Pace Law Review*.

Nancy Lochner has been the Director of Career Services at Hamline University School of Law since 2000. Prior to returning to her alma mater, Ms. Lochner practiced with a boutique franchise litigation firm for whom she continued to work on a contract basis until 2004. Ms. Lochner has developed materials and presents an annual "Bookbag to Briefcase" professional development series of programs at Hamline. She has also advocated for the systemic inclusion of professional development in school-wide policies and the curriculum through work on various strategic planning, learning outcome, curriculum review, student services, and other school committees and task forces. Ms. Lochner is also actively involved in the profession outside of the school through her membership in NALP, for which she has been a member of various committees and sections – including the professional development sections – and for which she served as a Regional Coordinator for the 2006 Annual Education Conference. Ms. Lochner is also a former Vice President of the Minnesota Legal Career Professionals and a member of the American, Minnesota, and Hennepin County Bar Associations, and Minnesota Women Lawyers.

Lily Loh is Marketing Services Director at Fried Frank, overseeing the firm's business development and marketing activities. She has been in the marketing and communications field for nearly 15 years, advising major corporations and organizations on their corporate reputation and internal communications programs, and providing in-house counsel on business development strategy. She has led media training and presentation training sessions with a diversity of audiences, from executives at Fortune 500 companies to legal professionals. Prior to Fried Frank, she was the US Marketing and Business Development Director at Hill & Knowlton, Inc., a global public relations and public affairs company and subsidiary of WPP Group. Ms. Loh began her career at Ruder Finn, a public relations firm based in New York.

Anne Luckingbeal currently serves as Associate Dean and Dean of Students at Cornell Law School. She has been an administrative dean at Cornell since 1978. Areas of overall responsibility have included admissions, career planning and placement services, financial aid, public service, LLM program, the registrar's office, and the academic support office. In 1999,

she received the Cornell University Cook Award in recognition of her efforts on behalf of women at Cornell and beyond. Ms. Lukingbeal served as a member of the Law School Admission Council Board of Trustees from 1984-1986. She chaired the Programs, Education and Prelaw Committee, and was at various times a member of other LSAC committees including the Services Committee, the External Affairs Committee and the Conference Planning Committee. In 1992 she was appointed to the ABA Standing Committee on Lawyer Competence, and was a member of the committee's working group on character and fitness issues. She was a member of the Bar Admission Committee of the Section on Legal Education from 1995-1998. Over the years, she has been a site inspection team member for a number of ABA Site Inspections. In 2003 she was elected to the NALP Board of Directors and also served on the Task Force on Conditional Admission of the National Conference of Bar Examiners for 2003-2004. She was the 2005 recipient of the AALS Student Services Section Kutulakis Award for Student Services. Ms. Lukingbeal received her undergraduate degree in political science (with distinction) from Stanford University in 1972 and her JD from the University of California, Davis in 1975. From 1975-78 she served as a trial attorney in the Los Angeles County Public Defender's Office. She was admitted to the California bar in 1975 and has been on inactive status since 1979.

Mary F. Maher is the Researcher and Co-developer of the new edition of the *International Directory of Legal Qualification*, a NALP Foundation publication. Ms. Maher is an attorney, originally from Australia, and admitted in both Australia and New York state. She holds a law degree from the University of Sydney and a Master of Laws (LL.M.) from the University of Chicago. She practiced law for over six years in both Australia and the United States, primarily with Baker & McKenzie. Prior to joining the NALP Foundation in June 2008, she was the Associate Director for LL.M. programs in the Center for Career Strategy and Advancement at Northwestern University School of Law for three years. Ms. Maher is currently working with the NALP Foundation on other research projects.

Thomas Maligno is the Executive Director of the William Randolph Hearst Public Advocacy Center and Director of Public Interest at Touro Law Center on Long Island, New York. Touro Law Center developed The William Randolph Hearst Public Advocacy Center to have an impact on social justice, legal training, and the lives of countless individuals in and beyond the local community. Housed within the law school, the center provides furnished offices to local nonprofit agencies. Touro students have the opportunity to work with participating agencies, providing them the opportunity for hands-on skills training while developing an understanding of the problems facing the local community. Mr. Maligno coordinates the interaction between the law school and the community. The center and Mr. Maligno received the NALP Award of Distinction in 2008 in recognition of this work. Mr. Maligno also administers Touro's mandatory pro bono program, summer public interest

fellowship, and work study programs, as well as the law school's loan forgiveness program. Prior to coming to Touro, Mr. Maligno had a 22 year career in civil legal services including a ten year term as the executive director of Nassau/Suffolk Law Service, a large multi-service program. Mr. Maligno also was the founding director of Long Island's organized pro bono effort and has been a consultant to the American Bar Association on pro bono issues for the last 20 years. Mr. Maligno is a member of numerous not-for-profit boards and bar association committees.

Pam Malone is Senior Vice President of the NALP Foundation for Research and Education. Formerly, Ms. Malone was Director of Lawyer Recruitment and Development for McGuire-Woods LLP. Prior to the law firm, she worked as Assistant Dean for Career Services at Vanderbilt University Law School and was a corporate recruiter for a national corporation. Ms. Malone is a past-president of NALP and a former trustee of the NALP Foundation. She has published articles on law-related topics and has served as a liaison and frequent spokesperson on matters related to lawyer careers.

Susan G. Manch is a principal in the consulting firm of Shannon & Manch, L.L.P. Her firm has provided consultation on effective lawyer development practices for over 20 years. Her clients include the majority of the Am Law 100's highest-grossing law firms. Her consulting expertise extends to issues regarding lawyer recruitment and lateral acquisitions, training and professional development, mentoring and career path guidance, performance appraisal systems, leadership, diversity, and career paths. She also designs and delivers customized in-house training programs for lawyers in the top firms in the country and abroad. She has worked with law firms in all parts of the US and abroad on a wide range of issues. Ms. Manch holds an MEd in clinical counseling from the University of Virginia. Prior to becoming a principal in Shannon & Manch, Ms. Manch held positions as a senior marketing executive with SYSCO Corporation and as an Assistant Dean and other academic administrative positions at Georgetown University and The Catholic University of America, Columbus School of Law. She is the author of *Maximizing Law Firm Profitability; Recruiting Lawyers: How to Hire the Best Talent*; and *Partner and Practice Group Acquisition*; as well as numerous articles published in professional publications of interest to the legal profession.

Victor Massaglia serves as Career Advisor for the University of Minnesota Law School. He has over 20 years of experience in communication, personnel administration, training, college instruction, and management for private and public organizations. He holds a masters degree in human resource development with a concentration in career development from the University of St. Thomas (UST), and a degree in English education from Minnesota State University-Mankato. Prior to working for the law school, he was an Associate Director of Learning and Development for UST's Center for Business Excellence.

Mr. Massaglia also served as a personnel administrator for ten years in the US Air Force where he counseled staff regarding their various transitions. He serves as a board member for the Minnesota Career Development Association and serves on the professional development and conference committees.

Irena McGrath is Chief Associate Recruitment Officer at Hogan & Hartson in Washington, DC. Prior to joining Hogan, Ms. McGrath worked as Chief Recruitment & Professional Development Officer at Wiley Rein & Fielding (now Wiley Rein) LLP. She has served as president of NALP and is a member of the NALP Foundation Board of Trustees.

Amee R. McKim is the Director of Legal Recruiting for Hunton & Williams LLP. She oversees the summer program and associate and partner recruiting efforts for all of the firm's offices. Prior to joining Hunton & Williams, Ms. McKim served as the Assistant Dean for Professional Development at The Ohio State University. She received her JD, with honors in law, from The Ohio State University and received her BA, *summa cum laude*, in Business and Organizational Communications from Otterbein College. She is pursuing a PhD in Higher Education, Policy and Leadership (currently ABD). Ms. McKim is the author of *Maximize Your Lawyer Potential: Professionalism and Business Etiquette for Law Students and Lawyers*, published by Thomson West. Ms. McKim began her career at the Indiana law firm of Baker & Daniels practicing in family law. She then embarked on a solo practice representing abused and neglected children as well as mediating divorce disputes. She is no stranger to recruitment and retention issues: her published article in the *Ohio State Law Journal*, "The Lawyer Track: The Case for Humanizing the Career in a Large Law Firm," was written and published prior to her graduation from law school. Ms. McKim has been an active and contributing member of NALP; she is currently chairing the NALP Attrition Retention Work Group and she served as NALP Vice-President for the 2001-2002 year. She has also authored articles for the *NALP Bulletin*, spoken frequently at conferences, chaired the NALP Research Committee, and served on the Publications Committee.

Tomea Mayer Mersmann is the Associate Dean for Strategic Initiatives at Washington University School of Law. She has over ten years of experience in law school administration and teaching. In her current role, Ms. Mersmann recently spearheaded the law school's participation in a university-wide strategic planning initiative and developed an intersession program drawing over 300 law students. Her prior positions at the law school include Associate Dean for Career Services and Legal Writing instructor. A graduate of Washington University School of Law and the University of Virginia, she practiced law and held the position of Director of Legal Recruiting at Thompson Coburn in St. Louis. A former member of the Board of Directors of NALP, she has been an active NALP member since 1997.

Makiedah Messam is an associate of Morgan Lewis's Litigation Practice and a member of the eData team. A vital part of the firm's litigation practice, eData is an expanding practice area created at Morgan Lewis to address the impact of electronic data on business and legal strategies. eData helps clients meet increasingly demanding regulatory and legal requirements with cost-effective prelitigation risk management, eDiscovery consulting, and document review. Prior to joining Morgan Lewis, Ms. Messam represented parents on behalf of the Counsel for Child Abuse and Neglect branch of the District of Columbia's Family Court, lobbied and crafted public policy on behalf of a national children's organization in Washington, DC, and drafted legislation in the fields of education, health, and human services for the Ohio legislature. Ms. Messam earned her JD from the University of Cincinnati College of Law in 2001, where she was a case notes and comments editor for the *Immigration and Nationality Law Review* and the *Urban Morgan Human Rights Quarterly*. She earned her BA in history and political science from Kenyon College in 1996. Ms. Messam is admitted to practice in the District of Columbia.

Sheri Michaels is a Partner and co-leader of the Global Associate Practice Group of Major, Lindsey & Africa. She brings more than 16 years of experience in legal placement, specifically focusing on associate placement and development. Ms. Michaels has successfully placed attorneys in top national, regional, and international law firms, as well as prominent corporations. Ms. Michaels is well known in the industry among associates, partners, and recruiting coordinators and is regularly called upon to provide counsel and advice regarding the lateral market. For her candidates, Ms. Michaels regularly counsels the attorneys in their career planning and is their strongest advocate in assisting them to achieve their career goals. Her cumulative years in legal search, coupled with her in-depth appreciation of the market, enable her to provide sound guidance to her candidates. Ms. Michaels earned her undergraduate degree, with distinction, from The George Washington University, and her law degree from The Benjamin N. Cardozo School of Law. She began her legal career with Coopers & Lybrand. Ultimately, she decided to leave the practice of law and enter the legal recruiting arena.

Meredith Moore, Director, Global Diversity, at Weil, Gotshal & Manges LLP, oversees the firm's diversity initiatives globally, including diversity education and training, affinity groups, and supplier diversity programs. Prior to joining the firm, Ms. Moore launched the Office for Diversity at the New York City Bar Association. In that capacity, she led the City Bar in its extraordinary accomplishments in highlighting diversity issues and worked with major legal employers (law firms, in-house legal departments, and government legal employers) to foster more diverse and inclusive work environments. Ms. Moore previously served as Director of Research and Information Services at Catalyst, the leading research and advisory organization working with businesses and professions to build inclusive environments and expand opportunities for women at work. During her seven

years at Catalyst, Ms. Moore was instrumental in many of Catalyst's significant accomplishments, including the groundbreaking US study, "Women in the Law," and on the global front, a study of female and male leaders in European business and a practical guide for increasing the number of women in global business. Ms. Moore is also a specialist on workplace flexibility and mentoring. Ms. Moore was previously an adjunct assistant professor at New York University's Wagner School and adjunct professor at Columbia University's School of International and Public Affairs. She received her master's in Public Policy and Administration from the School of International and Public Affairs at Columbia University and her Bachelor of Arts in Political Science from the State University of New York College at Geneseo.

Dana L. Morris is the Assistant Dean for Career Development at the University of Maryland School of Law in Baltimore, Maryland. Ms. Morris serves as a member of the Dean's leadership team and manages the strategic direction of the Career Development Office, which involves the delivery of its professional development and recruitment services for law students and legal employers. Prior to joining the University of Maryland School of Law, Ms. Morris was the Director of the Career Planning Center at the University of Miami School of Law in Coral Gables, Florida. Additionally, prior to entering law school administration, Ms. Morris was an associate at Ghantous Law Offices Ltd. in Peoria, Illinois; Manager of Internal Communications at Bank of Boston; Marketing Communications Editor at *The New England* in Boston; and served on the executive committee of Career Expo, a Boston-based, nonprofit organization geared to the recruitment of minority college job candidates. Ms. Morris received her BA with honors from Boston University in 1983 and her JD from Syracuse University College of Law in 1994. She has served on the boards of Civil Justice, Inc. and the Baltimore Albert Schweitzer Fellowship Program, and is member of the American Bar Association, National Bar Association, and NALP, where she is the 2008-2009 Chair of the Diversity Section, past Mid-Atlantic Regional Coordinator, and former Liaison to the ABA Commission on Ethnic and Racial Diversity in the Profession.

Barbara Mulé, Office of Justice Initiatives, New York State Unified Court System, is the Chief of Staff to the Hon. Juanita Bing Newton, Deputy Chief Administrative Judge for Justice Initiatives of the New York State Unified Court System, and has responsibility for developing, implementing, and overseeing court system initiatives related to increasing access to justice for low-income New Yorkers. Prior to her current position, she served in advisory capacities to the New York State Chief Administrative Judge and the Deputy Chief Administrative Judge for Management Support, as well as clerked for the New York State Court of Appeals. Ms. Mulé also worked as a legal services attorney and law school clinician, specializing in housing and elder law. She received her BA from the University of Virginia and her JD from the New York University School of Law.

Julie Mulhern is the Alumni Manager for Kirkland & Ellis LLP. Ms. Mulhern has over 18 years of experience in attorney recruiting and development. She has been a speaker and panelist at NALP conferences as well as serving as the Conference Vice-Chair (San Antonio) and Regional Coordinator.

Royce Bernstein Murray is a consultant on immigration and human rights law and an adjunct professor of immigration law at the University of the District of Columbia David A. Clarke School of Law. In 2000, Ms. Murray joined the Immigration and Naturalization Service (INS) Office of International Affairs as a Presidential Management Fellow/Asylum Officer where she adjudicated asylum and refugee cases and helped manage the international adoptions program. In 2002, she joined the INS Office of the General Counsel, Refugee and Asylum Law Division as an Associate Counsel. For five years (through its transition to the Department of Homeland Security US Citizenship and Immigration Services, Office of the Chief Counsel), Ms. Murray provided legal advice to the agency on a wide range of refugee-related and humanitarian immigration programs. She received a JD from the Georgetown University Law Center and a BA in Political Science from the University of Michigan.

Vernā Myers, Esq., principal of Vernā Myers Consulting Group, LLC (VMCG), is a nationally recognized expert on diversity and inclusion within law firms, law departments, and law schools. Ms. Myers is a dynamic speaker and creative advisor in support of creating inclusive environments and improving the recruitment, retention, and advancement of underrepresented groups. VMCG has collaborated with over 70 legal clients to effect sustainable organizational change by conducting cultural assessments, developing comprehensive strategic diversity action plans, and facilitating compelling and interactive workshops in the US and around the globe. A highly sought after speaker at numerous conferences worldwide, Ms. Myers for the last four years, has sponsored a successful conference on Race/Ethnicity in Large Law Firms in Chicago and New York with colleague, Arnold Kanter. This year she will sponsor her first Women in the Law conference in Boston. Prior to establishing VMCG, Ms. Myers was the first Executive Director of The Boston Law Firm Group, a consortium of firms committed to increasing racial/ethnic diversity. She served as Deputy Chief of Staff for the Attorney General of Massachusetts (1997-99), where she executed a comprehensive diversity and inclusion initiative: increasing minority recruitment; conducting diversity and sexual harassment trainings; and performing outreach to the state's diverse population. Ms. Myers practiced corporate and real estate law in Boston for six years at Testa, Hurwitz & Thibault, LLP and Fitch, Wiley, Richlin & Tourse, LLP. Ms. Myers graduated from Harvard Law School and received a BA, *magna cum laude*, from Barnard College, Columbia University.

Nadia Myerthall is a lawyer called to the bar in both British Columbia and Nova Scotia. Ms. Myerthall has been the Director of Student Programs at Davis LLP in Vancouver, British Columbia since June 2007. She is responsible for the recruitment, training, and development of summer students and articling students. Ms. Myerthall was previously the Co-Director of Career Services at the University of British Columbia's Faculty of Law where she planned and managed career services and programs to assist law students and alumni to secure employment in the legal profession. Prior to that, she was the Program Manager of the Professional Legal Training Course (the bar admission program that all articling students must attend) of the Law Society of British Columbia. Ms. Myerthall served for three years on the Membership Committee of the Canadian Bar Association, British Columbia branch. She is presently a member of the Canadian Section of NALP.

Paula Nailon is Assistant Dean for Professional Development at the University of Arizona James E. Rogers College of Law in Tucson, where she also teaches courses on judicial clerking and professional skills in the workplace. She is co-author of *Excellence in the Workplace: Legal and Life Skills in a Nutshell*, published by Thomson West in 2007, and the Government Honors & Internship Handbook. She is NALP's liaison to the ABA Young Lawyers Division, and has previously served on NALP's Board of Directors and in other NALP leadership positions. She is an active member of the State Bar of Arizona and serves on its Legal Services and Mentoring Committees and on its Committee on Persons with Disabilities in the Legal Profession.

Suma V. Nair is an associate in the Private Client and Trust Group at Goulston & Storrs. She focuses her practice on estate and tax planning, business succession planning, estate and trust administration, and charitable giving, and has represented clients in guardianship proceedings and trust settlements. Ms. Nair actively participates as a volunteer lawyer for clients referred by the AIDS Action Committee and commits significant pro bono time to represent low-income individuals and public charities. Ms. Nair is Co-Chair of the Pro Bono Committee of the Trusts and Estates section of the Boston Bar Association and is a 3-year Mentor for the Boston Lawyers Group. She received her AB, *magna cum laude*, Phi Beta Kappa, from Dartmouth College, and earned her JD from Harvard Law School. Ms. Nair recently participated on a panel at Harvard Law School entitled "Practical Advice on Making Pro Bono Work at Large Law Firms," has written articles on the tax laws affecting charitable giving, and is admitted to practice in Massachusetts.

Kay Nash is currently the Director of Professional Development and Attorney Recruiting at Wiley Rein LLP in Washington, DC, where she serves the professional development needs of over 270 attorneys. Her responsibilities include the development and administration of the in-house training curriculum, orientation and integration, CLE administration, associate

evaluations, compensation, project staffing, workload management, and other associate affairs programs. She also provides oversight on the firm's recruiting efforts. Prior to joining Wiley Rein, Ms. Nash worked for two other national law firms in firm-wide professional development and spent over seven years at Georgetown University Law Center, including responsibilities in Admissions, Financial Aid, and Continuing Legal Education. Ms. Nash is a member of NALP and the Professional Development Consortium. She is also a past presenter at two NALP PDI conferences, at the NALP Annual Education Conference, and at the ACLEA mid-year meeting.

Michelle C. Nash, M.Ed., Senior Career Advisor, Shannon & Manch, L.L.P., has nearly 19 years' experience in the areas of legal career counseling, law school and lawyer recruitment, and law school administration. She specializes in administering and interpreting career assessment inventories, including the MBTI and the Strong Interest Inventory. Ms. Nash has developed and delivered seminars, programs, forums, and workshops on law career related topics and professional development. She has served in a leadership capacity with many professional organizations, published articles and served as a guest lecturer. Prior to joining Shannon & Manch, Ms. Nash was a name partner in the professional development consulting firm of Briggs & Nash. She has held positions within the law school community of Assistant Director of Career Development, Career Consultant, and Counselor. She has been using the MBTI extensively for nearly 20 years.

Kate Neville is the founder of Neville Career Consulting, LLC, which serves individual attorneys who are considering a professional transition, whether within the practice of law or to another field. Prior to founding Neville Career Consulting, Ms. Neville practiced law at Simpson Thacher & Bartlett and as an in-house attorney for New York City government. She then shifted to management consulting and policy analysis for both for-profit and nonprofit entities. After serving as an advisor in Georgetown University Law Center's Office of Career Services, she decided to use her experience to help practicing attorneys navigate successful career moves. Ms. Neville received her law degree *cum laude* from Harvard Law School and her undergraduate degree *magna cum laude* from Princeton University. She is a frequent presenter on career transition issues, and her articles have been featured in *The Legal Times*, yahoofinance.com, law.com, *Roll Call*, and ABA Litigation Section training materials. She has served as co-chair of the DC Women's Bar Association's Working Parents Forum and chair of the National Association of Women Lawyers' On-Ramp Committee, and is a member of the International Coach Federation and the National Career Development Association.

Kisha C. Nunez is the Manager of Recruiting and Diversity at Wachtell, Lipton, Rosen & Katz. In this capacity she administers all aspects of law school on-campus recruiting and the summer associate program, while spearheading the firm's diversity efforts and initiatives. She has been with Wachtell, Lipton,

Rosen & Katz since 2003, but has worked in the field of legal recruiting and diversity since 2000. Ms. Nunez is an active member of both the firm's Recruiting and Diversity Committees. As such, she is charged with the compilation and analysis of both recruiting and diversity statistics. In conjunction with these committees, she also works to implement diversity goals, objectives, policies, and operating procedures for all personnel. Ms. Nunez is an active member of NALP and currently serves as a member of its Diversity Section working group. She has also served as a Northeast Regional Coordinator and as a member of the Nominating Committee. In addition, Ms. Nunez is a member of the New York City Recruitment Association (NYCRA), serving in the past as Treasurer of the organization. As a proud member of the Association of Law Firm Diversity Professionals (ALFDP), she currently serves as the organization's secretary. Ms. Nunez received her AB in Psychology modified with Sociology from Dartmouth College.

Norah O'Donnell is the chief Washington correspondent for MSNBC and contributing correspondent for "Today." Just seven weeks after giving birth to her third child last summer, she was on TV reporting on the 2008 political conventions. Ms. O'Donnell has been with NBC News since 1999, and served both as White House and congressional correspondent for NBC News prior to becoming MSNBC's chief Washington correspondent. Providing a tested journalistic insight on national and global issues, Ms. O'Donnell is also a regular on NBC's Today, NBC Nightly News and Hardball with Chris Matthews. *Washingtonian* magazine has named her as one of "Washington's 100 Most Powerful Women." Ms. O'Donnell and her husband Geoff Tracy are the parents of Riley (age nine months) and twins Henry and Grace (age 23 months).

Kelly Obenauer is the Assistant Director of Recruitment and Marketing at the Northwestern University School of Law. In her role as Assistant Director, Ms. Obenauer is responsible for coordinating major student recruitment events such as on-campus interviews and Meet the Employers Night. Ms. Obenauer is also responsible for maintaining Northwestern Law's relationships with its employer-partners. Prior to joining Northwestern Law, Ms. Obenauer planned events and symposiums for the Department of Continuing and Professional Education at Virginia Tech, her alma mater. As a member of the millennial generation and a recruitment professional, Ms. Obenauer has a unique perspective on what works – and what does not – when recruiting the current generation of law students.

Pam Occhipinti, Esq., Director, Career Services, Loyola University New Orleans College of Law, received her JD from Loyola University New Orleans College of Law, and an MBA and a Bachelor of Business Administration from Loyola University New Orleans College of Business. Prior to law school, she received her chef's certification from Gaston Lenotre in Bois D'Arcy, France, and worked as a professional chef for 14 years. Following law school graduation in December 1994, Ms. Occhipinti accepted the position as Director of Career

Services. Ms. Occhipinti is currently an active member of the Louisiana State Bar Association, the Association of Women Attorneys (Louisiana Chapter), the Jefferson Bar Association, the John Boutall Inn of Court, the Minority Corporate Counsel Association (MCCA), NALP, and the Association of American Law Schools, to name a few. Ms. Occhipinti recently served on the 2008 National Advisory Board for the MCCA's Annual Diversity Conference held in New York City. Ms. Occhipinti has served on NALP's Research Advisory Council (2003-2005), presented a program on compensation negotiations at the 2004 NALP Annual Education Conference, and previously co-chaired NALP's Alternative Careers Committee. Ms. Occhipinti has published articles on alternative career paths and compensation negotiations in both the *NALP Bulletin* and the *Texas Bar Journal*. Ms. Occhipinti served as the public speaker on legal matters for the US Small Business Administration/SCORE (Louisiana Chapter) Program (1994-2005), the Loyola University College of Business, Small Business Development Center's BEST Program (1992-2003), and the University of New Orleans Small Business Development Center (1994-2005). Additionally, she taught an entrepreneurship class for Tulane University's Doctoral Engineering Program from 1994-2005.

Matthew L. Pascocello, Esq., is the Assistant Director, Marketing & Alumni Counseling at the American University Washington College of Law, where he directs the alumni counseling and marketing efforts within the Office of Career & Professional Development. He also provides coaching and counseling services to attorneys on a broad range of career and professional development issues through various private companies. In addition to his counseling work, Mr. Pascocello serves as an Adjunct Faculty member at both the Washington College of Law and at American University's School of Public Affairs. Prior to his work at American, he practiced corporate and international trade law in New York and served as in house counsel to the US offices of a Parisian-based multinational.

Mehul Patel is EVP and Head of Corporate Development at Axiom, a revolution in the legal industry and one of the nation's fastest growing private companies. Mr. Patel is responsible for new office development and corporate strategy and has most recently overseen Axiom's expansion into the Chicago, Los Angeles, and Washington DC markets. Prior to joining Axiom, Mr. Patel was Chief Marketing Officer at Howard Rice Nemerovski Canady Falk & Rabkin and served on their executive committee. In another former life, Mr. Patel was VP, Business Planning and Development at CNET Networks, where he ran strategic planning and business operations for CNET's largest division. He began his career as a corporate attorney at PeopleSoft and Cooley Godward. He holds a JD from the University of Virginia School of Law and an AB *magna cum laude* from Brown University.

Katharine Patterson, President, Patterson Davis Consulting, has specialized in intellectual property recruiting since 1980. She counsels law firms, Fortune 100 companies, venture capital groups, and investors on how best to meet their IP human resource needs. She has structured IP functions in corporations from inception to the Fortune 100. She plans, architects, and advises IP practice groups in law firms globally. Ms. Patterson strategizes with clients to develop creative solutions to their current and future concerns about staffing IP practice groups. Her firm has built practices from conception and, as they grow and mature, solved continuing concerns about compensation, hiring, benefit, and workload analysis. Ms. Patterson counsels law school students pro bono, speaking at leading schools on careers in patent and IP law. She shares her time with students at all levels, providing detailed information about IP practice, resume counseling, and coaching on interview and job search techniques. In 2008, she spoke at over 15 law schools. She has been an invited presenter for the Practising Law Institute (PLI). Ms. Patterson is a graduate of Bryn Mawr College, with BA and MA degrees from Oxford University, England. Prior to her career as a consultant, she worked with a non-profit educational foundation sponsoring science education programs for *American Scientist* magazine and the *Christian Science Monitor*.

Lisa M. Patterson is the Associate Dean for Career Services at the University at Buffalo Law School. She holds a Bachelor's Degree from Harvard University and a JD from Notre Dame Law School. Prior to joining UB Law School in 2000, Ms. Patterson directed the Career Services Office at Notre Dame Law School for four years. She has also run a resume agency, and worked at a law firm in New London, CT, as well as the Notre Dame Legal Aid Clinic and Elder Law Clinic, and a small book publisher owned by an Episcopal Monastery. Ms. Patterson has held several leadership positions in NALP. She is the advisor for the Buffalo Public Interest Law Program at UB Law and serves on the Board of the Legal Aid Bureau of Buffalo. Recently, she has authored a new blog about legal careers entitled "Our Noble Profession," at <http://UBLawCSO.blogspot.com>.

Tammy Patterson is the CEO and President of the NALP Foundation for Law Career Research and Education, a 501 (c)3 nonprofit organization dedicated to research and education on lawyer careers and the law as a profession. Ms. Patterson directs and oversees all aspects of the work of the NALP Foundation, from its research initiatives to its publications, programs, and fundraising. She represents the Foundation's interest in a host of industry venues sharing the latest information on lawyer careers. Ms. Patterson has focused her endeavors on lawyer careers since 1994. Before joining the NALP Foundation in 2008, she was the Director of Recruiting and Professional Development at Gardere Wynne Sewell LLP in Dallas, Texas for over 13 years. Ms. Patterson served as a board member of NALP and the Professional Development Consortium (PDC). She was also a member and Vice Chair of NALP's Attorney Development Committee for a number of years.

Elizabeth K. Peck is the Director of Career Services at Cornell Law School. Before coming to Cornell in 2004, she ran the career services office at Washington and Lee University School of Law and began her counseling career at the Benjamin N. Cardozo School of Law. Ms. Peck also served as a judicial clerk in Fairbanks, Alaska and worked as an employment litigator for Perkins Coie in Seattle, WA. She is the co-founder and immediate past president of the Finger Lakes Women's Bar Association. Ms. Peck is active in NALP: she gave presentations at the 2004, 2006, and 2008 educational conferences and has been a member of various NALP Sections including the Career Pathways for Lawyers Committee and Research Advisory Group. She looks forward to serving as NALP's liaison to the Prelaw Advisors National Council for the next two years. She received her JD from the Duke University School of Law and BA from Tufts University.

Gail Peshel, Assistant Dean for Students and Acting Director of Career Services, joined Notre Dame Law School in 2000 and served as Director of Career Services until she was named Assistant Dean in 2004. This year, Ms. Peshel returned to career services as acting director. Ms. Peshel presently serves as a Board Member on the Indiana Bar Foundation and on the Indiana Continuing Legal Education Forum. She is a member of the State Bar's Professional Legal Education, Admission & Development Committee. She was a member of the Board of Governors for the Indiana State Bar Association, 2006-2008, and served on the Pro Bono Committee of the Indiana Bar Foundation, 2002-2007, and the Indiana CLEO Advisory Committee, 2001-2007. She was President of NALP, 1993-1994, co-chaired the Chicago Bar Association Career Assistance Committee, and chaired two Indiana Women in Law conferences. Prior to joining the Notre Dame Law School, Ms. Peshel served as Assistant Dean for Career Services at Valparaiso University School of Law. She earned her JD and her BS from Valparaiso University. She was admitted to the Bar in the State of Indiana in 2000.

Elaine T. Petrossian is the Assistant Dean for Career Strategy & Advancement at Villanova Law, where she started her legal career counseling career in 2000. Before Villanova, she was a litigator at Morgan Lewis and Reed Smith, where she held leadership roles in attorney recruiting, hiring, training, and mentoring. At Villanova, Ms. Petrossian has chaired the Dean's Commission on Inclusiveness. Active in NALP, Ms. Petrossian has served on the Nominating Committee, the Research Advisory Group, and the Experienced Professionals Section. Ms. Petrossian has presented at NALP conferences and at events sponsored by the Philadelphia Bar Association. She recently served on the Diversity Advisory Committee to the Pennsylvania Trial Lawyers Association. Ms. Petrossian received her JD and BA from the University of Virginia and her MS in Counseling at Villanova. As an undergraduate, Ms. Petrossian was a trainer and volunteer for Open House Hotline, a community crisis hotline serving the greater Charlottesville-Albemarle region. She is qualified to administer the Myers-Briggs Type Indicator and

volunteers for the Pennsylvania Lawyers Assistance Program. Ms. Petrossian is working toward her license in professional counseling and maintains her law license as well.

Nancy Philippi is the Director of Diversity and Community Outreach for Quarles & Brady, LLP. Her primary responsibility is working with the diversity committee to develop, organize, and implement diversity strategy and programs and community outreach initiatives. She works with all the firm's offices to coordinate efforts in recruiting and retention of women and minorities. Ms. Philippi holds a BS (English) from the University of Colorado, and has worked for the firm and its predecessor for more than 30 years in the areas of recruiting, retention, training, association policy and evaluation, and mentoring.

Paul Pless is the Assistant Dean for Admissions and Financial Aid at the University of Illinois College of Law, overseeing all aspects of the admissions process to the JD and LL.M. programs. In addition, Mr. Pless is responsible for loans and scholarships for all current and prospective students. Mr. Pless is Chair of the College's Loan Repayment Assistance Program and Director of the Law Minority Access Program. Mr. Pless began working for the college in 2003 after graduating from the college of law. He graduated from the University of Illinois, Springfield, with a degree in Political Studies. Prior to coming to law school, Mr. Pless worked for Illinois Speaker of the House, Michael Madigan, on the Issues Staff as well as with State Farm Insurance Companies.

Kathleen Post is a partner with the firm of Shannon & Manch, a consulting and professional development firm that has exclusively served the legal industry for more than 20 years. Ms. Post brings more than 15 years of experience as a consultant, marketing and communications director, and personal coach to her work with Shannon & Manch. Her specialty is working with law firms on issues related to leadership development, mentoring, evaluation, and career development. In a professional coaching capacity, she works one-on-one with individual lawyers to help them develop greater self awareness and expand personal performance and productivity. Ms. Post has successfully coached clients on goals related to time management, organizational skills, confidence, enhanced communications, leadership, career planning, delegation and management, and work-life vision. In addition to a masters degree from Georgetown University where she studied the intersection of psychology and philosophy with a focus on transformational learning, Ms. Post has completed training with multiple certified coach training organizations. She has developed and presented professional development workshops, written articles, and authored a coaching chapter in a leading legal professional development volume. She is a member of the International Coaching Federation and is qualified to administer many self-assessment instruments including the Myers-Briggs Type Indicator, Strong Interest Inventory, CPI260, and the FiroB.

Jennifer Powell has been the Assistant Dean for Career Services at the West Virginia University College of Law in Morgantown, West Virginia since 2004. She serves as co-advisor to the Public Interest Advocates group and the OUTlaw student group. She was named the Law School Staff Member of the Year in 2004 and 2005 and serves on the cultural diversity and public interest faculty committees. Ms. Powell is also an adjunct Assistant Professor for the Division of Social Work at West Virginia University where she teaches courses in social work and the law, social welfare policy, and human diversity to both BSW and MSW students. She also provides continuing education courses to licensed social workers and counselors on legal issues, ethics, documentation, and burnout and compassion fatigue. Ms. Powell is a member of the West Virginia State Bar and a Licensed Graduate Social Worker in West Virginia. She earned her JD from the West Virginia University College of Law in 1997, an MSW from West Virginia University in 1992, and a BA in English from West Virginia University in 1988. Prior to working at the College of Law, Ms. Powell worked as an Application Consultant for LexisNexis, served as a prevention educator and community fundraiser for Caritas House (a local HIV/AIDS service organization) and practiced law with Regina Charon's Law Offices.

Danielle Purfey is the administrator of alumni programs at Skadden, Arps. Ms. Purfey is a marketing and business development professional with experience in both developing and implementing corporate alumni programs. She has significant experience planning and executing world-class events, seminars, and other programs for business development and recruitment purposes. Prior to working at Skadden, she designed alumni programs for clients of SelectMinds and managed alumni relations for the accounting firm Deloitte.

Ellen Swank Purvance has over 25 years of experience in the legal recruiting profession. She is currently the Director of Legal Recruiting at Covington & Burling LLP in Washington, DC. At Covington she is responsible for the hiring of associates and summer associates. Prior to joining the law firm of Covington, Ms. Purvance was the Director of Associate Recruitment and Professional Development in the Washington, DC office of Hogan & Hartson L.L.P. At Hogan, she was responsible for a number of administrative areas involving associates and summer associates. During her employment with Hogan, she was also involved with the associate evaluation process and professional development programs. Ms. Purvance started her legal recruiting career at Steptoe & Johnson LLP, also in Washington, DC. It was at Steptoe where she learned the administrative procedures of the attorney recruitment process.

Karl Racine, Managing Partner at Venable, focuses his practice on corporate defense/white collar and commercial litigation. He has substantial experience in managing complex criminal and civil matters, including those that may pose political and public relations risks. Mr. Racine is a highly skilled litigator with more than 15 years of experience in public and private

practice. He has broad experience in the areas of criminal and civil litigation, appellate advocacy and representation in connection with federal government regulation, enforcement, and investigations. Mr. Racine led the Venable team in its representation of a Fortune 100 company through five years of litigation in one of the largest certified employment discrimination class actions in the wake of the 1991 amendments to Title VII of the Civil Rights Act of 1964. Mr. Racine was featured in the July 2006 issue of *The American Lawyer*. In the article entitled "Rising Fast," Mr. Racine was recognized for his impact on the legal profession in general and at Venable in particular. As the article points out, Mr. Racine is one of a small number of African Americans to become a managing partner of an Am Law 100 firm. Mr. Racine is also listed in the *National Law Journal* Top 50 Minority Lawyers in America and the Law Dragon 100 law firm leaders.

Clive Rainey was Habitat for Humanity International's first volunteer. One of his early duties was serving as chair of the family selection committee for the house-building program of Koinonia, a rural community where the idea of building homes in partnership with the poor was conceived. Mr. Rainey brought the concept of "sweat equity" to the project – and ultimately Habitat – after learning that developers of middle-class housing sometimes used a family's unskilled labor on their house in lieu of a downpayment. From the Koinonia project in Georgia, Mr. Rainey's dedication to Habitat's mission brought him to Immokalee, Florida and then to Africa. He worked on Habitat projects in Zaire and Uganda, and then served as Habitat's first Africa area director. Under his direction, Habitat's work in Africa spread to 12 countries. Mr. Rainey now serves as Habitat's Director of Community Relations, traveling to affiliates around the world to assist them in leading their communities in the elimination of substandard housing.

Ann Rainhart (ENTP) is the Director of Legal Personnel and Professional Development for Faegre & Benson, LLP, in Minneapolis, MN. In her short time at Faegre & Benson, Ms. Rainhart has created and implemented the firm-wide attorney development program. Ms. Rainhart is also responsible for the attorney evaluation process and works closely with the firm's management committee around strategies for retention and development of the firm's 500+ lawyers. Prior to her role at Faegre & Benson, Ms. Rainhart was the Manager of Associate Professional Development at Leonard, Street and Deinard, where she oversaw the associate track of Deinard University and played an active role in the associate review processes and served as a performance coach for junior associates. Ms. Rainhart also has significant experience in legal recruitment, both in law firms and in law schools. Ms. Rainhart's experience in teaching and training has included a role as an adjunct professor of training and development at Roosevelt University in Chicago, where she taught a workplace diversity course for the university's business school. She also is a frequent presenter, with presentations to local law schools, Minnesota Women Lawyers, the Chicago Bar Association, and NALP. Ms. Rainhart is a graduate

of Chicago-Kent College of Law and is admitted to practice in Illinois.

Irene Reed is the Associate Director of Northwestern Law's Center for Career Strategy and Advancement. In her role as Associate Director, Ms. Reed provides career counseling to law students and coordinates career center student programming. Prior to joining Northwestern Law, Ms. Reed practiced commercial real estate at Kirkland & Ellis LLP and at Schwartz Cooper Chartered in Chicago. Ms. Reed is a member of the NALP Diversity Section and contributes articles on legal careers and career planning to NALP and to the *Cook County Bar Association Newsletter*. Ms. Reed attended Harvard College and Harvard Law School, and is the Vice President of the Harvard Law Society of Illinois.

Dr. Arin Reeves, President at The Athens Group, has worked in the areas of organization diversity for over 15 years. In her practice as a consultant on diversity issues in the legal profession, she has worked with over 100 law firms, 50 legal departments in Fortune 500 companies, dozens of law schools, and bar associations/organizations in every major legal market. Prior to founding The Athens Group, Dr. Reeves gained valuable experience in the areas of discrimination, conflict resolution, and organizational effectiveness as an attorney practicing in the state of Illinois. Her work with The Athens Group focuses primarily on diversity (race, ethnicity, gender, sexual orientation, generations, and religion) issues within law firms, corporate legal departments, legal workplaces in the public/government sector, law schools, and professional associations within the legal community. Dr. Reeves currently serves on the ABA Center for Racial and Ethnic Diversity. Previously, she served as a Council Member on the ABA Presidential Advisory Council on Diversity (2006-2008), and was also a Commissioner on the ABA Commission on Women (2003-2006) where she chaired the Women of Color Research Initiative.

Kim Reid is the Operations Branch Chief, Office of Personnel Security and Suitability, Diplomatic Security, US Department of State. Ms. Reid has been with the Department of State's Office of Personnel Security and Suitability as a civil service employee since 2002. Their office processes approximately 30,000 investigations each year and adjudicates the security clearances for all Department of State hires, as well as some contractors serving in embassies overseas. Ms. Reid's other experience includes almost 20 years as a Special Agent with the Air Force Office of Special Investigations, with 11 years of active duty and the remaining with the Reserves, from which she retired as a Lieutenant Colonel in September 2008. During 2000-2001, Ms. Reid worked as a Human Resources Manager and Recruiter for the Washington, DC law office of Baker & Hostetler, LLP. She holds a Masters Degree in Forensic Sciences from the George Washington University and a Bachelors Degree in Business Administration and Management from the University of Arizona.

Kathy Reiffenstein is the founder and president of And...Now Presenting! (www.andnowpresenting.us), a Washington, DC area communications training firm. With over 20 years of experience, she draws on her background in sales, marketing, and customer service to help the world communicate better. She works with business executives, authors, nonprofit leaders, and the military to create confident, persuasive speakers who speak effectively and engagingly to their audiences. Before moving to DC, Ms. Reiffenstein was a principal at On Track, a sales and teamwork training company specializing in experiential learning programs. There she helped companies such as Accenture, Microsoft, and Alaska Airlines improve communications and build more productive teams. Prior to co-founding On Track, Ms. Reiffenstein worked for large corporations in the financial services and telecommunications industries where she designed, developed, and delivered sales, teamwork, product knowledge and presentation skills training. As Director of Sales for a leading financial institution, she spearheaded the creation and implementation of a sales culture throughout the national branch network. A graduate of Cornell University, Ms. Reiffenstein is an active volunteer. She is a University of California trained Master Gardener, has contributed to the anthology *Bay Area Gardening*, and is a docent at the US Botanic Garden. She is the Immediate Past President for the DC Chapter of the American Society for Training and Development (ASTD).

Lori A. Reifschneider is the Assistant Director of Careers Services at UC Davis School of Law. She advises law school students and alumni on career development and administers the judicial clerkship program. Ms. Reifschneider formerly worked for the University of Southern California in Sacramento with the USC California Policy Institute. Prior to USC, Ms. Reifschneider worked for three years at the San Francisco office of O'Melveny & Myers LLP in attorney recruiting and professional development. Ms. Reifschneider also worked for the Career Services Office at the University of San Francisco School of Law. She earned her undergraduate degree in international studies from American University in Washington, DC. Ms. Reifschneider is currently completing her master's degree thesis in higher education leadership and administration at California State University, Sacramento.

Delicia Reynolds is Legislative Director to US Congressman, Representative John P. Sarbanes, Maryland 3rd District. As Legislative Director she supports the Congressman's work as member of the House Energy and Commerce Committee and oversees the development and implementation of pro-active and comprehensive strategies to achieve the Congressman's legislative goals. Ms. Reynolds is an attorney and a member in good standing of the Virginia Bar. Before joining Congressman Sarbanes' Staff, Ms. Reynolds was Community and Economic Development Staff Attorney at CASA of Maryland, Inc., the largest immigrant advocacy organization in Maryland. At CASA, she assisted low income immigrant communities to come up with community based economic development strategies to empower and enhance the larger community. Ms. Reynolds'

work included working with local county councils to revise vending laws for mobile food vendors and promote legislation favorable to small businesses; she organized and worked with small business associations, preparing community members to testify before state and county legislatures. Ms. Reynolds began her legal career as a Skadden Fellow (public interest fellowship) working with low-income immigrant women in Northern Virginia. During her fellowship, Ms. Reynolds used international development strategies as a tool for empowerment and economic development in low-income immigrant communities in Northern Virginia. Prior to receiving her JD, Ms. Reynolds obtained her masters in International Political Development from the Cambridge University, Cambridge England, in 2001.

Michelle Cotter Richards is the Professional Development Advisor and former Government Advisor with The George Washington University Law School Career Development Office. Ms. Richards advises individual students and alumni about all aspects of career development, with a particular emphasis on helping people identify their individual strengths and motivators. Ms. Richards also presents a variety of programs related to the job search process including seminars about professional networking, successful job performance, and interviewing skills. Prior to her work in career development, Ms. Richards worked as a white collar criminal defense attorney at a DC law firm, where she was also a past member of the hiring committee and associate affairs committee, and was heavily involved in summer and lateral recruiting at the firm. Ms. Richards also served as Associate Litigation Counsel at MCI, Inc. Ms. Richards graduated from The George Washington University Law School with Honors in 2001 and from Fordham University in 1998.

Veta T. Richardson has been the Executive Director of the Minority Corporate Counsel Association since 2001. MCCA's mission is to advocate for the expanding hiring, promotion, and retention of minority attorneys by corporate law departments and the law firms that serve them. Ms. Richardson also serves as the CEO and Director of Publications for MCCA's magazine, *Diversity & the Bar*, which is published quarterly and distributed to a circulation base of more than 35,000 attorneys nationwide as a supplement to *Corporate Counsel* magazine.

Leslie Ripley is the Chief Recruiting & Diversity Officer for Gibson, Dunn & Crutcher LLP. She is responsible for all aspects of legal recruiting, diversity, and professional development for the firm's 1,000 lawyers and 15 offices worldwide. Ms. Ripley has over 25 years of experience in the field of legal talent development and is nationally recognized as a speaker and panelist on topics related to best practices in lawyer recruitment, professional development, diversity, associate orientation and integration, training, retention, performance appraisal, and career path planning. She has held numerous positions in NALP and is actively involved in the Association of Law Firm Diversity Professionals and the Los Angeles Legal Recruiting

Administrators Association. Ms. Ripley has a BS in Education from the University of Southern California and did graduate course work at UCLA in Human Resources Business Management.

Susan Robinson has been a counselor at Stanford Law School since 1997, and Associate Dean for Career Services for the last ten years. Prior to Stanford, she practiced law for five years at two Bay Area law firms. She has been an active member of NALP's Diversity Section and the Bay Area Legal Recruitment Association's Diversity Committee. Ms. Robinson chaired the Diversity Pipeline working group for NALP's Diversity Section, which was tasked with researching and reporting on the various ways in which law firms and schools were attempting to increase the number of diverse candidates in law schools and is currently a member of the Street Law Implementation Work Group. At Stanford, Ms. Robinson has been very involved in diversity issues, from leading the gender and career services committee to spearheading the amelioration efforts in response to military recruiting, to working closely with minority student organizations on diversity programming.

Esther Rodriguez is Firmwide Entry-Level Recruiting Coordinator for Holland & Knight LLP, based in Miami where she has worked since 1990. She has served NALP as a Director, Conference Co-Chair, and SE Regional Coordinator, and has been active on the Diversity and Attorney Development/Evaluation Committees. A past Vice President and President for South Florida Association for Law Placement, she has also conducted workshops for NALP, SFALP, and other city groups on topics including diversity, evaluation, and lateral hiring.

Cindy Rold, JD, is one of fewer than a dozen Platinum Coaches worldwide with the Anthony Robbins Company and the owner of Maverick Coaching & Speaking. Ms. Rold coaches attorneys and other professionals around the world on a wide variety of issues. Ms. Rold is past president of NALP, as well as past president of the Denver Coach Federation (which won best chapter of the year from the International Coach Federation the year she was president). Prior to becoming a coach seven years ago, Ms. Rold spent 12 years in law school administration, as the director of career counseling and placement at Northwestern University School of Law, assistant dean of student affairs at University of Illinois College of Law, assistant dean for admissions and financial aid at Duke Law, and associate dean for student affairs at the University of Denver College of Law. Ms. Rold received her law degree from Northwestern University and her BA degree *magna cum laude* from Carroll College. She received her coaches training from the Coaches Training Institute and the Anthony Robbins Company.

Myrna H. Rooks is associated with the Administrative Section at Hirschler Fleischer and serves as the Manager of Legal Recruiting. Ms. Rooks is a member of the firm's recruiting committee and associate training and development committee. She works directly with career services offices of various law

schools, as well as with law students and lateral attorneys. Ms. Rooks is also responsible for running the summer program at Hirschler Fleischer for first and second year law students.

Gina D. Rowsam is Assistant Dean for the Professional and Career Development Center at Oklahoma City University School of Law. She received her BA from the University of Colorado and MA from Saint Mary's University of Minnesota. Before coming to Oklahoma in 1996, Ms. Rowsam directed the career services, development, alumni relations, and CLE programs at the University of Wyoming College of Law. Her NALP activities have included work on the Recruitment Practices Committee, Marketing Committee, Research Committee, as Chair of the Membership Survey Task Force, at-large member of the NALP Board of Directors, and as a member of the Member Services Committee, and since 1999 she has served as the liaison from NALP to the Pre Law Advisors National Council (PLANC). She has participated as a presenter and moderator at several NALP and PLANC annual education conferences.

Deborah C. Ryerson serves as Director, Career Services, Carlisle location at Penn State University, The Dickinson School of Law. She has been with the law school for 19 years. In 2000, after obtaining a master's degree in counseling with a concentration in student affairs, she joined the law school's Career Services Office following ten years as the school's Director of Communications. Prior to joining the law school, Ms. Ryerson enjoyed a career in public relations and journalism. She was a reporter and city editor for *The Sentinel* in Carlisle and won a statewide feature writing award as one of the first journalists to tackle the subject of child abuse. Ms. Ryerson later participated in a prestigious American Political Science Association Congressional Fellowship, one of only four journalists nationwide to be selected. During the fellowship, she served on the staffs of then US Representative Tom Harkin (D-IA), now a US Senator, and the late US Senator Paul Tsongas (D-MA). In addition to working on the Hill, Ms. Ryerson has done public relations for Hershey Foods Corporation and the former Des Moines Ballet. She also has experience as a business owner, having co-owned a full-service printing business from 1983 to 1988. She is a *magna cum laude* graduate of Dickinson College in Carlisle, PA and has her master's degree from Shippensburg University, Shippensburg, PA.

Macarena Saez is the International Programs Coordinator at American University Washington College of Law where she directs the international JD dual degree programs with law schools in France, Canada, Spain, and Australia, and the Summer Law Program in Chile. Ms. Saez was the recent Chair of the Association of American Law Schools International Legal Exchange Section and coordinates a network of Latin American Scholars on Gender and the Law. An attorney from Chile, Ms. Saez holds an LLM degree from Yale Law School. In her capacity as International Programs Coordinator, she has participated on several panels in the US and abroad about globalization of legal education in the US. She has taught law at the

Universities of Chile and Puerto Rico, worked for the Inter-American Development Bank, and served as part of the Chilean team in the negotiations of the Free Trade Agreement between Chile and Canada. Ms. Saez has published extensively on feminist jurisprudence and has participated in conferences and roundtables addressing a wide variety of topics in the area of gender and the law. She also represents pro bono victims of human rights violations before the Inter American Commission of Human Rights in Washington DC.

Christina Guerola Sarchio is a Partner at Patton Boggs, LLP. In addition to practicing in commercial litigation, antitrust, and white collar criminal defense, Ms. Sarchio has served as Vice President for External Affairs for the Hispanic National Bar Association and President of the Hispanic Bar Association of DC, which received the Hispanic National Bar Association's "Best Affiliate of the Year" award in 2006 under her leadership. Ms. Sarchio has significant trial experience in federal and state courts, and has represented Fortune 500 and other clients in both criminal and civil litigation, including class actions. Ms. Sarchio's cases have involved antitrust, contract, business tort, employment, intellectual property, environmental, and franchise/dealer issues. Her representation spans several industries, including oil and gas, chemical, pharmaceutical, alcoholic beverages, tobacco, and consumer products. *Hispanic Business Magazine* selected her as one of "Twenty Elite Women" in 2008 and as one of the "100 Most Influential Hispanics" in the country in 2006. Recognized for service in the areas of equality, fairness, and social justice, Ms. Sarchio has been a noted speaker on issues facing women and attorneys of color. George Washington Law School awarded her the prestigious Belva Lockwood Woman of the Year Award and *Washington Business Journal* named Ms. Sarchio a 2007 Top Washington Lawyer in the "Young Guns" category. Ms. Sarchio received the 2008 Hispanic Bar Association of DC's Hugh M. Johnson award for her outstanding contributions to the Hispanic community in the areas of equality, fairness, and social justice. Ms. Sarchio has taught as an adjunct professor at George Washington University Law School. She began her legal career as a prosecutor in the Manhattan District Attorney's office and was a partner in the Washington office of Howrey before joining Patton Boggs.

Donald M. Saunders has dedicated over 32 years to the delivery of quality legal services to poor people, nationally as well as on the local and regional levels. Since February 1995 he has served as Director of the Civil Legal Services Division at the National Legal Aid and Defender Association (NLADA). He previously served as Legislative Counsel for NLADA and the Project Advisory Group from May 1990 through January 1995. Before coming to Washington, DC, he served as the Executive Director of the North Carolina Legal Services Resource Center, a state support backup center, in Raleigh, NC from January 1983 to May 1990. In that capacity, he actively engaged in legislative advocacy and appellate work covering a broad range of issues in housing, employment, disability, and civil rights law.

From 1976 to 1982, he was a staff attorney in the legal services program in Wilmington and the executive director of the program in Boone, NC. Mr. Saunders received his JD from the University of North Carolina School of Law in 1975 and his AB in Political Science from the University of North Carolina in 1972.

Dayle A. Savage, Ed.D. received her doctorate from Vanderbilt University with an emphasis in human and organizational development. She currently serves as VP and Chief Learning Officer for Saint Thomas Health Services in the Nashville area. Ms. Savage previously served on the faculty at Vanderbilt and she was the Director of Vanderbilt's Peabody Career Center assisting graduate students with career planning and searches. While in graduate school she began her business, spiraLearning, in 1999. As a career coach and consulting professional, she partnered with organizations focusing on recruitment, human resource, and training needs. Ms. Savage was a member of NALP from 1988 – 1999 while she was the Legal Administrator and Recruiter for what is now Bradley, Arant, Boult, Cummings in Nashville, TN. Her specific interest today is to improve overall organizational effectiveness through sound leadership competency, organization development, and professional development.

Kathy Schmidt is the Manager of Attorney Recruiting at Wiley Rein LLP in Washington, DC, where she has worked since 2002. She is responsible for the firm's summer associate program and the fall on-campus process as well as entry-level, judicial clerkship, and lateral hiring. Ms. Schmidt is a member of NALP and the Washington Area Legal Recruitment Administrators Association (WALRAA). She currently serves on the Board of Directors of WALRAA as the 2009 Vice President. As a member of WALRAA, Ms. Schmidt co-presented the ABC's of Recruiting in 2008. She received her BA in Human Resources from The Catholic University of America and her MA in Organizational Sciences with a concentration in Organizational Management from The George Washington University.

Thomas J. Schoenherr is the Assistant Dean of the Public Interest Resource Center (PIRC) at the Fordham University School of Law, a program which he founded and has directed since it was established at Fordham in 1991. The PIRC is staffed by four full-time professionals and serves as the administrative center for 23 student-run volunteer organizations which involve over 500 students, alumni, faculty, and administrators annually in a wide range of PIRC-sponsored pro bono and community service activities. Mr. Schoenherr has been a moderator and a speaker on numerous public interest program panels at conferences of NALP, Equal Justice Works, the AALS, the ABA/NLADA's Equal Justice Conference, and the Association of the Bar of the City of New York. He currently serves as chair of the NALP Part V Task Force. He has also served as the co-chair of the National Advisory Committee of Equal Justice Works, chair of the AALS Section on Pro Bono and Public Service Opportunities, chair of NALP's Public Service Committee, and on NALP's Board of Directors. Prior to

accepting his position as Assistant Dean of the PIRC, he was the Associate Director of the Career Planning Center at Fordham Law School for five years. He has counseled thousands of law students and alumni extensively in all phases of public and private sector career planning.

Steven Schulman, Pro Bono Partner, Akin Gump Strauss Hauer & Feld LLP, is the head of the firm-wide pro bono practice. He maintains a substantive practice focusing on many areas of public interest law, including human rights, immigration, civil rights, and poverty law matters. He is the lead counsel in two of the firm's most significant pro bono cases – *Antonio et al v. Security Services of America, et al*, a major civil rights case in Maryland, and *Mamani v. Sanchez de Lozada*, an international human rights case in Florida. Active in the firm's recruiting efforts, Mr. Schulman also runs the Pro Bono Scholars Summer Program, a program to identify and hire the firm's future pro bono leaders. Prior to joining Akin Gump, Mr. Schulman was the pro bono counsel at Latham & Watkins. While with that firm, he established his asylum practice and also developed and implemented that firm's signature Child Refugee Project, a program to assist unaccompanied alien minors in the United States. Mr. Schulman received his BA *cum laude* from Brandeis University in 1989 and his JD *cum laude* in 1994 from the Northwestern University School of Law, where he was associate note and comment editor of the *Northwestern University Law Review*. He is a member of the District of Columbia and Maryland Bars and is admitted to practice before the US Supreme Court, the US Courts of Appeals for the 4th, 9th, and 10th circuits, and the US District Courts for Maryland and the District of Columbia.

Marcia Pennington Shannon is a founding principal in the consulting firm of Shannon & Manch in Washington, DC. The firm specializes in attorney personnel management issues, including career and leadership coaching, professional development and mentoring training, and career transition counseling. Ms. Shannon has been a professional career counselor working with lawyers for over 25 years and has developed an expertise in working with attorneys throughout the career and professional development processes. Much of Ms. Shannon's current practice is focused on individual coaching of lawyers at all seniority levels. Ms. Shannon has been a frequent presenter for NALP and other organizations on a variety of legal career issues. She also writes the award-winning column, "Managing," for *Law Practice* magazine of the ABA. Currently, she is a member of the Law Practice Management Section of the ABA, the American Counseling Association, the National Career Development Association, and the International Coach Federation. She holds an MEd in counseling and a BA in psychology, as well as extensive coursework in coaching, including from the Center for Creative Leadership.

Carole Silver is a Visiting Professor of Law and the Executive Director of the Center for the Study of the Legal Profession at Georgetown University Law Center. Her research focuses on the legal profession and its relationship to globalization, and includes the first large-scale study of the role of the US LLM in the career development of international law graduates. She has taught courses on globalization and the legal profession, corporations, securities regulation, international securities regulation and comparative corporate governance, and conflicts of law.

Martha Ann Sisson, Esq. is a principal in Garrison & Sisson ("G&S"), a nationally recognized and regionally dominant attorney search firm since 1986. G&S is devoted exclusively to permanent attorney search and recruitment of individuals and practice groups. It is comprised of six recruiters, five of whom are former practicing attorneys, and primarily focuses its efforts on the Washington, DC metropolitan legal community. Ms. Sisson regularly participates in bar association and related professional group programs and firm retreats. She currently serves as a dedicated resource to two Am Law 50 firms in their efforts to strengthen relationships with alumni through providing access to information on career opportunities and alternatives. In addition, she has written numerous articles on strategic growth prioritization, marketing strategies (for both the employer entity and the individual attorney), attorney development and retention, and best hiring practices. Ms. Sisson is a former corporate attorney with Mobil Oil and graduated from the University of Virginia School of Law.

Ann Skalaski is the founder and president of Skalaski Consulting, Inc. which serves law schools, law firms, and lawyers in transition. In addition to conducting legal searches, Ms. Skalaski routinely consults with law firms on issues relating to recruiting, retention, and compensation and offers training programs for summer and new associates. Ms. Skalaski also consults with law schools and provides supplemental programming for law students. From 1991-96 Ms. Skalaski served as the Assistant Dean for Career Services at the University of Florida, College of Law. Prior to her tenure at the University of Florida, she spent nine years at Holland & Knight, LLP as the Director of Attorney Recruitment and the firm's first Attorney Development Manager. Ms. Skalaski has presented programs and published articles on managing career services, job search strategies, interview skills, networking, and professional development. She is a contributing author of *Beyond L.A. Law*, which was published by Harcourt Brace in 1998. As a member of NALP, Ms. Skalaski served in both elected and appointed positions, including Chair of the 1996 NALP Annual Education Conference. Ms. Skalaski received her MA in Counseling from the University of South Florida and her BA in Education from the University of Florida.

Dawn Skopinski is the Assistant Director for Career Services at the University at Buffalo Law School. Ms. Skopinski has been with the Career Services Office since 1989 and has seen student communication evolve from mailbox stuffing to Facebook invitations. Ms. Skopinski is the main communicator of career-related information to the law school community, which includes publishing the CSO Bibliography and writing a weekly student newsletter. She also advises the Buffalo Public Interest Law Program and is their law school liaison. Outside of the university, Ms. Skopinski is the Secretary for the Empire West Amateur Hockey League and recently was a member and former manager of the Buffalo Regals Hockey Club. Currently, she is completing her Bachelor's Degree in Psychology at the University at Buffalo.

Katy Smetana Anderman is the Attorney Recruiting Manager for the Chicago office of Kirkland & Ellis LLP. Ms. Anderman has been with Kirkland for seven years and has been involved in all aspects of the firm's recruiting efforts, with the past two years devoted principally to managing both the attorney recruiting process and the recruiting department. Prior to her management role, Ms. Anderman was responsible for the hiring and integration of lateral attorneys, the onboarding and training of new associates, and coordinating the summer associate program. She began her legal recruiting career at King & Spalding in New York in 2001. Ms. Anderman is a Phi Beta Kappa graduate of the University of Illinois and also received an MS in Communications degree from Northwestern University.

Morgan L. Smith is the Assistant Director of Attorney Development and Recruitment for Mayer Brown LLP, based in the Chicago office. She focuses on the areas of lawyer recruitment, associate development, and inclusion efforts. A particular focus is developing consensus among offices and coordinating multi-office initiatives and events. Prior to joining Mayer Brown in 2002, she worked in legal recruiting and personnel at firms in Cleveland, New York, and Hartford. Ms. Smith received a JD from the College of William & Mary and an AB from Mount Holyoke College. Currently, Ms. Smith is a member of NALP's Newer Professionals Forum planning committee and the Chicago Association of Legal Personnel Administrators (CALPA). She has been actively involved in NALP since 1994 including serving on the Educational Programming, Long Range Strategic Planning, and Bylaws Committees, the Engaging Experienced Professionals Work Group, and the Leadership/Membership Diversity Task Force. She has served as the chair of the GLBT, Conference Planning, and Nominating Committees for NALP and as the Midwest Director on the NALP Board of Directors from 2002-2004. In addition, Ms. Smith was a member of the Martindale Hubbell/eAttorney Advisory Board from 2000 to 2005.

Stuart Smith serves as the Director of Legal Recruitment and Development for the New York City Law Department. He graduated from Columbia Law School in 1986, where he served as an Articles Editor of the Law Review. Following graduation, Mr.

Smith clerked for The Honorable Richard J. Cardamone of the United States Court of Appeals for the Second Circuit, and then joined the litigation department of Dorsey & Whitney. Mr. Smith joined the law department in 1994 as an attorney in the legal counsel division and later served in the appeals division. Mr. Smith has served as Director of Legal Recruitment since 2000 and was the recipient of NALP's 2007 Award of Distinction for Best Recruitment Practices.

Rodney A. Smolla is the Dean of the Washington and Lee University School of Law. A graduate of Yale University and Duke Law School, Dean Smolla is nationally recognized as a scholar, teacher, advocate, and writer. His wide-ranging scholarship includes two law school casebooks, four legal treatises, and scores of articles in leading law journals. He also writes widely for general audiences, including popular books such as *Deliberate Intent* (Crown 1999), *Free Speech in an Open Society* (Alfred A. Knopf 1992), *Jerry Falwell v. Larry Flynt* (St. Martin's 1988), and *Suing the Press* (Oxford University Press 1986). His book *Deliberate Intent* was produced as a movie by the FX Network. His commentary appears frequently in national print and electronic media. Dean Smolla's writings have won frequent recognition, including the ABA Silver Gavel Award and the William O. Douglass Award. He has won numerous awards for his teaching, including the Virginia State Council of Higher Education Distinguished Faculty Award. Dean Smolla has also been a nationally prominent advocate in cases involving constitutional law, civil rights, and mass media. He has presented oral argument in state and federal courts throughout the nation, including the Supreme Court of the United States.

Dena Sarke Smulow, Esq., Senior Career Advisor & Manager of Associate Outplacement, Shannon & Manch, L.L.P., draws upon her former legal experience to help lawyers explore their career options and fulfill their professional potential. She administers and interprets the MBTI Type II as a self-assessment tool to both enhance the job search and to maximize success on the job. She has developed and conducted workshops, presentations, and panel discussions for career professionals, lawyers, and law students on a wide array of legal career path and professional development topics. Prior to joining Shannon & Manch, Ms. Smulow was the Assistant Director for JD and Alumni Advising at Harvard Law School, and served as a Career Counselor, Legal Research & Writing Instructor, and Director of Advocacy Programs at Boston University School of Law. She began her career as a commercial litigator at Goodwin Procter and also practiced education law at a mid-sized Boston area firm.

Carol Sprague has been with the law firm of Skadden, Arps, Slate, Meagher & Flom LLP since 1986, first as Manager then Director of Legal Hiring and just recently has been given the expanded role of Director of Associate/Alumni Relations & Attorney Recruiting. Her primary responsibility is overseeing all aspects of attorney hiring, associate integration, assimilation, and retention initiatives for the firm's 24 domestic and foreign

offices. Ms. Sprague also directs the firm's alumni programs and outreach. Ms. Sprague is a graduate of Hobart & William Smith Colleges and the Georgetown University Paralegal Program. Directly out of college, she worked as a legal assistant and Professional Personnel Administrator at the former DC law firm of Wald, Harkrader & Ross. Ms. Sprague has been a contributor to the *New York Law Journal*, *American Lawyer*, and *Harvard Law Record*, as well as a speaker on various topics at NALP conferences and law schools. She was a member of the 2000-2001 NALP Board of Directors and served as NALP's 2002-2004 Vice-President. Ms. Sprague served on the Board of Directors of the NALP Foundation, and recently chaired the 2006-2007 NALP Nominating Committee.

Brad A. Sprayberry is the Director of Attorney Recruiting & Professional Development for Gunster Yoakley & Stewart. Based out of the firm's West Palm Beach, FL, office, he is responsible for managing all partner, practice group, associate, and summer associate hiring. In addition to Mr. Sprayberry's responsibilities in the identification and recruitment of partner-level candidates, a significant element of his role involves the development and analysis of candidate financial information. As a NALP member, Mr. Sprayberry was elected to serve on the Nominating Committee (SE Region employer representative 2007-2008), and has been involved with the Lateral Recruiting, Experienced Professionals, and Law Student Recruiting Sections – contributing to NALP's 2007 *Lateral Recruiting Best Practices Guide* and its 2009 update. He is also active in the South Florida NALP City Group. In March 2008, Mr. Sprayberry was a panelist for the national webcast workshop: "Turning Obstacles into Opportunities: Employment of Lawyers with Disabilities" presented by the Disability Independence Group and Florida International University's School of Law. Mr. Sprayberry earned his JD in 1989 from The Ohio State University's Moritz College of Law, and handled employment and environmental matters prior to focusing on law firm recruitment for AmLaw 200 firms and Fortune 500 law departments. He is licensed to practice in both Florida and Ohio.

Erin Springer is the Senior Manager of Firmwide Attorney Hiring at Alston & Bird LLP. Additionally, she is responsible for managing the summer associate program, the fall on-campus process, and any matters related to entry-level, judicial clerkship, and lateral hiring for the Atlanta, Dallas, Los Angeles, and Silicon Valley offices. Prior to joining Alston & Bird, Ms. Springer worked in the Washington, DC offices of two national law firms. While in Washington, DC, Ms. Springer was active with the Washington Area Legal Recruitment Administrators Association (WALRAA), serving in many capacities including President (2003), Vice-President (2002), Webmaster (2002-2003), and as a member of the Board of Directors from 2002-2004. She was the 2006 President of the Atlanta Legal Recruiters Association (ALRA). Ms. Springer has been a member of NALP since 2000, and has served on the Technology Resources Advisory Council, the Publications Committee, and the Website Task Force. Additionally, she served as a Regional

Coordinator for the Mid-Atlantic Region in 2002 and served on the 2005-2006 Recruitment Practices Committee. Most recently, she participated in the Lateral and Law Student Recruiting Sections.

Caren Ulrich Stacy has worked in the legal industry for over 15 years in the areas of career services, recruiting, legal personnel, professional development, and diversity. She has experience with mid-sized regional and large international law firms in New York, California, Texas, Virginia, and Washington, DC. Ms. Stacy is currently the firm-wide Director of Professional Development at Arnold & Porter LLP, a Washington, DC-based firm with over 700 lawyers in six domestic and two international offices. Ms. Stacy oversees and integrates all attorney development, advancement, and retention initiatives, including orientation, integration, mentoring, career development, training, mandatory continuing legal education (MCLE), work assignment coordination, performance management, diversity, and retreats. With her assistance, Arnold & Porter became one of the first law firms in the country to hire an in-house career counselor to work one-on-one with attorneys to develop and track career development plans. She also assisted her firm in hiring a trial training counsel who provides support and direct supervision of attorneys who want to enhance their trial advocacy skills with pro bono matters that offer real-world courtroom experiences with criminal cases. Ms. Stacy has written and spoken extensively on topics such as attorney development and retention for organizations such as The American Lawyer and NALP. In addition to over 70 presentations and articles, she co-authored a book in 2005 entitled *Loyalty By Design: A Practical Guide for Developing an Effective Attorney Integration Program*. Over the past several years, she has held many leadership positions, including serving as chair for the NALP Attorney Development Committee, two terms on the board of directors for the Professional Development Consortium, and as chair of The American Lawyer Chief Recruitment and Professional Development Officers Conference.

Kathy Steadman serves as the Legal Recruiting Manager for Sidley Austin LLP's Washington, DC office. She has been in the legal recruiting field for nearly five years, rising from her previous Sidley roles as Recruiting Coordinator and Recruiting Assistant. Ms. Steadman oversees the summer associate program, fall recruiting, and lateral and clerk hiring for Sidley's DC office. In addition, she assists with the event planning for Sidley's DC office women's committee, diversity committee, and alumni program. Prior to her tenure at Sidley, she worked at Marsh Inc. as the Executive Assistant to the Business Risk Consulting Practice. Ms. Steadman is an active member of the Washington Area Legal Recruitment Administrators Association (WALRAA), and is currently the co-chair for WALRAA's 2010 mini-conference. Ms. Steadman received her BA from the University of Richmond in 2002.

Wendy Sullivan is the Los Angeles Sales Director for Update Legal. In this capacity, she is responsible for the management and development of accounts within the LA office. Having grown steadily since its opening in 2004, Ms. Sullivan is one of the founding members of the Los Angeles office. Update Legal is a nationwide organization with locations in ten cities. It specializes in the placement of attorneys, paralegals, and litigation support staff in contract, contract-to-permanent, and permanent positions with law firms and corporate legal departments. Ms. Sullivan consults with her clients to provide efficient and effective staffing solutions. She is currently involved in local legal associations in Los Angeles, such as LAALRA, IPMA, and IPLA, and she has participated in the NALP Annual Education Conference for the past four years. She is on the advisory board for the Special Olympics of Southern California, a member of the UCLA Prytanean Alumnae Association, and is a volunteer at the Academy for Social Action. Ms. Sullivan holds a BA in Psychology from UCLA, and prior to coming to Update Legal she was a special education teacher in both Los Angeles and New York City.

Amanda Taratuski is the Manager of International Hiring in Cleary Gottlieb Steen & Hamilton LLP's New York office. Ms. Taratuski focuses on recruiting internationally-trained LLM candidates for the firm's overseas offices and its New York International Lawyer Program. She also obtains work visas for non-US citizens working in the New York office and coordinates lawyer transfers between the firm's worldwide offices. Ms. Taratuski joined the firm in April 1999 as the International Hiring Assistant. She holds a BA in Linguistics from Temple University. She is conversational in French, Spanish, and Mandarin Chinese, and is familiar with several other languages.

LuAnn Tibbets joined Bass, Berry & Sims in 2007 as Lateral Hiring Manager, and is responsible for the recruitment of experienced associates, partners, staff attorneys, and contract attorneys. Ms. Tibbets has over 20 years' experience in the legal and healthcare fields, with more than ten years in recruiting and human resources. Ms. Tibbets holds a BBA from Middle Tennessee State University and is a member of the Society for Human Resource Management and NALP. She is also a member of the Frist Center for the Visual Arts, Cheekwood, and the Junior League of Nashville, Inc.

Lynne Traverse is the Recruiting and Professional Development Manager of the Phoenix office for the international law firm of Bryan Cave LLP. Her responsibilities in that position include managing all aspects of the recruiting programs in the firm's Phoenix office, as well as multiple firm-wide responsibilities. Ms. Traverse has 25 years of experience in attorney recruitment, which has included every level of attorney hiring from summer associate programs through partner acquisitions and firm mergers. In addition, she has created and implemented associate training programs; advised pro bono committees; administered regional marketing and business development efforts; and is a frequent speaker at various law schools on the

topic of professional presentation skills. Ms. Traverse has been active in NALP since 1984, and has served as Vice-Chair and Chair of the Attorney Development and Evaluation Committee, a member of the Leadership Institute Task Force, served as Vice-Chair of the Employment Diversity Committee, and was a member of the NALP Timing Guidelines Task Force. She chaired the Recruitment Practices Committee for two years (2004-2006) and currently serves as a member of the Part V Timing Guidelines Task Force and chairs the Experienced Professionals Section.

Marilyn Tucker was Director of the Office of Career Services at Georgetown Law Center for many years, and then created the position and assumed the role of Director of Alumni Career Services at the Law Center. In this position Ms. Tucker counsels alumni whose experience spans the gamut – from those who have practiced for a few years to those with 40+ years of experience. These alumni have been laid off, are moving to different geographic regions, or are seeking alternative careers, and generally are in the midst of a major career transition. Ms. Tucker is also Director of the Georgetown International Internship Program which she created in 1995. This program provides summer legal opportunities for students to work in foreign law firms, corporate legal departments, and NGOs throughout the world. Additionally, Ms. Tucker is responsible for the programming aspects of the Law Center's Annual Women's Forum. In 1998 Ms. Tucker received the Law Practice Management Section's Distinguished Writers award for her article, "Will Women Lawyers Ever Be Happy?" In addition to having written several chapters for ABA publications, Ms. Tucker's long-time interest in career paths prompted her to design and carry out a research study of law graduates from the Class of 1983 which was subsequently published in 1990 by *The Georgetown Law Journal*.

Angela Vallot, Partner, VallotKarp, has first-hand experience working both in law firms and corporations. Working as a lawyer for 17 years at two law firms (Jones Day and Arent Fox), Ms. Vallot represented Fortune 500 companies on a broad range of legal issues from government relations to international business transactions. She also knows the corporate world. In 1997, Ms. Vallot was recruited by the CEO of Texaco to become the first Chief Diversity Officer where she led the company's diversity efforts following the settlement of a \$176 million racial discrimination lawsuit. In 2001 she was recruited by the CEO of Colgate Palmolive to be that company's Global Chief Diversity Officer. She knows what it takes to successfully develop and drive diversity and inclusion initiatives through an organization.

John Vardaman, Partner, Williams & Connolly LLP, is a member of the Board of Trustees of Washington & Lee University. He has extensive experience in complex civil and criminal litigation, and has served as national trial counsel to a number of large corporations faced with mass tort and mass disaster claims involving chemicals, medical devices, and pharmaceutical

products. He has also served as lead counsel in multi-plaintiff litigation arising from airline and rail crashes. He has appeared before trial and appellate courts, both state and federal, throughout the country, including the US Supreme Court. From 1999-2002, Mr. Vardaman served as General Counsel to the United States Golf Association. He is a member of the American College of Trial Lawyers and has served as a member of the DC Circuit Advisory Committee on Procedures, 1990-92; the District of Columbia Bar Task Force on Civility in the Profession; and the ABA Long Range Planning Group on Civil Justice System Improvements, 1993-94. Mr. Vardaman was included on the 2004 list of "Washington's Top Lawyers" published in *Washingtonian* magazine. Mr. Vardaman is a graduate of Harvard Law School.

Anthony E. Varona is Associate Professor of Law and Director, SJD Program at the American University Washington College of Law. Professor Varona teaches contracts, administrative law, media law, and introduction to public law, and serves as the faculty director of the SJD Program. Before joining the faculty, he was an associate professor of law at Pace Law School in New York. Before that, he served as general counsel and legal director for the Human Rights Campaign, the nation's largest gay civil rights organization. He built HRC's legal department, directed its legislative, regulatory, and appellate amicus work, launched national law fellow and pro bono attorney programs, and served as counsel to HRC's board of directors and the organization's corporate, educational, and media initiatives. Professor Varona taught as an adjunct law professor for three years at Georgetown University, and served as a Wasserstein Fellow at Harvard Law School. He serves on the board of directors of the Gay and Lesbian Alliance Against Defamation (GLAAD). He has served on the boards of the Human Rights Campaign and the Alliance for Justice, was on the New York Advisory Board for the American Constitution Society, was founding chairperson of the AIDS Action Council's Legal Advisory Board, and served as a member of the Judicial Selection Steering Committee of the Leadership Conference on Civil Rights. Professor Varona practiced communications law at the Washington offices of Skadden, Arps, Slate, Meagher & Flom, LLP, and Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, PC. He began his legal career as an honors program attorney for the Federal Communications Commission. Having earned his AB from Boston College, Professor Varona went on to earn a JD from Boston College Law School and an LLM from Georgetown University.

Nicole Vikan is the Assistant Director for Public Interest and Government Careers at Georgetown Law Center's Office of Public Interest and Community Service. Before moving to Washington DC, Ms. Vikan advised students seeking employment in the private and public sectors as a member of Fordham Law School's Career Planning Center. She practiced law for five years as a criminal prosecutor at the Manhattan District Attorney's Office. Ms. Vikan's NALP activities include service for the GLBT Section, Newer Professionals Section (Vice

Chair), and Public Service Section. She has written numerous articles for the *NALP Bulletin* and participated on a panel at the 2007 Annual Education Conference titled "Counseling Students for Criminal Justice Careers." Ms. Vikan received her JD from New York University and her BA from Carleton College.

Charlotte L. Wager is a partner in Jenner & Block's Chicago office and serves as the firm's Director of Professional Development and Co-Chair of the Hiring Executive Committee and Hiring Committee. She is a member of the firm's litigation department and insurance litigation and counseling and reinsurance practices. Ms. Wager is an active member of the firm's diversity committee and has worked closely with the firm's partners, associates, and staff to implement various strategies and initiatives related to diversity and inclusiveness. As Co-Chair of the Hiring Executive Committee, she has been involved in designing and implementing programs to expand sourcing and outreach to diverse candidates. As the Director of Professional Development, Ms. Wager is responsible for overseeing all aspects of associate training and development from orientation of new associates through advanced career development plans for senior associates. She chairs the associate training committee. Ms. Wager also chairs the firmwide associate development and evaluation committee that conducts performance reviews for all of the firm's associates. She is an active member of the firm's women's forum and a member of its steering committee. Ms. Wager regularly speaks to groups regarding hiring and development matters. Ms. Wager received an LLB from Queen Mary College, University of London and a JD from the University of Illinois.

Tony Waller has been the Assistant Dean for Career Planning and Professional Development at the University of Illinois College of Law since 2006. He served as Associate Director of Legal Career Services for six years at the University of Georgia. Mr. Waller earned his BSA in agricultural economics and his JD from the University of Georgia. He practiced law for five years in the Washington, DC area and was HR director of a startup consulting firm for two years before getting into career services. He served as a member of NALP's Board of Directors from 2006-08.

Kimm Walton has authored several books including *Guerilla Tactics for Getting the Legal Job of Your Dreams*, *America's Greatest Places to Work with a Law Degree*, *What Law School Doesn't Teach You, But You Really Need to Know*, and *The Best of the Job Goddess*, a collection of her favorite "Dear Job Goddess" columns. Ms. Walton earned her law degree from the Case Western College of Law.

Mark Weber is a 1986 graduate of the University of Illinois College of Law and joined Harvard Law School in September 2000, where he is the Assistant Dean for Career Services. Prior to joining Harvard Law School, Mr. Weber worked at the University of Illinois College of Law where he was the Assistant Dean for Career Services and Editor of the alumni magazine. He

practiced law in Chicago from 1988 to 1994, focusing on corporate, tax, and bankruptcy matters. Mr. Weber holds a BS in Accountancy from the University of Illinois at Urbana-Champaign. He is a CPA and worked for two years in the tax department of a big four public accounting firm and also taught business law as an adjunct professor at Lewis University. Mr. Weber is an active member of NALP and has served on its Board of Directors from 2005-2007 and currently chairs the 2008-2009 Nominating Committee.

Judith Welch Wegner is Burton Craige Professor of Law at the University of North Carolina School of Law. Professor Wegner joined the UNC faculty in 1981 and served as Dean there from 1989-1999. She is a co-author of the "Carnegie Report" (*Educating Lawyers: Preparation for the Profession of the Law*, Jossey-Bass, 2007) and of *State and Local Government Law in a Federal System* (Lexis, 2006), among other publications. Professor Wegner was President of the Association of American Law Schools in 1995 and has been a frequent speaker on legal education issues. She has recently served as chair of the faculty at UNC Chapel Hill and as chair of the UNC Faculty Assembly for the UNC System. Professor Wegner received her BA from the University of Wisconsin-Madison and her JD from UCLA. Before entering legal education, she completed a federal clerkship and served as an attorney in the US Department of Justice and as special assistant to US Secretary of Education Shirley M. Hufstедler.

Carolyn Wehmann is a lawyer recruitment/retention consultant and career coach who has worked with US and Canadian firms and law schools on recruiting strategies and interviewing skills training since 1986. After college and a short management stint at Bloomingdale's in New York, she began her recruiting career at Mudge, Rose, Guthrie Alexander & Ferdon, a 250-lawyer firm. She was the firm's first Recruiting Coordinator and pioneered management of legal personnel and professional development. Ms. Wehmann has served NALP as NE Regional Coordinator, ABCs Program presenter (1984-1991), and as a speaker/facilitator. She has conducted citywide managing lawyer recruitment workshops since 1988, and in 2006 introduced lawyer recruitment roundtables for experienced managers in Washington and New York.

Jaclyn West graduated with a Bachelor of Science from Cornell University in 2003 and with a JD from George Washington Law School in 2006. During law school, she clerked for a summer and a semester with Administrative Judge Joel Kravetz in the Washington Field Office of the Equal Employment Opportunity Commission. Following her graduation from GW, Ms. West entered a two year clerkship with the Employees' Compensation Appeals Board, an administrative adjudicatory board deciding appeals on federal workers' compensation claims. She is now an associate with Ford & Harrison LLP, practicing labor and employment law.

David Wilkins is the Lester Kissel Professor of Legal Ethics and Faculty Director of the Program on the Legal Profession and the Center for Lawyers and the Professional Services Industry at Harvard Law School. He is also a Senior Research Fellow of the American Bar Foundation and a Faculty Associate of the Harvard University Edmond J. Safra Foundation Center for Ethics. Professor Wilkins has written over 60 articles on the legal profession in leading scholarly journals and the popular press and is the co-author of one of the leading casebooks in the field. His current scholarly projects on the profession include "After the JD," a ten-year nationwide longitudinal study of lawyers' careers, a quantitative and qualitative examination of how corporations purchase legal services, an empirical project on the development of "ethical infrastructure" in large law firms based on a series of focus groups with leading practitioners and regulators, and over 200 in-depth interviews in connection with a forthcoming Oxford University Press book on the development of the black corporate bar. Professor Wilkins also teaches several courses on lawyers and other related professionals, including the country's only four credit course on the legal profession, a course entitled "Professional Service Firms in the Twenty First Century," seminars on the future of the large law firm and cause lawyers, and an introductory lecture for all first year students on the legal profession and careers. Professor Wilkins also teaches in the law school's executive education program, including courses on leadership in law firms and leadership in corporate counsel, and is a frequent speaker at academic conferences, law firms and other professional service organizations, and bar groups both in the US and around the world.

Maxine Williams is the Director of Diversity Programs at White & Case. Ms. Williams is instrumental in driving many of the innovative initiatives of the firm's diversity committee. She works with the recruiting, professional development, pro bono, and marketing departments to develop strategies and programs that will support and increase the diversity of White & Case's lawyer population. She also provides lawyers and marketing staff with updated figures and approved text for diversity sections of pitches and proposals. A graduate of Yale University, Ms. Williams received her LLB with first class honors from Oxford University, where she was a Rhodes Scholar. She has represented clients in criminal, civil, and industrial courts in both her native Trinidad and in London, and has worked with multiple international organizations on development and human rights issues in the Caribbean. Ms. Williams leads the effort in making diversity a visible daily focus at White & Case.

Samantha Williams, JD, is the Assistant Director of Career Services at the Sandra Day O'Connor College of Law at Arizona State University, where she focuses on small firm outreach and employee development, as well as judicial clerkships. She graduated from Chicago-Kent College of Law in 2003 and became licensed in Arizona in October 2003. She worked as an associate for Snell & Wilmer in the land use and zoning department, and also for Tiffany & Bosco as a

transactional associate prior to joining ASU. She graduated with a BS in finance from Babson College in Wellesley, Massachusetts in 1995.

Tari D. Williams, Assistant Dean for Public Interest Law at the University of Alabama School of Law, is a Certified Federal Career Counselor. Ms. Williams has spent her entire legal career in public service. She has worked as an Assistant State's Attorney for the Baltimore City State's Attorney Office, as an Education Rights Fellow/Staff Attorney for the ACLU of Alabama, and as an attorney/community organizer for a faith-based nonprofit organization. In 2006, Ms. Williams left the practice of law to become the University of Alabama's first full-time Director of Public Interest Law Programs.

Kai Wilson is the Attorney Recruiting Manager for Morrison & Foerster's Washington, DC and Northern Virginia offices. She holds a BA degree in psychology from Spelman College, and a Master of Social Work degree from Clark Atlanta University. Prior to entering the field of legal recruiting, Ms. Wilson worked as a psychiatric social worker for five years, which was followed by two years as an Experienced Hire Recruiter for the Tax Practice of Arthur Andersen LLP in Atlanta, GA and Cincinnati, OH. Upon moving to the Washington, DC area, Ms. Wilson worked as a Legal Recruiting Coordinator for Wiley Rein LLP, and then moved to Swidler Berlin LLP, where she was the Legal Recruiting Manager. Ms. Wilson maintained her position at the firm, after the Bingham McCutchen acquisition of Swidler Berlin in 2006. Ms. Wilson joined Morrison & Foerster in 2007. Ms. Wilson has also been an active board member and officer of the Washington Area Legal Recruitment Administrators Association (WALRAA).

Eva Wisnik, President of Wisnik Career Enterprises, Inc., founded the company in 1996 and has placed over 500 recruitment and marketing professionals into large, medium-sized, and boutique firms. She is a regular speaker at industry meetings including NALP, WALRAA, and other city groups around the country. Prior to starting Wisnik Career Enterprises, Ms. Wisnik was the Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader Wickersham & Taft, as well as a recruiter for Lehman Brothers. Ms. Wisnik holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. This is her 17th NALP Conference.

Frank H. Wu is the author of *Yellow: Race in America Beyond Black and White*. From 2004 to 2008, he served as the ninth Dean of Wayne State University Law School in his hometown of Detroit. In the 2008-09 academic year, he is teaching as a Visiting Professor at the University of Maryland and George Washington University. Professor Wu serves as a Trustee of Gallaudet University, the only university in the world serving primarily deaf and hard of hearing, and he became Vice-Chair of its Board in 2006. From 1995 to 2004, Professor Wu was on the law faculty of Howard University. He has been an adjunct

professor at Columbia University, a visiting professor at University of Michigan, and a teaching fellow at Stanford University. Professor Wu served briefly on the DC Court of Appeals' Board of Professional Responsibility, which adjudicates attorney discipline matters, as well as two terms on Board hearing committees. He was appointed by Mayor Anthony Williams as Chair of the DC Human Rights Commission for 2001-02. He joined the Board of the Leadership Conference on Civil Rights Education Fund in 2004. He is an elected member of the American Law Institute, and a member of the Committee of 100, a civic group founded by Yo-Yo Ma and I.M. Pei, among others, to promote Asian American political participation, as well as a fellow of the American Bar Foundation. Prior to his academic career, Professor Wu held a clerkship with the late US District Judge Frank J. Battisti in Cleveland and practiced law with the firm of Morrison & Foerster in San Francisco. He received a BA from the Johns Hopkins University and a JD from the University of Michigan.

Steve W. Yale-Loehr is one of the nation's preeminent authorities on US immigration law. A prolific scholar, he has written many law review articles, and is author or co-author of four standard reference works. He is co-author of *Immigration Law and Procedure*, the leading multi-volume treatise on immigration law. He teaches immigration law at Cornell Law School. He is of counsel to the Ithaca firm of Miller Mayer in Ithaca, NY. He is the 2001 recipient of the American Immigration Lawyers Association (AILA)'s Elmer Fried Award for Excellence in Teaching and the 2004 recipient of AILA's Edith Lowenstein Award for excellence in advancing the practice of immigration law.

Sari Zimmerman is the Director of the Office of Career & Professional Development at UC Hastings College of Law. Ms. Zimmerman leads the staff in the development and implementation of training and recruitment programs, and trains and counsels students and alumni. She began her Hastings tenure as the school's first Alumni Mentor Coordinator (1996-98) and then as the Associate Director for Career Development (1998-00). She has additional teaching and counseling experience from the Georgetown University Law Center and the Coaches Training Institute. Prior to Hastings, she was a telecommunications associate in a Washington DC law firm. A California native, she holds both her JD and her BSFS from Georgetown University.