

# Speaker Biographies

## 2010 NALP Annual Education Conference

**The Honorable Justo Arenas** is Chief Magistrate Judge for the U.S. District Court for the District of Puerto Rico. He has been a United States Magistrate Judge since 1981. He held temporary assignments in the U.S. District Court of New Hampshire in 1992 and 1993, and from 2007 to January 2010. From 1978 to 1981 he was an assistant United States Attorney and Chief, Major Drug Traffickers Prosecution Unit in Puerto Rico. From 1976 to 1978 he was law clerk to then United States District Judge Juan R. Torruella. He has been an active United Way volunteer in Puerto Rico since 1989 and is a member of its Board of Governors. He served in Vietnam with the United States Army from 1969 to 1970 and is a retired Navy Reserve Commander. He received his BBA from the City College of New York and his JD from the University of Puerto Rico School of Law.

**Lisa L. Abrams** 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, 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.

**Melinda Adams** is the Manager of Global & Partner Recruiting at Milbank, Tweed, Hadley & McCloy LLP in New York City. She manages lateral partner recruitment for all offices of the firm. In addition, she oversees lateral associate hiring in New York, Asia, and Europe and manages the firm's expatriate program. Prior to joining Milbank, Ms. Adams practiced corporate finance law and worked for several years as a legal recruiter in California. She received her BA in Humanities from Arizona State University and her JD from the University of Michigan Law School.

**Captain Afsana Ahmed** is the Chief of the Recruiting Branch, Professional Development Division, Office of the Judge Advocate General. In this capacity she is responsible for the active duty judge advocate recruiting efforts of the United States Air Force Judge Advocate General's Corps. Capt. Ahmed

received her Bachelor of Science in 1992 from Loyola University. She received her Juris Doctorate from the University of Illinois College of Law in 2002. Capt. Ahmed was commissioned in 2003 through the Direct Appointment Program. She was initially assigned to Barksdale Air Force Base, Louisiana, where she served as Deputy Chief of Military Justice, Chief of Labor Law, and Chief of Preventive Law. She was then assigned to Buckley Air Force Base, Colorado, where she served as the Chief of Military Justice and then Chief of Civil Law. Capt. Ahmed deployed to Task Force 134, Baghdad, Iraq, from May 2007 to November 2007.

**Elizabeth (Betsy) 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 and was Director of the Career Development Office at Boston University School of Law from 1992-2004. On the employer side, Ms. Armour worked as Director of Legal Recruiting for Edwards Angell Palmer & Dodge, LLP; as Director of Legal Recruiting at Foley Hoag in Boston; as Personnel Manager at Goldstein & Manello in Boston; and as a consultant with the legal consulting firm of Magness & Wehmann in NYC; and she started her career as Coordinator of Recruitment Programs at Mudge Rose Guthrie Alexander & Ferdon, NYC. Ms. Armour has served NALP as President, twice served as a member of the Board of Directors, chaired several committees, and is a frequent speaker at NALP and other industry-related conferences. Most recently, she has been a member of NALP's Commission on Recruiting in the Legal Profession and the Part V (Offer Timing Guidelines) Task Force and Work Group. 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). Ms. Armour holds a BA in Italian Language and Literature from Smith College and is an avid sailor and Italofile.

**Susanne Aronowitz** is the Associate Dean for Law Career Services & Alumni Relations at Golden Gate University School of Law. Her primary responsibilities include counseling students and alumni, designing career development programs, and serving as a liaison between the law school and its alumni. In fall 2008, Ms. Aronowitz launched a blog for GGU's Law Career Services Office ([www.ggulcs.blogspot.com](http://www.ggulcs.blogspot.com)). She is also one of the facilitators of Golden Gate's Law and Leadership Program. Prior to joining Golden Gate, Ms. Aronowitz practiced employment law at a small San Francisco law firm. Ms. Aronowitz is an active member of NALP and has served on its Nominating Committee, Conference Planning Team, and Diversity Summit Task Force. She is currently a member of the

E-Professionalism and Social Networking Work Group for the Law Student Professional Development Section of NALP. She is a member of the State Bar of California, the Bar Association of San Francisco, the Bay Area Legal Recruitment Association, and Queen's Bench. Ms. Aronowitz earned a JD from UC Hastings College of the Law and an AB from the University of Michigan.

**André B. Bacchus** is the Director of Professional Development at Heenan Blaikie LLP. Heenan Blaikie LLP is one of Canada's fastest growing law firms, with more than 500 lawyers and professionals across the country and internationally. Mr. Bacchus is responsible for all aspects of the Toronto office's associate and student programs as well as managing the office's orientation, continuing legal education, and mentoring programs. As a former practitioner and alumnus of Osgoode Hall Law School, Mr. Bacchus has a wealth of knowledge and experience about the legal industry and has gained considerable experience, both in the practice of law and in the legal profession generally. Prior to attending law school, Mr. Bacchus held various positions with the Toronto law firms of McMillan LLP and Blake, Cassels & Graydon LLP. Following his legal studies, he worked as an Associate with the New York law firm of Fried, Frank, Harris, Shriver & Jacobson LLP. Mr. Bacchus has also worked as a Recruitment Manager for Robert Half Legal, through which he has presented lectures and seminars to various audiences. Prior to joining Heenan Blaikie LLP, Mr. Bacchus served as the Director of Career Services at Osgoode Hall Law School, where he utilized his knowledge and experiences to assist students by expanding the offerings of the Career Services Office and by contributing to the law school community.

**Jill Backer** is Associate Director for Employer Relations at Brooklyn Law School. She joined the Brooklyn Law School Career Center in July 2002 following five years in sales and marketing to the legal community. Ms. Backer received her JD from Quinnipiac University in 1995, and practiced criminal defense law in Chicago before deciding on a career in legal sales. Her work consists entirely of identifying new markets and opportunities, and meeting with employers. From July 2006 to April 2007, Ms. Backer left the law school briefly to be a member of the Recruiting & Legal Personnel team at Nixon Peabody. She returned to the law school in May 2007 where she happily remains.

**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, he 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. BAER ESSENTIALS provides instructor-led training programs as well as individual coaching sessions. Mr. Baer trains legal professionals and lawyers throughout the United States and abroad to increase their communication effectiveness and improve their marketing/

negotiation skills. Mr. Baer delivered communication training sessions at previous NALP Annual Education Conferences. His communication strategies have been written up in newspapers and magazines and he has also appeared on CBS TV's "60 Minutes." 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.

**Cinnamon A. Baker** is Director of the Career Services Office at Barry University School of Law in Orlando, FL, where she is responsible for the creation and implementation of comprehensive student and graduate career programs and initiatives. Barry's CSO staff consists of herself, 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 practice areas in Ohio, Nevada, and Florida.

**Commander Jason T. Baltimore**, U.S. Navy Judge Advocate General's Corps, graduated from Cornell University and was a member of NROTC, Varsity Football, and the Honorary Sphinx Head Society. He was commissioned as a Supply Officer in May 1990. From 1991-1993, CDR Baltimore served as the Wardroom/Mess Officer, Disbursing Officer, and Aviation Depot Level Repairable Officer onboard USS RANGER (CV-61). He completed two deployments to the Persian Gulf in support of Operation Desert Shield/Storm and Southern Watch. From 1993-1995, CDR Baltimore served as the S-3 A/B Readiness Officer for all Sea Control Squadrons located at Naval Air Station North Island, San Diego. From August 1995 to May 1998, he attended UCLA Law School as part of the Navy Law Education Program. He received his Juris Doctorate in May 1998 and is a member of the California State Bar and California Supreme Court. He completed Naval Justice School in October 1998. From October 1998 to January 2000, CDR Baltimore served as Trial Counsel Team Leader and Command Services Department Head for Trial Service Office West. From January 2000 to June 2002, CDR Baltimore served as the Command Judge Advocate for Naval Station San Diego. From June 2002 to July 2005, CDR Baltimore served as the Personnel Law Branch Head and Legislation/Regulations and

Freedom of Information Act/Privacy Act attorney for the OJAG Administrative Law Division (Code 13). From July 2005 to July 2009, CDR Baltimore served as the Officer in Charge, U.S. Region Legal Service Office Europe and Southwest Asia, Detachment Rota, Spain. During this tour, he deployed to Iraq for seven months where he served as the Iraqi Security Force Legal Advisor and Deputy Chief Detention Operations. He is currently assigned to the OJAG Military Personnel Division (Code 61). CDR Baltimore's decorations include the Bronze Star Medal, Meritorious Service Medal, Navy Commendation Medal (Gold Star in lieu of Third Award), Navy Achievement Medal (Gold Star in lieu of Second Award), Joint Meritorious Unit Award, Navy Unit Commendation, Navy "E" Award, National Defense Service Medal, Armed Forces Expeditionary Medal, Southwest Asia Service Medal (Bronze Star in Lieu of Second Award), Global War on Terror Service Medal, Korea Defense Service Medal, Navy Sea Service Medal, Navy Overseas Service Ribbon, Iraq Campaign Medal, and Kuwait Ribbon (Sharpshooter). In addition, CDR Baltimore is entitled to wear the Navy Aviation Supply Officer and Navy Surface Warfare Supply Officer pins.

**Mary Beal** is a consultant in Richmond, VA. She is the former Firmwide Director of Recruitment at Akin, Gump, Strauss, Hauer & Feld, LLP, and was an active member of WALRAA while she lived in the DC area, serving as Co-President in 1997. Her NALP involvement has included serving as the Chair of the Nominating Committee in 2002-2003, on the Mark of Distinction Committee in 2001-2002, as the Mid-Atlantic representative on the Nominating Committee in 2000-2001, as the Northeast Regional Director on the NALP Board of Directors in 1998-1999, and as the Regional Coordinator for the 1998 NALP Annual Education Conference. Ms. Beal was the consultant for NALP for the 2006-2010 Long Range Strategic Plan, and assisted WALRAA with their strategic plan in 2009.

**Shawn M. Beem** is the Associate Director for Professional Development at Capital University Law School. He currently serves as a Director on the NALP Board (2009-2011). He has also served NALP as Chair of the GLBT Section, Midwest Regional Coordinator, and member of the 2008 Diversity Summit Planning Committee. In 2007, he presented "The GLBT Toolkit: Everything You Need to Know to Counsel GLBT Students" at the NALP Annual Education Conference. He has also published several articles in the *NALP Bulletin* on counseling GLBT students and attorneys. In 2009, he assisted TransOhio, an organization serving Ohio's transgender and ally communities, with its annual conference and symposium, which took place at Capital. Mr. Beem earned his Juris Doctor from Capital University Law School and his Bachelor of Arts from the University of Dayton. He was a law clerk for the Office of Disciplinary Counsel of the Supreme Court of Ohio. He also served as the Public Interest Law Coordinator for Capital and, in addition, was Co-President of the Bisexual, Gay & Lesbian Law Association as a student. Prior to law school, Mr. Beem spent a year studying at the Université de Strasbourg in France, during

which he was an English lecturer at the Collège Episcopale St. Etienne. He is also a Leopold Schepp Foundation Scholar.

**Suzanne Bell** joined the Office of Attorney Recruitment and Management at the Department of Justice as Deputy Director in 2004. As Deputy Director, she provides general oversight of the Department's legal recruitment programs and retention initiatives and works with 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. 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. Effective Spring 2010, she will be the new Deputy Director for Legal Management for the Executive Office for United States Attorneys at the Department.

**Michele Bendekovic** is the Director of Attorney Recruiting and Professional Development for Steptoe & Johnson PLLC. In this role, she is responsible for managing firm-wide, in-house professional development and training programs in addition to lateral attorney and graduate recruitment endeavors. Ms. Bendekovic also leads continuing educational programs that focus on the professional, intellectual, and personal development of attorneys, with an emphasis on the collaborative process of strengthening lawyers' core competencies. Ms. Bendekovic is an integral part of Steptoe & Johnson's Recruiting, Associate Professional Development, and Diversity Committees. She has been involved in professional development and recruiting for the past 17 years. Prior to joining Steptoe & Johnson PLLC, she was the Professional Development Manager for Buchanan Ingersoll & Rooney. Ms. Bendekovic is very active in NALP, serving as the Chair of the Lawyer Professional Development Section and as a member of the Publications Advisory Group and the Attrition Work Group. She is also very active in the Professional Development Consortium, serving as a Board Member, a Co-Chair for the 2010 conference, and a member of the Membership Committee. Ms. Bendekovic frequently speaks and writes on topics related to lawyer professional development. Steptoe & Johnson is a business-focused firm with particular strengths in energy, labor, employment, and litigation. For nearly a century, Steptoe & Johnson has demonstrated its commitment to quality, devoting personal attention, experience, skill, and resources to client-focused service. Steptoe & Johnson has more than 180 attorneys with eight offices in West Virginia, Ohio, and Kentucky.

**Margann Bennett** is the Director of Professional Development at Washburn University School of Law. In this position 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 is developing and directing the Pro Bono Program at Washburn Law. She has served as Chair of the Small & Solo CSO Interest Group for NALP and helped develop the Shared Resource Pool in 2008, a resource where NALP members can share presentation materials. Ms. Bennett is active in the Kansas Bar Association and was awarded the Outstanding Service Award for her involvement in the CLE Committee. Prior to joining Washburn Law, she practiced law at Shook Hardy & Bacon in Overland Park, Kansas, and Kansas City, Missouri. She also served as a Corporate Account Manager with Thomson Reuters (Westlaw) before joining Washburn Law in 2003. Ms. Bennett's degrees are from the University of Kansas: a BA in 1991 and a JD in 1996.

**Liz Berner** is the Southern California Recruiting Manager for Jones Day. She has been in legal recruiting for almost 13 years and has worked for law firms for 22 years. At Jones Day, Ms. Berner oversees the recruitment of students, experienced lawyers, and partners for the Los Angeles, Irvine, and San Diego offices. In 2009 and 2005, she was elected a West/Rocky Mountain Regional Coordinator for NALP. Her most recent speaking engagement was at the NALP Annual Education Conference in April 2008 in Toronto, Canada. The topic was "Increase Your Credibility, Vanquish Rumors and Misconceptions – NALP Research Has the Facts." In 2004, she was elected and served a two-year term as President of the Los Angeles Area Legal Recruitment Association (LAALRA). In 2002 and 2003, she served as Chair of the LAALRA Programming Committee. In 2001, she earned her Professional in Human Resources Certification (PHR). She is a graduate of the University of Southern California, where she attended on a full athletic scholarship for basketball.

**Nancy Berry** has more than 13 years of experience in the legal recruiting industry. She currently works as a consultant with a number of legal organizations. She was previously the Director of Legal Recruiting at McDermott Will & Emery LLP, where she was responsible for overseeing all aspects of legal recruiting including law school, judicial clerkship, lateral associate, and lateral partner hiring for 15 offices. Prior to working at McDermott, she was the Director of Legal Recruiting and Professional Development at Gardner Carton and Douglas, and the Recruiting Manager at Kirkland & Ellis LLP in Chicago. Ms. Berry is a well-known leader in the legal industry, having served as the 2007 President of the Chicago Association of Legal Personnel Administrators and on the NALP Board of Directors, NALP Nominating Committee, and as a NALP Regional Coordinator. She is a regular presenter at the NALP conference and has served as a panelist in webinars on such topics as "The Emerging Practice of E-Due Diligence: A Look at the Issues" and "Law Firm Interviewing: Is There a Better Way?"

**Eileen Billinson** serves as Chief Human Resources Officer for Howrey LLP and as a member of Howrey's Executive Management Team. Ms. Billinson has served in multiple roles at Howrey, and first joined the firm as an associate following her graduation from law school. She returned to Howrey in 2007 to oversee the firm's move away from the traditional lockstep system and the implementation of a performance based compensation and advancement program. In addition to her responsibility for human resource issues on both the professional staff and legal side, her primary focus is on associate career management and progression. She oversees the firmwide competency model-based associate evaluation, tiering and compensation processes, and the Supervising Partner program. Ms. Billinson's professional experience encompasses more than 25 years of progressive experience and responsibility in the legal services industry, involving human resources, marketing, business development, and strategic planning. Prior to rejoining Howrey in 2007, Ms. Billinson served as Director of Business Development for the Litigation Practice at Morgan Lewis, where she was involved in strategic planning, lateral growth and integration, and numerous industry-based business development initiatives. Ms. Billinson is a frequent speaker at industry conferences and law schools. She earned a JD *cum laude*, an MA *magna cum laude*, and a BS from Syracuse University. She is admitted to the Bar in the District of Columbia and admitted to the United States Supreme Court and United States District Court for the District of Columbia.

**Jolie A. Blanchard** is Firmwide Director of Recruiting for Jones Day. She 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 New York firm. She joined Jones Day/Washington in 1985. With a lot of hard work, more than a few mistakes, and too much time spent sweating the small stuff, she succeeded in proving herself to be an integral member of the Jones Day team. 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 her current role as Firmwide Director of Recruiting for Jones Day. She still substitute teaches dance and, on occasion, can be seen dancing with the masses at NALP conferences!

**Millicent (Millie) Bond** joined NALP last fall as the first NALP/Street Law Legal Diversity Pipeline Program Fellow. The Program partners law firms with diverse high school classrooms. Participating students work directly with volunteer attorneys on law based lessons, networking skills, and advocacy. The Program introduces students to the myriad career opportunities in the legal profession. Prior to joining the NALP/Street Law team Ms. Bond graduated from the University of Wisconsin Law School, where she served as the President of the Black Law Student Association. She has a

long-standing interest in diversity and education. Ms. Bond taught seventh grade history at Episcopal Academy in Philadelphia before attending law school. While teaching she worked closely with the school's Director of Diversity and Community Life. Ms. Bond has a Bachelor of Arts degree from Bryn Mawr College.

**Yvette Bravo-Weber** joined Rutgers School of Law–Newark as Assistant Dean for the Minority Student Program and Externships in July 2008. She most recently was Assistant Dean for Student Affairs and Community Relations at New York University School of Law. Prior to joining NYU, she was director of the Education Division of the Puerto Rican Legal Defense and Education Fund, deputy general counsel for the New York City Commission on Human Rights, and a pro se legal clerk for the U.S. Court of Appeals for the Second Circuit. Before attending law school, Ms. Bravo-Weber was a teacher for eight years. She holds a JD from NYU Law School, a master's degree in education from the Bank Street College of Education, and a bachelor's degree from the State University of New York at Stony Brook.

**Anna L. Brown** is Special Attorney/Director of Diversity at Shearman & Sterling LLP, a premiere global law firm with 20 offices around the world. Ms. Brown is responsible for the development and implementation of the firm's global diversity and inclusion initiative and serves as the Executive Director of Shearman & Sterling's Diversity Committee. Before being named Shearman & Sterling's Director of Diversity, Ms. Brown practiced in the firm's Capital Markets group. Prior to rejoining the firm, she served as Associate General Counsel of Continuum Health Partners, Inc. – the parent corporation of a network of New York City hospitals and foundations. Ms. Brown served on the New York City Bar Association Committee to Enhance Diversity in the Profession and the Committee on Bioethics. She currently serves as the President Emeritus of the Association of Law Firm Diversity Professionals and is a member of the American Bar Association and the New York City Bar Association. Ms. Brown is a graduate *cum laude* of Howard University School of Law and is admitted to practice in New York and New Jersey. She is a frequent lecturer and panelist on topics related to diversity and inclusion in law firms and the legal profession.

**Vickie Brown** is Director of the Career Services Office at Georgia State University College of Law in Atlanta. Her career in legal administration spans 25 years in both private and public institutions and has involved working with over 8,000+ law students, graduates, and other stakeholders. Prior to assuming her current position, she was the Externship Program Administrator at Georgia State College of Law. Before moving to Atlanta, she was the Business Administrator (Chief Financial Officer) at the University of Puget Sound School of Law in Tacoma, WA, for four years (now Seattle University School of Law). Ms. Brown has been an active member of NALP since 1996, having served on the NALP Board of Directors, as Board Liaison to the NALP Research Advisory Council and NALP

Employment Diversity Committee, as a member of NALP's Employment Diversity Committee and NALP's Leadership Institute Task Force, and as NALP Southeast Regional Coordinator. In addition, she wrote an article for the *NALP Bulletin* entitled "Diversity: Opening the Window to Leadership" and served as a NALP Annual Education Conference presenter.

**Lindsay Callantine** is the Firm Manager of Attorney Relations for Morgan, Lewis & Bockius LLP. Ms. Callantine joined Morgan Lewis in 2002. She is a member of Morgan Lewis's Firmwide Human Resources/Legal Personnel department, where she focuses on associate evaluations, compensation, integration, retention, and general human resources-related issues. Prior to her current position, Ms. Callantine was the Manager of Attorney Recruitment for the Philadelphia, Princeton, and Dallas offices of the firm, where she oversaw the recruitment of summer associates, fall associates, and lateral attorneys; oversaw the office's Summer Associate Program; and managed the local office attorney evaluation and compensation process.

**Christine J. Carlson** is the Senior Manager of Legal Recruiting at Jenner & Block. She manages a team of people throughout the firm who are responsible for recruiting law students, entry-level associates, lateral associates, and partners. Ms. Carlson has been an active member of NALP since 1990 and has presented at several NALP Annual Education Conferences and Newer Professionals' Forums. She has been a member and Chair or Vice-Chair of several NALP committees and has served on the NALP Board as Treasurer and as a Director. Ms. Carlson served as President of the Chicago Area Legal Personnel Administrators in 1994-1995. Her experience includes various areas of recruiting and professional development at firms ranging from fewer than 50 attorneys to over 500 attorneys. She also has experience in a global recruiting role and has managed the legal recruiting process in other countries including Canada, England, and Australia. Ms. Carlson received her undergraduate degree in Marketing from Indiana University – Bloomington and her MBA in Management & Strategy and Organizational Behavior from Kellogg Graduate School, Northwestern University.

**William A. Chamberlain** has been the Assistant Dean for Career Strategy & Advancement at Northwestern University School of Law since 2005. Prior to returning to Northwestern, where he earned his JD, Mr. Chamberlain was the Assistant Dean for Career Services at the University of North Carolina at Chapel Hill School of Law and at The John Marshall Law School in Chicago. After graduating from Northwestern, he practiced law with Schiff Hardin in Chicago and with the City of Chicago Law Department. He holds a BA from Cornell University and an MA from Purdue University. Prior to attending law school, Mr. Chamberlain performed for several years as a professional opera singer. A NALP member for 12 years, he has served on the NALP Board of Directors and on the NALP Nominating Committee as well as various other committees and sections including chairing the GLBT Section, the Publications Advisory

Group, and the Experienced Professionals Section. Mr. Chamberlain has been a frequent presenter at NALP Annual Education Conferences and has also led sessions at the Newer Professionals' Forum. He is a frequent contributor to the *NALP Bulletin*. For the past two years, he has written a bi-monthly online column for the *National Law Journal*. At the 2009 Annual Education Conference, Mr. Chamberlain was awarded the NALP Award of Distinction for Writing. He also teaches legal writing to International LLM students at Northwestern.

**Linda Bray Chanow** is the Executive Director of the Center for Women in Law at The University of Texas School of Law. A frequent author and speaker, Ms. Chanow has worked to advance women lawyers and promote greater workplace flexibility in law firms since 1997. She serves as a liaison to the ABA Commission on Women in the Profession and as a member of the Women's Bar Association of the District of Columbia Initiative on Advancement and Retention of Women Task Force. Prior to joining the Center for Women in Law, Ms. Chanow served as the Assistant Director of the Project for Attorney Retention, an initiative of The Center for WorkLife Law of the University of California Hastings College of the Law. At PAR, she conducted research, assessed law firm programs and policies on flexible work schedules, and provided implementation guidance. Ms. Chanow was also the head of the Women's Career Development practice at Shannon & Manch, L.L.P. She began her legal career as a commercial litigator and bankruptcy lawyer at WilmerHale. Ms. Chanow graduated from American University's Washington College of Law in 1999. While in law school, she focused on employment law and worked with Distinguished Professor of Law Joan Williams on the development of Professor Williams' book, *UnBending Gender*. Ms. Chanow's recent publications include: *Reduced Hours, Full Success: Part-Time Partners in U.S. Law Firms* (2009); *Actions for Advancing Women Into Law Firm Leadership: Report of the National Association of Women Lawyers National Leadership Summit* (2008); and *Creating Pathways to Success* (2006).

**Andrew Chapin** is Director of Public Interest Scholars & Counseling at Fordham University School of Law. He has more than 15 years of experience advising New York City attorneys and law students about their legal careers, and producing and participating in legal career programs and job fairs. 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, the Office of General Counsel at COS Computer Systems, and providing support services to attorneys and partners at several Manhattan law firms. Mr. Chapin has been with Fordham Law for more than five years.

**Chandra Clouden** is the Attorney Hiring Manager for North Carolina offices of Alston & Bird LLP. Her primary responsibilities include managing the summer associate program, the fall on-campus recruitment process, and any matters relating to entry-level, lateral, and partner hiring. Ms. Clouden works closely with the Practice Group Leaders and Managing Partner of her office on all hiring matters. Prior to her current role, she worked for Akin Gump Strauss Hauer & Feld in New York as the Recruiting Coordinator for five years. She has eleven years of recruitment experience and is actively involved with her local city group. Ms. Clouden has also been an active member of NALP since 2002, when she was elected to the Nominating Committee. Since then, she has served on the Research Advisory Council and Lateral Lawyer and Law Student Recruiting Sections, presented at the 2007 Annual Education Conference, and been part of a work group to provide updates to the *Lateral Recruiting Best Practices Guide*.

**Dawna Cobb**, since August, 2006, has served as the Assistant Dean for Student Affairs at the University of Maryland School of Law, where she has an open door policy and is dedicated to assisting students navigate their challenging law school years. A 1984 graduate of Fordham Law School, Ms. Cobb became Assistant Dean at Maryland after serving as Deputy Chief Counsel for the Educational Affairs Division in the Office of the Maryland Attorney General, where for 13 years she represented the University of Maryland. She also practiced law in New York City and in 1986 joined DLA Piper (formerly Piper & Marbury) in Baltimore. She joined the Attorney General's Office in 1990. In 2004 and 2005, she taught as an adjunct professor in the University of Maryland School of Law's legal writing program. Ms. Cobb is and has been an active member of numerous community and professional organizations including the Baltimore City Teen Court, the Charles Village Community Benefits District, the National Association of College and University Attorneys, the Daily Record Editorial Advisory Board, and the Maryland State Bar Association's Counsel on Legal Education and Admission to the Bar, which she chaired in 2003-2004. She is a member of the Maryland Court of Appeals Commission on Professionalism and chairs the subcommittee on mentoring for new attorneys.

**Karen Comstock** is Assistant Dean for Public Service at Cornell Law School. She has been affiliated with Cornell Law School since 1994. She provides career counseling to students and alumni on all aspects of the public service job search, organizes programs to educate students about legal career opportunities, manages the Cyrus Mehri Public Interest speaker series, and develops employer contracts and job search resources. She also organizes pro bono projects and oversees fundraising efforts for Law School public interest programs, including the Public Interest Low Income Protection Plan. Ms. Comstock serves as an adjunct professor of law for the law school's summer externship program. Prior to April 2004, she was the Assistant Dean for Career Services. From 1989-1994 Ms. Comstock 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 U.S. Public Interest Research Group, the Office of the U.S. Senate Legal Counsel, and a 1984 Ralph Nader voter education project. In 2008-2009, she chaired the NALP Public Service Committee. She is a long-standing member of the NALP GLBT Section and the Association of American Law Schools' sections on Student Services and Public Interest and Pro Bono Opportunities. Ms. Comstock is a certified mediator with the NYS Unified Court System and a certified administrator of the Myers-Briggs Type Indicator. She received her BS in 1984 and JD in 1989 from the State University of New York at Buffalo.

**Lorraine Connally** is the Director of Legal Recruiting for Allen Matkins Leck Gamble Mallory & Natsis, resident in their Los Angeles office. Her responsibilities include management and direction of law school and lateral recruiting for all Allen Matkins offices. She is responsible for the firm's policies and procedures that relate to lateral and entry-level hiring, the summer associate program, and the orientation and integration of new lawyers. Ms. Connally keeps abreast of current recruiting issues and market trends and assists the firm in developing its recruiting strategy. She has extensive contacts with search firms and law school career services offices. She has held leadership positions in NALP and was formerly President of the Los Angeles Area Recruitment Association. She has participated in several seminars on legal recruiting. Ms. Connally holds a BS in Business Management from Azusa Pacific University.

**Edwin Cortes** is a 2009 graduate of the University of Maryland School of Law. He will be the judicial law clerk for The Honorable Jaime Pieras, Jr., U.S. District Court for the District of Puerto Rico, for the 2009-2011 term.

**Diane Costigan** is the Managing Director for Shannon & Manch's Northeast Region. She is an Associate Certified Coach (ACC) with the International Coach Federation and has over ten years of experience coaching lawyers. Her professional experience includes founding her own coaching practice and serving as Senior Director of Professional Development and Organizational Effectiveness at LeBoeuf, Lamb, Greene & MacRae, LLP (now Dewey & LeBoeuf), where she was for ten years overseeing the firm's professional development, recruiting, and legal personnel functions. Ms. Costigan has been published several times in multiple publications. She is also a frequent speaker on a variety of topics ranging from business development and networking to stress management and wellness. Her career coaching focuses on strategy, transition, and outplacement. Her performance coaching focuses on leadership, business development, relationship building, wellness, and time and stress management. Ms. Costigan's consulting expertise is in talent development. She is a member of the City Bar of New York's Committee on Career Advancement and Management. She has her BA from the College of the Holy Cross, an MA in Organizational Psychology from Columbia Uni-

versity, Teacher's College, and a Certificate in Organizational and Executive Coaching from NYU. Currently she is studying to become a certified Holistic Health Coach at the Institute for Integrative Nutrition. Ms. Costigan is a first degree black belt in karate as well as an avid yoga and meditation practitioner.

**Carole Cowperthwaite-O'Hagan** is President/CEO of Coaching Advisors for Executives. She has 15+ years of experience helping professionals overcome obstacles and achieve personal and corporate goals. Energy, relationships, attention to detail, follow-through ... these are the core terms most often used to describe Ms. Cowperthwaite-O'Hagan's passion for creating breakthrough strategies for her clients. She is frequently sought by senior-level executives and business owners to assist with implementing organizational and leadership goals within professional services firms and Fortune 500 companies. A recognized expert for her work, Ms. Cowperthwaite-O'Hagan is an author, a popular speaker, and trainer and is known for her engaging presentations and creative training style. She has taught coaching techniques to hundreds of individuals, teams, and groups within organizations across the country and internationally. Ms. Cowperthwaite-O'Hagan is a Registered Corporate Coach (RCC) and instructor (RICC) for the Worldwide Association of Business Coaches (WABC) and is a member of Coach Vile and The International Coaching Association.

**Marcy Cox** is the Assistant Dean of Career Development at the University of Miami School of Law and has been a member of the law school community for 14 years. Prior to joining UM, Ms. Cox practiced law in both Los Angeles and Miami. She is active in the legal career professionals network and has held numerous leadership positions within NALP, including Treasurer; Chair of the Diversity Section; Chair of the Audit, Investment, and Nominating Committees; Vice-Chair of the Conference Planning Team; member of the Commission on Legal Recruiting in the Profession; and Liaison to the ABA Commission on Racial and Ethnic Diversity in the Profession. She was recently slated as NALP's 2010-2011 President-Elect. Ms. Cox 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. She received a Bachelor of Arts from the University of Southern California, a Master of Fine Arts in Film from the University of Miami, and a law degree from Boalt Hall School of Law at the University of California, Berkeley.

**Sharon L. Crane** is the Director of Legal Recruiting at Davis Polk & Wardwell LLP. As Director she is responsible for assessing and defining firm hiring needs, creating and implementing recruiting initiatives, and achieving the firm's hiring goals. In addition, Ms. Crane collaborates with other firm directors to develop programs that ensure the successful recruitment, retention, development, and promotion of attorneys. She also serves on the firm's Associates and Diversity Committees. Ms. Crane is a frequent speaker on law school panels and is an

active member of NALP and NYCRA. Prior to becoming a legal recruiting professional, Ms. Crane was a corporate associate at Davis Polk, where she worked on various corporate transactions, including capital markets and merger and acquisition and finance transactions. She received her BA in Psychology, *magna cum laude*, Phi Beta Kappa, from Georgetown University. In 2002, Ms. Crane received her JD from Columbia University School of Law, where she was a Harlan Fiske Stone Scholar and senior editor of the Columbia Law Review.

**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 U.S. Department of Justice. Ms. Cranford earned her JD 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, *cum laude*, from Oral Roberts University in 1987. Ms. Cranford is an active member and former board member of NALP, a founding member of the Association of Law Firm Diversity Professionals, and a member of the Washington, DC Professional Development Group.

**Carlos Dávila-Caballero** is Assistant Dean for Career Development and Diversity Initiatives at Tulane University Law School. Mr. Dávila-Caballero manages programming for the Career Development Office, including mini-courses for first-year law students, international students, and alumni pursuing lateral positions. In addition, he counsels LGBT students and is the advisor to Lambda, the LGBT student organization at Tulane Law School. As a former Legal Officer at the Organization of American States, Mr. Dávila-Caballero counseled governments from North, South, and Central America on an array of legal issues, including corruption, cyber-crime, and arbitration, a position that required familiarity with civil and common law jurisdictions. Mr. Dávila-Caballero counsels students and alumni exploring opportunities related to international practice both domestically and abroad. Specifically, he assists students interested in practice in civil law jurisdictions, including Canada, Louisiana, and Puerto Rico. Mr. Dávila-Caballero is admitted to practice in the state of New York; is former chair of the NALP GLBT Section; and member of the American Bar Association (ABA), the National LGBT Bar Association, and the Hispanic National Bar Association (HNBA). Mr. Dávila-Caballero earned a BA in Economics from the University of Central Florida in 1993 and a JD from Tulane University Law School in 1997.

**José Dávila-Caballero** is an adjunct professor at the University of Puerto Rico School of Law (UPR). Mr. Dávila-Caballero teaches Sexual Orientation and the Law at the UPR, and practices employment litigation. He is a former Deputy Advisor to the Governor of Puerto Rico, 1995-1997; practiced employment law as an associate at Schuster Aguiló, 1999-2005; and served as director for the Committee of Federal Affairs. Mr. Dávila-Caballero obtained his LLM at Harvard University Law School, 1998; his JD at the University of Puerto Rico School of Law; and a BA at the Inter-American University, 1992. He is admitted to practice in Puerto Rico.

**Matt DeGrushe** is Assistant Dean and Dean for Career Services at USC Gould School of Law. He joined the Career Services Office in 2005 after serving as director of the Pepperdine University School of Law Career Development Office. Prior to his time at Pepperdine, Mr. DeGrushe spent four years working at the USC Marshall School of Business in the MBA Career Resource Center, as well as several years as a recruiter for McKinsey & Company. Originally from New York City, Mr. DeGrushe earned his BS in Business Administration from Indiana University in 1990 and his Masters in Education from the USC Rossier School of Education in 2003. He is an avid college sports fan with strong loyalties to the USC Trojans and Indiana Hoosiers. In his spare time he enjoys playing tennis, photography, and spending time with his dogs.

**Lisa Dickinson** is currently the Director of Attorney Recruiting and Professional Development for Kirkland & Ellis LLP in Northern California (San Francisco and Palo Alto). Prior to this, she served as the Director of the Office of Career Planning at the University of San Francisco School of Law, her *alma mater*. 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. She also chaired the 2009-2010 NALP Nominating Committee. Ms. Dickinson has presented at several NALP Annual Education Conferences as well as NALP's Newer Professionals Forums. She 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 statewide coordinator of legal services in California. Ms. Dickinson has also served as 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 hiring, retaining, and promoting LGBT employees.

**Danilo S. DiPietro** is Managing Director & Advisory Head of the Citi Private Bank Law Firm Group. He has been a student of the legal industry for close to 30 years. He regularly meets with law firm leaders to discuss industry trends and their firms' performance versus peers. Mr. DiPietro speaks at numerous industry roundtables, partner retreats, and leadership groups at law firms. In 2008 and 2009, he spoke at more than 50 partner retreats and firm leadership meetings. He has been published in a number of legal industry periodicals including regular arti-

cles in *The American Lawyer*. Mr. DiPietro is a Visiting Professor at Harvard Law School in the Leadership in Law Firms program. The Law Firm Group's 200 professionals provide financial advice and services to more than 38,000 attorneys and over 650 law firms in 14 offices in the U.S. and London. The Law Firm Group lends to over 200 law firms in the U.S. and U.K., including almost 60 of the Am Law 100. With over \$6 billion in loans to law firms and their attorneys, Mr. DiPietro and his colleagues have more than a passing interest in the health of the industry! Prior to joining Citi in 1987, Mr. DiPietro spent five years managing Mellon Bank's middle market lending office in New York. Previously, he was a banker within Chase Manhattan Bank's middle market lending division. He also managed a not-for-profit organization and taught in the NYC school system. Mr. DiPietro holds an MBA from Columbia University and a BA from St. John's University. He is a banker to law firms by day, a yoga teacher by night, and a member of the Sea Cliff Silly Shakespeare Company on weekends.

**Vanessa L. Dobson** is the Firm-wide Recruiting Manager for McDermott Will & Emery LLP, an international law firm with 14 offices and 1,100 plus attorneys. Ms. Dobson's career spans more than ten years, and her experience includes managing various aspects of student, lateral, and judicial clerkship hiring and professional development. In her current role, she manages firm-wide projects that include statistical analysis, budgets, lateral orientation/integration procedures, attorney relocation, and managing the firm's recruiting technology needs. Ms. Dobson received her masters degree in Human Resources from The New School University for Social Research. Her undergraduate studies at Pace University focused on business and marketing. She has served in numerous leadership roles within NALP and her city group as well as having published several articles.

**Julie Doss** is Assistant Dean for Career Services at Texas Tech University School of Law. She 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 to her current position as Assistant Dean for Career Services in 2008. Ms. Doss was a speaker at the 2009 NALP Annual Education Conference.

**Diane Downs** has been a career coach and member of NALP since 1999. In her current role as 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 Nominating Committee, Recruitment Practices Committee, Public Service Committee, and Experienced Professionals Section, and is interested in all aspects of attorney career development. She is a graduate of the State University of New York at Buffalo and the Harvard Law School.

**Marilyn Drees** is Director of the Career Development Office at Yale Law School. 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 U.S. 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 has just completed a term on 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 2004-2005 and currently chairs the OSCAR work group of 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 Education 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 Director of Judicial Clerkships at 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 director, 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.

**Ellen Dunagan** is President of Traverse Management Solutions, LLC. She specializes in helping lawyers achieve optimum career satisfaction. She also helps law firms become more profitable through strategic career development solutions and performance coaching. With 15+ years experience in organizational change, career development, and human resources, Ms. Dunagan has created solutions to challenges involving new hire on-boarding and assimilation, employee engagement, performance improvement, and career self-management. The transformational results have enabled organizational leaders to minimize recruitment and retention costs while allowing individuals to improve productivity – and satisfaction levels. Ms. Dunagan regularly coaches lawyers on career accountability, teaching critical tactics to building satisfying legal careers from designing a clear roadmap to growing and leveraging powerful networks. She holds her Master's of Science degree in Industrial/Organizational Psychology. She is a Registered Corporate Coach (RCC) and is a career coach and advisor for the prestigious Mentoring Program for the Northern Virginia Chapter of the Society for Human Resource Management (SHRM).

**Jean A. Durling** is Chief Talent Officer for Fox Rothschild LLP. She has over 20 years of experience in the field of legal recruitment and professional development. In her current position at Fox Rothschild (475 attorneys in 15 offices), Ms. Durling is responsible for the firm's Recruitment, Professional Development, and Human Resources departments. She provides strategic advice to the firm's leadership on the development of personnel and hiring policies to ensure that the recruiting, retention, diversity, professional development, benefits, and staff administration policies and programs are integrated and aligned to support the firm's strategic agenda. She is a member of the firm's Executive Committee. Previously, Ms. Durling worked as Director of Professional Recruitment for Drinker Biddle and was instrumental in opening the Philadelphia office of Today's Legal Staffing, a legal staffing company based in Dallas, Texas. She also worked for Seidel, Gonda, Lavorgna, and Monaco in Philadelphia as a Litigation Paralegal and International Trademark Specialist. Ms. Durling has been a member of NALP since 1987, serving as a 1991-1992 Northeast Regional Coordinator and on the Board from 2007-2009. She is also active in the Legal Recruitment Administrators of Philadelphia (LRAP), the Professional Development Consortium (PDC), and the Society of Human Resource Management (SHRM). Ms. Durling received her BS in Business Administration (Accountancy) from Miami University (Oxford, OH) in 1983. She has her Paralegal Certification in Litigation Management (1984) and most recently earned her SPHR Certification (2004).

**Marguerite E. Durston** is the Administrator, Attorney Recruitment, at Quarles & Brady LLP, where her firm-wide focus is attorney recruiting and retention, leading the firm's mentoring program, and the lateral partner and associate integration process. Ms. Durston is a member of Quarles' Associate Evalua-

tion Committee, Associate Policy Committee, and Diversity Committee. Prior to joining Quarles, Ms. Durston spent eleven years as the Legal Recruiting Manager at DLA Piper US, and was a Legal Recruitment Coordinator at Winston & Strawn LLP from 1983-1995. She graduated with a BA degree in Political Science from Carthage College, Kenosha, Wisconsin.

**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.

**Erica Edwards-O'Neal** is the Director of Career Services at Touro College Jacob D. Fuchsberg Law Center in Central Islip, NY. In addition to counseling full-time JD students, she focuses on services for the evening and LLM students and coordinates several diversity fellowship and scholarship programs. Prior to joining Touro's career services office she served as the Director of a Legislative Advocacy Coalition in Nassau County, where she developed and enacted advocacy strategies related to the county and state budget process on behalf of youth, mental health, substance abuse, and child care agencies and the people they serve. Additionally, as a Legal Mentor and Community Development Liaison with the Time Dollar Organization in Washington, DC, she was instrumental in the establishment of the District's first Youth Court Diversion Program. She has also served as an Americorp VISTA volunteer. She received her Bachelor of Arts in Government from the College of William and Mary in Williamsburg, VA, and her Juris Doctor from Touro College Jacob D. Fuchsberg Law Center. She currently serves on the Board of several organizations including Urban League/Dowling College GEARUP College Preparatory Program and the Suffolk County Community Council and is a member of the Amistad Suffolk County Black Bar Association, Suffolk County Women's Bar, and the New York City Bar's Committee on Recruitment and Retention of Lawyers.

**Justin C. Eller** is a principal in the Baltimore office of Miles & Stockbridge, P.C. He advises and defends clients in all areas of employment law, including employment discrimination, sexual harassment, retaliation, wrongful discharge, wage and hour claims, employment and severance agreements, human resources management, and personnel practices and policies. Mr. Eller represents clients in a variety of industries, including financial services, warehousing and distribution, manufacturing, real estate, professional services, health care, information technology, education, and hospitality.

**Alfred Ray English** is currently the Associate Director of Career Services and Public Service Advisor at Georgia State University College of Law. He attended Wentworth Military Junior College on an ROTC scholarship and was recognized as a Distinguished Military Graduate, receiving a commission in the U.S. Army Reserve. Mr. English went on to graduate from The Ohio State University and Howard University School of Law, where he graduated *cum laude*. After graduating from law school he served six years as a staff judge advocate in the U.S. Air Force. He served around the world in positions such as Chief of Claims, Chief of Contracts, Deputy Staff Judge Advocate, Area Defense Counsel, and Director of Civil Law for the U.S. Air Force Reserve Command. He has advised commanders in the area of labor and employment, international law, and contracts, and assisted in resolving a labor dispute between Korean nationals and the U.S. Air Force. Upon leaving the military, Mr. English worked for two years as a professor of law teaching criminal law and litigation. Since moving to Atlanta, he has been a litigation associate at a law firm, general counsel for a governmental affairs firm, and Managing Director of the Atlanta office of a national legal staffing company.

**Nitza Milagros Escalera** has served as the Assistant Dean of Student Affairs at Fordham Law School since 1994 where her responsibilities include orientation, graduation, academic, and personal counseling activities, accommodations for students with disabilities, and advising student organizations. In addition to her administrative responsibilities, Ms. Escalera teaches a two-credit course at Fordham in Negotiation and Mediation from a cross-cultural perspective. She also serves as an adjunct professor at the John Jay School of Criminal Justice where she teaches a course on Race and Ethnicity with a focus on the Latino and Hispanic experience in the United States. Currently, Ms. Escalera is a member of the Lincoln Square Legal Services, Inc. Board of Directors and a founder and member of the Board of Directors of Friends of PASOS: A Museum and Center for Peacebuilding, Inc.

**Marina Sarmiento Feehan** is the Assistant Director of Employer Relations for the Office of Career Planning at the University of San Francisco School of Law (USF). Prior to joining USF, Ms. Feehan practiced law for over 15 years in areas ranging from private practice to in-house counsel work to legal non-profit advocacy. She is the Vice-Chair of the E-Professionalism and Social Networking Work Group, a work group of NALP's Law Student Professional Development Section. A self-professed social media addict, Ms. Feehan tweets on behalf of the Office of Career Planning ([www.twitter.com/USFLawOCP](http://www.twitter.com/USFLawOCP)), as well as herself ([www.twitter.com/marinafeehan](http://www.twitter.com/marinafeehan)). Her article "To Tweet or Not to Tweet: A Twitter Primer" appeared in the February 2010 *NALP Bulletin*.

**Christina Fox** is the Attorney Recruiting Manager for Skadden, Arps, Slate, Meagher & Flom LLP. She is responsible for the lateral and student hiring efforts, including the Summer Associate Program, for the firm's New York office. In addition, Ms. Fox has

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**Heather Frattone** is the Associate Dean for Career Planning and Professionalism at the University of Pennsylvania Law School. Prior to returning to Penn Law, Ms. Frattone served as Executive Director of Policy and Planning for the School District of Philadelphia. Immediately following law school, she worked in the litigation department at Dechert as well as the government relations and litigation departments at Kleinbard Bell & Brecker. Prior to Penn Law, Ms. Frattone worked as an intern in the White House Office of Legislative Affairs under President Clinton and at the Public Interest Law Center of Philadelphia. Ms. Frattone received her BS in Economics from Wharton *cum laude* in 1994 and her Penn Law degree *cum laude* in 1998.

**Carla García-Benítez** is a Partner at O'Neill & Borges, where she heads the Litigation Department. During her tenure at O'Neill & Borges, she has been actively involved in a large number of cases involving a variety of topics at the United States District Court for the District of Puerto Rico, the Puerto Rico local courts, or administrative agencies. She has litigated complex cases involving antitrust issues, construction law claims, and dealer's act issues, among others. In the area of environmental law, she was involved in an extensive administrative proceeding before the Environmental Quality Board involving a penalty claim for millions of dollars, which entailed approximately 70 evidentiary hearings over a period of two years. In addition, Ms. García-Benítez has ample background in the intellectual property area, particularly involving copyright and trademark issues. In addition to actively supervising the process of obtaining both local and federal trademark registrations, Ms. García-Benítez has successfully pursued trademark infringers, by both non-judicial and judicial means, usually achieving the clients' goals without the need of a costly trial. Ms. García-Benítez has also worked at the United States Department of Justice as a trial attorney in the International Trade Field Office, Commercial Litigation Branch, Civil Division between 1991 and 1995. While working at the U.S. Department of Justice, Ms. García-Benítez represented the U.S. Customs Service before the Court of International Trade, a federal court with nationwide jurisdiction. Ms. García-Benítez received her BA and JD from the University of Puerto Rico and her LLM from New York University.

**The Honorable Gustavo A. Gelpi** is a United States District Judge with the U.S. District Court for the District of Puerto Rico. He was previously a United States Magistrate Judge (2001-2006); Counsel, McConnell Valdés (2001); Solicitor General for the Commonwealth of Puerto Rico (1999-2000); Assistant Attorney General for the Commonwealth of Puerto Rico (1997-1999); Assistant Federal Public Defender (1993-

1996); Law Clerk to the Honorable Juan M. Perez-Gimenez, and U.S. District Judge (1991-1993). He earned a BA from Brandeis University and a JD and LL.D. from Suffolk University. He is an Adjunct Professor of Law at Interamerican University and at the University of Puerto Rico.

**Courtney Goldstein** is a Partner in the Southern California office of Major, Lindsey & Africa, and her focus and strength is placing attorneys and career development. She has successfully placed attorneys at top-tier international, national, regional, and boutique law firms as well as corporations. Ms. Goldstein received her BS in communications and marketing from Cornell University in 1995, and her JD from University at Buffalo School of Law in 2000. She was a member of the University at Buffalo School of Law's Moot Court Board and received the Robert J. Connelly Award for Excellence in Trial Technique. Ms. Goldstein began her legal career in New York as an associate at Relin, Goldstein & Crane concentrating her practice in the areas of commercial and retail collections, foreclosures, REO, business bankruptcy, and commercial litigation. Ms. Goldstein is also an active member of her community and currently serves as Support Council Vice President for The Rape Foundation and as a member of the Cornell Club of Los Angeles, Cornell Alumni Admission Ambassador's Network (CAAAN), and STOP Cancer.

**Charlene Gomes** is a Senior Program Manager in the Law School Advocacy and Outreach Division of Equal Justice Works. Prior to joining Equal Justice Works, Ms. Gomes spent ten years administering public interest legal programs for law students and attorneys. From 1999-2003, she was Program Director for the Women's Law and Public Policy Fellowship Program and the Leadership and Advocacy for Women in Africa Fellowship Program at the Georgetown University Law Center. Most recently, she worked at American University Washington College of Law as the Assistant Director of Public Interest, overseeing the Office of Public Interest, managing the student pro bono program and loan repayment assistance program, and recruiting and training students through the Public Interest/Public Service (PIPS) Scholarship. She attended George Mason University School of Law as an evening student, receiving her JD in 2000.

**Justina I. Gonzalez** is the Manager of Legal Recruitment at Fried, Frank, Harris, Shriver & Jacobson LLP. She administers all aspects of the firm's summer and fall recruitment programs and coordinates its lateral and LLM hiring. She has been with the firm since 2000. Prior to joining Fried Frank, Ms. Gonzalez was the Recruitment Coordinator at St. John's University School of Law where she coordinated all aspects of the law school's recruitment programs.

**Mike Gotham** is Director of Attorney Recruiting and Retention for Perkins Coie LLP. Prior to joining Perkins Coie in 2008, Mr. Gotham was Director of Attorney Recruiting for Heller Ehrman LLP for three years; Director of Lawyer Recruiting and Profes-

sional Development for Stoel Rives LLP for five years; and Director of Career Planning and Public Service at the University of Washington School of Law for five years. Mr. Gotham was 2008-2009 President of NALP and over the past year has served on the Board of Directors as Immediate Past President. Mr. Gotham also most recently served on the Part V Task Force. His past NALP activities include serving 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 Task Force (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. He 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.

**Alphonzo Grant** is a member of Sullivan & Cromwell's Criminal Defense and Investigation Group and also serves as the firm's Director of Diversity Initiatives. Mr. Grant graduated from Brooklyn Law School (JD, 1998) and the State University of New York at Stony Brook (BA, MPS, 1994). He served as the law clerk to the Hon. Edward R. Korman, Chief Judge of the United States District Court for the Eastern District of New York (1998-1999). Mr. Grant, an associate at S&C from 1999 to 2002, returned to the firm in 2006. As an associate he engaged in various aspects of litigation practice, with a focus on anti-trust, labor and employment, and criminal defense law. From 2002 to 2006, Mr. Grant served as an Assistant United States Attorney in the Eastern District of New York, assigned to the Violent Crimes and Terrorism Unit. During his tenure as a prosecutor, Mr. Grant prosecuted a wide variety of criminal violations of federal law, including terrorism, racketeering, weapons, narcotics, immigration, money laundering, tax, and government fraud offenses. Mr. Grant is admitted to practice before the United States Court of Appeals for the Second Circuit, as well as the New York State Courts and United States District Courts for the Eastern and Southern Districts of New York. Mr. Grant has tried several jury trials in federal court and has argued appeals before the United States Court of Appeals for the Second Circuit.

**Kathleen A. Grant** is the Director of Membership and the Young Lawyers Section for the Cincinnati Bar Association. Prior to joining the CBA, she was the Director of Legal Recruiting and Professional Development at Keating Muething & Klekamp and Assistant Dean of the Career Planning Center at the University of Cincinnati College of Law. At KMK, she implemented the first professional development programming for

associates, designed individual career plans, and created the Bridges series of firm-wide diversity programs. At the University of Cincinnati, she held numerous leadership positions and presented at university-wide professional development programs. Her professional career also includes positions as a Buyer for Macy's and Shillito's department stores and as a teacher for Cincinnati Public Schools, where she was named Teacher of the Year. She has written numerous articles for NALP, presented at conferences, and provided training on topics related to non-traditional career paths. Ms. Grant has a Bachelor's degree from Miami University in English, Education and Sociology and a Master's in Counseling from the University of Cincinnati. She is also involved with the Greater Cincinnati Human Resources Association on the Staffing and Recruiting Committee, planning workshops and programs for HR professionals. Ms. Grant volunteers as a tutor for Oyster School and has served on the Board of the Boys & Girls Club and Beach Acres Parenting Center.

**Gary J. Greener** serves as the Associate Dean for Career Services at Southwestern Law School in Los Angeles, California, where he oversees all aspects of the school's career services office. Prior to joining Southwestern, Mr. Greener practiced law for almost a decade, and most recently he was the hiring partner at Breidenbach, Buckley, Huchting, Halm & Hamblet, a 50-lawyer law firm where his practice focused on toxic torts, real estate, and general litigation. He holds an LLM degree from Georgetown University Law Center, a Juris Doctor degree from Southwestern Law School, and a Bachelors degree from Brigham Young University. Mr. Greener served as the Vice-Chair of the 2007 Annual Conference Planning Committee, a 2004-2005 West/Rocky Mountain Regional Coordinator, as well as Chair and Vice-Chair of NALP's GLBT Committee. He formerly served on the California State Bar Committee on Sexual Orientation Discrimination, served on the Board of Directors of Art Share Los Angeles, and served on the Board of Directors of HALSA, the HIV & AIDS Legal Services Alliance. He currently serves on the Board of Directors for the National LGBT Bar Association, and in that capacity serves on the ABA AIDS Coordinating Committee.

**Steve Grumm** is the Director of Public Service Initiatives at NALP, where he focuses on recruitment, retention, and professional development issues affecting public interest and public sector attorneys, as well as on aiding law students who pursue public interest careers. Before joining NALP, Mr. Grumm worked as an attorney with the Philadelphia LawWorks project, a community economic development initiative sponsored by the Philadelphia Bar Association. Mr. Grumm is active in the American Bar Association and the National Legal Aid & Defender Association and is the President of the Washington Council of Lawyers, the District of Columbia's voluntary public interest bar association. He is a 2003 graduate of the Temple University School of Law.

**David Hall** began his tenure as the fifth President of the University of the Virgin Islands on August 1, 2009. With a distinguished career as an educational administrator, Dr. Hall is also recognized as a preeminent scholar in the field of law. In 1993, when Dr. Hall was appointed Dean of the Northeastern University School of Law, he made history by being the first African-American to hold the position. He was appointed Provost and Senior Vice President for Academic Affairs at Northeastern in July of 1998 and served in that capacity until July of 2002. In a December 1995 *Wall Street Journal* article on the Northeastern School of Law, Harvard Law Professor Charles J. Ogletree, Jr. referred to Dr. Hall as "one of the most important leaders in legal education today." During his tenure as the chief academic officer for Northeastern, Dr. Hall oversaw significant growth in the University's external research funding, retention rate, and overall academic standing. Born in Savannah, Georgia, Dr. Hall holds a bachelor's degree from Kansas State University, where he was named an "all American" for his athletic and scholarly accomplishments. After graduating from Kansas State, he played professional basketball in Italy. Dr. Hall holds both a doctorate of juridical science and an LLM degree from Harvard Law School and received his juris doctorate from the University of Oklahoma, where he also earned a master's degree in human relations. Having taught law for more than 20 years in the law schools of the University of Mississippi and the University of Oklahoma in addition to Northeastern, Dr. Hall has developed a unique perspective with regard to legal education and the ethical standards of the profession. Working to bridge the often alienated worlds of law and the inner city, he was instrumental in the formation of Northeastern's Urban Law and Public Policy Institute, which brought community activists, government representatives, and academicians together to develop solutions to urban dilemmas. Dr. Hall's publications include works on civil rights, the U.S. 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*, and lectures nationally on topics of social justice, leadership, diversity, and spiritual values in professional life.

**Donna M. Harris** is currently the Director of Legal Recruiting at Cleary Gottlieb Steen & Hamilton LLP. Ms. Harris oversees all aspects of legal recruiting for the firm's New York office. She has served the legal industry continuously for over 15 years and started her career at Dewey Ballantine LLP, where she spent close to 9 years focusing on legal recruiting. In May 2003, she joined Bryan Cave as the Manager of Legal Recruiting and Professional Development where, in addition to recruiting, she concentrated on attorney professional development. Since 1996, she has been a proud member of the New York City Recruitment Association (NYCRA). She was elected Vice Chair of NYCRA and subsequently served as Chair of the organization. Ms. Harris has been a member of NALP for many years. From 2007-2010, she served NALP in the following roles: Regional Coordinator for the 2007 NALP conference, Nominating Committee for the slating of the 2008-2009 NALP Board, Chair of

the 2009 Diversity Summit Planning Committee, and Vice-Chair of the Leadership Work Group of the Diversity Section (2009-2010).

**Laurie Hartman** is the Director of Professional Development at Carlton Fields. She is responsible firm-wide (seven offices) for the development and implementation of all lawyer professional development programs and for effectively linking those programs to the firm's overall strategic goals and objectives. In her role, Ms. Hartman works closely with members of the firm's Associate Relations, Associate Compensation & Review, Diversity, Professional Development, Retention, and Shareholder Selection Committees. Three key aspects of Carlton Fields' Professional Development Committee and her department's mission are training, mentoring, and integration, where Ms. Hartman continually spearheads projects that have helped the firm's gains in nationwide rankings. She also chairs the firm's Best Workplace Committee, a cross-functional group composed of professional staff and attorneys charged with considering employee suggestions and developing the content of the firm's employee newsletter. Prior to her position at Carlton Fields, Ms. Hartman was Assistant Dean of Career Services for Emory and, prior to that, served as Director of Career Services for Valparaiso University School of Law. In her career services work, Ms. Hartman was responsible for counseling law students and alumni in all phases of career and professional development. Before her career services work, Ms. Hartman spent eight years practicing law in the area of white collar criminal defense with the law firms of Vaira & Riley, McGuireWoods, and White & Case. Ms. Hartman received her BA in Economics, *magna cum laude*, from Boston University and her JD from William and Mary School of Law. Her passions include travel, movies, fiction, spending time with her husband and 3-year-old, and Broadway musicals.

**Alan Haynes** is Director of the Career and Professional Development Center at the University of Minnesota Law School. He joined the Career and Professional Development Center in September 2008 following three years as Associate Director of Career Services and Diversity Outreach Advisor at Brooklyn Law School. He also served as associate counsel for New York State United Teachers for three years and as an assistant district attorney with the New York County District Attorney's Office for five years. Prior to law school he taught American and world history, American government, public speaking, and debate at public schools in San Antonio, Texas. He received his JD from Northeastern University School of Law in Boston, and his MA in education and BA in political science from the University of Texas at San Antonio.

**William D. Henderson** serves as Professor at the Indiana University Maurer School of Law, where he teaches Corporations, Business Planning, and The Law Firm as a Business Organizations, which focuses on the economics and sociology of lawyers working in private practice. In conjunction with other Indiana law faculty, Professor Henderson recently developed

The Legal Profession, a 4-credit 1L course that explores traditional legal ethics and professionalism through the lens of specific practice settings. The course innovations include a rigorous competency model, team-based projects, peer feedback, and various assessment tools to help students identify and develop several non-analytical competencies critical for success as a lawyer. Professor Henderson's scholarship focuses on the empirical analysis of legal labor markets (spanning both law schools and law firms) and, more narrowly, the development of human capital for legal service providers. In the law firm context, current and past projects examine a wide variety of market trends, including patterns of lawyer mobility, the relationship between profitability and associate satisfaction, the economic geography of large law firms, and attrition rates of female and minority lawyers. His recent legal education work explores the relationship between labor markets and the annual *U.S. News & World Report* law school rankings. Professor Henderson serves as director of the Center on the Global Legal Profession at Indiana University, director of the Law Firms Working Group, a joint initiative of the Indiana Law and the American Bar Foundation, and as a research associate for the Law School Survey of Student Engagement.

**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 also teaches in Catholic's legal externship clinic. Prior to Catholic, Ms. Heywood practiced intellectual property litigation with Fenwick & West LLP in Palo Alto, California, and Sutherland, Asbill & Brennan LLP in Atlanta, Georgia. Ms. Heywood also clerked for the Honorable G. Ernest Tidwell, United States District Court for the Northern District of Georgia, in Atlanta. She graduated from the University of Georgia School of Law and Emory University.

**Mary Hoagland** is the Assistant Dean of Career Services and External Affairs at Brigham Young University's J. Reuben Clark Law School. After coming to BYU in 1994, Ms. Hoagland served on the NALP Board of Directors, as president of Women in Leadership, as chair of Utah County Women Lawyers, and as chair of BYU's Off-campus Housing Arbitration Board. Prior to working at BYU Ms. Hoagland practiced law in Fresno, California, and served as a law clerk to two federal bankruptcy judges. Interwoven with having and raising three sons she earned BA (English), MA (Educational Technology and Librarianship), and JD degrees and more recently finished a PhD in Educational Leadership. Ms. Hoagland is the Executive Director of the BYU Law School Alumni Association and is a member of the J. Reuben Clark Law Society International Board and Executive Committee.

**Michele Hoff** is the Associate Director of the Career Planning Center at the University of Connecticut School of Law. In that role, she serves as a career counselor for JD students and graduates, focusing much of her time on judicial clerkships and internships. Ms. Hoff is an active member of NALP and in

2009-2010 has served as Co-Chair of the State Court Judicial Clerkship Work Group. In the past, she served as a Regional Coordinator and has worked on several other NALP committees and work groups. Ms. Hoff received her JD from the University of Connecticut School of Law and is admitted to practice before state courts in both Connecticut and Maryland.

**Skip Horne** is currently serving as the Interim Assistant Dean for Law Career Services at Santa Clara University School of Law. For the last five years, he was a Global Recruiting Manager for Latham & Watkins, where he supported the firm's world-wide efforts in diversity recruiting, law school and LLM outreach, and international hiring. 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 2002-2003, 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 10 years, he has worked closely with the National LGBT Bar Association, including several terms as NALP liaison to the organization, and currently serves as an At-Large Director for the National LGBT Bar Foundation. Over the years, he has presented at numerous NALP, LSAC, ABA, NLGBTBA, 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.

**Vernadette Horne**, Director of Career Services at Hofstra University School of Law, joined the Hofstra OCS in May 2005, after serving as Associate Director of Career Services at Brooklyn Law School for four years. Prior to her tenure at Brooklyn Law, Ms. Horne was a litigation attorney, first with Haythe & Curley, then Coblench & Warner, where she specialized in asbestos litigation. She received a JD from the University of Maryland School of Law in 1986. Ms. Horne also spent three years away from law practice, during which time she was an information consultant and project manager for a corporate communications company. In addition to counseling JD, LLM, and part-time students, Ms. Horne is also responsible for overseeing Hofstra Law School's externship program.

**Steve Hughes** is the founder and President of Hit Your Stride, LLC, a communications consultancy that helps clients create and deliver world-class presentations. His seminars have been featured on NPR and BBC Radio, and he is the creator of "National Be Kind To Lawyers Day" (observed annually on the second Tuesday in April [www.BeKindToLawyers.com](http://www.BeKindToLawyers.com)). Today he works with a host of premier law firms including: Latham & Watkins, Kirkland & Ellis, Husch Blackwell, and Troutman

Sanders. Some other blue chip clients on his roster are: MetLife, Deloitte, Missouri Bar, Ohio Bar, and the Law School Admission Council. Prior to launching his business, Mr. Hughes spent 12 years in advertising and public relations where he delivered hundreds of presentations with millions of dollars on the line. Most recently he was a managing partner at an award-winning 50-person advertising agency in St. Louis. Mr. Hughes holds a BA in French Literature and European History from the University of Kansas and an MBA in Marketing from Washington University, where he was awarded the prestigious Olin Cup.

**Bonnie Hurry** is the Chief Legal Personnel Officer at Willkie Farr & Gallagher LLP in New York City. Prior to joining Willkie, 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 Office of Fordham University School of Law. Ms. Hurry has served NALP as a President and Vice-President. She has also been active on several committees, task forces, and work groups. Ms. Hurry holds a BA in international relations from Boston University.

**Michelle A. Jackson** is the Director of the Office of Career Counseling and Development at Southern University Law Center (SULC) in Baton Rouge, LA. In her capacity as Director, she is responsible for setting career counseling policies and procedures; establishing relationships that will produce career opportunities for students and law graduates; providing career counseling; coordinating and presenting workshops, seminars, and training sessions to improve student resume writing and interviewing techniques; and planning, operating, and managing job fairs. As an adjunct professor at the Law Center, she teaches Legal Research to first-year law students. Ms. Jackson received her BA in English, with distinction, from the University of Illinois at Chicago and her JD from the University of Chicago Law School. She began her legal career as an Associate at Katten Muchin & Zavis in Chicago. She was then Associate General Counsel with the Cook County Assessor's Office in Chicago, where she examined real estate tax appeals and was involved in the administration of all legal issues concerning the Assessor's Office. Before joining SULC in September 2005, Ms. Jackson was in private practice in Chicago, Illinois, where she provided legal representation to clients on all matters of real estate taxation in administrative hearings before state and local tax officials, and litigated tax objections and drafted briefs for presentation before the Illinois Circuit, Appellate, and Supreme Courts.

**Sylvia James** is the Diversity Counsel in the Washington, DC office of Baker Botts LLP. In that capacity Ms. Davis' responsibilities include working with the Firm-wide Diversity Committee to develop and implement the firm's diversity initiatives; working closely with all attorneys and firm administrative staff to develop, implement, and monitor programs and processes that promote and sustain diversity and inclusion; monitoring the firm's status and trends in recruitment, development, and retention of minority and women employees; and serving as a liaison

with clients and external organizations dedicated to fostering diversity in the legal profession. Prior to joining Baker Botts, Ms. James was Senior Counsel at the law firm of Holland & Knight in Washington, DC, specializing in corporate diversity counseling and labor and employment law. In that role, she conducted diversity compliance reviews for various government agencies and Fortune 500 companies to determine legal vulnerability to employment discrimination threats and litigation and to assess and ensure compliance with state and federal employment laws. She developed comprehensive diversity action plans for improving clients' diversity programs, performance, and profiles. She also conducted diversity, equal employment opportunity, and sexual harassment training, and defended companies in employment discrimination litigation. Before joining Holland & Knight, she was an associate at Scopelitis, Garvin, Light & Hanson and Akin, Gump, Strauss, Hauer & Feld, both in Washington, DC. Ms. James earned her law degree from the Duke University School of Law and a bachelor of arts (with honors) in political science from Vassar College.

**Heather Jarvis** is Senior Program Manager for Equal Justice Works. She is an attorney and leading national expert on Public Service Loan Forgiveness. Ms. Jarvis's in-depth legal knowledge and interactive presentation format help audiences nationwide understand the complexities of student debt relief programs. Ms. Jarvis currently serves as Vice Chair of the ABA Section of Legal Education's Committee on Government Relations and Student Financial Aid.

**Beth Johnson, Esq.** is the firm-wide Director of Attorney Recruiting for O'Melveny & Myers LLP. In this role, she works in conjunction with the firm's Hiring Partner to coordinate the firm's overall recruiting efforts, convey a consistent and compelling message about the opportunities and tools available to lawyers at O'Melveny & Myers, and advance the firm's commitment to diversity through various recruiting programs. Additionally, she works with an amazing global Attorney Recruiting team, helping to coordinate processes and procedures to ensure the delivery of seamless recruiting and development support in all 14 of the firm's offices. Ms. Johnson is a 2004 graduate of the University of Georgia School of Law and is admitted to practice in California. In 2008, she was a panelist at the NALP Annual Education Conference, where she discussed the benefits of the recruiting and hiring of international attorneys and foreign-trained LLM students. At the 2009 conference, she presented on how NALP members can solicit, accept, and integrate feedback to benefit their professional development. Ms. Johnson also co-authored an article that appeared in the October 2007 *NALP Bulletin* about hiring international LLM students.

**Jennifer Cook Johnson** is the Senior Manager of Professional Development for Arnold & Porter LLP, an international firm with over 700 lawyers practicing in eight offices throughout the United States and Europe. In this capacity she oversees

firm-wide professional development initiatives including attorney integration, orientation, and mentoring efforts; the development of core competencies; assisting practice groups with legal and core skills training curriculum design and development; and the development of practice group retreats. Prior to joining Arnold & Porter, Ms. Johnson was the Director of Education for NALP. She is a member of PDC and NALP. Ms. Johnson received her BA in communications from the University of Massachusetts.

**Melique Jones** is Diversity Manager for Skadden, Arps, Slate, Meagher & Flom LLP.

**Nadia Ramadan Jones** is the Professional Development and Diversity Manager at Morrison & Foerster LLP. Prior to joining Morrison & Foerster, Ms. Jones was a litigation associate in the New York office of Paul, Weiss, Rifkind, Wharton & Garrison LLP, where she actively recruited and mentored summer and first-year associates as part of that firm's diversity efforts. In her role, Ms. Jones oversees the strategic diversity initiatives of the firm in its U.S. offices. She also helps to design and implement professional development and mentoring programs for the firm's minority lawyers, including attorneys of color, women, lesbian, gay, bisexual, and transgender (LGBT) attorneys and lawyers with disabilities. She also acts as a resource and advisor to these lawyers and assists in the coordination of the firm's affinity groups. Ms. Jones received her JD from Fordham University School of Law in 2004, and her BA from Yale University in 2000. She was a law clerk for Magistrate Judge Frank Maas in the U.S. District Court for the Southern District of New York.

**Tyree Jones, Jr.** is a Partner and Director of Diversity at ReedSmith LLP. He 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 including executive transitions in mergers and acquisitions, protection of proprietary information, employee classification, personnel policies, employment background screening, and workplace violence initiatives. As the Global Director of Diversity, 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 the firm practices to better understand how diversity and inclusion issues manifest themselves in those regions, and, in turn, develop best practices to

address the needs of firm colleagues and clients. Reed Smith's commitment to diversity has resulted in a firm where principles of fairness and inclusion permeate the culture.

**Mary Kaczmarek** is a Principal with Skillful Means Marketing, LLC. A former practicing attorney, Ms. Kaczmarek has a passion for coaching lawyers to higher levels of career satisfaction and success. Through Skillful Means Marketing, she offers business and professional development training, strategic marketing consulting, and individual coaching to law firms and lawyers seeking to improve their practices and attract ideal clients. In September 2008, she was recognized by Lawdragon media ([www.lawdragon.com](http://www.lawdragon.com)) as one of the top 100 legal consultants in the United States. Ms. Kaczmarek began her marketing career in 1994 at Thompson Hine, after practicing for nine years as a corporate bankruptcy attorney at the firm. In 1999 she was recruited by Kennedy Covington (now part of K&L Gates), and she served as the firm's director of business development until 2003, when she left to launch her consulting practice. Ms. Kaczmarek is a graduate of Fordham University School of Law, and received her undergraduate degree *summa cum laude* from LeMoyne College in Syracuse, NY. She is a member of the Charlotte Women's Bar and the Legal Marketing Association. Ms. Kaczmarek has authored numerous articles on marketing and professional development topics including, "Recognizing Key Communication Moments in Our Careers and Planning Proactively to Master Them," published in the Spring 2007 issue of the American Bar Association publication *Woman Advocate*; "Generational Rifts Complicate Firm Management," published in the June 26, 2007 issue of *The Charlotte Business Journal*; and "Focus on Clients to Survive Marketing," published in the April 2008 Business of Law Section of *The Charlotte Business Journal*.

**Valerie Kapilow** is Co-Director of Public Interest Advising and Associate Director of Career Services at Northeastern University School of Law, where she has been employed for the past 20+ years. Ms. Kapilow is primarily responsible for advising students and graduates on public interest/public service careers and fellowships. She has contributed to creating Northeastern's Loan/Deferral Forgiveness Program, Public Interest Requirement, Public Interest Law Scholars Program, and Public Interest Visiting Fellows and Adjuncts Program, and continues to be active on those boards and committees. Ms. Kapilow recently completed a two-year term on the Equal Justice Works National Advisory Committee and is an active member of the NALP Public Service Section. She has written and contributed to numerous articles, and has presented at several conferences on public service-related topics. Prior to joining the law school, Ms. Kapilow directed the Fair Housing Testing Project at the Lawyers' Committee For Civil Rights in Boston.

**Rob Kaplan** is Associate Dean and Director of Externships at William & Mary School of Law, where he oversees career services, professional development, and public service and pro

bono initiatives. He also directs and teaches in the law school's externship program. Mr. Kaplan has been a NALP member since 1986. He has served two terms on the NALP Board of Directors and on numerous task forces and committees, including chairing the Bylaws, Nominating, and Recruitment Practices Committees. Mr. Kaplan has presented at 16 NALP conferences. As a member of the Executive Committee of the Virginia Bar Association's Community Service Council, he has helped with initiatives 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.

**Mitchell Karp** is a partner in the consulting firm, VallotKarp, a nationally recognized firm that helps law firms, corporations, and other organizations to utilize diversity and inclusion to enhance both their culture and their bottom line. VallotKarp collaborates with its clients to provide a range of services from culture assessments to strategic plans with the ultimate goal of creating work environments where people feel more valued and engaged and are able to work together effectively. Mr. Karp 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/outsider 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 to improve interpersonal and leadership skills, conflict resolution strategies, and team-building. He is also an adjunct instructor of Cornell's NYSSILR Management Development Program.

**Captain Eric J. Kasik** of the Judge Advocate Recruiting Office, U.S. Army, graduated from the University of Notre Dame with a JD in 2005 and entered the Army Judge Advocate General's Corps in 2006. Following the Officer Basic Course, he was assigned to Fort Lewis, Washington, where he served as an administrative law and legal assistance attorney. In 2007, CPT Kasik was assigned to the 4th Brigade, 2nd Infantry Division, and deployed to Iraq for 15 months in support of Operation Iraqi Freedom. During that time, CPT Kasik served as an operational law attorney and officer in charge of the 4/2 claims and client services missions. Upon redeployment in 2008, CPT Kasik served as a Special Assistant United States Attorney for Fort Lewis. CPT Kasik was next assigned to Walter Reed Army Medical Center as a trial counsel (prosecutor) where he served until late fall 2009, when he became a recruiting officer in the Army's Judge Advocate Recruiting Office.

**Ari A. Katz** is the National Director of Legal Recruiting at Bingham McCutchen, an international law firm with over 1,150 attorneys. Mr. Katz oversees all legal recruiting at the firm including all lateral hiring of partners, of counsels, associates, and possible mergers as well as entry and summer hiring in 12 domestic and international offices. He is responsible for implementing the firm's strategy as it relates to 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. 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, conferences, and on professional panels about various recruiting issues. He 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.

**D'Arcy Kemnitz** is the Executive Director of the National LGBT Bar Association. Ms. Kemnitz has more than 20 years' experience working in the nonprofit arena and the social justice movement. In her present position as Executive Director of the LGBT Bar, she organizes the only national, annual lesbian, gay, bisexual, and transgender (LGBT) law student Career Fair and Continuing Legal Education Conference. NALP presented the Career Fair with its prestigious 2008 Award of Distinction for Diversity. Additionally, Ms. Kemnitz orchestrates collaboration between over 25 affiliated local, state, and regional voluntary LGBT bar associations and dozens of LGBT law student associations. The LGBT Bar features eight formal LGBT diversity liaisons to various entities within the American Bar Association, including a position in the House of Delegates. Ms. Kemnitz has spoken at numerous law schools and bar associations across the country and has published in the *University of Baltimore Journal of Environmental Law*, *MCCA's Diversity & the Bar Magazine*, various ABA publications and, most recently, the *GP/Solo Magazine* on LGBT issues. She has appeared in the media presenting issues of LGBT diversity in the profession at ABC News, *The Advocate Magazine*, and *Time Magazine*, among others. Before leading the NLGLA, Ms. Kemnitz was the Executive Director of the Wildlife Advocacy Project and a staff attorney at the Center for Food Safety. Ms. Kemnitz is a distinguished graduate of the University of Wisconsin and the Hamline University School of Law.

**Maddy Kershek** is the Director of Attorney Recruiting and Professional Development at Dow Lohnes, PLLC. She is currently responsible for overseeing the legal recruiting, legal personnel, diversity, and professional development functions for the firm's two offices in Washington, DC and Atlanta. Ms. Kershek started her professional development career at Fried, Frank,

Harris, Shriver & Jacobson LLP and has over 12 years of experience in the field. She is a member of NALP, the Professional Development Consortium, and the Washington Area Legal Recruitment Administrators Association (WALRAA). Her family, traveling, cooking, and reading fill up what little spare time she has.

**Stacey Kielbasa** is the Director of Professional Development, Attorney Recruitment and Diversity, at Chapman and Cutler LLP and has been working in recruitment and professional development since 2001. In 1998, Ms. Kielbasa started her career at Chapman as a summer associate and continued as a Public Finance Associate until 2001. Her current responsibilities include orientation, mentoring, professional development, CLE, associate evaluations, the summer program, and diversity. Key initiatives at Chapman include the creation of the Chapman Leadership Academy, a training and development curriculum designed to prepare senior associates for partnership, and the design and implementation of the firm's innovative two-tier associate compensation system. With Ms. Kielbasa's guidance, the firm is consistently ranked as one of the top firms in the nation in *The American Lawyer's* Summer Associate and Midlevel Associate Surveys. Additionally, the firm has been recognized as one of the 50 Best Law Firms for Women by *Working Mother Magazine* and received a perfect score on the Human Rights Campaign's 2010 Corporate Equality Index. Ms. Kielbasa earned her BA from the University of Notre Dame in Government and International Studies. She graduated with her JD and MEd from the University of Illinois, where she was a pre-law advisor for undergraduate students. She is a past president and treasurer of the Chicago Association of Legal Personnel Administrators and is active in the Chicago Professional Development Consortium. Ms. Kielbasa is a member of the Professional Development Advisory Committee for the Chicago Committee on Minorities in Large Law Firms, NALP, and the National Professional Development Consortium.

**Frank Kimball** owns Chicago's Kimball Professional Management. The only former hiring partner of an Am Law 20 firm who provides search, consulting, and training services, he has interviewed, hired, placed, or counseled more than 9,500 law students and lawyers. Mr. Kimball was a partner with McDermott, Will & Emery from 1986-1992, served for six years on the hiring committee, ran two summer programs, and was national hiring partner in 1990-1992. He has placed partners and associates with more than 30 firms. He has provided consulting and training services and spoken at retreats for 20 leading firms. Since 1992, he has spoken at nine NALP Annual Education Conferences and has presented dozens of programs to hiring partners and recruiting professionals in Chicago, Los Angeles, New York, Miami, Philadelphia, and other cities. Mr. Kimball has presented more than 60 programs to students at Chicago, DePaul, UCLA, Duke, Georgetown, Harvard, Illinois, Indiana, Loyola Chicago, Michigan, Northwestern, NYU, Virginia, and Washington & Lee. A 1977 Michigan graduate, Michigan's Moot Court Competition, he was a Comment Editor of the

JOURNAL OF LAW REFORM, and a Senior Writing Instructor. He graduated *magna cum laude* from UCLA, is a member of Phi Beta Kappa, and was Second Speaker at the 1973 National Debate Tournament. A practicing litigator with Shearman & Sterling and McDermott, Will & Emery, he argued appeals in takeover, shareholder derivative, class action, banking, tax, and probate cases and represented investment banks, commercial banks, offerors, and targets in 30 contested takeovers and tender offers.

**Tammy S. King** has, since May 2009, served as the Assistant Dean for Career Development at Creighton University School of Law in Omaha, Nebraska. Prior to joining the Career Development Office at Creighton, she worked for five years at Washington University School of Law in St. Louis, Missouri, as the Associate Director and later the Director of Career Services. Previously, she was an attorney in St. Louis at Herzog Crebs, LLP and Thompson Coburn LLP practicing in the area of commercial litigation. Ms. King has been admitted to practice law in Missouri and Illinois and is a member of the American Bar Association. She received her JD from Vanderbilt University Law School and her BA from the University of Missouri. Ms. King has served as a GAL/volunteer advocate with Voices for Children speaking up for children caught in the legal system due to abuse and neglect.

**Elise Luce Kraemer** is the current Chair of the International and Graduate Student Advising and Recruiting Section and is an Associate Director at the Office of Career Planning and Professionalism at University of Pennsylvania Law School, where she focuses on programming and counseling for non-U.S. trained graduate students (mainly LL.M.s) and for JD students interested in international opportunities. She also administers Penn Law's International Human Rights Summer Fellowship Program. She moderated a panel at the NALP conference in 2008 on the benefits of the recruiting and hiring of international attorneys and foreign-trained LL.M. students.

**Peter A. Krauthamer** is currently Deputy Director at the Public Defender Service of the District of Columbia (PDS). He began his legal career as a staff attorney at PDS in 1983. While at PDS he was appointed Chief of the Trial Division in 1990 and Training Director in 1992. In 1994 he joined the Federal Public Defender for the District of Columbia and subsequently joined the faculty of the Howard University Law School as Assistant Professor and Clinical Supervising Attorney from 1995-2000. From 2000 through 2004, he was the Deputy Director for the District of Columbia Pretrial Services Agency. He earned a JD from Boston University and a BA from Brandeis University.

**Linda Kressh** is the Manager of Legal Recruitment at UCLA School of Law, where she oversees all aspects of various recruitment programs including a large OCI program and administers UCLA's First Year Mentoring Program and Kickoff Reception; a Small/Mid-Sized Law Firm Reception for local firms of 75 and fewer attorneys; and a Government Reception/

Information Fair attended by federal, state, and local agencies. With UCLA's Outreach Program, she participates in their large Diversity Reception for local firms each year. She has served twice on her city group's Educational Conference Committee, which organizes a one-day mini "NALP-style" conference with speakers, educational break-out sessions, lunch, and a reception at the end of the day.

**Polly Lawson** is the Assistant Dean for Career Services at the University of Virginia School of Law, where she is responsible for assisting students and alumni with career development issues and employers with recruiting strategy. Prior to joining the Law School in 2002, she practiced in the Washington, DC office of Alston & Bird LLP. Ms. Lawson received her BA and her JD degrees from the University of Virginia. She has presented at a prior NALP conference and is actively involved with various NALP sections and work groups. Ms. Lawson recently served as a 2008-2009 Mid-Atlantic Nominating Committee Representative for NALP.

**Emily Leeson** is the Director of Attorney Professional Development at Alston & Bird in Atlanta, a role in which she focuses her efforts on the expansion of the firm's development programs. Previously, she served the firm for many years as the Director of Attorney Hiring & Development. She started her career as the Recruiting Coordinator with Thompson & Knight in Dallas from 1982 to 1987. Ms. Leeson has been a member of NALP since 1982. During her association with NALP, she has served on the Educational Program Advisory Committee, the Nominating Committee, as Chair of the Publications Committee, Chair of the Lawyer and Law Student Recruitment Section, as Chair of the Annual Educational Conference Committee, twice as a Southeast Regional Coordinator, and as a member of the Research Advisory Group and Publications Advisory Group. She also served on the NALP Board of Directors from 2004 to 2006. She has been active in two city groups, RADS in Dallas and ALRA in Atlanta, where she served as the city group coordinator for three years. She holds a BA from Southern Methodist University and enjoys cooking, golf, and tennis.

**James G. Leipold** is the Executive Director of the National Association for Law Placement (NALP), a position he has held since 2004. Prior to joining NALP, he worked at the Law School Admission Council (LSAC) for five and a half years as the assistant director for education and prelaw programs. 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. 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. He speaks and writes frequently on trends in legal employment for recent law school graduates.

**Melissa Lennon** is Assistant Dean, Office of Career Planning, at Temple Law School. Ms. Lennon graduated from Temple Law School in 1996 and practiced as a litigator in Philadelphia at Stradley Ronon Stevens & Young, LLP. In 2000, she left the practice behind and became the firm's Director of Associate Development, overseeing entry-level and lateral associate hiring, fall recruiting, the summer program, and professional development. In 2004 she returned to her *alma mater* and became the Senior Director of the Office of Career Planning. She became Assistant Dean in 2008. Ms. Lennon serves on the Executive Committee of the Temple American Inn of Court and was a member of the 2009 Nominating Committee for the Inn. At the law school, she serves on the Professionalism Work Group of the Upper Level Curriculum Initiative. Ms. Lennon was a member of the NALP Nominating Committee in 2007-2008 and in 2009-2010 served as a member of the Branding and Marketing Task Force and as co-chair of the State Court Work Group of the Judicial Clerkship Section.

**M. Dru Levasseur** is the Transgender Rights Attorney for Lambda Legal, the oldest and largest national legal organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and people with HIV. Mr. Levasseur focuses his work on impact litigation, advocacy, and community education to advance the civil rights of transgender people nation-wide. Before joining Lambda Legal, Mr. Levasseur was staff attorney for Transgender Legal Defense & Education Fund, where he advocated for transgender equal rights through test-case litigation, public policy efforts, community organizing, and public education. Prior to that, he served for two years as law clerk to 12 Justices of the Massachusetts Superior Court. In 2007, Mr. Levasseur co-founded the Jim Collins Foundation, a nonprofit that raises money to fund gender-confirming surgeries. That same year, he initiated and co-organized New England's first-ever Transgender Pride March and Rally. During law school, Mr. Levasseur worked at Western Massachusetts Legal Services, the Massachusetts Commission Against Discrimination, and the American Civil Liberties Union of Connecticut, and served as a law fellow for the National Gay & Lesbian Task Force's Transgender Civil Rights Project. He is an active member of the LGBT Rights Committee of the City Bar of New York, as well as the Legal Issues Committee of the World Professional Association for Transgender Health (WPATH). Mr. Levasseur received his bachelor's degree *cum laude* in Women, Sexuality and Gender Studies from the University of Massachusetts, and his law degree from Western New England College School of Law.

**Brian Lewis** is Assistant Dean for Career Services at the University of North Carolina School of Law in Chapel Hill, where he has worked since 2007. Prior to that, he served as Assistant Dean for Career Services at William & Mary School of Law (2001-2007), as Assistant Dean for Career Services at the University of Florida Levin College of Law (1998-2000), and as Director of Placement for the University of Iowa College of Law (1987-1998). Mr. Lewis has served NALP as a program pre-

sender, member of the Board of Directors, member of the Nominating Committee, and Regional Coordinator, has chaired or vice-chaired NALP's Bylaws, Recruitment Practices, Awards of Distinction, and Small and Medium Firm Initiatives Committees, and has served on NALP task forces and working groups regarding mentoring, reciprocity, judicial clerkships, and leadership. He authored one of the chapters in the NALP publication, *Perspectives on Career Services*. Mr. Lewis has been involved in career services in higher education since 1978, and holds a BGS and an MA in Counselor Education from the University of Iowa. He is also a working musician, currently playing in three bands in the Raleigh-Durham-Chapel Hill area.

**Lisa A. Linsky, Esq.** is a partner in the New York Trial Department of McDermott Will & Emery LLP, with a practice focused on complex litigation, including mass and toxic tort, product liability, business and criminal investigations, trials, and civil rights. Ms. Linsky is also McDermott's first Partner-in-Charge of Firm-wide Diversity, and the Founder and Chair of McDermott's LGBT Diversity Committee. In 2007, Ms. Linsky was appointed to the Board of Lambda Legal, the nation's leading civil rights organization for LGBT and HIV+ people, and currently serves as Board Secretary. Ms. Linsky is a sought-after public speaker who presents nationally on a range of topics including law firm diversity and pro bono initiatives. In 2009, Ms. Linsky co-authored the book *Attracting, Advancing and Retaining LGBT Lawyers*, a comprehensive guide for legal employers. She is also the creator of *Out and About: LGBT Legal*, a Huffington Post blog. In 2009, Ms. Linsky was named a "Mover and Shaker" by the Minority Corporate Counsel Association for her contributions to diversity within the legal profession. She is a recipient of the 2009 Safe Haven Award presented by Immigration Equality for her work on behalf of LGBT asylum-seekers. Ms. Linsky is a member of the LGBT Rights Committee of the City Bar of New York and the LGBT People and the Law Committee of the New York State Bar Association, and serves as the Diversity Liaison to the LGBT Community for the Board of the National Association of Women Lawyers (NAWL). Ms. Linsky is a former career prosecutor who specialized in investigations and trials of crimes involving child abuse, domestic violence, sex crimes, and homicides.

**Kent D. Lollis** is Executive Director for Diversity Initiatives at the Law School Admission Council. At LSAC, Mr. Lollis directs and implements the Council's programs designed to increase the number of lawyers from underrepresented minority groups, monitors the Council's equal opportunity efforts in employment and vending, and serves as the principal staff liaison to LSAC's Diversity Committee. He has received national recognition for his work in equal access to the legal profession, including the 2008 St. Thomas More Award from St. Mary's University School of Law. He is a board member of the newly formed Institute for Inclusion in the Legal Profession. Mr. Lollis serves on the board of the ABA Diversity Center and the Bar Examination Committee of the ABA Section of Legal Education and Admission to the Bar. He has previously served on the ABA Section's

Diversity Committee and the ABA Division for Public Education Advisory Committee. He is the author of several law review articles on affirmative action and minority faculty retention. Prior to joining LSAC, he held faculty and administrative positions at the Ohio Northern University Claude W. Pettit College of Law and the University of Louisville Louis D. Brandeis School of Law. Mr. Lollis is admitted to the Kentucky and Pennsylvania Bars and has practiced corporate, labor, and employment discrimination law. He earned juris doctor and master of management degrees at Northwestern University and a bachelor's degree in political science from Brown University.

**Helen Long** is currently Director of Legal Recruiting for Ropes & Gray LLP; previously she was Director of Legal Recruiting for Simpson Thacher and Bartlett in New York. Her experience with law firms is balanced by several years in law school career services first as an Assistant Director at the Harvard Law School Office of Career Services and then as Director of the Career Development Office at Boston University Law School. Legal recruiting is no less than a third career for her. After graduating from Mount Holyoke College and the University of Pennsylvania Law School she practiced law for several years at large law firms in Boston. She returned to graduate school to pursue a doctoral degree in organizational behavior and taught undergraduates at Boston University School of Management, where her research interest was the management of professionals such as lawyers and teachers.

**Traci Feit Love** is the President of HL Central, a networking and social organization for Harvard Law students. In that role, Ms. Love oversees the HL Central Executive Board, made up of 14 HLS students who plan between 50 to 80 social and community service events for the student body each year. She also manages the HL Central website, [www.hlcentral.com](http://www.hlcentral.com), of which more than 99% of current HLS students are registered members, and coordinates the promotion of recruiting events hosted by HL Central's sponsor law firms. Ms. Love graduated from Harvard Law School in 2004 and practiced as a litigation associate in DLA Piper's Boston office from 2004 to 2007.

**Sandee Magliozzi** is the Director of Professional Development and Externships at Santa Clara University School of Law. Professor Magliozzi directs the many opportunities for upper division students to work for credit with judges; the Panetta Institute; and corporate, civil, and criminal law employers. In addition, she teaches the Civil Practice, High Technology, and Social Justice Externship Seminars and conducts workshops on professional skills and leadership development. Professor Magliozzi is a California attorney and former Drinan Fellow in the Economic Crimes Division of the United States Attorney. Before joining the law school in 2006, she was a Senior Manager of Attorney Training and Development at Holland & Knight and the former firm-wide Professional Development Manager for Heller Ehrman. She has taught advocacy and writing at Hastings College of Law and was Director of Law Studies at Saint Mary's College of California. She currently serves as the

NALP Board Liaison to the National LGBT Bar Association and is a vice-chair of the Law Student and Lawyer Professional Development Sections' Collaboration Work Group on "bridge the gap issues." Professor Magliozzi earned her BS (*magnum cum laude*) from Northeastern University and her JD (with honors) from Suffolk University School of Law. She is admitted to practice in California.

**Mary F. Maher** is the Researcher and Co-developer of the *International Directory of Lawyer Qualification*, a NALP Foundation publication (Second Edition, published June 2009). 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 (LLM) from the University of Chicago. She practiced for over six years in both Australia and the United States, primarily with Baker & McKenzie. She was an Associate Director in the Center for Career Strategy and Advancement at Northwestern University School of Law for over three years from 2005-2008, advising both international and domestic LLM students and JD students pursuing international opportunities.

**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 U.S. 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. She is a frequent speaker for the American Bar

Association, NALP, the Association of Legal Administrators, the Professional Development Consortium, and many local bar organizations. Learn more at [www.shannonandmanch.com](http://www.shannonandmanch.com).

**Doug Mandell** is an expert in the social networking and consumer Internet space and was LinkedIn's first General Counsel and member of the Executive Team in 2007 and 2008, a company he has represented since its inception. Mr. Mandell was also the first attorney on LinkedIn. He is the managing partner of the Mandell Law Group, PC, a boutique law firm he founded in 2001 specializing in technology transactions, corporate, employment law, and general counsel services. Clients of MLG include Fortune 100 companies such as Seagate Technology LLC, venture backed companies such as LinkedIn and 23andMe, as well as entrepreneurs and executives. Mr. Mandell is also passionate about working with startups and is currently counsel for several technology companies including Originate Labs, Motiv Power Systems, and Soar BioDynamics, where he is general counsel, secretary, and a member of the management team. Mr. Mandell also regularly advises senior executives and entrepreneurs on complex employment law matters. He developed early expertise in the consumer-Internet space as Vice President & General Counsel of ememories in 2000, one of the first online photo-sharing sites. Shortly after launching Mandell Law Group, PC, Mr. Mandell also served as General Counsel of Tornado Development, an early unified messaging software company funded by Intel Capital and GE Capital. Before founding MLG, Mr. Mandell was an attorney with Orrick, Herrington & Sutcliffe LLP in San Francisco, California, where he was a member of the Employment and Intellectual Property practice groups. Mr. Mandell began his career at Littler Mendelson in San Francisco. He has been selected as a Northern California Super Lawyer for the past four years and is one of the youngest attorneys to have been selected for this honor. Super Lawyers identifies the top 5% of attorneys in Northern California, as chosen by their peers and through the independent research of Law & Politics. Mr. Mandell has also been recognized by Martindale-Hubbell as an AV<sup>®</sup> rated attorney. Mr. Mandell received his undergraduate degree in Political Science from Washington University and studied International Relations at the London School of Economics. He received his law degree with honors from Tulane Law School. Mr. Mandell's full bio is at <http://www.linkedin.com/in/dougmandell> and he can be reached at [dmandell@mlawgroup.com](mailto:dmandell@mlawgroup.com).

**Diane Marshall** joined Bass, Berry & Sims in 1991 and has been involved with the firm's recruiting program there since 1993. She currently serves as Law School Hiring Manager and is responsible for the recruitment of all attorneys, including not only entry-level associates but all lateral hires. She also manages the summer associate programs for all offices. Prior to joining Bass, Berry & Sims, she worked in the Los Angeles office of White & Case as their Recruiting Assistant. Ms. Marshall earned her BS in Business Administration from Trevecca University in 1981. She has been a member of NALP since

1995 and also actively involved with the Recruiting Administrators of Nashville since 1993.

**Natalia Martin** is Director of Diversity for Simpson Thacher & Bartlett and was former Director of Legal Personnel & Professional Development. Ms. Martin received the Class of 2007 award in honor of her 14 years as the Associate Dean of Students at Yale Law School – an award that honored her for serving the school with passion, intelligence, and compassion. The award was presented by Rosa Pizzi, a member of the class of 2007, who will join Simpson Thacher as a permanent associate this fall. In her comments, Ms. Pizzi noted that her class was the last one to enter the school while Ms. Martin was Dean and the last to benefit from her leadership and guidance. Ms. Pizzi observed that Ms. Martin served as a beacon of light for all minority students and served an invaluable role in promoting diversity initiatives at the law school. Ms. Martin earned a JD from Yale Law School and an AB from Harvard University. She is admitted to the New York Bar and is a member of the New York City Bar's Committee to Enhance Diversity in the Profession. She was the recipient of the Connecticut Hispanic Bar Association's Achievement Award in 2004.

**Joseph P. Martinez** is Assistant Professor of Emergency Medicine and Assistant Dean of Student Affairs at the University of Maryland School of Medicine. A graduate of the University of Notre Dame in 1993, Dr. Martinez earned his MD from the University of Maryland School of Medicine in 1998. He completed a combined residency in Emergency Medicine and Internal Medicine at the University of Maryland in 2003, then went on to earn board certification in both Emergency Medicine and Internal Medicine and join the faculty of both departments in the University of Maryland School of Medicine. Dr. Martinez was appointed Assistant Dean of Student Affairs in 2005. In addition to his clinical and administrative duties, Dr. Martinez is an active lecturer on the local, national, and international level, with a particular interest in abdominal and gastrointestinal emergencies, as well as medical student education.

**Ana Matanzo-Vicens** is a law professor at the University of Puerto Rico School of Law (UPR). During her tenure at the Law School, Professor Matanzo-Vicens has taught courses relevant to civil procedure, the legal profession, law and social change, legal education, and clinical education. In addition, Professor Matanzo-Vicens serves as Law Review Advisor for the Law Review at the UPR and Academic Mentor for PLIEGOS and the GLBT Pro Bono Program at the UPR; she has also served as Coordinator of the UPR Pro Bono Program (2007-2009). Professor Matanzo-Vicens also serves as Academic Senator for the UPR-Río Piedras Academic Senate, and is a Member of the Board of Directors for PROFAMILIA PUERTO RICO (IPPF Associate Member). Professor Matanzo-Vicens obtained her LLM at Harvard University Law School, a JD at the University of Puerto Rico School of Law, and a BA at Fordham University. She is a member of the Colegio de Abogados de Puerto Rico,

the American Bar Association (ABA), and the Association of American Law Schools (AALS).

**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 served as President of NALP and is a member of the NALP Foundation Board of Trustees.

**Amee R. McKim** is the firm-wide Director of Lawyer Recruiting and Development for Hunton & Williams LLP. She directs all essential lawyer functions including recruiting, associate training and development, evaluation, lawyer resources, and diversity. 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 started a solo practice representing abused and neglected children and 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 was 2009-2010 Chair of the NALP Attrition 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 Research Committee, and served on the Publications Committee.

**Sonia Menon** is the Director of Professional Recruitment & Development at Neal, Gerber & Eisenberg LLP, a 200-lawyer Chicago law firm. Ms. Menon supervises a team of five staff and manages all aspects of lateral and law school recruitment, the firm's summer associate program, attorney evaluation, compensation, and diversity initiatives. She is responsible for attorney professional development and CLE curriculum, and she oversees the firm's mentoring programs and attorney orientation and integration programs. She also is actively involved in supporting the firm's Women's Network Committee and Diversity Committee. Ms. Menon is an active NALP member, and her contributions include serving on NALP's Board as Treasurer (2005-2007) and chairing the Awards of Distinction Committee and NALP Audit and Investment Committee. She recently chaired the 2007-2008 NALP Nominating Committee, and served as chair of NALP's Diversity Summit Planning Committee (2007). She chaired NALP's 2010-2015 Long Range Strategic Planning Committee. Ms. Menon served as Vice-

President of the Chicago city group (CALPA), where she remains an active member, and also is a member of the Professional Development Consortium (PDC). Ms. Menon graduated in 1988 with an honors degree in Psychology.

**Tomea Mayer Mersmann** is the Associate Dean for Strategic Initiatives at Washington University School of Law. She has 15 years of experience in law school administration and teaching and law firm recruiting. In her current role with the dean's office, Ms. Mersmann designed and implemented a successful January intersession program, led the law school's participation in a university-wide strategic planning initiative, and is part of a small interdisciplinary team working to expand the University's presence in Washington, DC. This fall she will return to teaching when she supervises the Congressional and Administrative Law program in Washington, DC. 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.

**Barbara Miller** is owner of Barbara B. Miller Communication. Ms. Miller has served over 70 U.S. law firms as a training, coaching, and speaking consultant in communication improvement. She has worked with 50 of the Am Law 200 firms in the U.S. and their non-U.S. based offices and continues to be brought back year after year. Her course topics include High Impact Presentations and the Communication Skills Workshop emphasizing communications as a strategic tool for career and client development. She has served as the communication consultant to the NITA program at the SMU Law School and has taught a persuasion skills course for the National Practice Institute. With Martin Camp, she has co-authored *The Law Firm Associate's Guide to Connecting with Colleagues*, currently available from the Law Practice Management Section of the ABA (and carried by the NALP bookstore).

**Serena Miller** is the Senior Manager of Professional Development at Hunton & Williams LLP. She has been in the professional development field since 1999, following two years as an Assistant District Attorney in Brooklyn, NY. Ms. Miller has firm-wide responsibility for creation and implementation of attorney training in the areas of accounting, business development, communication skills, leadership skills, and substantive practice, and oversees the firm's mentoring programs. She works closely with the firm's Diversity Committee, staff professional development team, and colleagues in each of Hunton's 18 offices. Ms. Miller is a current member and former treasurer of the Professional Development Consortium and has spoken at previous PDI, PDC, and ACLEA conferences. In her spare time, Ms. Miller is an avid fan of the New York Yankees and the Texas Longhorns, loves her Kindle, and enjoys Jeopardy, traveling, cooking, and entertaining.

**Kelly S. Mixon** is the National Director of Attorney Hiring for Fish & Richardson P.C. and is based in the firm's Dallas office. Ms. Mixon oversees the global recruitment of attorneys, engineers, and scientists for all eleven offices of the firm. She is also responsible for creating and implementing various diversity and professional development initiatives. Ms. Mixon currently serves on NALP's Lawyer Professional Development Section and previously chaired its work group responsible for redesigning NALP's *Survey of Legal Career Professionals in Law Firms*. She has also represented the Southeast Region on the Nominating Committee in 2008-2009. As a member of the Professional Development Consortium, she has served on the Conference Planning and Website Committees. Ms. Mixon is a past president of the Recruiting Administrators of Dallas, a current member of the Recruiting Administrators of Austin, and a founding member of the Texas Professional Development Group. With 12 years of legal recruiting, professional development, and diversity experience, Ms. Mixon has given numerous presentations at NALP's Annual Education Conferences and other industry conferences.

**Petal Modeste** is currently the Assistant Dean and Dean of Career Services at Columbia Law School. In this position, she directs all of the operations of the Office of Career Services & Professional Development, including programming, recruitment, employer relations, and counseling. She began her legal career as an associate in the Finance Group at Shearman & Sterling LLP, where she represented lenders, borrowers, and underwriters in sophisticated financing transactions. Prior to joining Columbia Law School, she served as Senior Director and Strategic Advisor for Legal Recruiting at Weil, Gotshal & Manges LLP, where she worked with firm management to assess hiring needs and objectives and to develop attorney recruiting strategies for summer associates, full-time associates, lateral associates, and partners. Ms. Modeste is an active member of NALP, the American Bar Association, and the NY State Bar. She is often asked to speak on topics including connecting with Millennials, the realities of law firm life, managing legal recruiting programs, diversity in the legal workplace, and communicating effectively. She has spoken on these and related topics at several forums, including The Association of the Bar of the City of New York, American Bar Association conferences, American Lawyer Media conferences, and the Hildebrandt COO/CFO Forum. Ms. Modeste has published scholarly articles and has also written for the *NALP Bulletin*. She received her Bachelor of Arts degree in English and Education, *cum laude*, from Andrews University and her Juris Doctor, *cum laude*, from Howard University School of Law, where she was an Editor of the Howard Law Journal and the President of the International Moot Court Team.

**Cristóbal Modesto** is the Associate Director of Legal Recruiting at Davis Polk & Wardwell LLP in New York City. Prior to joining Davis Polk in 2007, Mr. Modesto worked for seven years at Proskauer Rose LLP as the Director of Diversity & Legal Recruiting, having first started at the firm in 2000 as a Recruit-

ing Coordinator. In 1995, Mr. Modesto began his career as a legal assistant in the Capital Markets Department of Cadwalader, Wickersham & Taft before transitioning into Cadwalader's Legal Recruiting Department. Mr. Modesto has served as Vice-Chair of the 2009 NALP Annual Education Conference Planning Committee, a member of the 2006-2007 NALP Nominating Committee representing the Northeast, a member of the NALP 2007 Diversity Summit Planning Committee, and as 2005-2006 Vice-Chair of the NALP GLBT Section. Mr. Modesto has also served as 2004-2005 Chair and 2003-2004 Vice-Chair of the New York City Recruitment Association (NYCRA). Mr. Modesto previously presented at the 2007 NALP Annual Education Conference on "Defection Protection: How to Retain & Make Your Lawyers Happy" with Margie Grossberg of Major, Lindsey & Africa.

**Carole Montgomery** joined The George Washington University Law School Career Development Office in 2000, starting as a Career Counselor. She has been the Director of the office since 2005 and manages ten career counselors and five support staff. Ms. Montgomery coordinates the creation and presentation of over 90 programs, panels, and workshops each school year to assist 1,800+ law students to be successful in meeting their employment goals along with her counseling, administrative, and supervisory duties. She has contributed to and assisted in editing several legal career counseling books and served as a panelist for a variety of organizations in the DC metro area. Before joining GW in 2000, Ms. Montgomery practiced real estate and mortgage banking law for 16 years in private law firms, federal agencies, including a six-year contract as the Director of Legal Services for a U.S. Department of Housing and Urban Development loan program, and as in-house counsel for two mortgage companies. She was also a professional legal recruiter and a career counselor at American University, Washington College of Law. She received her Bachelor of Arts degree from the University of Rhode Island and a Juris Doctor degree from the University of Tulsa College of Law.

**Terri Mottershead** is the national Director of Professional Development with DLA Piper LLP (US) and is based in San Francisco, California. Her role at DLA Piper includes leading the U.S. Professional Development Department and supporting the talent management initiatives for more than 1,400 attorneys in the firm's 30 U.S. offices. Ms. Mottershead brings to the position over 26 years of experience in international law practice, legal associations (law firm associations, academic institutions, and Law Societies/Bar Associations), consulting, legal education, and training. Prior to working in in-house attorney talent management, Ms. Mottershead practiced law in Australia and Hong Kong and was a law school academic and consultant in Hong Kong. She is an award-winning teacher. Ms. Mottershead is frequently asked to present and consult nationally and internationally on all aspects of attorney talent management. She has served on more than 50 boards and committees. Ms. Mottershead holds a Bachelor of Laws (with honors) and a Graduate Diploma in Legal Practice, both from the Queensland

Institute of Technology in Australia; a Master of Laws from the University of Queensland in Australia; and a Master of Business Administration (with distinction) from the University of Wales.

**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 U.S. and around the globe. A highly sought after speaker at numerous conferences worldwide, Ms. Myers for the last four years has sponsored her own successful conference on Race/Ethnicity in Large Law Firms in Chicago and New York with colleague Arnold Kanter. She recently sponsored her 5th Race & Ethnicity in Large Law Firms Forum in New York. 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 (1997-1999), 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. In 2009, Ms. Myers was chosen as one of *The Network Journal's* "25 Influential Black Women in Business" and *The Massachusetts Lawyers Weekly's* "Diversity Heroes." Ms. Myers graduated from Harvard Law School and received a Bachelor of Arts, *magna cum laude*, from Barnard College, Columbia University. For more information on VMCG's products and consulting services call 617-559-9800 or visit [www.vernamyersconsulting.com](http://www.vernamyersconsulting.com).

**Paula Nailon** is Assistant Dean for Professional Development at the University of Arizona Rogers College of Law in Tucson. She is NALP's liaison to the American Bar Association's Young Lawyers Division and has been an active NALP member in a number of capacities, most recently as a former member of NALP's Board of Directors. She is co-author of *Excellence in the Workplace: Legal and Life Skills in a Nutshell* (Thomson West), the *Government Honors & Internship Handbook* (University of Arizona), and the *Public Policy Handbook* (University of Arizona); teaches courses on professionalism in the workplace and judicial clerking; and is a frequent author and presenter on topics such as professionalism and ethics, professional development, mentoring, emotional intelligence, generational differences, social networking and recruiting, and public interest careers. A 1994 UA College of Law graduate, she serves on the State Bar of Arizona's Mentoring Committee,

Legal Services Committee, and Committee on Persons in the Legal Profession with Disabilities.

**Kathleen Nalty, J.D.**, is Executive Director of the Colorado Campaign for Inclusive Excellence (CCIE). Ms. Nalty received her Juris Doctor degree from the University of Colorado and began her career as a law clerk to a federal district court judge in Denver. She has devoted the rest of her legal career to diversity-related issues. As a federal civil rights attorney at the Department of Justice in Washington, DC, she prosecuted cases involving hate crimes, police brutality, and slavery. Ms. Nalty co-founded the Hate Violence Task Force of the Colorado Lawyers Committee and wrote a mock trial program to teach eighth graders about Colorado's hate crimes statute. As a Career Development Consultant at the University of Denver Sturm College of Law, Ms. Nalty specialized in diversity issues. She played a key role in the formation of the Deans' Diversity Council and served as Co-Chair of the Colorado Bar Association's Diversity in the Legal Profession Committee. Ms. Nalty was also a co-founder of the Rocky Mountain Diversity Legal Career Fair and the Rocky Mountain Legal Diversity Summit in Denver. She has been the Executive Director of CCIE since its inception in 2007. She is directing the inclusiveness pilot program, including adapting CCIE's six-step inclusiveness manual.

**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 of 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 received her BA in Sociology from Mary Washington College.

**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. She is also responsible for maintaining Northwestern Law's relationships with its employer-partners. Prior to joining Northwestern Law, Ms. Obenauer planned conferences and symposiums for the Department of Continuing and Professional Education at Virginia Tech, her *alma mater*. In her free time, Ms. Obenauer volunteers with Susan G. Komen for the Cure in Chicago and is an enthusiastic 3Day for the Cure walker!

**Lorri Olan** joined the Office of Career Planning and Professional Development at Washington and Lee University School of Law in 2007. She chairs the school's Clerkship and Loan Repayment Assistance Program Committees and advises the Latin American Law Students Association. Before joining W&L Law, Ms. Olan served as a permanent clerk for two judges on the Court of Appeals of Virginia for eight years and spent a year clerking for the Massachusetts Superior Court. Ms. Olan graduated from Oberlin College and Northeastern University School of Law. She worked as a Litigation Legal Assistant for two years at a large firm in New York City after college and with the Massachusetts' Supreme Judicial Court's Commission To Study Racial And Ethnic Bias In The Courts during law school. As Executive Director of Project Horizon, a nonprofit domestic violence and sexual assault agency in Virginia, Ms. Olan chaired the State's Rural Task Force, presented at conferences, trained local magistrates on domestic violence laws, and participated in prevention and educational programs. Ms. Olan is admitted to practice in Massachusetts, New York, and Virginia and is MBTI certified. She is a member of the American Bar Association, the Virginia Bar Association, the Richmond Area Recruiters' Association, and NALP's Public Service, Judicial Clerkship, Diversity, and Newer Professionals Sections. In addition, she serves on the Executive Boards of the Oberlin College Alumni Association and the Oberlin Latino Alumni Association.

**Brianne O'Leary** is currently the Professional Development & Recruitment Manager for the San Francisco and Silicon Valley offices of Perkins Coie LLP, where she focuses on local and national professional development initiatives as well as lateral, entry-level, and summer associate recruitment. Ms. O'Leary is currently the President-Elect of the Bay Area Legal Recruitment Association (BALRA) and served as the Secretary in 2008 and co-chair of the Mini-Conference Planning Committee in 2009. Prior to joining Perkins, Ms. O'Leary worked as a Recruiting Coordinator with Kasowitz, Benson, Torres & Friedman LLP in New York City and as a Recruiting Assistant at Shearman & Sterling LLP in Silicon Valley. She received her Bachelor of Arts in Psychology and Politics from New York University and is currently pursuing a Master of Science in Organizational Development. Finally, Ms. O'Leary currently volunteers with Urban Sprouts, a nonprofit school garden program that partners with youth and their families to build eco-literacy, equity, wellness, and community, and mentors disadvantaged youth through the Counsel of Goodness, a nonprofit dedicated to breaking the cycle of poverty for low-income youth and their families.

**Dr. Ellen Ostrow** is founding principal of Lawyers Life Coach, LLC, a firm specializing in leadership, business development, and career coaching for lawyers and consultation to legal employers. She is known for her focus on helping women lawyers overcome barriers to advancement through coaching and consults with law firms on diversity-related issues. Dr. Ostrow brings her training and experience as a psychologist to her

efforts to address the behavioral and workplace factors that influence attorney distress, resiliency, and thriving. She contributed the chapter, "Using Emotional Intelligence," for the recently published *The Woman Advocate* (2nd ed.) and is collaborating with Larry Krieger, JD, on "The Experience of Lawyers," which will be included in the forthcoming volume, *Trauma, Stress and Well-Being in the Legal System*. Dr. Ostrow earned her PhD in psychology from the University of Rochester in 1980 and received her coach training and certification from MentorCoach LLC, where she now serves on the faculty.

**Patricia Patrick** is the Director of Legal Recruitment and Benefits at Greenberg Glusker Fields Claman & Machtinger LLP in Los Angeles, where she has been employed since 1974. Her responsibilities include managing all aspects of the on-campus and summer associate programs, lateral recruiting, and professional development, and she is a member of the firm's Diversity Committee. She is also responsible for the administration and implementation of the firm's employee benefits. She has been a member of NALP since 1985 and has served as a member of the Board of Directors, Chair of the Nominating Committee, Vice-Chair of the Annual Education Conference, and West/Rocky Mountain Regional Coordinator, and, as such, has participated as a speaker at several NALP Annual Education Conferences. She has been actively involved with and has held several positions in the Los Angeles Area Legal Recruitment Association. Ms. Patrick received her BA in Business Administration from California State University Dominguez Hills and attended the University of West Los Angeles, where she received a Certificate in Paralegal Studies. Ms. Patrick is a Certified Employee Benefits Specialist and is an Insurance Agent licensed by the State of California.

**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 interests 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 more than 13 years. Ms. Patterson served as a Board member of NALP and the Professional Development Consortium. She was also a member and Vice-Chair of NALP's Attorney Development Committee for a number of years.

**Holly Paul** is the US Recruiting Leader for PricewaterhouseCoopers, overseeing the Campus and Experienced Recruiting functions. Specific to campus, PwC recruits at over 170 universities and hires over 5,000 full-time and intern candidates annually. Ms. Paul began her career in PwC's Florham Park, New Jersey office in 1994 as a client service assurance profes-

sional. In 1998, Ms. Paul joined the Advisory, Dispute & Analysis practice, where she had the opportunity to work on a major financial services investigation project in Switzerland for two years. For the last decade Ms. Paul has been a Human Resource leader in the Carolinas and Washington metro markets at PwC. She also led the HR operations of the Internal Firm Services department of 7,000 people including a redesign of the Human Capital organization of over 800 people. Ms. Paul was then named the National Sourcing Operations Leader in 2007 for campus, diversity, and experienced recruiting. In this position, she was responsible for the business operations and financial management of the sourcing organization as well as oversight of the campus and experienced recruitment strategy and initiatives. Additionally, she has visited and spoken on many campuses around the U.S. Ms. Paul graduated from Lafayette College in 1994 with a BA in Anthropology and a concentration in Accounting. She is a member of the Society for Human Resource Management and currently holds certification as a Senior Professional in Human Resources (SPHR).

**Jean Pavek** serves as the Director of Attorney Recruitment for Brownstein Hyatt Farber Schreck. She is resident in the firm's Denver office. Ms. Pavek manages the firm-wide hiring of attorneys, leads the fall recruiting and summer programs, and serves as the administrative director of the firm's diversity efforts. Ms. Pavek served as president of the Denver Area Legal Recruitment Association (DALRA) for the past three years. She is also a member of the Association of Legal Administrators and the Women's Vision Foundation. Ms. Pavek graduated with her BBA from the University of Wisconsin, Eau Claire. Prior to joining the firm, Ms. Pavek worked as Director of Recruiting and Retention for Holme Roberts & Owen in Denver.

**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, she has served on the Nominating Committee and the Research Advisory Group and chaired the 2009-2010 Task Force on Leadership. Ms. Petrossian has presented at NALP conferences and Philadelphia Bar Association programs. She 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.

**Jeanne M. Picht** has over 15 years of experience in the legal field in a wide variety of roles. She brings her experience as a litigator and as a LexisNexis account manager and trainer to her

current position designing lawyer professional development programming as the Director of Professional Development & Recruitment for Stites & Harbison. She specializes in the strategic integration of advancement and retention strategies with recruiting and diversity initiatives. Ms. Picht's particular focus is upon the alignment of professional development, diversity, and recruitment with the firm's overall short- and long-term business objectives. She both designs comprehensive strategies and implements the details of specific and complex plans. Ms. Picht also writes and speaks frequently for local and national legal organizations and currently serves in leadership roles within NALP and the PDC.

**Mercedes Pino**, Director of Career Services at St. Thomas University School of Law, joined the staff of the school in 2007, after working for three years in career services in Florida and New York. She obtained her Juris Doctor from Stetson University College of Law. Before working in career services, Ms. Pino served as an Assistant State Attorney in the Miami-Dade State Attorney's Office, Misdemeanor Domestic Violence Unit. In addition, she currently serves on the Board of the Girl Museum and is an active member of South Florida Association for Law Placement and the ABA YLD.

**Jennifer Queen** is the Chief Recruiting & Development Officer for McKenna Long & Aldridge, where she has worked for 17 years. She oversees all aspects of the firm's attorney hiring, diversity, and professional development efforts throughout their nine offices with 450 attorneys and professionals. Prior to joining the firm, she was a paralegal and also worked in legal marketing. She earned her BBA in Marketing from The University of Texas in Austin and has a paralegal certificate from the National Center for Paralegal Training. She is a current member of the NALP Board of Directors (2009-2011 term) and also served on the 1998-1999 NALP Board of Directors. She has served as a Chair and a Vice-Chair of the Annual Education Conference Planning Committee, a Regional Coordinator, a member of the Nominating Committee, and a member of the Educational Program Advisory Council. She has also served as both President and Vice-President of the Atlanta Legal Recruitment Association.

**Ann Rainhart** is the Director of Legal Personnel and Professional Development at Faegre & Benson, LLP, in Minneapolis, MN. During her time at Faegre & Benson, Ms. Rainhart has created and implemented the firm-wide Attorney Development Program. She is also responsible for the attorney evaluation process and works closely with the firm's Management Committee and Group Heads around strategies for retention and development of the firm's 475+ 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. She has significant experience in teaching and training, including 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.

**Arin N. Reeves** is President of the The Athens Group. Ms. Reeves has worked with diversity and inclusion in organizations for over 15 years. She received her Juris Doctorate from the University of Southern California and her PhD in Sociology from Northwestern University, where she led several comprehensive research projects on diversity and inclusion in the workplace. In her consulting practice, she has worked with over 100 law firms, almost 50 Fortune 500 companies, dozens of universities and law schools, as well as various bar associations/trade associations. Prior to founding The Athens Group, Ms. 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 and inclusion issues within the legal profession, corporations, and educational institutions. She has developed and implemented strategic plans and programming (including lectures, presentations, trainings, and dialogue facilitations) on recruitment, retention, attrition, promotion, mentoring, marketing, and client development issues in these various arenas, and she has also researched and written on these issues extensively. Ms. Reeves has also served as an Adjunct Professor at Northwestern University for several years where she taught classes on law and society. Ms. Reeves currently serves on the ABA Center for Racial and Ethnic Diversity, the umbrella organization for all of the ABA's racial and ethnic diversity entities. She has also served as a Council Member on the ABA Presidential Advisory Council on Diversity (dealing with diversity in the talent pipeline), and she was a Commissioner on the ABA Commission on Women (2003-2006) where she co-chaired the Women of Color Research Initiative. She has been featured on NPR for her work on women of color in the legal profession and is cited often in online and traditional media as an expert in diversity and inclusion in workplaces. Ms. Reeves is a Fellow of Leadership Greater Chicago (class of 2003). She was recognized as a Rising Star by the Anti-Defamation League of 2010, and her column "Diversity in Practice" was recognized by the Herman Kogan Media Awards for excellence in journalism. She resides in Chicago where she serves on the boards of directors for various community and civic organizations.

**Maureen Reid** is a Principal with Maureen M Reid, LLC. Since founding her own consulting practice, Ms. Reid has developed a reputation for helping her law firm clients develop strategic initiatives and implement creative management solutions. Drawing upon her 30 years of practical business experience,

Ms. Reid consults with managers and their teams to create a culture that fosters collaboration across functions, departmental boundaries, and geographies. Recalling her transition from the corporate world and following her experience as the Director of Human Resources at Clifford Chance US LLP and at Sullivan & Cromwell LLP, Ms. Reid created and now delivers a unique training program that introduces lawyers and senior staff to the complexities of law firm management. Firm Management, the Business of Law, is a 2-hour team interactive exercise that offers a new approach to learn the economics of law firms. With a strong background in competency theory and development, Ms. Reid has trained others on behavioral event interviewing. She is certified to administer the Myers-Briggs Type Inventory<sup>®</sup>. Ms. Reid received her MBA from the University of Connecticut and an MS in Counseling from Southern Illinois University. Her baccalaureate degree is from Niagara University. Ms. Reid is a member of the New York Bar Association's Committee on Women in the Profession and co-chairs its subcommittee on Women Partners. She serves on the Programming Board of the National Association of Women Lawyers and is on the Planning Committee for its Annual Meeting. In her hometown of Rockville Centre, New York, she is on the Board of Directors of its Education Foundation.

**Susan Reonegro** is the National Recruiting Manager of Manatt, Phelps & Phillips, LLP, based out of the New York office, where she works closely with the Strategic Growth and Recruiting Committee on lateral partner hiring. She is also responsible for overseeing all aspects of legal recruiting including lateral hiring and integration, on-campus recruiting, and the summer associate program. Prior to working at Manatt, she was the Recruiting Manager at Morgan, Lewis & Bockius LLP in the New York office. She currently serves as a member of NALP's Publications Advisory Group. Manatt was the recipient of NALP's 2009 Award of Distinction for Innovation and Technology.

**Doug Richardson**, President of The Richardson Group, is a nationally recognized coach and consultant focusing on lawyers' leadership and career development, organizational effectiveness, and interpersonal communications. His 35 years of experience includes an early background as a large firm trial lawyer and federal prosecutor, followed by positions as Director of Communications for a \$4 billion government agency and Director of Key Executive Consulting for the world's largest career development firm. Mr. Richardson is a Certified Master Coach and presently serves as an adjunct consultant for both Altman Weil, Inc. and Shannon & Manch, L.L.P. in addition to maintaining his own practice. Mr. Richardson was the architect for a cutting-edge coaching-oriented leadership development program that was showcased in *The American Lawyer* in 2008, and he has designed and implemented a variety of firm leadership programs over the last several years. Mr. Richardson is a graduate of Harvard Law School and holds a Master's Degree from Penn's Annenberg School of Communications. He has served as an award-winning columnist for Dow Jones for 25

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**Leslie Ripley** is the Chief Recruiting Officer for Gibson, Dunn & Crutcher LLP. She is responsible for all aspects of legal recruiting and professional development for the firm's 1,100 lawyers and 16 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 Los Angeles Legal Recruiting Administrators Association. Ms. Ripley has a Bachelor of Science in Education from the University of Southern California and did graduate course work at UCLA in Human Resources Business Management.

**Arlene Rivera Finkelstein** is Assistant Dean and Executive Director of the Toll Public Interest Center at the University of Pennsylvania Law School. She directs the Law School's wide array of public interest programming, which includes one of the first pro bono programs in the country requiring that all students perform at least 70 hours of law-related service before they graduate. The Center supervises over a dozen student groups that perform community service, assists students who seek public interest careers, and runs the school's public interest scholarship program. Before coming to Penn Law School, Ms. Finkelstein was the inaugural director of the Public Interest Resource Center at Widener Law School. She began working at Widener as a professor of legal research and writing, where she also taught interviewing and counseling and public interest law. Ms. Finkelstein was the 2009 Chair of the Pro Bono and Public Service Opportunities Section of the Association of American Law Schools, and serves on a number of legal services boards. She received her JD from Temple University Beasley School of Law and her BS from Cornell University.

**Dr. Efrén Rivera Ramos** is a full professor of Law at the School of Law of the University of Puerto Rico, where he was Dean from 2001 to 2007. He was also Assistant Dean for Student Affairs from 1995 to 1997. He obtained his JD from the University of Puerto Rico, an LLM from Harvard University, and a PhD in Law from the University of London. Dr. Rivera Ramos has taught courses on Jurisprudence, Constitutional Law, Sociology of Law and the Legal Profession, among others. He is the current academic coordinator of the UPR School of Law Summer Program in Barcelona, where he also teaches a course on Legal Practice in Europe, an intensive internship program that provides students from ABA-accredited schools the opportunity to work in well-known legal firms in the city of Barcelona, Spain. Dr. Rivera Ramos has extensive international experience as an educator and scholar. He has been a visiting professor at Yale Law School, at the University of Ottawa, in Canada, and at the Universitat Autònoma de Barcelona. He has lectured widely

in the United States, Europe, and Latin America on a variety of subjects. He is currently Vice-President of the World Society of Mixed Jurisdiction Jurists; a member of the Organizing Committee of the (Permanent) Seminar on Constitutional and Legal Theory in Latin America (SELA); a member of the Group of 100, a select group of lawyers and legal academics from Latin America, Spain, and Portugal organized as an initiative of the Center for Legal Innovation, Development and Research in Latin America of the Monterrey Technological Institute, Monterrey, México; and a member of the International Association of Law Schools. He has devoted substantial attention to issues relating to legal education and professional development. In 2005 the *Journal of Legal Education* published his essay "Educating the Transnational Lawyer: an Integrated Approach," 55 J. LEGAL EDUC. 534 (Dec.2005); he is also the editor of *Law and Culture* (SELA 2007). He has lectured frequently on the interaction of diverse legal cultures in the contemporary world. In 2006, the Section on Public and Pro-Bono Service of the Association of American Law Schools granted him the Deborah L. Rhode 2006 Award for outstanding work in the promotion of public and pro bono service from a position in legal education.

**Denise A. Robinson** is the firm-wide Diversity Administrator for O'Melveny & Myers LLP, where she is responsible for recruiting, retaining, and advancing diverse talent, as well as promoting an inclusive work environment. Ms. Robinson came to O'Melveny from Georgetown University, where she worked as an Admissions Counselor for the Law Center, and, subsequently, as an Assistant Director of Undergraduate Admissions. Her admissions experience included evaluating U.S. and international candidates for the Law Center's JD and LLM programs. At the undergraduate level, she was responsible for multicultural recruitment. Prior to working in the higher education arena, Ms. Robinson practiced labor and employment law at Dinsmore & Shohl LLP in Cincinnati. She earned her bachelor's degree in philosophy from Ohio University's Honors Tutorial College, and her JD from the University of Chicago Law School. Ms. Robinson currently serves as a board member of the Association of Law Firm Diversity Professionals.

**Esther Rodriguez** is Firmwide Entry-Level Recruiting Manager for Holland & Knight LLP, based in Miami where she has worked since 1990. During her 20-year tenure, she has been involved in the firm's recruiting process, serving in different capacities. Ms. Rodriguez was the first office recipient of the firm's Opening Doors for Children award as well as the Maribeth Rojas award, a testament to her dedication to giving back to her community and the firm. She has served NALP most recently as Vice-Chair of the Nominating Committee and also as a Director, Conference Co-Chair, and Southeast Regional Coordinator. A past VP and President of the South Florida Association for Law Placement (SFALP), she has also conducted workshops for NALP, SFALP, and other city groups on topics including diversity, evaluation, and lateral hiring.

**Lieutenant Commander Martha Rodriguez**, United States Coast Guard, is the Direct Commission Lawyer (DCL) Program Manager. She attended Newcomb College of Tulane University, receiving a BA in Communication and Environmental Studies and a JD from Tulane Law School in Environmental Studies. She has worked as a Coast Guard attorney since 2001. Her positions within the Coast Guard include working in the Office of Environmental Law and Office of Maritime and International Law in Washington, DC; as a Small Passenger Vessel Inspector and a Marine Casualty Investigator in New York, New York; and currently for the Office of Legal Policy and Program Development in Washington, DC. In her current position as the DCL Program Manager she ensures robust recruitment and retention of diverse attorneys and interns through outreach to students and schools across the country. She is the primary point of contact within the Coast Guard legal program for questions about joining the Direct Commission Lawyer Program.

**Celina Romany** is a professor of law, practicing attorney, and an arbitrator/mediator with vast experience in civil law, international law, and international human rights law (race, ethnicity, and gender) in the United States, Puerto Rico, and Latin America. Her specialty areas of practice include labor and employment law, as well as civil rights litigation (sexual harassment and employment discrimination). She has extensive experience with jury trials in the U.S. Federal Court of Puerto Rico. Additionally, Professor Romany's academic interests include public interest law issues, jurisprudence, and feminist jurisprudence. Ms. Romany is past president of the Puerto Rico Bar Association. She was also the founder and chair of the Labor Law Section for the Puerto Rico Bar Association. Ms. Romany was a Professor of Law at the City University of New York (CUNY) Law School and was a Visiting Scholar at the Yale University Law School in 1984. Additionally, as a Visiting Professor of Law, Ms. Romany has taught at the law schools of the University of Connecticut, American University, University of Miami, University of Pennsylvania, and University of Puerto Rico. She was also a Professor and member of the Doctoral Faculty at the CUNY Graduate Center for Women's Studies. She is the Founder and Director of the Center for Human Rights at the Inter-American University School of Law (Puerto Rico) and was the Co-Director/Founder of the International Women's Human Rights Clinic – the first legal clinical program specializing in women and international human rights in the U.S and Puerto Rico. Ms. Romany is a member of the Board of Directors of the University of Connecticut Human Rights Institute, the Center for Women Policy Studies in Washington DC, the Center for Constitutional Rights, and LatinoJusticePRLDEF in New York. She is also affiliated with MFY Legal Services, the Center for Women at the Union Institute, and the Committee for the International Women's Rights Project. Ms. Romany has served as Administrative Law Judge for the Labor Relations Board of Puerto Rico. She was also a United Nations representative for the Latin American Commission for the Defense of Women's Rights. Ms. Romany earned a Bachelor of Arts, *cum laude*, in Political Science from Trinity College in 1971 and her Juris

Doctor, *magna cum laude*, from the University of Puerto Rico School of Law in 1974. She also earned an LLM, Master of Laws in Labor Law from the New York University School of Law in 1975, where she was recognized as the most distinguished graduate.

**Rafael Antonio Ruiz-Ayala** is a Capital Member in the Real Estate and Finance Practice Group of McConnell Valdés, LLC, in San Juan, Puerto Rico. He is also part of the firm's Merger and Acquisitions, Hospitality Industry, and Insurance Practice Teams. Before that, he was with Cleary Gottlieb in New York. He completed his undergraduate work at Harvard University, where he obtained a Bachelor in Arts degree in Government, *magna cum laude*, in 1985. He obtained a Juris Doctor degree from Yale Law School in 1990 and a Masters Degree in Public Administration from the University of Puerto Rico's School of Public Administration in 2003. Mr. Ruiz-Ayala is admitted to practice in the Commonwealth of Puerto Rico and the State of New York. He has been an advocate for LGBTT rights since the 1990s. He co-founded Latino Gay Men of New York, an activist and support group for NYC gay latinos, served as President of the Board of Directors of Hispanic AIDS Forum, and acted as a member of the board of directors of the NYC Gay and Lesbian Anti Violence Project in the early 1990s. In Puerto Rico, Mr. Ruiz-Ayala co-founded "No a la 99," a grass-roots organization that lobbied against and, together with other organizations, eventually defeated the proposed Marriage Constitutional Amendment of 2007, locally known as Resolution 99. No a la 99 has evolved into Fundación Artículo II, Inc., a civil rights organization currently working for the passage of LGBTT employment anti-discrimination laws and enforcement of hate crimes statutes and advocating the end of all forms of discrimination based on sexual orientation, gender identity, or marital status.

**Laura Saklad** is the Chief Lawyer Development Officer for Orrick, Herrington & Sutcliffe LLP, with overall responsibility for strategy, development, and implementation of lawyer development programs and policies in Orrick's U.S., Asia, and European offices. Ms. Saklad leads the firm's global talent strategy for attorneys, focusing primarily on feedback and mentoring, professional skills development, evaluation and promotion, compensation systems, career management, and diversity. Before joining Orrick in 2004, Ms. Saklad spent 10 years at Clifford Chance U.S. LLP leading several functions including lateral attorney recruiting and attorney professional development.

**Diane Schwartzberg** is Director, Career Services, at Hofstra University Law School. She came to Hofstra Law School in 1980. During her 28-year tenure, she has held a variety of positions within the Office of Career Services and currently serves as its Director. Her vast knowledge of the alumni and their whereabouts is legendary! Among her many leadership roles, Ms. Schwartzberg runs the On-Campus Recruiting Program held each fall at Hofstra. She has also held the positions of Northeast Regional Coordinator and Nominating Committee

member within NALP. She sat on the Law Students Perspectives Committee and a subcommittee of the Lawyers in Transition of the Association of the Bar of the City of New York. She presently sits on the Recruitment and Retention of Lawyers Committee, which oversees the very successful Diversity Fellowship Program selection for Hofstra students, also through the Association of the Bar of the City of New York.

**Marcia Pennington Shannon** is a founding principal in the consulting firm of Shannon & Manch, L.L.P., with offices in Washington, DC, New York, and Los Angeles. The firm specializes in lawyer development issues, including career and leadership coaching, professional development and mentoring training, and career transition counseling. Prior to starting her own business, Ms. Shannon served on the career services staff of Georgetown University Law Center. Ms. Shannon has been a professional career counselor working with lawyers for over 27 years and has developed an expertise in working with lawyers throughout the career and professional development processes. Ms. Shannon has been a frequent presenter for NALP and other organizations on a variety of legal career issues. In addition, she writes the award-winning column "Managing" for the ABA's *Law Practice* magazine. She is also co-author of the ABA book, *Recruiting Lawyers: How to Hire the Best Talent and Maximizing Law Firm Profitability: Hiring, Training and Developing Productive Lawyers*, published by the Law Journal Press. She holds an MEd in counseling from the University of Cincinnati and a BA in psychology from Emory University.

**Rachel V. Simmonds-Watson** is Diversity Manager at Debevoise & Plimpton in NYC. In this newly created position, Ms. Simmonds-Watson works with the firmwide Diversity Committee to implement the Committee's goals, policies, and programs. Prior to joining Debevoise, Ms. Simmonds-Watson served as Manager of Diversity Initiatives at Chadbourne & Parke LLP, where she was responsible for crafting the firm's initiative and for ensuring that the Diversity Initiative Committee considered projects that included a range of LGBT, women's, and race/ethnic perspectives. Ms. Simmonds-Watson was a member of the Office of Career Services at New York University School of Law, where she has served in various capacities during 1989-1993 and 1996-2006. There, her responsibilities included managing relationships with private sector employers and managing the law school's recruitment programs. Ms. Simmonds-Watson started her career at a legal search firm in Boston, MA, and has recruited for two major law firms in New York and in Boston. She is an active member of NALP, having served as Vice-Chair of the Diversity Section and as Northeast Regional Coordinator. She is also an active member of the Association of Law Firm Diversity Professionals, having served as the 2009 Fall Conference Co-Chair. Ms. Simmonds-Watson holds a BA in International Studies from New York University, where she was a Founder's Day Scholar.

**Chris Simmons** is the Managing Partner for PricewaterhouseCoopers LLP ("PwC") for the Washington Metro Region, which includes PwC offices in Washington, DC, Northern Virginia (McLean), Baltimore (Maryland), and Richmond (Virginia). Mr. Simmons is also a member of the PwC US Board of Partners and Principals, which oversees the governance of the US Firm. As a member of PwC's Board, Mr. Simmons serves as Chair of the Partner Admission Committee and is a member of the Management Evaluation and Compensation Committee. Previously, Mr. Simmons was a member of PwC's United States Leadership Team, the Human Capital Leadership Team, and served as Chief Diversity Officer. Mr. Simmons has held a variety of positions within PwC, beginning as a Senior Manager in 1992 in the Mergers and Acquisitions unit. He led client transactions involving mergers, divestitures, and acquisitions. Mr. Simmons has also managed all PwC (internal) mergers, strategic investment, and acquisition activity for the US Firm in his role as Partner-in-Charge, US Corporate Development from 2001-2004. Other activities include: Association of Latino Professionals, Chairman, Corporate Advisory Board; Economic Club of Washington, Officer; Federal City Council, Officer and Secretary; Northern Virginia Technology Council; Executive Leadership Council; and HistoryMakers, Board Member.

**Cybele E. Smith** is Director, Public Service & Public Interest Programs, at The Ohio State University Moritz College of Law. She has been in the Career Services Office at the Ohio State University Moritz College of Law for nearly eleven years. She has counseled on all areas of legal and alternative careers for law students and alumni. She currently focuses on advising students who are interested in public interest and government sector jobs, honors programs, and fellowships. She coordinates the judicial clerkship application process and serves as LRAP Coordinator. In 2008, she became the liaison to the Supreme Court of Ohio Law & Leadership Institute, which prepares teens from under-served schools for college and law school by teaching law and leadership skills, as well as gives students the chance to intern in law firms while still in high school. During law school, she worked full-time for the State of Ohio. While at Capital University Law School, Ms. Smith was involved in several organizations, serving as vice magister of Phi Delta Phi, executive board member of the Student Bar Association, and as a peer advisor for three years. Upon earning her law degree, Ms. Smith became the Membership Director at the Columbus Bar Association. She has presented at the NALP Annual Education Conference and Public Service Mini-Conferences, and has done book reviews for the NALP publication committee. In 2006, she was the NALP work group leader planning the NALP/PSLawNet Mini-Conference in Washington, DC. She held the position of Vice-Chair of the Annual Education Conference Planning Committee for the 2008 NALP conference, and served as a Nominating Committee representative for the Midwest region for NALP in 2008-2009.

**Roland Smith** is a senior faculty member at the Center for Creative Leadership. His work at the Center includes teaching the Leadership at the Peak (LAP) and other custom programs, serving as a member of the Global Organizational Leadership Development practice group, serving as the lead researcher for the Senior Executive Research Initiative (SERI) and also for the Global Institute for Talent Sustainability (GIFTS). Mr. Smith also leads the Center's legal sector work. In this effort Mr. Smith is the lead legal faculty member and also directs the Center's research agenda related to lawyers. The SERI research is currently looking at several critical topics including: (a) Top management team behavior (leader emergence, strategic influence, etc.); (b) Peak performance (individual, team, and organization) and the role of the senior executive in guiding success, leading change, and accelerating transformation; (c) Exploring differences between "C-Suite Executives" (i.e., CEO, CFO, COO, CIO, CHRO, etc.); and (d) Identifying differences in senior executive behavior by industry (current focus is on law firms and managing partners within firms). The GIFTS research agenda includes: (a) Global "High Impact Succession Management" (HISM); (b) Role clarity and role shifting relative to talent sustainability (Orchestrators, Accelerators, Influencers, etc.); (c) Understanding engagement and "embeddedness" of high potential and top talent; (d) Understanding the return on human capital assets; and (e) Identifying global talent sustainability "best practices."

**Sherry-Ann N. Smith** is the Associate Director/Coordinator of Diversity Initiatives in the Office of Career Services at the Benjamin N. Cardozo School of Law. In this capacity, she provides career counseling to students and alumni; organizes panels and resume/interview skills workshops; coordinates student participation in diversity, regional, and area-specific career fairs; develops programming and resources related to international opportunities; and administers scholarship, fellowship, and internship programs. Ms. Smith is also responsible for developing diversity-related career programming and works closely with diverse student organizations to develop professional programming. Ms. Smith received her BA, *cum laude*, in Political Science from Hunter College of the City University of New York, and her JD from Howard University School of Law. She began her legal career as an associate in the Securities group of Coudert Brothers LLP in New York. She then joined the Corporate Finance group of the Washington, DC office of Morrison & Foerster LLP, where she also served as the Pro Bono Coordinator for both the Washington, DC and Northern Virginia offices. Prior to joining Cardozo's Office of Career Services in September 2004, she served as the Pro Bono Coordinator for the Brooklyn Bar Association Volunteer Lawyers Project. She currently serves on the Committee on Recruitment and Retention of the New York City Bar Association and as a member of the Advisory Commission for the Law and Paralegal Studies Department of the New York City College of Technology/CUNY.

**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. He has served as Director of Legal Recruitment since 2000 and was the recipient of the NALP 2007 Award of Distinction for Best Recruitment Practices.

**Brad A. Sprayberry, Esq.**, is the Director of Attorney Recruiting & Professional Development for Gunster. 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 ethical recruitment of partner-level candidates, a significant element of his role involves the development and analysis of partner-level candidate financial information. As a NALP member, Mr. Sprayberry was elected to serve on the Nominating Committee (Southeast Region, 2007-2008), was a member of NALP's Innovation & Technology Task Force (2009), 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 active in South Florida's city group and was a panelist during the national webcast workshop "Turning Obstacles into Opportunities: Employment of Lawyers with Disabilities." 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 attorney recruitment for Am Law 200 firms and Fortune 500 law departments. He is licensed to practice in both Florida and Ohio.

**Erin Springer** is the Director of Attorney Hiring at Alston & Bird LLP. She plays a key role in helping to fulfill the firm's strategic hiring plan, particularly as it relates to the summer associate program, the fall on-campus process, and any matters related to entry-level, judicial clerkship, and lateral hiring. Prior to joining Alston & Bird, Ms. Springer worked in the Washington, DC offices of two national law firms. While in Washington, DC, she 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 (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, served on the 2005-2006 Recruitment Practices Committee, and is currently active in the Recruiting Section. She

has presented programs at several NALP conferences and has written many articles for the *NALP Bulletin*. She is currently serving as a member of NALP's Commission on Recruiting in the Legal Profession.

**Caren Ulrich Stacy** is a Principal with Lawyer Development Strategies LLC. She has over 17 years of experience in lawyer recruiting, professional development, and diversity with law firms across the country, including Arnold & Porter, Cooley Godward, Weil Gotshal & Manges, McGuireWoods, and Jenkens & Gilchrist. She is an expert in the field of lawyer development, and was awarded the NALP Award of Distinction for Professional Development and Training in 2009 because of her vision, leadership, and innovation. Ms. Stacy serves as an adjunct professor for the Denver University Sturm College of Law, Masters of Science in Legal Administration Program. She is chair of NITA's Law Firm Advisory Group and was recently elected as a fellow to the College of Law Practice Management. As the founder of Lawyer Development Strategies LLC, Ms. Stacy specializes in helping law firms restructure and streamline their recruiting, legal personnel, professional development, and diversity efforts to create an integrated approach to talent management. In addition to advising law firms on the development of lateral integration programs, core competencies, upward reviews, training curricula, and other lawyer development initiatives, she also assists with hiring qualified professionals to manage these initiatives. For more information on Ms. Stacy and to find over 100 lawyer management resources, go to [www.lawyerdevelopment.com](http://www.lawyerdevelopment.com).

**Susan Bybee Steele** is the Associate Dean of Career Services at the University of Kentucky College of Law. She graduated from the University of Kentucky with a Bachelor of Science in Accounting in 1985 and a Juris Doctor in 1988. She practiced law for seven years with the firm of Ogden Newell & Welch PLLC, which is now the Louisville office of Stoll Keenon Ogden PLLC after a merger. Ms. Steele has been working in career services since her return to the University of Kentucky College of Law in 1995.

**Michelle Stevens** is the Senior Director of Career Services at Emory University School of Law in Atlanta. She has worked in law school career services for more than six years. In her current role, she advises students of all class years with interests in both private and public sector legal careers on career management issues. Ms. Stevens is a graduate of The Catholic University, Columbus School of Law in Washington, DC, and Virginia Wesleyan College in Norfolk, VA.

**Jeanne Q. Svikhart**, who joined the Office of Attorney Recruitment and Management at the Department of Justice as Assistant Director in 1997, has had a full and interesting career in legal recruiting, and is one of the founding members of NALP. Ms. Svikhart has primary responsibility for promoting all the Department's Employment Programs, including the Department's Volunteer Intern Program. Ms. Svikhart and Suzanne

Bell travel extensively, building relationships and making presentations at law schools all over the country. They conduct all of the Department's Interviewer Training Programs, which gives them a real-life perspective on the various candidate profiles. They are both frequently consulted by Department components on recruitment and attorney evaluation issues. Ms. Svikhart also co-developed and co-manages a Department-wide Mentor Program for entering attorneys. Ms. Svikhart and Ms. Bell are featured speakers at Department retreats on generational dynamics, feedback, and other management issues. They both worked with a team that developed the New Attorney Orientation Program sponsored by the National Advocacy Center and the Office of Attorney Recruitment and Management and also developed an attorney orientation DVD for all incoming attorneys.

**Jennifer Thomas** is the Director of Legal Recruiting for the Public Defender Service for the District of Columbia (PDS), where she oversees the hiring process for both entry-level and lateral attorneys as well as summer and semester term law clerks. After graduating from The University of Texas School of Law, Ms. Thomas returned to the Washington, DC area to work as an elderlaw attorney at the Montgomery County office of the Maryland Legal Aid Bureau, Inc. At Legal Aid, she represented senior citizens in a variety of civil legal services matters under the Older Americans Act. Upon leaving Legal Aid, Ms. Thomas joined the National Association for Public Interest Law [NAPIL, now Equal Justice Works (EJW)] as the Program Associate for the postgraduate NAPIL Fellowships for Equal Justice. At NAPIL, she screened fellowship proposals for project viability and interviewed candidates during the selection process. She also developed and implemented training and development for new attorneys and served as a mentor, providing advice and guidance regarding the fellows' legal projects and integration into the fellowship placement organizations. Prior to joining PDS, Ms. Thomas served as a career counselor and assistant director at the career services office of American University's Washington College of Law. She is an active member of NALP as well as the DC city group, the Washington Area Legal Recruitment Administrators Association, and also serves on the PSLawNet Advisory Group.

**Liz Tingey** is the Manager of Professional Development and Attorney Employment with Andrews Kurth, LLP. Ms. Tingey has seven years of experience working in professional development departments of international law firms. She has been responsible for all aspects of developing an associate training program including developing associate training curriculum (all levels), administering and delivering programming, mentor programs, integration and orientation, evaluations, and compensation. She is actively involved with industry groups, NALP, PDC, and the DC PD group.

**Aisha Topsakal** is the Interim Director of the Career Development Office at the McGill Faculty of Law in Montreal, Canada. She has been a member of the Quebec Bar Association since

2004. Ms. Topsakal holds a Masters in International Studies from the Graduate Institute of International and Development Studies in Geneva and a BCL/LLB from the McGill Faculty of Law. After completing her articles with the UN Food and Agriculture Organisation in Rome, Ms. Topsakal worked as Project Coordinator for Éducaloi, a Montreal public legal education organization, and business development manager for education company Oxford Study Courses Ltd. in the U.K. She sits on the Board of Directors of Montreal's Mile End Legal Clinic.

**Lynne Traverse** is the Recruiting and Professional Development Manager for the Phoenix Office of 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 representing the firm nationally. Ms. Traverse has more than 27 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 California and Arizona. She is a frequent speaker at numerous 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, Vice-Chair of the Employment Diversity Committee, and was a member of the NALP Timing Guidelines Task Force in 2003-2004 and in 2006-2008. She chaired the Recruitment Practices Committee for two years (2004-2006), chaired the recently created Experienced Professionals Section, and is a member of the 2009-2010 NALP Board of Directors. Ms. Traverse also writes for several publications, and has authored a series of articles for the *American Lawyer Daily* website advising summer associates and law students on workplace skills. She has been honored with a 2004-2005 NALP President's Award for work on behalf of the association, and a 2009 Award of Distinction for Writing. Ms. Traverse holds a BA in Music from California State College at Long Beach.

**Kari Anne Tuohy** is the Principal of KAT Consulting. She provides consulting services to legal employers and law schools in the areas of lawyer recruitment, retention, development, diversity, and evaluation. She also shares her expertise on these topics as a frequent presenter at professional educational conferences. Ms. Tuohy is the former firm-wide Director of Lawyer Personnel at Perkins Coie LLP, where she gained extensive experience during her seven-year tenure in matters of associate evaluation and compensation, recruitment and retention, attorney orientation and development, mentoring, and diversity. Ms. Tuohy received her JD from The George Washington University Law School and practiced as a litigation associate at Perkins Coie LLP. She recently served as Facilitator of the NALP 2010-2015 Long Range Strategic Planning process, and has previously served as Advisor to the Professional Development Institute Planning Committee, Advisor to the Annual Education Conference Planning Work Group, Vice-Chair of the Diversity Advancement Committee, member of the Educational Pro-

gramming Advisory Council, Vice-Chair of the Attorney Professional Development Committee, Regional Coordinator, conference presenter, and contributing author for the *NALP Bulletin*.

**Angela Vallot** is a partner in the consulting firm, VallotKarp, a nationally recognized firm that helps law firms, corporations, and other organizations to utilize diversity and inclusion to enhance both their culture and their bottom line. VallotKarp collaborates with its clients to provide a range of services from culture assessments to strategic plans with the ultimate goal of creating work environments where people feel more valued and engaged and are able to work together effectively. Ms. Vallot has first-hand experience working both in law firms and corporations. Working as an attorney 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, she was recruited by the CEO of Texaco to become the first Chief Diversity Officer, leading 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 serve as the company's Global Chief Diversity Officer. In that role, she worked both nationally and internationally in the company's global subsidiaries to develop and implement country-specific diversity and inclusion strategies. She traveled to subsidiaries in Brazil, South Africa, London, and Paris, working closely with local business and HR teams in each location. She knows what it takes to successfully develop and drive diversity and inclusion initiatives through an organization. Ms. Vallot graduated from Mills College in 1977 and Georgetown University Law Center in 1980.

**Daniel Vatanaviggun** is the Campus Relations Attorney for Shearman & Sterling LLP in New York City. Having served in this capacity for the past seven years, Mr. Vatanaviggun acts as a strategic adjunct to the firm's Recruiting department and is thus tasked with outreach in collaboration with law student organizations and career services offices, as well as individualized student counseling and mentoring. A primary function within Mr. Vatanaviggun's role is to lend firm-side hiring and career development insights in the advisement of prospective summer and junior associates during the early stages of their legal careers. Before assuming his current position at Shearman, he worked in recruitment capacities on both the East and West Coasts for such firms as Fenwick & West LLP in the Silicon Valley, Thelen Reid & Priest (during their national New York-San Francisco merger), and O'Melveny & Myers LLP. Mr. Vatanaviggun's personal emphasis lies in working as a liaison to "first generation" attorneys and students of color. In 2000, he conceptualized and implemented a three-year, eight-school national study of diverse students' perspectives on transitioning from law school into law firms. After graduating from Stanford University in 1990 with a BA in Human Biology, Mr. Vatanaviggun received his JD from Boston College Law School in 1994. He then practiced as an Antitrust/IP litigation associ-

ate in the San Francisco office of Coudert Brothers, having previously summered in that firm's Bangkok office. Mr. Vatanaviggun is a long-time member of both NALP and NYCRA, and is active in several of Shearman & Sterling's associate affinity groups and diversity pipeline initiatives.

**Nicole Vikan** is the Assistant Director for Public Interest and Government Careers at Georgetown University 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 (Chair). She has written numerous articles for the *NALP Bulletin*; moderated "The NALP Employer Form: Avoiding Mistakes and Putting Your Best Foot Forward" at the 2009 Annual Education Conference; and participated on a panel entitled "Counseling Students for Criminal Justice Careers" at the 2007 Annual Education Conference. Ms. Vikan received her JD from New York University and her BA from Carleton College.

**Gaylin Vogel** is an Associate at the law offices of Hodge & Francois on St. Thomas, United States Virgin Islands. Prior to joining Hodge & Francois, she was a Law Clerk to the Presiding Judge, Rhys. S. Hodge, of the United States Virgin Islands Superior Court. Following Judge Hodge's nomination to the newly formed United States Virgin Islands Supreme Court, she was an Appellate Law Clerk to Chief Justice Hodge. While in law school Ms. Vogel was a Law Clerk at the United States Election Assistance Commission, a newly formed federal agency established to help states and territories in the administration of federal elections. Ms. Vogel also worked at The George Washington University's Graduate School of Political Management, on the Gore/Lieberman campaign in 2000, and for Congressman Peter J. Visclosky (IN-01). Ms. Vogel holds a BA in political science from The Pennsylvania State University, an MA in Public Policy, and a JD from The George Washington University.

**Kelly J. Voight** is Executive Director of the Yale Law School Career Development Office. She has 15 years of experience advising students and attorneys about their career paths. In addition to the overall management of the Career Development Office, Ms. Voight works primarily with students and alumni interested in private practice opportunities. Before joining Yale, she worked for four years as Associate Director of Career Services at Duke Law School. Prior to that, she was a litigation associate at Wilmer Hale in Boston. Ms. Voight graduated in 1992 from The George Washington University Law School with high honors. She is an active member of NALP, most recently serving as Chair of NALP's Recruitment Practices Advisory Group.

**Katy von Mehren** is the Director of Legal Recruiting for Mintz Levin Cohn Ferris Glovsky and Popeo PC. Resident in the firm's Boston office, she oversees the firm-wide entry-level and lateral associate recruiting process and is responsible for lateral partner hiring in all offices. A member of NALP for over a quarter of a century, Ms. von Mehren has spoken at a number of conferences and served as a Regional Coordinator, a member of the Mark of Distinction Committee, a new member mentor, and NALP liaison to the Boston city group. She has been active in the Boston recruiters group, serving as Vice President and President.

**Charlotte L. Wager** is a Partner, Chief Talent Officer, and Co-Chair of the Hiring Executive Committee at Jenner & Block. She 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 firm's Chief Talent Officer, 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. Ms. Wager also chairs the firm-wide 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.

**Tony Waller**, Assistant Dean for Career Planning and Professional Development at the University of Illinois College of Law, came to Illinois from the University of Georgia Law School in 2006, where he served as Associate Director of Legal Career Services for six years. Mr. Waller earned his BSA in Agricultural Economics and his JD from the University of Georgia and went on to work as an associate county attorney for Calvert County, Maryland, an associate at Linowes and Blocher, LLP, in Silver Spring, Maryland, an assistant county attorney in Montgomery County, Maryland, and a human resources director with AXIOM Systems, Inc., before returning to his *alma mater* to help others find their pathways into lives in the law. He has recently served two years as a member of the NALP Board of Directors.

**Nicole H. White** is the Attorney Recruiting Manager for the Philadelphia and Princeton offices of Morgan Lewis & Bockius LLP. In this role, she oversees all aspects of lateral, entry-level, and summer associate recruiting programs and assists with recruiting, diversity, and retention initiatives. Ms. White has worked in the legal industry for 14 years and has worked in the field of legal recruiting since 2002, when she began her legal recruitment career with the New York office of Kirkland & Ellis LLP. Prior to joining Morgan Lewis, she was with the New York office of Bryan Cave LLP, where she was responsible for the hiring, on-boarding, and integration of all entry-level and lateral attor-

neys, including coordination of the summer associate program, student outreach, and diversity efforts. Ms. White is an active NALP member and has been a member of NALP's Diversity Section since 2006, submitting RFPs for past education conferences, working with the Diversity Pipeline Work Group, and most recently serving as Vice-Chair for the section's 2010 Annual Education Conference RFP Work Group. She served on the board of the New York City Recruitment Association (NYCRA) as Secretary from 2006-2008, and is currently an active member of the Legal Recruitment Administrators of Philadelphia (LRAP). Ms. White earned her BA in History from Columbia University.

**Timm Whitney** is the Director of Attorney Recruiting & Professional Development for White & Case LLP. In his current role he is responsible for the interface of recruiting and associate development and the financial impact of both on the firm's profitability, and works closely with the leadership of the Americas business unit, the Chief People Officer, and the Chief Financial Officer. Prior to joining White & Case, he was at McKinsey & Co. leading their Northeast recruiting efforts and managing the professional development opportunities available to consultants through the firm's global mobility program. He has also led recruiting and/or professional development initiatives for Skadden, Morgan Lewis, and the former O'Sullivan Graev, now a part of O'Melveny. In addition to his recruiting and professional development experience, Mr. Whitney was the Executive Director for seven years of Hill, Betts & Nash. He has a bachelor's degree from the University of Pennsylvania and received his MBA from the Stern School of Business at NYU.

**Beth Wickwire** is an attorney-advisor and the judicial clerkship advisor for the Office of Career Services at the University of Michigan Law School. She completed both her undergraduate degree and law school at the University of Michigan. Following law school, she clerked for two years and was an associate attorney in the litigation and appellate departments of a regional, Midwest firm prior to joining the Office of Career Services in 2008. She is an active member of the Judicial Clerkship Section of NALP and is the co-author of an article on international students and clerking that is forthcoming in the May issue of the *NALP Bulletin*.

**Samantha Williams** is the Assistant Director of Career Services at the Sandra Day O'Connor College of Law at Arizona State University, where she focuses primarily on small firm outreach and employee development. She graduated from Chi-

cago-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.

**Pamela H. Woldow**, an Altman Weil Principal, has earned a worldwide reputation – both among Chief Legal Officers and law firms – for her expertise in optimizing the efficiency and cost effectiveness of the lawyer-client relationship. The ABA has designated her as a "Legal Rebel" – leading innovation in the practice of law. Ms. Woldow has first-hand experience in the law-client relationship, having served in both roles. She has extensive experience managing legal departments and handling high-stakes litigation matters throughout the U.S. and globally. Among her roles, she served as the Chief Counsel of the Pennsylvania Department of Insurance and as the Pennsylvania Deputy General Counsel, where she managed annual litigation budgets of over \$100 million and a large internal legal staff. She has also practiced in a major national law firm. She is a Certified Master Coach and counsels law firms and corporate legal departments.

**Paula Zimmer** has been the Assistant Dean and Director of Career Services at Western New England College School of Law in Springfield, MA, since 2006, where she oversees all aspects of the office. Prior to joining Western New England, she worked at Smith College in Northampton, MA, as the Employer Relations Director. She managed relationships with external entities, served as a professional and graduate school adviser, and worked in all aspects of career development. At both Smith College and Western New England College School of Law, she has worked with transgender students and alumni on a variety of career issues and has educated herself about some of their career challenges. Ms. Zimmer earned her BA and MA from the University of Connecticut and has a Certificate in Management from the Smith College Executive Education Program. She is a member of the Connecticut Association of Legal Recruitment Administrators (president, 2009-2010), Massachusetts Association of Legal Recruitment Administrators, the Northeast Association of Law Schools (president, 2007-2008), the Massachusetts Law School Consortium, and NALP. She sat on the Executive Board for the Northeast Association of Pre-Law Advisors for many years. Ms. Zimmer is proud to have worked at two institutions that have a long tradition of scholarship and leadership in LGBT issues.