

# Speaker Biographies

## 2014 NALP Annual Education Conference

**Ida Abbott**, President of Ida Abbott Consulting, helps employers manage, develop, and retain legal talent, and serves as a mentor and coach to high-achieving individuals seeking professional success. Ms. Abbott was a trial lawyer for 20 years and has spent almost as much time as a consultant to the legal profession. An elected Fellow of the College of Law Practice Management, she has long been a leader in the field of lawyers' professional development. Her most recent book is *Lawyers' Professional Development: The Legal Employer's Comprehensive Guide, 2nd Edition* (NALP, 2012), the definitive book on in-house professional development for lawyers. Ms. Abbott is on the Executive Committee of the National Legal Mentoring Consortium, was a founding member of the Professional Development Consortium, and served as Vice-Chair of the Academic and Professional Development Committee of the International Bar Association. She has also been a leader in efforts to advance women in the legal profession. She is author of *Women on Top: The Woman's Guide to Leadership and Power in Law Firms* (Thomson Reuters, 2010) and *Sponsoring Women: What Men Need to Know* (Attorney at Work/Feldcomm, 2014). Ms. Abbott is also co-founder and Director of the Hastings Leadership Academy for Women at the University of California Hastings College of the Law, where she is a Faculty Fellow. Ms. Abbott operates the Professional Development Roundtable for Global Law Firms and the Women Leaders Roundtable. Her newsletter, *Management Solutions*, is available on her website, [www.IdaAbbott.com](http://www.IdaAbbott.com).

**Lisa L. Abrams, J.D.**, is Director of Career Services at The University of Chicago Law School, where she has provided career counseling and interview coaching for law students for the last ten years. She is the author, in partnership with NALP, of *The Official Guide to Legal Specialties: An Insider's Guide to Every Major Practice Area*. She has served NALP as a faculty member at the NALP Newer Professionals' Forum and authored numerous *NALP Bulletin* articles. She has presented MBTI-related workshops for law students at law schools including The University of Chicago, Yale, Northwestern, Boston University, the University of Houston, John Marshall, Stetson, and Fordham. She has presented workshops for lawyers at the New York Bar, Chicago Bar Association, and the Indiana Lawyer's Women in Law Conference.

At Roosevelt University in Chicago, she taught in the Graduate Program in Training and Development. She previously worked as Assistant Dean of Career Services at Chicago-Kent College of Law. She is a graduate of the University of Illinois College of Law and briefly practiced law in Chicago before finding her calling as a career counselor, teacher, and facilitator.

**Julie Anna Alvarez** is the Director of Alumni Career Services at Benjamin N. Cardozo School of Law and has just served for a second term as Co-Chair of the NALP Law School Alumni Career Services Section. She has been a career services professional since June 2006 (first with Fordham Law School and then with Cardozo since she joined the Office of Career Services team there in October 2010). Throughout that time she has counseled both students and alumni. Her career services work, with a special focus on recent graduates and experienced alumni, includes counseling, professional development, designing and coordinating programming, drafting and updating resource materials, presenting educational workshops, and coordinating mentorship programs, as well as establishing and maintaining relationships with various constituencies including employers and bar associations. A graduate of Harvard University and Harvard Law School, she practiced as a Corporate associate at Cravath, Swaine & Moore and as an IP/Entertainment associate at Fross Zelnick Lehrman & Zissu before embarking on a varied alternative career trajectory.

**Guy Alvarez** is Chief Engagement Officer at Good2bSocial, LLC, a consulting company that helps companies and professionals in the legal industry use social media to connect with their clients, prospects, and colleagues. Mr. Alvarez started out as a lawyer practicing international trade law at a boutique firm. While at the firm, he learned how to use the Internet to attract new clients. In an effort to leverage what he had learned, Mr. Alvarez left the practice of law and focused on helping lawyers harness the power of the Internet to market their services. He has consulted with various law firms and companies including American Lawyer Media, LexisNexis, KPMG, Practising Law Institute, Morrison & Foerster, Latham & Watkins and Pernod Ricard.

**Karen Andersen** is Chief Lateral Recruitment Officer and oversees all aspects of the recruitment, due diligence, and subsequent integration of lateral partners at Perkins Coie. Ms. Andersen joined Perkins Coie in 2008, following five years heading up the Seattle office of Major Lindsey & Africa, an international legal search firm. Prior to that, she was General Counsel and a Managing Director of Incepta Ventures, a venture capital firm sponsored by Bechtel. Previously, Ms. Andersen spent 14 years practicing corporate finance and securities law for the law firms of Davis Wright Tremaine and Brobeck in San Francisco and Seattle. She earned her BA in from the University of the Pacific and a joint JD/MBA degree from the University of Washington School of Law.

**Jenny Anderson** is a founding partner at Anderson York, a Seattle law firm focused primarily on low bono family law cases involving domestic violence and child abuse. She is recognized as a leader in the low bono legal services community in King County, is a frequent presenter on the topic, and has been elected to serve as the chair of the Low Bono Section of the WSBA during its inaugural year. She is a Seattle native and earned both her BA and JD from the University of Washington.

**Megan Anderson** is a Principal at Gray Plant Moody. She concentrates her practice in employment law counseling and litigation, and regularly advises employers and provides training regarding a wide variety of employment law issues, including discipline and termination, discrimination, harassment, retaliation, privacy and other tort claims, leaves of absence, compensation, handbooks and personnel policies, employment contracts, restrictive covenant agreements, separation agreements, employment issues in mergers and acquisitions, disaster prevention and response planning, and workplace violence prevention. In addition to providing preventive counseling and training, Ms. Anderson conducts investigations and audits for businesses. She also regularly represents employers in administrative actions and defends employers in litigation when employment-related claims do arise. In addition to her employment law expertise, she has experience in the higher education, business litigation, and franchise litigation areas. She is also past chair of the firm's Attorney Personnel Committee.

**Rich Anderson** joined the King County Prosecutor's Office in 1995 after graduating from the University of Washington School of Law. He has been assigned to various units in the office since then, prosecuting cases of assault, burglary, rob-

bery, homicide, theft, and drug cases. Since 2001, he has been assigned to the Special Assault Unit, handling prosecutions of sexual assault and child abuse. He is currently the supervising attorney of that unit at the Regional Justice Center in Kent. In addition, he is the co-chair of the 1L summer externship program for the Prosecutor's Office and a member of the office's hiring committee.

**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. 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. At Golden Gate, Ms. Aronowitz serves on a university-wide task force dedicated to identifying the unique needs of students who have served in the military and recommending services to support veteran students. Ms. Aronowitz is an active member of NALP and currently represents the West/Rocky Mountain Region on the Regional Resource Council. Ms. Aronowitz has served on NALP's Bylaws Committee, Nominating Committee, Annual Education Conference Planning Committee, and Diversity Summit Task Force. 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.

**Sheri Askinazi** is the Global Alumni Program Manager for Shearman & Sterling LLP. She joined the firm in 2010 to create its global alumni program. Ms. Askinazi oversees all aspects of the program including branding, communications, events, website maintenance, and data management. She has almost 15 years of experience in alumni relations, starting her career at the Johns Hopkins University School of Medicine in 2001. She was responsible for a number of alumni programs, including the biennial reunion and continuing medical education program, alumni and student events, alumni award submissions, and the alumni magazine. Prior to joining Shearman & Sterling, Ms. Askinazi was the Senior Associate Director of Alumni Relations at Columbia Business School. She oversaw many alumni initiatives including the school's New York reunion program, which drew more than 2,000 attendees annually, and the biennial international reunion program. Ms. Askinazi has a

BA from Binghamton University and an MBA from the Johns Hopkins Carey Business School. She is a New York native and currently lives in Manhattan.

**David Axtell** is a shareholder at Leonard, Street and Deinard, where he practices in the areas of intellectual property and information technology counseling and litigation. Mr. Axtell's IP litigation experience focuses on patent disputes while also frequently representing clients in the areas of trademark, copyright, trade secret, and related complex business disputes. His patent litigation experience ranges from computer and software-related disputes to biomedical device and biology-related infringement actions. Mr. Axtell is also a registered patent attorney licensed to practice before the United States Patent and Trademark Office. He has been named among The Best Lawyers in America in the area of information technology law. Mr. Axtell is also a dedicated member of the firm's pro bono community, having received pro bono service awards both at Leonard, Street and Deinard and his prior firm. He represents clients referred to him from the firm's Legal Clinic, Volunteer Lawyers Network, Legal Aid, and other community organizations, particularly for issues related to housing and criminal expungement. Mr. Axtell also fosters the growth of firm attorneys in both their regular practice and their pro bono efforts by acting as a mentor and developing the firm's mentoring program as the firm's Mentoring Committee Chair. Mr. Axtell regularly speaks at conferences and other events on a wide variety of issues related to his legal practice. He is a 2001 graduate, with high distinction, of the University of Iowa College of Law and received his undergraduate degree, with honors, in biology from Grinnell College.

**Jill Backer** is the Associate Director for Employer Relations at the Brooklyn Law School Career Center. She joined the 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 sales. Ms. Backer's position does not involve student or alumni counseling. Her work consists entirely of identifying new markets and opportunities, and meeting with employers. She is a past chair of the NALP CSO Employer Outreach Section and the current Regional Representative for Northeast law schools.

**Nadjia Bailey** provides general career counseling at New York Law School, and is the liaison between the Office of Career Planning and diverse student organizations. Ms.

Bailey began her legal career at Alston & Bird LLP, where she practiced as a bankruptcy and litigation associate. During her time with the firm, she participated in various recruitment and mentoring programs, including fall on-campus interviewing and law school panel discussions focusing on career paths after graduation. Immediately prior to joining the NYLS Career Planning team, Ms. Bailey worked with the Equal Employment Opportunity Commission in New York and New Jersey, where she was actively engaged with law school interns and externs — an experience that reinforced her commitment to work directly with students to advance their professional development. Ms. Bailey received her BA from Princeton University and her JD from Fordham University School of Law.

**Mitch Bailin** came to Georgetown Law in 2004 as an assistant dean and was appointed its first Dean of Students in 2007. In that role he oversees co-curricular programming and services at the largest single-campus law school in the United States. During his tenure, Georgetown Law has developed a broad array of wellness programs for Georgetown's 2,500 students, ranging from the nationally recognized Lawyers in Balance (LIB) mindfulness meditation course to an on-campus professional counseling center to a range of wellness skills programs focusing on stress reduction, resilience-building, and physical, mental, and spiritual fitness. In 2012, Mr. Bailin was awarded the 2012 David S. Stoner Award from the David Nee Foundation, recognizing two lawyers nationally for their work to promote law student mental health and wellness. Prior to coming to Georgetown, Mr. Bailin clerked for Chief Justice Margaret Marshall of the Supreme Judicial Court of Massachusetts and was a litigator in the Schools and Colleges Practice Group of Palmer & Dodge LLP in Boston. He holds a BA from Harvard University, an MS from Oxford University (New College), and a JD from Yale Law School.

**Susan Bainnson** is the Associate Director of Career Services at Brooklyn Law School, where she counsels both students and alumni of all experience levels. In addition to counseling, Ms. Bainnson develops, plans, and manages all of Brooklyn Law School's career services programming, which includes an extensive alumni-student mentor program, mock interview programs, practice-specific educational workshops, and alumni career programming. In this role, she is a regular speaker and moderator at both student and alumni programs. She also works with student groups on planning career-related programming, and with the law school's alumni relations office and alumni board on

increasing alumni participation in career center activities. She is currently serving as the Chair of the Law Students' Perspectives Committee at the New York City Bar Association, where she has also moderated and spoken on a variety of career-related panels. She came to Brooklyn Law School after more than a dozen years in private practice as a litigator, first with Kaiser Saurborn & Mair, P.C., a New York City employment law boutique, and then Kreindler & Kreindler LLP, a firm specializing in aviation disaster and catastrophic personal injury matters. She is a graduate of the State University of New York at Binghamton and Cornell Law School.

**Dena R. Bauman** is an Adjunct Professor and the Director for the Office of Career and Professional Development at the University of the District of Columbia David A. Clarke School of Law. In addition to running the OCPD, she teaches and directs the externship class. Before joining UDC, she worked in civil legal services and pro bono management in New York State and in Washington, DC. Ms. Bauman served on the 2011-2012 NALP Nominating Committee and in 2007-2008 was the Regional Coordinator for Mid-Atlantic Schools. She has been an invited speaker at the Externship 5 and 6 conferences in 2010 and 2012. She has presented at many NALP conferences and has authored numerous NALP articles and publications. Ms. Bauman is currently on the national committee revising the *2007 Best Practices for Legal Education* publication. She is an alumna of Bryn Mawr College and Cornell Law School.

**Jeff Becherer** is the Assistant Dean for Career Planning at New York Law School. Mr. Becherer leads an amazing team in its efforts to provide employment opportunities, as well as cultivate programming, resources, and counseling services to aid students in the development and execution of their job search strategies. Immediately prior to joining NYLS, Mr. Becherer was the Associate Director of the Office of Career Services at the Benjamin N. Cardozo School of Law, where he was responsible for general counseling of all students and alumni (including LLM students), as well as the preparation and execution of various programs and initiatives. Prior to Cardozo, Mr. Becherer was a litigation associate with Dickstein Shapiro LLP, in both its Washington, DC, and New York offices. In the nearly eight years spent with Dickstein, Mr. Becherer's litigation practice covered many disciplines, including union-side labor, government contracts, securities, and insurance, and he spent considerable time conducting internal investigations for corporate clients. Mr. Becherer had an active pro bono practice that focused on issues concerning the LGBT community and art-

ists' organizations. Mr. Becherer was a member of Dickstein's Diversity Committee and devoted significant time to recruiting and advising students and associates. He is active in NALP, as well as with LeGaL — the LGBT Bar Association of Greater New York, serving as Chair of its Law Student Committee. Mr. Becherer has spoken regularly on diversity and career planning issues, including resume preparation, interviewing, and networking. He earned his BA, *magna cum laude*, from John Carroll University, and his JD from the University of California, Berkeley (Boalt Hall).

**Werten Bellamy** is the President of Stakeholders, Inc., a company founded in 2006 that provides training and conference resources directed to the active career management needs of corporations and service firms. His work is focused on the role in-house counsel, law firm associates, and partners must play in driving their career outcomes and is directed to identifying the practical career strategies of top performers. Mr. Bellamy launched Stakeholders following 16 years of practice in both law firms and law departments. He began his career as an associate in the Washington, DC, office of Kutak Rock. He spent the next 12 years of his career in in-house positions of increasing responsibility, at companies including Merck & Co., Inc., Genetics Institute, Inc., and Wyeth Pharmaceuticals, Inc. Mr. Bellamy completed his in-house career with Celera Genomics (NYSE: CRA), a biotechnology company located in Rockville, Maryland, and credited with sequencing the human genome. At Celera, Mr. Bellamy was the chief legal counsel and was responsible for managing the company's Legal Department. Mr. Bellamy is also a retired captain in the United States Army. He has served on the Board of Directors of St. Benedict's Preparatory School and Phillips Exeter Academy General Alumni Association and in 2000 was appointed by U.S. Secretary of Health and Human Services Donna Shalala to the Advisory Committee on Immunization Practices to provide advice and guidance to the Secretary, the Assistant Secretary for Health, and the Centers for Disease Control and Prevention on the control of vaccine-preventable diseases. Mr. Bellamy has been honored for his civic and professional achievements including The Chairman's Award, National Bar Association, The Excellence In the Practice Award, American Corporate Counsel Association, the Trailblazer Award, CYOC Foundation, and the President's Award, Phillips Exeter Academy. He is a graduate of Phillips Exeter Academy, Princeton University, and the University of Virginia School of Law.

**Michael P. Beltrán** joined the Talent Department at Dechert LLP in June 2013 as Director of Attorney Training & Development, resident in their New York Office. He is responsible for overseeing and implementing curriculum and content development and delivery for the Critical Skills Institute, Dechert LLP's core competency program. Drawing on his performance background to create engaging and effective education, he is responsible for curriculum and course development and delivery, management and coordination of all internal core competency training programs, and internal consulting to facilitate the development and delivery of attorney, alumni, and client education and training programs. Mr. Beltrán also assists with the design and delivery of practice-specific training and coordination of continuing legal education training of the firm's attorneys. Mr. Beltrán has 17 years of experience in law firm attorney recruiting and development. He is affiliated with NALP, the PDC (Professional Development Consortium), and NYCRA (New York City Recruitment Association). He holds a BBA in Management & Law from Loyola University Maryland and an MBA in Management (Organizational Behavior concentration) from Pace University's Lubin School of Business.

**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. She is an integral part of Steptoe & Johnson's Recruiting and Diversity Committees. Ms. Bendekovic has been involved in professional development and recruiting for the past 20 years. She is very active in NALP, serving as a past Chair of the Lawyer Professional Development Section and a faculty member for the Newer Professionals' Forum. She is also very active in the Professional Development Consortium (PDC), serving as a former Board Member and former Chair of the Membership and Nominating Committees and on several conference planning committees. She frequently speaks and writes on topics related to lawyer professional development.

**Katherine Bender** graduated from Georgetown University as an English and theology major. She began teaching at a Catholic secondary school for girls in Philadelphia.

Mentoring students contributed to her decision to pursue a degree in community counseling with a focus on women's issues. Ms. Bender earned her Master's degree in community counseling from the University of Scranton, where she was named an outstanding graduate. Later, she began working as a full-time mental health counselor for college students in Daytona Beach, Florida. Ms. Bender began her doctoral work at Old Dominion University (ODU) in January of 2011. During her program, she collaborated with other ODU doctoral students and faculty to coordinate an intimate partner violence prevention program at ODU. She joined the Dave Nee Foundation, a New York City based nonprofit organization with a mission to raise awareness about depression and suicide prevention in the legal community, as a programming consultant in September 2012. Upon completion of her doctorate in counseling, Ms. Bender was hired by the Foundation as the full-time programming director. In this role she coordinates the Uncommon Counsel program. Her work with the Foundation is an excellent way to continue to provide outreach services and to raise awareness about depression, anxiety, and suicide prevention for students in colleges and universities.

**G. Andrew Benjamin** was named Professional of the Year by the Washington State Bar Association's Family Law Section for his work with families engaged in high-conflict litigation. He is known throughout the Seattle legal community as a key resource for lawyers with various mental health, alcohol, and/or drug abuse problems. He makes frequent presentations to incoming law students and has served on the faculty at the University of Washington School of Law and the Department of Psychology, and typically evaluates and treats about an eighth of each law school class. Dr. Benjamin has served as the President of the Washington State Psychological Association and his colleagues created an Association award named after him for outstanding and tireless contributions. He was also honored by the Puyallup Indian Nation's Health Authority for serving as a modern day warrior fighting the mental illnesses and drug-alcohol addictions of the people served by the Nation's program. After being elected as Washington's representative to the American Psychological Association's Council for two terms, he was appointed the Council's Parliamentarian, and served in that capacity during four terms. The APA conferred the Heiser Award on Dr. Benjamin in recognition of his record of public service and advocacy in numerous areas of professional activity. Dr. Benjamin has published 59 peer

review articles in *Psychology, Law, and Psychiatry Journals*. He is the author of four books, the latest being *Ethics for Psychologists: A Casebook Approach* (2012).

**Sarah Svensen Bennah** is the Associate Director of the Center for Professional Development and Career Strategy at Emory University School of Law. In this role, Ms. Bennah advises approximately 200 students, and she serves as the advisor to several student groups, including the Litigation Practice Society and the Legal Association of Women Students. Ms. Bender is also spearheading the Career Action Plan Program at Emory, which incorporates her passion for encouraging students to consider their personal strengths and interests in their career searches. In addition, she serves as a faculty member in Emory's Trial Techniques Program each summer. Prior to joining Emory Law's Center for Professional Development and Career Strategy, Ms. Bender received a Bachelor of Arts from the University of Arizona, *summa cum laude*, and a Juris Doctor, *cum laude*, from Harvard Law School. She clerked for the Honorable Julie E. Carnes, Chief Judge for the Northern District of Georgia, and she practiced commercial litigation in the New York offices of Sullivan & Cromwell LLP and Kasowitz, Benson, Torres & Friedman LLP. Finally, Ms. Bender is proud to have spent time volunteering in Haiti for earthquake relief efforts and is an active member of NALP.

**Margann Bennett** is the Director of Professional Development & Pro Bono 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 directs the Pro Bono Program at Washburn Law. She is active in NALP and especially enjoys working with the Small and Solo CSO Section. She serves on two committees of the Kansas Bar Association and is a member of the board of directors for Kansas Legal Services, a nonprofit law firm providing legal services at no or low cost. Prior to joining Washburn Law in 2003, Ms. Bennett practiced law at Shook Hardy & Bacon and was a Corporate Account Manager with Thomson Reuters (Westlaw). Ms. Bennett's degrees are from the University of Kansas: a BA in 1991 and a JD in 1996.

**Liz Berney** is President of Berney Associates, and has consulted to clients including the Bill and Melinda Gates Foundation, Coca Cola, Dun & Bradstreet, the American Bar Association, Reinhart Law, Howrey, the Fannie Mae Baldrige Quality Program, AT&T, Fannie Mae, the Ameri-

can Red Cross, Quaker Oats, Cisco, Human Rights First, National Public Radio, the Marriott Corporation, the Environmental Protection Agency, the Centers for Disease Control, the National Institutes of Health, and the Department of Homeland Security. An organizational psychologist, speaker, trainer, consultant, and coach, she is well known in the areas of organizational change, negotiation and conflict, mentoring, teams, and leadership and has published and spoken internationally on these topics. Dr. Berney has taught for the American Management Association (Coaching and Counseling for Leaders), the Accelerated MBA Program at George Washington University, Executive Programs at the University of Maryland's School of Business and Management, the Office of Continuing Education at the University of Maryland, and Georgetown and George Mason Universities. She founded, designed, and directed the Organization Development Certificate Program at Georgetown University. Dr. Berney received a Bachelor's Degree in Psychology from Yale University and an MA and PhD in Industrial/Organizational Psychology from the University of Maryland. She earned a Teaching Excellence Award from the University of Maryland and Distinction in Psychology from Yale University. She was a Professor of Industrial and Organizational Psychology at George Mason University from 1985-1988. Most recently, both she and Stephen Covey were awarded the Top 5 Speakers on Teams and Leadership by Speakers Platform.

**Ritu Bhasin, LL.B. MBA**, is Founder and Principal at bhasin consulting inc., a firm that provides people management, leadership, and diversity/women's advancement strategies to international organizations. Ms. Bhasin is also Co-Founder of Mivoko ([www.mivoko.com](http://www.mivoko.com)), an application that has a mission to put a voice to everyone's name in order to address the many business and social issues that arise with name mispronunciation. Ms. Bhasin presents on a range of leadership topics across North America, and works with a range of law firms, banks, corporations, academic institutions, professional associations, and nonprofits. She acts as a career and leadership coach and has now coached hundreds of professionals, focusing on women and diverse professionals. Ms. Bhasin also has expertise in global cultural competence training and has been trained to administer intercultural competence assessment tools for teams and individuals, including the Intercultural Development Inventory (IDI). She is also a regular contributor in the media and is instructing at the Rotman School of Management (Executive Programs), University of Toronto. Previously, Ms. Bhasin practiced law as a civil litigator and then served on

the senior management team of a preeminent Canadian law firm focusing on legal talent management. She is also actively involved in several community initiatives and non-profit boards. Lastly, Ms. Bhasin is a trained yoga instructor, and when she is not working, you will find her in a “downward dog.”

**Pascale Bishop** has seven years of experience in law career services and five years of experience in the practice of law. Prior to joining Northwestern University School of Law, she served as the Assistant Dean of Career Development at the University of Florida Levin College of Law, Director of Career Services at Chicago-Kent College of Law, and Associate Director of Career Services at The John Marshall Law School. Before entering the career services arena, she practiced in the areas of litigation and international trade at both the Chicago and Washington, DC, offices of McDermott Will & Emery and at Barnes & Thornburg, Chicago. She also previously served as Director of Legal Recruiting for the legal search company Mestel and Company. Ms. Bishop graduated *summa cum laude* from the University of Missouri, where she earned her Bachelor of Arts degree, and *cum laude* from the University of Michigan Law School.

**Jolie Blanchard** used secretarial skills to work her way through college, where she majored in dance, with a minor in French. While continuing to teach dance, choreograph, and perform, Ms. Blanchard supported herself by working as a legal secretary and assisted with the summer associate programs at two Washington, DC, law firms. In 1985, she parlayed that experience into a legal recruiting position at Jones Day. In 2001, following several rewarding years spent running summer associate programs and handling lateral associate hiring, Ms. Blanchard was promoted to the Global Director of Recruiting position she now holds. As the Director, she is involved in diversity, professional development, and partner and associate recruiting. Ms. Blanchard is still involved in dance, among other athletic pursuits. Always looking to rejuvenate her life and to take on new challenges, she recently learned to lap swim.

**Ari Blicker** is Director of Student & Associate Programs at Aird & Berlis LLP, one of Canada’s leading business law firms. Based in Toronto, Mr. Blicker is responsible for all aspects of the firm’s student program, including the recruitment, supervision, and professional development of summer and articling students, and liaising with law schools. Mr. Blicker also oversees the firm’s associate program, including career development, performance reviews, compensation,

partnership admission and lateral recruitment. Prior to joining the world of law firm professional development, he practiced corporate commercial law at another leading Canadian firm from 1997 to 2002 and in-house at IBM from 2002 to 2007. Mr. Blicker is a frequent speaker at Canadian law schools regarding recruitment topics. He is passionate about coaching law students, and is excited at the prospect of sharing that passion with a national audience of legal industry professionals.

**Heather Bock, PhD**, is a Visiting Professor of Law and Executive Director for the Center of the Study of the Legal Profession at Georgetown University Law Center. She launched the first course on leadership, team, and client relationship skills at Georgetown Law and has been teaching it for over three years. Ms. Bock is also the Chief Professional Development Officer for Hogan Lovells US LLP. Prior to joining Hogan Lovells, she managed the training and development function for other professional services firms. She has consulted to a variety of companies on HR strategy, organizational transformation, and culture change. Ms. Bock was honored for her training initiatives with the NALP Award of Distinction, and she is the recipient of the HR Leadership Award of Greater Washington and the Chief Learning Officer Vanguard Award. She has written several articles and co-authored a book on *Using a Competency Model to Manage Firm Talent* for the American Bar Association. She holds a PhD in Organizational Behavior, a Masters in Public Health, and a BS in Business from the University of North Carolina at Chapel Hill.

**Carolyn Older Bortner** is the Director of Lawyer Development at Orrick, Herrington & Sutcliffe LLP. She is responsible for developing and implementing lawyer development initiatives firm-wide, including the annual performance review and compensation process, morale and retention programs, upward feedback, and training curricula. Prior to joining Orrick, she was the Manager of Professional Development and Associate Life and the Manager of Legal Recruiting at Clifford Chance. She has also worked in the placement offices of NYU and Cardozo Law Schools. She holds a BA and a JD from the University of Pennsylvania.

**Robert C. Boruchowitz** is a professor from practice at Seattle University School of Law. He was an attorney at The Defender Association, a nonprofit public defender office in King County, for 33 years. He is leading an initiative at the law school to advance efforts to improve public defense representation for thousands of people in Washington and

provide models for application in other states. He has handled appeals at all levels of the state and federal courts and argued the *Seling v. Young* case in the U.S. Supreme Court, challenging the application of Washington's "sexually violent predator" law. He was lead counsel on a recent Washington Court of Appeals decision that due process requires that children in truancy proceedings have counsel — *Bellevue v. E.S.* (2009). That case began in the Youth Advocacy Clinic and two clinic students worked with him on the appeal.

**Diane F. Bosse** has practiced law in Buffalo, New York, for over 35 years. She has been a member of the New York State Board of Law Examiners since 1998, serving as chair since 2001. Before her appointment to the Board, she served the Board as a senior legal assistant for 19 years. She is the immediate past chair of the Accreditation Committee of the ABA Section of Legal Education and Admissions to the Bar. Ms. Bosse served on the Board of Trustees of the National Conference of Bar Examiners from 1999 to 2008 (Chair, 2006-2007), and presently co-chairs the Conference's Long Range Planning Committee. She is a past president of the Defense Trial Lawyers of Western New York, and a past member of the boards of directors of the Bar Association of Erie County and of the Western New York Trial Lawyers Association. She is presently of counsel to the firm of Hurwitz & Fine, P.C., where she is principally involved in insurance coverage litigation and appellate practice. Ms. Bosse received her BA (*magna cum laude*) and JD (*cum laude*) degrees from the State University of New York at Buffalo.

**Sommer Bougie** is a Legal & Consulting Talent Manager at Faegre Baker Daniels. Ms. Bougie works closely with the firm's Corporate group, Tax Advocacy group, and the Government Advocacy and Consulting group on various group initiatives including recruiting, hiring, professional development, and practice group integration. She also works closely with the Chief Talent Officer and Director of Professional Development around the development and implementation of the firm-wide lawyer evaluation process. Prior to her role at Faegre Baker Daniels, Ms. Bougie was the Manager of Professional Development at Faegre & Benson, where she managed the firm's Attorney Development and Mentoring Programs. Ms. Bougie received her MBA from Concordia University, and received her BBA in Marketing from Loyola University – Chicago.

**Isaac Bowers** is a Senior Program Manager for Equal Justice Works in its Communications and Outreach Unit, responsible for educational debt relief initiatives. An expert on educational debt relief, Mr. Bowers writes a weekly blog for *U.S. News*, conducts monthly webinars for a wide range of audiences, advises employers, law schools, and professional organizations, and works with Congress and the Department of Education on federal legislation and regulations. Prior to joining Equal Justice Works, he was a Fellow at Shute, Mihaly & Weinberger LLP in San Francisco, where he represented citizen groups and local agencies in environmental litigation and land use and planning issues. Mr. Bowers received his JD from New York University School of Law.

**Chris Boyd** is the Senior Director of Professional Services for Wilson Sonsini Goodrich & Rosati (WSGR), a 650-attorney firm headquartered in Palo Alto, California. Mr. Boyd leads the teams that recruit, develop, and retain the firm's attorneys. In the areas of knowledge management and professional development, Mr. Boyd and his team design, develop, and market learning tools that give each WSGR professional the skills and knowledge required to provide top-notch client service. These tools include substantive legal training programs, professional skills group classes, and one-on-one coaching, model and sample forms, profiles of past deals and cases, and expertise locators. Mr. Boyd graduated from Princeton University in 1987, worked as a management consultant for two years, and then went to Stanford Law School and received his JD in 1992. After clerking for a Ninth Circuit judge, Mr. Boyd worked as a corporate attorney at WSGR in the mid-1990s, where he managed numerous technology company initial public offerings, venture capital financings, and acquisitions. After deciding he no longer wanted to practice law, he left WSGR and led the knowledge management programs at several Internet start-ups. He rejoined WSGR in November 2001.

**Donna Branca** is the Director of the Philadelphia office of SJL Shannon, Inc. She has more than 25 years in management positions in law firms, with extensive experience developing and leading talent management platforms. Ms. Branca's breadth of knowledge in recruiting, professional development, performance management, and coaching — together with her academic background in organizational dynamics and psychology and her exceptional training with the Coaches Training Institute — uniquely positions her to help all levels of professionals navigate the fast-paced environment of today's legal market. Prior to joining SJL Shannon, Ms. Branca was the Senior Director of Talent Manage-

ment for an Am Law 100 firm with 12 offices in the United States and Asia. In this capacity, she was responsible for leading all talent initiatives to best support the firm's bottom line, including recruiting and retention of exceptional, diverse talent — and driving performance management and professional development functions for the firm. Most recently, Ms. Branca owned her own leadership, performance coaching, and consulting practice where she brought her knowledge and understanding of personal and workplace issues to her coaching partnerships, holding firm to the philosophy that all individuals have what it takes to succeed. Ms. Branca holds a BA, *cum laude*, in Organizational Dynamics and Psychology from Immaculata University, did post-graduate work in Organizational Dynamics and Human Performance Management, and is also a CPCC (Certified Professional Co-Active Coach) through the Coaches Training Institute (CTI). She lives in Philadelphia with deep roots in the legal community. Ms. Branca serves in a number of leadership roles in the community and recently served on the NALP Board of Directors.

**Catherine Brown** is the Moderate Means Program staff attorney and the Assistant Director of the Center for Law in Public Service at Gonzaga University School of Law. In this role, she supervises law student volunteers to screen, conduct intake, and refer moderate-income families to attorneys who participate with the Moderate Means program by offering reduced-fee legal assistance. Ms. Brown also collaborates with student groups to organize and coordinate pro bono and public service projects at Gonzaga Law School. Prior to joining the Public Service team at Gonzaga, Ms. Brown was the Manager of the Washington State Bar Association's Public Service Programs, which include the Moderate Means Program. While she was with the WSBA, she also staffed the WSBA's Home Foreclosure Legal Aid Project, the WSBA's Emeritus/Pro Bono Membership program, and the WSBA's Pro Bono and Legal Aid Committee. Prior to joining WSBA, Ms. Brown was the Program Manager for the Skagit County Volunteer Lawyer Program, where she developed and managed a variety of legal clinics and coordinated both paralegal students and lawyers to assist and advise low-income clients with family, housing, and consumer law issues. Ms. Brown received her BA from Seattle University, and then served with the Jesuit Volunteer Corps with the Center on Juvenile and Criminal Justice in San Francisco. She received her law degree with honors from the State University of New York at Buffalo.

**Rachel Budgar** is the Lateral Attorney Recruiting Manager at Sutherland Asbill & Brennan LLP. Based out of DC, Ms. Budgar handles the lateral hiring for Sutherland's DC, Houston, New York, and Sacramento offices. She has over seven years of experience in lawyer recruitment, focusing on both associate and partner hiring. Prior to joining Sutherland, Ms. Budgar was a paralegal at Williams & Connolly. She has a BA in Political Science from Lehigh University.

**Lee Burgess** is a lawyer turned educator and entrepreneur. After graduating *cum laude* from the University of San Francisco School of Law in 2008, Ms. Burgess worked in a large Bay Area law firm until she received an invitation to grade for the California bar exam. Intrigued by the idea, she instead decided to become a private California bar exam tutor and opened Amicus Tutoring in 2009. Through the magic of social media — Twitter specifically — she met her current business partner, Alison Monahan, and collectively they created the Law School Toolbox, Bar Exam Toolbox, Trebuchet Legal, and the Catapult legal career conference. Ms. Burgess enjoys coaching law students through law school and the bar exam and helping them find a career path that works for them!

**Yi-An Lo Burleson** received her MA in rehabilitation counseling from the University of Maryland and PhD in counseling psychology from West Virginia University. Dr. Burleson has worked with clients with diverse backgrounds ranging in age from 3 to 67 in a variety of clinical settings over seven years, including in college counseling centers, private practice, and community mental health agencies. Her research interests include cultural differences and the adjustment of international students and ethnic/sexual minorities, romantic relationships, couples, and family dynamics. She taught career development and learning strategies for international students and provided brief workshops in attention and learning, stress and anxiety management, and substance use awareness.

**Rebecca Calman** is a Lead Recruiter at Cleary Gottlieb Steen & Hamilton LLP's New York office, where she has worked since 2012. In addition to overseeing the summer associate and fall recruiting programs, Ms. Calman also facilitates the lateral and foreign lawyer hiring processes and manages the student outreach efforts at the schools for which she is responsible. Prior to joining Cleary, Ms. Calman worked in the legal recruiting departments of Sidley Austin LLP and Willkie Farr & Gallagher LLP. She received

her BA, *cum laude*, in Sociology and Anthropology from Colgate University. She has been a member of the New York City Recruitment Association (NYCRA) since 2007 and currently serves as Secretary of the organization. She also serves as a member of the Rye Country Day School Alumni Executive Board.

**JeanMarie Campbell**, a Client Relationship Executive at Ropes & Gray, has over 20 years of experience working in the legal field, including work with legal talent and operations. She practiced corporate law for over nine years before transitioning to business roles in talent/training and legal operations. In her current role as a Client Relationship Executive at Ropes & Gray, Ms. Campbell works with partners to strategize and develop action plans for business development. Helping partners prepare pitches and strategize for client meetings, statesman visits, and matter reviews is a priority at Ropes & Gray. Ms. Campbell's experience with one-on-one coaching and practice group collaboration supports the firm's business development model. Her client-centric experience from her days working at AllianceBernstein has provided her with a unique perspective in a law firm setting. In her prior role as Chief of Staff/COO for AllianceBernstein's Legal & Compliance Department, Ms. Campbell managed the day-to-day operations of the 150-person department. Her role included financial oversight, client service relations, and talent management of a diverse workforce. Prior to joining AllianceBernstein, Ms. Campbell was global Director of Professional Development at Akin Gump Strauss Hauer & Feld, and prior to leaving Akin Gump was promoted to Chief Legal Recruitment and Professional Development Officer. Before Akin Gump, Ms. Campbell practiced corporate law for nine years, focusing on mergers and acquisitions, private equity, and hedge funds. She earned her bachelor's degree from Fordham University and law degree from New England School of Law. She is an avid writer and speaker in the talent, professional development, and client services areas.

**Aline Carton-Listfeld** joined the Center for Public Service Law at the University of Washington School of Law as Assistant Director in 2010. She started her career in public service in the early 1990s working on various social justice and human rights issues as an organizer, activist, advocate, and community educator. She was staff member at Seattle Rape Relief and the Tenants Union and served on several nonprofit boards including the NW Network for Bi, Trans, Lesbian and Gay Survivors of Abuse, the Benson East Tenants' Association and the Community Alliance for Global Justice.

She has also been a nonprofit management consultant and fundraiser for grassroots organizations. Since joining the legal profession, Ms. Carton-Listfeld has interned for the International Federation for Human Rights (FIDH) in Paris, France, and was a staff attorney representing low-income communities at the Northwest Justice Project and later at Rhode Island Legal Services. She has also managed the Channel Foundation's international graduate scholarship program for activist-scholars from the Global South and the Home Foreclosure Legal Aid Project at the Washington State Bar Association. At UW Law, Ms. Carton-Listfeld coaches students interested in pursuing careers in public service law and manages the law school's Pro Bono Honors Program and Loan Repayment Assistance Program. She has developed and offered substantive trainings on professionalism, cross-cultural/cross-difference competency and secondary trauma/compassion fatigue in addition to presenting on topics such as public interest summer funding, post-graduate public interest fellowships, and student loan debt relief, among others.

**Christy Cassisa, JD**, is a licensed attorney, a coach, and a mindfulness advocate. She has a passion for teaching people how to lead happier, healthier, and more productive lives through mindful living and self-awareness. She builds and delivers talent development programs using the concepts of personality type theory, emotional intelligence, mindfulness, and meditation. Ms. Cassisa is currently serving as Director of WorkLife Integration Programs with the University of California, San Diego Center for Mindfulness, an initiative that she helped to launch. In 2012, she also developed a ground-breaking mindfulness-based emotional intelligence seminar called Life Skills for Lawyers, which she taught at California Western School of Law. This course was acquired by BarBri in 2013, and she continues to consult with BarBri as an instructor in their new attorney professional effectiveness programs. Ms. Cassisa has worked for the University of San Diego School of Law as Assistant Director of Graduate Programs and Continuing Education and for Thomson Reuters as a Westlaw Academic Account Manager. She graduated from the University of Missouri, Columbia School of Law, is certified to administer both the Myers-Briggs Type Indicator® and the EQ-I 2.0, and is trained as a professional coach. Ms. Cassisa is located in San Diego, California.

**Andrew Chapin** is Director of Public Interest Scholars and Counseling at Fordham Law School. He has more than 20 years of experience advising New York City law students and

attorneys about their legal careers, and producing and participating in legal career programs and job fairs. Mr. Chapin was Associate Director of Career Planning at City University of New York School of Law and, 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's undergraduate degree was earned at Columbia University, and his two graduate degrees, Master of Art and Master of Education, in counseling, were earned at Columbia University, Teachers College. An active openly gay participant in increasing diversity and ensuring civil rights and equal opportunity and benefits in employment, Mr. Chapin is a member of various committees of the Association of the Bar of the City of New York, New York County Bar Association, Association of American Law Schools, American Bar Association, and NALP. He is a member of and/or volunteers with several organizations including the Ali Forney Center, the Human Rights Campaign, Lambda LEDEF, Habitat for Humanity, NAACP, and ACLU.

**Nyaguthii Chege** is the Director of Career Services at Peking University School of Transnational Law in Shenzhen, China. Ms. Chege joined STL in 2012 as the first director of the new Career Services Center. Her work includes employer outreach, career counseling, professional development, and skills training of students and alumni, and developing the alumni network. Prior to moving to China, Ms. Chege practiced law at Simpson Thacher & Bartlett in New York and NRDC in Washington, DC. She also worked as a consultant with the World Bank Public Sector Governance Practice Group. Ms. Chege received her JD from Columbia Law School, a Masters in International Affairs from Columbia University's School of International and Public Affairs, and a BA from Dartmouth College.

**Joseph Christian** is the Employer Relations and Recruitment Coordinator at the University of Tennessee College of Law, where he leads the office's employer relations and outreach efforts to ensure high-level and sustained relationships with employers, alumni, and industry leaders. Mr. Christian also coordinates all of the on-campus recruiting activities for students and alumni. In addition to employer-focused functions, he provides targeted career counseling for students and alumni, including strategic partnering with alumni of the College for both informational and employ-

ment-driven connections. Mr. Christian also directs the Career Center's Alumni Database project in conjunction with the University's Alumni Affairs and Development Office; this project ensures that students, faculty, and staff will have access to the most up-to-date career information for the College of Law's alumni. Mr. Christian also serves the College as an Adjunct Professor of Law. Prior to assuming his current role, he practiced commercial litigation, intellectual property, and bankruptcy in Lewis, King, Krieg & Waldrop PC's Knoxville office. Mr. Christian graduated from Vanderbilt University Law School and received a Bachelor of Arts from The University of Tennessee.

**Erica Chung** is the new director of the Initiative for Diversity Council (IDGC). Ms. Chung brings vast experience in serving the under-served and disenfranchised communities of Washington State. She previously worked as a Campaign Manager to successfully elect a first-term member to the Washington State House of Representatives. She also worked as a Partnership Specialist for the United States Department of Commerce — Bureau of the Census, and as a Legislative Liaison for the Washington State Commission on Asian Pacific American Affairs. Ms. Chung received a Bachelor of Arts in Economics and International Area Studies from the University of California, Los Angeles and is a candidate for a Masters in Public Administration from The Evergreen State College.

**Annette Clark** is the Dean of Seattle University School of Law. After receiving an MD with Honors from the University of Washington's School of Medicine and her JD, *summa cum laude*, from the Seattle University School of Law, Dean Clark joined the School of Law faculty in 1989. In addition to her duties as a faculty member, she is a long-time administrator, having served for ten years as Associate Dean and then Vice Dean, overseeing the academic program, including the curriculum and centers and institutes, as well as the faculty. She was the Interim Dean at Seattle University School of Law from 2009-2010, a Visiting Scholar at The George Washington University Law School for Fall 2010, and Dean and Professor of Law at the Saint Louis University School of Law from 2011-12. While on the SU faculty, Dean Clark received the Seattle Journal for Social Justice Faculty Award in 2005, the Dean's Medal in 2006, and the Outstanding Teacher Award from the graduating class in December 2007 and December 2011. She was also named the James B. McGoldrick, S.J., Fellow in 2008-2009 by President Stephen V. Sundborg, S.J. This annual award is given to the faculty member or administrator who best exemplifies commit-

ment to students and to the values of a Jesuit education. Dean Clark counts teaching law students as one of her greatest joys. Her areas of expertise include civil procedure, medical liability, bioethics, and legal education, and she is a frequent regional and national lecturer on these topics. Her scholarship operates at the interface of health care, law, and health policy, with a particular emphasis on end-of-life issues. She has published articles in the *New York University Law Review*, the *Georgetown Law Journal*, and the *Tulane Law Review*, among others. Throughout her professional career, Dean Clark has been active in various community and professional organizations, including serving on the MultiCare Institutional Review Board and the Safe Crossings Foundation Board.

**Grover E. Cleveland** is a Seattle lawyer and the author of *Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer* published by West in 2010. A lawyer for more than two decades, he is a former partner at Foster Pepper PLLC, one of the Northwest's larger law firms. His clients included the Seattle Seahawks, as well as other companies owned by Microsoft co-founder Paul Allen. He currently holds an environmental policy position in Seattle. In that role, he is the client of other lawyers in many disciplines and at all stages of practice. This broad range of experience both as a supervising attorney and as a client gives him a unique perspective on the skills new lawyers need to succeed. Mr. Cleveland is a frequent speaker on career success for law students, summer associates, and new lawyers, including presentations at law firms of all sizes, law schools, and national conferences. He is also a regular contributor on law career success for national legal publications and blogs. He was named after his grandfather, who was named after the 22nd and 24th President of the United States. There is no blood relationship.

**Andy Colón** is the Director of Professional Development and Attorney Recruiting at Dickstein Shapiro LLP. Mr. Colón designs, implements, and manages firm-wide professional development and training programs for attorneys and staff members of his firm. He also manages and coordinates the attorney recruiting process, including the creation and implementation of recruiting strategies for entry-level and lateral associates. Mr. Colón is the current coordinator of the local DC Professional Development Group. He is also a member of NALP, the Professional Development Consortium, and the American Society for Training and Development. Mr. Colón previously worked as Counsel in the Antitrust Group of Dickstein Shapiro LLP, and as Trial Attorney

in the Civil Division of the U.S. Department of Justice. He also served as a Law Clerk in Fourth Judicial Department of New York's Appellate Division. Mr. Colón earned his Juris Doctor degree in 1994 from the State University of New York at Buffalo.

**Diane Costigan** has more than 19 years of experience helping lawyers at all levels take ownership of and maximize their careers. She coaches clients to define both personal and professional goals and apply creative strategies to achieve them. Ms. Costigan helps partners and associates view their careers from a holistic perspective that gets them focused on success as well as satisfaction. She speaks frequently for NALP, the PDC, and the New York City Bar on career planning and strategy, profile building, mentoring and overall career and life wellness. She is also a prolific writer who has been published several times in *The New York Law Journal* and *The National Law Journal*. Ms. Costigan has also been quoted in *Forbes.com*. Prior to becoming a coach and consultant, Ms. Costigan spent ten years overseeing recruiting, legal personnel, and professional development and training for a global Am Law 100 law firm. She earned her BA, *cum laude*, Phi Beta Kappa, from the College of the Holy Cross and her MA in Organizational Psychology from Columbia University, Teachers College. She has a certificate in Organizational and Executive Coaching from NYU, is an Associate Certified Coach (ACC) with the International Coaching Federation, and is a Certified Health Coach (CHC) through the Institute for Integrative Nutrition. She practices yoga and meditation and is a first degree black belt in karate.

**Sharon L. Crane** was recently named the Director of Legal Personnel and HR at Davis Polk & Wardwell LLP, overseeing the firm's Associate Development, Legal Recruiting, and Human Resources departments. Previously she was Director of Legal Recruiting for the firm, responsible for assessing firm hiring needs, creating and implementing recruiting initiatives, and achieving the firm's global hiring goals. In addition, Ms. Crane had collaborated 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 NYCRA and NALP, having served as a member of the 2011 Diversity Summit Planning Committee and Vice-Chair of the 2008 Annual Education Conference Planning Work Group. 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, mergers and acquisitions, and finance transactions. She received her BA in Psychology, *magna cum laude*, Phi Beta Kappa, from Georgetown University. Ms. Crane received her JD from Columbia University School of Law, where she was a senior editor of the *Columbia Law Review*.

**David A. Crichlow** is a partner at Katten Muchin Rosenman LLP. He represents large companies in some of their most important litigation in federal and state courts, administrative agencies, and arbitration tribunals throughout the country. Mr. Crichlow counsels clients in contract, commercial fraud, securities, banking, government contracts, and class action litigation, as well as internal corporate investigations. He focuses his practice on complex commercial litigation, class action defense, creditors' rights, and bankruptcy litigation. His experience is wide-ranging and includes representing the equity committee in the Solutia bankruptcy in its \$2 billion lawsuit against Solutia's former partner asserting undercapitalization of Solutia at spin-off; defending a Cayman Island hedge fund against a \$324 million preference action brought by the creditors' committee in the Refco bankruptcy; and defending an indenture trustee against a "bet-the-company" putative class action related to a \$40 million bond offering that was alleged to be part of a Ponzi scheme by the issuer. His clients include some of the largest banks in the United States and in Europe, as well as major oil companies and one of the largest pension funds in the United States. In more than 24 years of practice, Mr. Crichlow has held the first chair position in litigation across the country. He manages his cases from discovery through verdict. His track record of successfully defending clients includes resolving cases before trial, through mediation and arbitration, as well as zealous representation in the courtroom.

**Theresa Cropper** is the Chief Diversity Officer for Perkins Coie LLP, where she is responsible for the firm's diversity policies and initiatives. She develops programs for recruitment, retention, and promotion of lawyers of color, women, LGBT lawyers, and those with disabilities. She works with each office to develop and support local diversity initiatives, and partners with firm management and practice groups to explore ways to promote diversity and inclusion. She previously served as National Director of Diversity at DLA Piper US LLP, where she implemented the firm's national diversity initiative. She also served as Dean of Students at Northwestern University School of Law. During her 14-year tenure,

she was the first Director of Minority Affairs and led the initiative to increase student body diversity. She developed model retention and professional development programs for diverse students. After six years, she was promoted to Dean of Students and worked to create an inclusive community through programming that emphasized a team approach to student problem-solving. Her programs became the hallmark of the Office of Student Affairs. Ms. Cropper is President Emeritus and Historian of the Association of Law Firm Diversity Professionals, which she founded in 2004. She was inducted into the National Black Law Students Association Hall of Fame in 2008, with the historical recognition of being the first woman to serve as its national chair in 1978. She presents at several diversity and legal conferences. She recently published a section in Kaplan's *Guide to Law Firms, How to Succeed at a Law Firm*.

**David Cruickshank** is a Partner with Edge International. He advises law and other professional services firms on practice management, strategy, governance, leadership development, and talent retention strategies. He works with managing partners, professional development directors and partners, and hiring partners to convert training to a strategic advantage of the firm. Mr. Cruickshank creates customized programs on leadership, time management, project management, delegation, feedback, and business development skills. He has consulted with firms on evaluation programs, competencies, merit-based compensation, and lateral integration. Mr. Cruickshank has also worked on partner development in Am Law top 50 firms. He has designed customized partner-level courses for many Am Law 200 firms. He has worked as a training consultant in top firms in Canada, the United Kingdom, and the United States since 1990. He is well known academically in the field of legal skills education. He currently teaches as an adjunct at the Pepperdine Law School master's program and is a frequent conference speaker. Before entering the consulting world, Mr. Cruickshank was the Director of Professional Development at Paul, Weiss, Rifkind, Wharton & Garrison in New York. He has a master's degree in law from Harvard Law School. His law degree and BA were earned at the University of Western Ontario. He is based in San Diego and New York.

**Dan Crystal** has enjoyed working at WSBA since November 2008. At the Lawyers Assistance Program, Mr. Crystal provides individual therapy, leads job seekers groups, handles substance abuse referrals, and conducts outreach to bar groups state-wide on mental health issues. He also works with the Office of Disciplinary Counsel as the Diversion Ad-

ministrator. He received his doctorate in clinical psychology from the University of Denver in 2007 and completed a postdoctoral fellowship at the Seattle VA Hospital in 2008. His areas of expertise include addictions, post-traumatic stress disorder, and forensic psychology.

**Larry Cunningham** is Associate Academic Dean at St. John's Law School. He oversees the Career Development Office, Public Interest Center, Registrar's Office, and the Office of Student Services. In 2011, he led a strategic repositioning and reorganization of the law school's career development efforts that is providing more direct career counseling services to students, integrating career preparation and career development throughout the faculty and curriculum, and reconceptualizing the role of externships in helping students pursue a rewarding path to the profession. Trained in Six Sigma (a process improvement methodology) and statistics, Mr. Cunningham has utilized these skills to improve the effectiveness and efficiency of student services operations. He has been a frequent speaker on legal education and other topics before bar associations, law schools, and other organizations. In June 2008, he testified before the United States Senate Judiciary Committee, Subcommittee on the Constitution, on the legality of laptop searches at the international border. Mr. Cunningham received his JD, *magna cum laude*, from Georgetown University Law Center, where he was Executive Editor of the *Georgetown Law Journal*, Executive Director of the Barristers' Council, and was elected to the Order of the Coif. He graduated *summa cum laude* and valedictorian of John Jay College of Criminal Justice. In 2012, he received a Master Certificate in Strategic Organizational Leadership from Villanova University.

**Melanie Curtice** is the managing partner of the Seattle office of Stoel Rives LLP and a member of the Employee Benefits section in the firm's Benefits, Tax and Private Client group where she works with public and private companies and governmental employers on health and welfare benefit plan matters and the tax, ERISA, HIPAA, and other compliance issues that arise in connection with such arrangements. She served on the firm's Executive Committee from 2008-2011. In December 2011, Ms. Curtice was appointed by then State of Washington Governor Christine Gregoire to the first governing board of the Washington Health Benefits Exchange. The board oversees the implementation of the exchange, a health insurance marketplace that was available to individuals and small businesses beginning in January 2014. Ms. Curtice was selected by Best Lawyers® as Seattle Employee Benefits (ERISA) Law Lawyer of the Year, 2014, is

listed in Best Lawyers in America® (Employee Benefits Law), 2012-2014, and was selected as one of "America's Leading Lawyers for Business" (Washington) by Chambers USA (currently Labor & Employment: Employee Benefits & Compensation), 2010-2013.

**Pamela Cyr** is the Assistant Dean of Career Services at the University of British Columbia Faculty of Law. Ms. Cyr holds an LLB from the University of Victoria and a BA in History with a minor in Criminology from Simon Fraser University. She practiced corporate-commercial and administrative litigation in Vancouver for seven years, first at Fasken Martineau, and then at Hunter Litigation Chambers, a high-end litigation boutique. Ms. Cyr served on the Student Committee at Faskens, where she gained experience in the recruitment, interviewing, hiring, and mentoring of students, including on wellness issues. Other student-related training activities with which she has been involved include volunteering as a supervising lawyer at UBC's Law Students' Legal Advice Program and leading students through the Nuremberg mock trial exhibit at the Vancouver Holocaust Education Centre. Ms. Cyr has been working with law students at UBC for the last five years. She has primarily worked in career services and recently served as the Assistant Dean, Students, where she developed Allard Hall's first pre-exam wellness week, which was such a success it has grown in scope and is now firmly entrenched in the law school's culture. Ms. Cyr's involvement in NALP includes past service as the Vice-Chair of the CDLE Working Group, and acting as the CLCDN Liaison to the NALP Board. She has also been a member of the Canadian Diversity Work Group.

**Brian Dalton** is the Director of Research at Breaking Media/Above the Law. He is a graduate of Middlebury College and Fordham Law. He joined Breaking Media in October 2011 after spending seven years at Vault.com, most recently as Director of Research and Consulting. Before that, he was, among other things, an associate at a Manhattan law firm, a French teacher in Brooklyn, a Peace Corps volunteer in Mali, and a security guard at a waterslide park in Albuquerque, New Mexico.

**Lisa Dugaard** is the Policy Director for the Racial Disparity Project (RDP) at the Public Defender Association in Seattle, WA. She supervises the RDP, which focuses on racially disproportionate drug enforcement in Seattle. Ms. Dugaard has been a felony and misdemeanor lawyer at the Defender Association, and supervised its misdemeanor division from 2002-2006. In 1999, as a staff attorney, she led

the successful defense of hundreds of activists falsely arrested during the WTO demonstrations. Prior to becoming a public defender in 1996, she directed the Urban Justice Center Organizing Project and was Legal Director of the Coalition for the Homeless, both in New York City. She was also a fellow at the ACLU National Legal Department, where she helped to coordinate the successful campaign and litigation to shut down the internment camp for HIV+ Haitian refugees at Guantanamo Bay Naval Base. Ms. Daugaard graduated from the University of Washington in 1983, and obtained an MA in Government from Cornell University in 1987, and a JD from Yale Law School in 1992.

**Darius Davenport** serves as the Director of Career & Alumni Services and as an adjunct professor for Regent University School of Law in Virginia Beach, Virginia. He is also an attorney at Crenshaw, Ware & Martin in Norfolk, Virginia. He earned his Bachelor of the Arts from Norfolk State University in 1999 and graduated with a Juris Doctorate from the University of Wisconsin Law School in 2002. He has since been admitted to practice in Wisconsin and Virginia and served as Captain for the U.S. Army Judge Advocate General Corps. Mr. Davenport has significant experience in the handling of administrative law matters, including ethics, military justice, fiscal law, environmental law, standards of conduct, adverse administrative actions, and Freedom of Information Act and Privacy Act matters. He also has additional experience in the areas of estate planning, secured transactions, and various other areas of civil law. Mr. Davenport belongs to various organizations. He is the Administrator for the James Kent American Inn of Court and serves on the Virginia Continuing Legal Education Committee and. Additionally, he belongs to the Norfolk & Portsmouth Bar Association where he was on the Strategic Planning Committee in 2011. He is a member of the Virginia Bar Association, Old Dominion Bar Association, South Hampton Roads Bar Association, Virginia Beach Bar Association, Virginia Trial Lawyers Association, and Richmond Area Recruiters Association.

**Carlos Dávila-Caballero** is the Manager of Diversity & Inclusion at Cleary Gottlieb Steen & Hamilton LLP. In this role, Mr. Dávila-Caballero oversees the firm's diversity and inclusion initiatives and provides support to the relevant committees, administrative departments, lawyers, and staff, including the Committee on Diversity and Inclusion and the professional development department. Prior to his arrival at Cleary Gottlieb Steen & Hamilton, Mr. Dávila-Caballero was Assistant Dean for Career Development & Diversity Ini-

tiatives at Tulane University Law School in New Orleans, Louisiana. During his tenure of eight years, he developed diversity strategy, expanded recruiting efforts, managed a team of career development professionals, and fostered diversity and inclusion initiatives at the law school. Mr. Dávila-Caballero also served as advisor to several student organizations, including La Alianza del Derecho, APALSA, BLSA, and Lambda Legal. Mr. Dávila-Caballero practiced law for six years in the areas of litigation and public international law, including practice as a former Legal Officer for the Organization of American States in Washington, DC. Mr. Dávila-Caballero holds a BA, 1993, from the University of Central Florida and a JD, 1997, from Tulane University Law School. He is admitted to practice in the state of New York and is a member the American Bar Association (ABA), the National LGBT Bar Association, the Hispanic Bar Association (HNBA), and NALP.

**Shannon Davis** is Director of Legal Recruiting for Mintz, Levin, Cohn, Ferris, Glovsky and Popeo.

**Stephanie Denney** is the Senior Attorney Hiring Coordinator for the New York and Washington, DC, offices of Alston & Bird LLP. In this role, Ms. Denney is responsible for attorney recruitment matters including lateral partner and associate hiring, entry-level hiring, summer associate programming, and fall on-campus recruiting for the New York-Washington, DC, region. She also serves on the firm's Pro Bono and Diversity Committees and co-chairs the Sustainability Committee for the Washington, DC, office. Prior to joining Alston & Bird, Ms. Denney worked in the Washington, DC, office of an international law firm. In addition to NALP, she is an active member of the Washington Area Legal Recruitment Administrators Association (WALRAA). Ms. Denney received her Bachelor of Science in Business Administration in Human Resource Management from the University of Tulsa and is currently working on obtaining her Master of Professional Studies in Human Resources Management from Georgetown University.

**Neil Dennis** is the Director of Career Services & Diversity in Georgetown Law's Office of Career Services. His primary responsibilities are advising both students and alumni on their career goals and development through one-on-one counseling and larger group presentations. As the Diversity & Inclusion representative for his office, Mr. Dennis acts as a liaison between the Office of Career Services, employers, and students. He distributes information to students regarding different programs and events catered toward diversify-

ing the legal industry, as well as acts as a watchdog for diversity programs that violate his office's policy of inclusion. In addition to these duties, he also develops diversity programs and networking events for his students as well as advises employers on how to do the same. Mr. Dennis received his BA, Honours, from the University of Toronto and his JD from Fordham University School of Law. Following law school, he practiced in the bankruptcy and general litigation groups of a mid-size New York law firm, clerked for the Honorable Arthur J. Gonzalez in the Bankruptcy Court for the Southern District of New York (ret.), and then practiced in a large DC-based law firm where he focused predominantly on securities litigation, government enforcement, and white-collar defense. He also chaired and participated on boards of various bar associations including the Bar Association of D.C. Diversity & Inclusion Committee and the DC Bar's Election Board. He has served as a member of the Board of Directors for the Washington Area Legal Recruitment Administrators Association.

**Chris DeSantis** is an independent consultant specializing in the design and delivery of Management and Organization Development interventions. He assists individuals or groups in identifying obstacles to effectiveness, and subsequently works with them to create user-friendly solutions aligned with the company's strategic initiatives. The focus of his practice is the professional services firm, with a major emphasis on law, consulting, and accounting. Areas of particular interest include mentors and protégés, gender matters, generational differences, behavior-based interviewing, and developing long-term business relationships. He brings with him 25 years of experience in training and development, and graduate degrees in Organization Development and Marketing. He has an undergraduate degree in Business from the University of Notre Dame, an MBA from the University of Denver, and an MA in Organization Development from Loyola University. Most recently he has created a mentoring video and facilitator guide as part of a national law firm initiative and is working with LGBT affinity groups to explain how important training both the mentor and protégé is to creating an environment of inclusivity.

**Caitlin DiFilippo** is an Associate Recruitment Manager for the Washington, DC office of Hogan Lovells US LLP where she is responsible for managing the law student hiring process and summer associate program. Prior to joining Hogan Lovells, Ms. DiFilippo worked in New York as the Legal Recruiting Manager of Jenner & Block LLP where she managed all aspects of recruiting and on-boarding for lateral

associates, entry-level candidates, summer associates, and post clerks. She started her career at Sidley Austin LLP before moving to Chadbourne & Parke LLP. Ms. DiFilippo has been active in her local city groups, serving as the Treasurer of the New York City Recruitment Association (NYCRA) from 2011-2013 and Co-Chair of the 2014 Washington Area Legal Recruitment Administrators Association (WALRAA) Educational Conference. Ms. DiFilippo holds a BA in Psychology and English from Georgetown University.

**Katie Dilks** is the Assistant Director for Public Interest Programs in the Office of Public Interest and Community Service at Georgetown University Law Center. She joined Georgetown in 2010 after serving as the PSLawNet (now PSJD) Fellow on the NALP staff, and oversees Georgetown's unique Public Interest Fellows program for nearly 200 students. She earned her JD and Master of Public Policy from Georgetown in 2009, and has an ongoing focus on diversity, education, and supporting positive changes in the public interest legal market.

**Ronit Dinovitzer** is an Associate Professor of Sociology at the University of Toronto, where she is cross-appointed to the Institute for Management and Innovation (IMI). She is also a Faculty Fellow at the American Bar Foundation in Chicago, where she is Co-Director of the Research Group on Legal Diversity. She has served as a Visiting Professor of Law at Georgetown University and the University of Illinois at Urbana-Champaign. Dr. Dinovitzer recently delivered the Annual Lecture on the Legal Profession at Georgetown Law, focusing on issues of diversity and inequality in the legal profession. She holds a PhD in Sociology from the University of Toronto. Dr. Dinovitzer is a sociologist of the professions. Through her research on the legal profession, she draws together analyses of the professions with research in social policy, including the social organization of lawyers, the role of labor markets, and the effects of culture on professional work. She has pursued this work through her involvement with the *After the JD* project, the first national longitudinal study of law graduates in the U.S., and the *Law and Beyond Study*, the first national study of law graduates in Canada. Dr. Dinovitzer's work also attends to the role of ethics within professional practice. In current research, she is studying the role of ethical decision-making and professional autonomy through a qualitative project on the ways in which corporate lawyers interact with their clients.

**Lauren Donald** joined The University of Tulsa College of Law as the Associate Director of Professional Development in January 2013. In the Professional Development Office, Ms. Donald assists with all professional development programs for TU College of Law students and alumni, as well as coordinating with potential employers. Additionally, she provides career counseling and workshops for TU Law students and alumni. She also oversees the administration of the OBA Licensed Legal Intern program and the TU Law Mentoring Program. Ms. Donald received her Juris Doctor from The University of Tulsa College of Law in 2007. She obtained her undergraduate degree in journalism, with a minor in sociology, from the University of Oklahoma. Following law school, Ms. Donald worked in Tulsa as a litigation associate for Gibbs Armstrong Borochoff Mullican & Hart, PC. During her tenure at Gibbs Armstrong, her practice focused primarily on transportation defense at both the state and federal level with emphasis in corporate and railroad defense litigation, as well as environmental, regulatory, and compliance areas. Ms. Donald is actively involved with the Tulsa County Bar Association, where she serves as the co-chairman for the recent graduate mentoring committee. Additionally, Ms. Donald is an active member of NALP. She is admitted to practice law in Oklahoma, including the U.S. District Courts for the Northern, Eastern, and Western Districts of Oklahoma, and the Tenth Circuit Court of Appeals.

**Kevin Donovan** is the Senior Assistant Dean for Career Services at the University of Virginia School of Law. Before joining the law school in July 2009, Mr. Donovan was a litigation partner in the Philadelphia office of Morgan Lewis & Bockius LLP. While at the firm, Mr. Donovan's practice focused on complex tort litigation. He also chaired the firm's pro bono practice from 2003-2008 (a management position that he held while continuing a full-time practice) and was heavily involved in the firm's recruiting efforts. Mr. Donovan did his undergraduate work at Dartmouth College (AB, 1987) and earned his JD from the University of Pennsylvania School of Law in 1990. He clerked for U.S. District Judge Frank J. Battisti in the Northern District of Ohio and joined Morgan Lewis following his clerkship.

**Diane Downs** has worked in Professional Development and been a member of NALP since 1999. She is currently the Director of Professional Development at Akin Gump Strauss Hauer & Feld. Prior to joining Akin Gump, she served as a Manager in the Global Attorney Development department at Paul Hastings, as the Associate Dean for Career Planning & Placement at the University of Pennsylvania Law School,

and as Assistant Dean at the University of Chicago Law School. She has served on NALP's Board of Directors, Nominating Committee, Recruitment Practices Committee, Public Service Section, 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.

**Monique Drake** is Lawyer Metrics' Director of Lawyer Development. Ms. Drake led Lawyer Metrics' Rainmaking Study, which explored the traits and behaviors of law firm partners who excel at client development. She has presented findings from this and other empirical research to law firms and organizations around the country. Ms. Drake helps law firm partners and other senior attorneys to develop the skills that, based on Lawyer Metrics' research, are most likely to enhance their practices and lead to success within their organizations. Before joining Lawyer Metrics, Ms. Drake was an equity partner at Gibson, Dunn & Crutcher LLP, where she litigated and tried complex patent and antitrust cases in the firm's Intellectual Property practice group and worked actively on firm committees focused on attorney retention and advancement. Ms. Drake was recognized as a Leading Lawyer in Intellectual Property by Chambers USA and was listed in the Best Lawyers in America. She has a JD from the University of Chicago and a BS in Mechanical Engineering from the University of California, Berkeley.

**Marilyn Drees**, a graduate of Stanford Law School and the University of Alabama, 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 has been actively involved in NALP since joining Yale's Career Development Office in 1999, currently serving as Vice-President for Member Services and Education. She also served NALP as a Regional Coordinator (2011-2012), Bylaws Committee Chair (2010-2011), and as a member of the Board of Directors (2008-2010) and the Nominating Committee (2006-2007). In the judicial clerkship arena, she has contributed to numerous national efforts. She was part of the original working group that assisted in the development of the online Federal Law Clerk Information System, as well as its successor, OSCAR (Online System for Clerkship Application and Review). She led the law school representatives to the federal judiciary's OSCAR working group from 2004 through 2011. She co-chaired NALP's Judicial Clerkship

Committee in 2004-2005 and continues to serve on the OSCAR working group in the Judicial Clerkship Section, which she chaired from 2005 through 2011.

**Sheila Driscoll** is the Director of Judicial Clerkships and a career counselor in the Office of Career Strategy and Professional Development at The George Washington University Law School. In her role as a career counselor since 2002, Ms. Driscoll has advised students on a broad range of legal careers. As the Director of Judicial Clerkships since 2009, Ms. Driscoll counsels 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 associate for a large law firm in Boston, MA. In addition, she clerked for two years for a federal judge on the island of St. Thomas. Ms. Driscoll is a 1995 *cum laude* graduate of the Georgetown University Law Center and a 1992 graduate of Stanford University.

**Douglas Ebeling** is the Manager of Professional Development, Litigation for Cadwalader, Wickersham & Taft LLP. He assists the litigation department co-chairs with effective management and leadership of the group and works with the attorney development, training, and recruitment directors to provide an enriching experience for the associates and junior attorneys. Mr. Ebeling has also held professional development positions at Sullivan & Cromwell LLP and at Dechert LLP. Mr. Ebeling began his career in education as Dean of the Sophomore Class at Bowdoin College in Maine. He received his MBA from Bowling Green State University and his JD from Vermont Law School. He served as Chief Law Clerk for the Vermont Trial Courts and was an associate for seven years at Skadden, Arps, Slate, Meagher & Flom LLP in the Complex Mass Torts and Insurance Litigation Group.

**Paula Edgar** is currently an Associate Director of Career Services at Seton Hall University School of Law, where she is responsible for providing comprehensive career counseling to law students and alumni. Ms. Edgar is also a member of the law school's Diversity Council, where she serves on the Diversity in the Profession Committee. She previously served as the Executive Director for the Practicing Attorneys for Law Students Program, Inc. (PALS), a nonprofit organization dedicated to increasing diversity in the legal profession and providing mentoring, academic support, and networking opportunities to law students and junior attorneys of color. Prior to working at PALS, Ms. Edgar practiced law with the Law Enforcement Division of the New

York City Commission on Human Rights. Ms. Edgar is the Chair of the Diversity Pipeline Initiatives Committee at the New York City Bar and she is a member of the New York State Bar Association and the New York County Lawyers' Association. A regularly sought after speaker and panelist, her areas of expertise include topics related to diversity within law schools and law firms, pipeline issues, and networking and mentoring for law students and young attorneys. Ms. Edgar received her BA in Anthropology from California State University (Fullerton) and her JD from the City University of New York School of Law.

**Robin Edwards** is the Administrator of Legal Hiring at the New York County District Attorney's Office, where she has worked since 2000. She oversees the legal staff and summer law student and college intern hiring as well as the semester-long clinical intern programs for college and law students. She also is responsible for the mentoring program for first-year ADAs and Diversity Initiatives for the office. She began her career as an Assistant to the Director of Law Placement at Columbia Law School after graduating from Smith College. She served as Director of Placement at New York Law School and then moved into law firm personnel management at Jackson, Lewis, Schnitzler & Krupman in NYC, where she was Director of Personnel. Following that, she was the Legal Personnel and Recruitment Director at the NY law firms Lord, Day & Lord and Paul, Weiss, Rifkind, Wharton & Garrison for more than 15 years. Ms. Edwards has been a speaker on a variety of topics related to lawyer recruitment and retention throughout her career.

**Major Sean Elameto** is Chief of the Accessions Branch of the United States Air Force.

**Bruce Elvin** is Senior Lecturing Fellow and Associate Dean for Duke's Career & Professional Development Center. A graduate of Stanford University and Duke Law School, Mr. Elvin worked for two years following graduation at Ludwig-Maximilians Universitaet School of Law in Munich, Germany. While in Munich, Mr. Elvin also earned a Magister (Masters) in German Law, graduating with high honors and writing his Thesis on Steuerkonsequenzen grenzueberschreitender Zinsswaps (Tax Consequences of Cross-Border Interest Rate Swaps). Mr. Elvin returned to the United States to earn an LLM in Taxation from New York University School of Law, where he was an editor of the *Tax Law Review*. Mr. Elvin has also practiced law for two international firms in New York, Baker & McKenzie and later White & Case. Subsequently, he took on business roles at two technology

firms. Immediately prior to coming to Duke, Mr. Elvin was a consultant and executive recruiter for large law firms and corporate legal departments with Heidrick & Struggles in New York City. He currently co-teaches the Business & Economics of Law Firm Practice at Duke Law School, including the 2012 Cross-Border Edition with Bucerius Law School in Hamburg, Germany. He has lectured on the business of law practice at NALP conferences, law firms, law schools, online, and elsewhere. Mr. Elvin also created and taught a course certified by New York State for CLE credit on “The Business of Law and Developing Relationships” for law firm associates. He has published “Law Firm Economics 101” in the *NALP Bulletin* (September 2008).

**Alfred Ray English** attended Wentworth Military Junior College on an ROTC scholarship, 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, Mr. English served six years as a staff judge advocate in the U.S. Air Force. Prior to joining the U.S. Air Force, Mr. English served ten years in the U.S. Army Reserve. Since leaving the Air Force, he has been an Assistant Professor of Law and managed a regional office of a national legal recruiting firm. Mr. English currently serves as the Associate Director of Career Services and Public Service Advisor at Georgia State University College of Law.

**Peter Engstrom** is the General Counsel of Baker & McKenzie International. He previously served as a member of Baker & McKenzie’s global Executive Committee and as Managing Partner of the firm’s North American region (2007-2010). Prior to that he was the Managing Partner of the firm’s San Francisco and Palo Alto offices (2001-2007). Mr. Engstrom currently serves on the firm’s Global Diversity and Inclusion Committee and is the firm’s representative member on the Leadership Council on Legal Diversity. Mr. Engstrom has more than 25 years of experience in complex commercial and business litigation, including jury and bench trials in state and federal court, along with administrative agency proceedings and alternative dispute resolution. He has litigated in California and several other states as well as international cross-border venues. His experience spans a broad range of contract, business tort, and statutory liability issues in a number of industries. He has been named one of the top lawyers in the Bay Area by *The Lawyer* magazine and has been recognized as a Super Lawyer in Northern California. He earned his undergraduate degree at UC Berkeley and his JD at UC Hastings College of the Law.

**Alexandra Epsilanty** is the Associate Dean for Advancement at Syracuse College of Law. As the leader for all advancement activities including fundraising, alumni relations, and communications for the College, she manages the advancement staff and provides support and counsel to the dean for all advancement activities. She serves as the liaison between the College of Law and the central development office, assuring the College is properly aligned with the University’s fundraising objectives. Ms. Epsilanty also oversees the Office of Professional Development. Ms. Epsilanty has been a strategic leader within the College of Law since 1994. During her tenure, she has held several key positions at the College including Assistant Dean of Career Services, Director of Alumni Affairs, and Senior Director of Annual Programs. Prior to joining SU, Ms. Epsilanty practiced law in Philadelphia, PA. She also worked for Xerox Corporation for nine years, where she held various sales and sales management positions. Ms. Epsilanty graduated from Syracuse University College of Law and received a Bachelor of Science degree from Boston University School of Management.

**Tasha Everman** is the Assistant Dean and Director of Career Services at the University of Nebraska College of Law. Ms. Everman joined the law school administration in September of 2005 after serving as a judicial clerk with the Nebraska Supreme Court. She brought to her position almost a decade of experience working with students both in the United States and abroad. In addition to offering alumni counseling, Ms. Everman is responsible for providing career planning services and innovative programming to approximately 400 current JD and LLM students.

**Hillary Exter** is the Director of Student Organizations in the Public Interest Resource Center at Fordham Law School where she supports students who are exploring public service career paths and works with the more than 25 student-run organizations that have initiated pro bono or volunteer work. She joined Fordham in 2005 and has 25 years of experience working as a public interest attorney with the Community Economic Development Unit at Brooklyn Legal Services Corp A and the Legal Aid Society. For almost two decades, Ms. Exter served as house counsel to community-based organizations involved in such activities as the creation of affordable housing, child care and health care facilities, commercial revitalization, education, and youth services and was involved in a range of litigation involving community control of resources. Before she joined Brooklyn A, she worked at the Legal Aid Society in New York City in their Parole Revocation Defense Unit. In May 2013, she

received the Eugene J. Keefe Award from the Student Bar Association as the person who has made the most important contribution to the Fordham Law community. She has received awards from the Supreme Court of Louisiana and the Louisiana Bar Association for her work post Hurricane Katrina and the Public Interest Lawyer Award from the Association of the Bar of the City of New York. She is a graduate of the State University of New York at Buffalo School of Law and of Queens College, City University of New York.

**Breanna Fameli** is the Director of Professional Development for Lewis and Roca LLP, a 200-attorney law firm with offices in the Southwest. She helps the firm's lawyers develop and grow in their careers. Her role includes integrating new attorneys into the firm; developing and administering the associate and junior partner performance evaluation, career advancement, and compensation-setting process; and providing lawyers with guidance on setting and achieving their career goals. In 2008, Ms. Fameli assisted in creating the firm's Lawyer Professional and Practice Development Program. This program involves a robust attorney training component, which helps attorneys develop crucial legal skills and other important core competencies such as client service, business development, leadership, and management. Each year, Ms. Fameli plans, develops, and presents at least eight internal programs on a variety of topics ranging from networking to developing a career plan. Ms. Fameli, who has been with Lewis and Roca for nine years, works closely with the firm's Managing Partner, Chief Operating Officer, and Practice Group Leaders to develop a strategic approach to training and development initiatives. She also works with the Business Development and Marketing Communications Departments to provide training programs on networking, client relations, communication techniques, and presentation skills in ways that contribute to the firm's client development and profitability goals. Since 2009, Ms. Fameli has been actively involved in the Professional Development Consortium (PDC) and NALP. She regularly attends conferences to stay on top of industry trends and to learn and share best practices.

**Kim Fields** is the Director of the Office of Career & Professional Development at Wake Forest University School of Law. Her extensive professional experience includes 23 years in law school career services. She has also held various positions in human services at several Fortune 500 companies including Frito-Lay, Conoco, Inc., and McDermott International. During the course of her career Ms. Fields has worked with thousands of law students and attorneys on

their job searches. She is a member of the National Career Development Association, has been a member of NALP for more than 23 years, and has chaired and served on many of NALP's committees and sections. Ms. Fields has been a presenter at national and regional conferences and contributed a chapter to the book *Perspectives on Career Services* and an article on "Evaluating Careers at Large and Small Firms" to the ABA Young Lawyers newsletter. She has a degree in human resource management, has conducted graduate course work in counseling, and is a Certified Career & Job Transition Coach. Ms. Fields is responsible for employer outreach and works with 1Ls, 2Ls, 3Ls, recent graduates, and alumni on their job searches.

**Susan Fine** is the Director of Professional Development in the Center for Professional Development and Career Strategy at The George Washington University Law School. She is also co-director of the Inns of Court program, a school-wide initiative to provide students with a diverse support structure, enrich their law school experience, and enhance career outcomes. Students meet weekly with a team of faculty, staff, and student advisors for professional development programming on well-being and career satisfaction, career education and planning, and building professional skills. Ms. Fine has spoken on law student professional development topics at the 2013 NALP Annual Education Conference, the Washington, DC, Professional Development Consortium, and the Washington Area Legal Recruitment Administrators Association (WALRAA). Earlier in her career, following a federal clerkship, Ms. Fine served as an attorney in the Office of Legal Counsel at the United States Department of Justice. She is a graduate of the University of Michigan Law School and a member of the District of Columbia Bar.

**Ross Fishman**, the CEO of Fishman Marketing, has an international reputation as one of the legal profession's most innovative marketing strategists. A former litigator, Mr. Fishman was Marketing Director and Marketing Partner of two prominent law firms before launching Fishman Marketing, a branding, positioning, and web-development firm specializing in the legal industry. Described by national publications as the creative mind behind campaigns that have redefined the field and one of the country's leading experts on law firm marketing, he has received dozens of international marketing awards, and is a five-time winner of the Best of Show grand prize from the Legal Marketing Association (LMA). The very first marketer inducted into the LMA's Hall of Fame, Mr. Fishman is a Fellow of the

College of Law Practice Management, and recipient of LMA's 1998 Lifetime Achievement award. He has trained tens of thousands of lawyers on five continents in cutting-edge marketing techniques, and developed creative and revenue-generating campaigns for over 150 firms worldwide.

**Courtney Fitzgibbons** provides general career counseling, with a particular focus on upper division students and recent graduates. She came to New York in 2009 after working at Golden Gate University School of Law in San Francisco, where she served as Director of Employer Relations and Private Sector Programming. Ms. Fitzgibbons is a member of the New York City Bar Association, where she is the chair of the Career Advancement and Management Committee. She has served as President and Diversity Committee Chair of the Bay Area Legal Recruitment Association, an organization composed of nearly 60 large law firms and 8 Northern California law schools. She has also served on several school committees, including the Honors Lawyering Program and External Relations Committees, and was an instructor for Golden Gate's Law & Leadership Program. Ms. Fitzgibbons has been a member of several legal associations, including NALP, the New York City Bar Association, the Bar Association of San Francisco, and Queen's Bench, where she helped chair the Amicus Brief Committee and was a member of the Nominating Committee. Her practice experience includes work as an associate at two large law firms. She is a graduate of Dartmouth College (BA) and Harvard Law School (JD).

**Valerie Fontaine** is a founding partner in Seltzer Fontaine Beckwith, a legal search firm based in Los Angeles, and a proud member of NALSC. As a former practicing attorney with over 30 years of experience as a legal search consultant, Ms. Fontaine has assisted thousands of lawyers with their career moves. She places attorneys of all levels of seniority with law firms, corporate law departments, governmental entities, and nonprofits. Ms. Fontaine has published more than 100 articles in the national legal press, both online and in print. The second edition of her book, *The Right Moves: Job Search and Career Development for Lawyers*, was published by NALP in 2013. She has spoken nationally before bar associations, law school student and alumni groups, legal and recruiting professional organizations, and law firm partnership retreats and training sessions. Ms. Fontaine earned her JD from UC Hastings College of the Law and her undergraduate degree in political science from UCLA.

**Alexis Fox** is the Attorney Recruiting Manager at Farella Braun + Martel LLP, a San Francisco based law firm of 135 attorneys. She is responsible for overseeing all aspects of partner, lateral, and student recruitment. In her nine years with Farella, she has also been actively involved with the office's professional development and diversity initiatives. Helping to establish core competencies and new mentoring programs, and helping to administer diversity programs internally and in the local community. She has held various leadership positions in the Bay Area Legal Recruitment Association, and is currently serving her second year-long term as a member of the BALRA board. Ms. Fox received her BA in Law and Society from the University of California, Santa Barbara.

**Lauren Fuchs** is the Communications and Membership Specialist at Equal Justice Works, where she assists with maintaining relationships with law school members, communications and outreach, and the National Advisory Committee. She also manages the Equal Justice Works annual Conference and Career Fair, including managing employer recruitment, scheduling, communications, and the career fair database, and she assists with workshop and networking event planning, logistics, budget, and sponsorship and fundraising. She was previously a Client and Practice Development Assistant at Sutherland Asbill & Brennan LLP in Washington, DC, and served as a press intern for the Office of U.S. Senator John Kerry.

**Michelle Gage, LL.B.**, is the National Director, Legal Talent for Norton Rose Fulbright Canada LLP, which, as part of Norton Rose Group, has 3,800 lawyers in 55 offices around the globe. Her active involvement in NALP includes service on the Board of Directors.

**Susan Gainen** missed a traditional mid-level career services experience because her first five years was as her office's director and only professional. Fortunately, she had been a keen observer of career trajectories, with a career path that included two stints as a typesetter, ten years of administration and sales in the food business and car business, a year of law practice, 16 credits of library science, and six years as a legal headhunter before joining the University of Minnesota Law School's career office, where she worked for 17 years. In 2009, she became a multiple entrepreneur as principal of Pass the Baton llc (career strategies consulting), nanoscapes llc (original abstract watercolors, whimsical creatures' portraits and stories, and *The Lost Cave Paintings of Saint Paul*), and susan-cooks! llc (modest cooking school and blog). Her

career strategies programs include *Alternative Careers: Getting to There*, *Professionalism Has Attached*, *2nd Career Lawyers: Support the Cohort*, *Job Search Skills = Business Development Skills*, and *Job Search Outside of OCI: The Forever Skill*. In her life as an artist, she presents *Watching Paint Dry Can Be Fun: A Conversation About Creativity* and *Open Your Heart and Close Your Wallet: Watercolor Postcards for Travelers*.

**April Gallagher** is Executive Vice-President for The Fullbridge Program. Ms. Gallagher has spent much of her 25-year career building new businesses from the start-up phase to \$30MM+. She has done this for many global entities, including the leading education companies Rosetta Stone and Berlitz International. She has worked to build close partnerships with corporations and government entities around the world at the most senior levels as a business advisor and, more recently, as a coach. Ms. Gallagher started her career with Bain & Company. She received her MBA from Stanford and her BA/BS from the University of Pennsylvania, where she graduated Phi Beta Kappa.

**Valerie Garagiola** is the Attorney Recruiting Supervisor for the Los Angeles office of Skadden, Arps, Slate, Meagher & Flom LLP. In her role as head of recruiting, she oversees all aspects of lateral and law school recruitment in addition to managing the summer associate program. Ms. Garagiola is an active member of committees such as the Los Angeles Women's Committee and the Diversity Committee, and has helped to oversee initiatives both within her own firm and within the greater Los Angeles legal community. She has also served as a member of the planning committee for the 2013 LAALRA educational conference. She graduated from Georgetown University in 2008 with a BA in Italian Language and Literature.

**Yadi Getinet** serves as a Professional Development Manager at Hogan Lovells US LLP. Over the course of her career, Ms. Getinet, herself an attorney, has built substantial experience planning, executing, and evaluating skills-based training programs for attorneys at all levels. She also developed training components of a firm-wide apprenticeship program designed to provide new attorneys with the skills necessary for their career development, and coached first-year attorneys with the goal of helping them increase their practical skills and their positioning for individual development. Ms. Getinet earned her JD from St. Thomas University School of Law and her BA in Women and Gender Studies from the University of Virginia.

**Matt Gewolb** is Director of Government Programs and Lecturer-in-Law at Columbia Law School, where he co-teaches the Externship on the Federal Government in Washington, DC, and directs Social Justice Initiatives programming relating to public service. Prior to joining Columbia, Mr. Gewolb served as Legislative Counsel at the New York City Council under Speaker Christine C. Quinn. He was previously Chief of Staff to Georgia Senate Minority Leader Robert Brown and Director of the Georgia Senate Democratic Caucus. He also served as a Fellow with the U.S. Senate Committee on Health, Education, Labor and Pensions and was Executive Director of Residents for a More Beautiful Port Washington, an environmental advocacy group. Mr. Gewolb has served as a staffer and consultant for many political candidates seeking state and federal office and is active in New York politics. He graduated with a BS in Policy Analysis and Management from Cornell University and received his JD from Emory Law School, where he received several awards for public service. He also holds an MA in Higher and Postsecondary Education from Teachers College, Columbia University.

**Maggie Gloyeske** serves as the Director of Lawyer and Consultant Recruiting at Faegre Baker Daniels. Resident in Indianapolis, she is responsible for lateral principal, partner, and counsel recruiting and hiring for 14 offices located throughout the United States, Asia, and the United Kingdom. Ms. Gloyeske also oversees entry-level and lateral associate and consultant recruiting for the firm. She provides oversight and guidance for the firm's on-campus interviewing initiatives, law student hiring and the summer program, as well as leads the firm's law school recruiting strategy and initiatives. Ms. Gloyeske is also responsible for the development and implementation of the firm-wide lateral recruiting and hiring strategy for principals, partners, and counsel. Using capacity and utilization analysis, as well as financial modeling, Ms. Gloyeske assists the firm in the evaluation of principal, partner, and counsel level talent. She has expertise in the area of partner and principal recruiting, candidate sourcing, candidate evaluation, and behavioral interviewing. She has also worked extensively in the areas of on-boarding, orientation, and integration with a special focus on partner and principal integration. A graduate of Purdue University with a degree in communications and management, Ms. Gloyeske has over 25 years of experience in the areas of recruiting, talent management, relationship development and management, retention, and professional development.

**Steve Gluckman** is a long-time law firm e-learning expert and co-author of the Amazon.com best-selling book, *E-Learning for Law Firms* (published by the American Bar Association). Mr. Gluckman led all Professional Development and Talent Management for Manatt, Phelps & Phillips, LLP (which received a NALP Award of Distinction for Innovation and Technology under Mr. Gluckman's leadership). He has also supported scores of Am Law 200 firms with a variety of award-winning online learning initiatives. In 2011, Mr. Gluckman was appointed by Harvard University to serve as a Senior Fellow at Harvard's Center for Business and Government, where he focused on Knowledge Sharing and Social Learning practices and developments. He has written online learning articles for multiple periodicals and has spoken to legal management audiences across North America. He recently launched LawFirmElearning.com to serve the legal professional development and talent management community with online, social, and mobile learning initiative support and guidance. Mr. Gluckman holds an MPA from Harvard's Kennedy School of Government and a BS in Computer Science and Information Science from the Watson School of Engineering in New York.

**Kelly Gofron** started in the legal industry at Hinshaw & Culbertson LLP in the Attorney Recruitment & Development Department. She continued to gain institutional knowledge and quickly determined the need to align firm goals with the trends of the market according to NALP and her colleagues around the Chicago area. After three years at Hinshaw, she was responsible for the oversight of the attorney recruitment process for their 25 offices, managing the attorney growth and development, and implementing the firm's diversity initiatives. Currently, Ms. Gofron is the Professional Development Manager at Seyfarth Shaw LLP in Chicago. She is responsible for developing innovative, cost-effective training programs, enhancing the productivity of the attorneys by assessing and understanding the cultural needs of the firm, managing the attorney work allocation process, and supporting firm-wide initiatives to help attorneys meet their development needs. Ms. Gofron's goal is to continue to drive fresh ideas and solutions to keep her firm as a top competitor in the field, while maintaining the culture and ethical practices of the firm. Ms. Gofron is a NALP Midwest Regional Representative and her involvement with NALP continues to evolve each year. She was the 2013 CALPA (Chicago Association of Legal Professional Administrators) Board President and held the Vice-President and Coordinator positions the prior two years. Ms. Gofron also remains an active member in the Chicago and national PDC

(Professional Development Consortium) groups. She graduated from the University of Iowa with a BA in Political Science and Communication Studies.

**Mark H. Goldberg** is an award-winning wellness and communications professional with over 13 years of experience in the multinational legal sector. He is a lawyer, communicator, and wellness professional, having received communications industry honors for wellness and benefits campaigns, employee relations, internal communications, multimedia campaigns, and external publications. He is also an accomplished presenter and public speaker, and competed in the World Championship of Public Speaking in August 2013. Mr. Goldberg graduated from Cornell University with a degree in Asian Studies and worked as a high school teacher in Japan before obtaining his JD from NYU School of Law. He practiced for five years as a commercial litigator at Latham & Watkins in New York before transitioning to the communications field as the firm's first Internal Communications Manager for seven years. Among other things, Mr. Goldberg was a core member of the team that launched the firm's successful wellness program (LiveWell Latham) and helped ingrain it as part of the firm's unique culture. After serving as US Director of Communications at Dentons — helping to marshal the firm through the successful three-way merger of SNR Denton, FMC, and Salans — Mr. Goldberg returned to Latham & Watkins in June 2013 as its Global Wellness Manager, taking full-time responsibility for the firm's wellness activities around the world.

**Alissa Golden** is the Director of Legal Recruiting at Schulte Roth & Zabel LLP. She oversees all aspects of SRZ's associate recruiting programs, including campus outreach and interviewing, lateral associate recruiting, summer program development, and other related programs. Ms. Golden has spent her entire career at SRZ, where she began working as a recruiting assistant in 2001. She was subsequently named Assistant Recruiting Coordinator, Legal Recruiter, and Manager of Legal Recruiting before becoming Director. She is a graduate of Dartmouth College, where she studied English Literature and Art History. Ms. Golden is a past NYCRA Vice-Chair and Chair (2006-2008), and was a member of the NALP Nominating Committee (2012-2013).

**Mark Goldfarb** counsels JD students, LL.M.s, and alumni at the Benjamin N. Cardozo School of Law. He is an active member of NALP and LeGaL — The LGBT Bar Association of Greater New York. He served as 2013-2014 Chair of the NALP LGBT Section, and he has written *NALP Bulletin* arti-

cles regarding diversity and public service. Prior to Cardozo Law, he advised students and alumni at The University of Iowa College of Law and practiced law at Dechert LLP, where he focused on securities regulation and corporate governance matters for mutual funds and insurance company separate accounts. Mr. Goldfarb also enjoyed his pro bono practice, where he litigated wrongful eviction cases. He earned his BA in Economics from The University of Michigan, Ann Arbor, and his JD from The George Washington University Law School.

**Michelle Gonzalez** is the Assistant Dean at the University of Washington School of Law. Ms. Gonzalez earned a joint degree, JD/MPA, from UC Berkeley Boalt Hall School of Law and Harvard University's Kennedy School of Government in 1994. She worked in the private and public sectors, practicing in the following areas: employment civil rights law, general tort law, complex litigation, and disability law. She served as a trial attorney for the EEOC's Seattle office and as a staff attorney for U.S. Magistrate Judge Monica J. Benton in the Western District of Washington. Ms. Gonzalez has also taught civil rights courses as a part-time lecturer at the University of Washington School of Law and Seattle University School of Law.

**Steve González** has served on the Washington Supreme Court since January 1, 2012. Before joining the Supreme Court, Justice González served for ten years as a trial judge on the King County Superior Court hearing criminal, civil, juvenile, and family law cases. He also served as an Assistant United States Attorney in the Western District of Washington, a Domestic Violence Prosecutor for the City of Seattle, and an Associate in the Business Law Department at the Seattle law firm Hillis Clark Martin & Peterson. Justice González earned his JD from UC Berkeley School of Law (Boalt Hall). Justice González has received numerous awards throughout his career, including Judge of the Year awards from the Washington State Bar Association, the Washington Chapter of the American Board of Trial Advocates, and the Asian Bar Association of Washington in 2011. He speaks Japanese, Mandarin Chinese, and Spanish.

**Georgia Emery Gray** is the Director of Legal Personnel and Recruiting in the Washington office of Cleary Gottlieb Steen & Hamilton LLP, where she oversees the office's lawyer recruiting, hiring, professional development, and diversity initiatives. She has been with the firm for 16 years. In addition, she has served NALP in various capacities including

service on the Board of Directors and has been a frequent presenter at NALP conferences. She holds a BA from Randolph-Macon Woman's College.

**Jill Green** is the Assistant Dean for Law Career Development and Adjunct Professor at the University of Baltimore School of Law. A 1994 UB Law graduate, Ms. Green devoted the first decade of her legal career to public interest law, representing low-income women and children. She was the 1996 Penquis Family Law Fellow, 1999 Frank M. Coffin Family Law Fellow, a Staff Attorney for the Brooklyn Children's Law Center, and Assistant Attorney General for the State of Maine, and managed her own law practice specializing in child advocacy. Ms. Green began teaching as Visiting Clinical Professor at the University of Maine School of Law and returned to Baltimore in 2006 and UB Law as an adjunct professor and consultant. In 2008, Ms. Green became the Associate Director for Law Career Development and Director of Legal Internships and in 2011 took the helm as Assistant Dean. Ms. Green serves on the steering committee for the Maryland Pro Bono Coordinating Council and on the MSBA Committee on Legal Education and Admission to the Bar. She continues her commitment to public interest and women in her current position overseeing public interest, pro bono, and women's leadership initiatives. Ms. Green is an avid runner and the mother of three energetic children.

**Marty Grenhart** is the Recruitment Programs Manager at the University of California, Berkeley, School of Law. Her responsibilities include managing the on-campus interview programs that are held in the fall and spring, and working with employers to develop student outreach strategies. Ms. Grenhart is an active member of both NALP and BALRA (Bay Area Legal Recruiters Association), her local city group, and has held leadership roles in both organizations.

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

**Steve Grumm** directs the American Bar Association's (ABA) Resource Center for Access to Justice Initiatives. In this role Mr. Grumm provides support to state supreme courts, state bar leaders, and state civil legal aid leaders to nurture the creation and expansion of blue-ribbon commissions on access to civil justice. He also supports the work of the ABA's Standing Committee on Pro Bono and Public Service. Before joining the ABA, Mr. Grumm served as Director of Public Service Initiatives with NALP. In that role he focused on recruitment, retention, and professional development issues affecting public interest attorneys. Mr. Grumm began his legal career as a civil legal aid lawyer in Philadelphia, where he helped to launch a pro bono project focused on community economic development. He is a 2003 graduate of the Temple University School of Law.

**Christine Guard** is the Director of Career Services at the Mercer University Walter F. George School of Law. At Mercer, Ms. Guard manages the programming, OCI, and job fair activities of the office. Prior to joining Mercer, Ms. Guard served as a J.D. Placement Advisor at Florida State University College of Law, where she counseled third-year students and graduates regarding job search skills and strategies. Ms. Guard worked as a Florida attorney for more than 13 years beginning her career as an Assistant Public Defender and with a small firm. Ms. Guard served as Senior Assistant General Counsel at the Florida Department of Environmental Protection, litigating for the Public Land's Section and conducting educational presentations to her clients. Ms. Guard left the Florida Attorney General's Office, where she served as an Assistant Attorney General in the agency's Tallahassee Criminal Appeals Bureau for more than six years, to join Mercer. During her time there, Ms. Guard led the bureau's intern program and successfully litigated appeals in the Florida Supreme Court, Florida First District Court of Appeals, and the United States Court of Appeals for the Eleventh Circuit. Ms. Guard also conducted federal habeas litigation in the federal district courts in Florida and was responsible for briefing several cases before the United States Supreme Court. Ms. Guard received her Bachelor of Arts Degree in Political Science from Florida State University in 1994 and her Juris Doctor from the Tulane University School of Law in 1999.

**Ross Guberman** is the president of Legal Writing Pro LLC, a training and consulting firm. He has conducted more than a thousand programs on three continents for many of the largest and most prestigious law firms, for federal judges, and for dozens of agencies and bar associations. Mr.

Guberman is also a Professorial Lecturer in Law at The George Washington University Law School, where he teaches a seminar on drafting and writing strategy. He holds degrees from Yale, the Sorbonne, and The University of Chicago Law School. Mr. Guberman's *Point Made: How to Write Like the Nation's Top Advocates* became an Amazon bestseller shortly after it was published by Oxford University Press in 2011. Reviewers have praised it as a *tour de force*, a must for the library of veteran litigators, and an indispensable tool filled with practical, trenchant advice. His next book will be on how to write like the world's greatest judges. An active member of the bar and a former attorney at a top firm, Mr. Guberman is also a former professional musician, translator, and award-winning journalist. Mr. Guberman has commented on business, law, writing, training, and lawyer development for newspapers, radio stations, and television networks. He has also addressed several major international conferences, including the American Society for Training and Development, the NALP Annual Education Conference, the Professional Development Consortium, the Professional Development Institute, and the Association for Continuing Legal Education.

**Judith Gundersen** has been deputy director of testing at the National Conference of Bar Examiners in Madison since 2000. She manages the Multistate Essay Exam and the Multistate Performance Test programs and also staffs the Multistate Bar Exam Evidence Committee. She is a frequent speaker and trainer on essay and performance test grading and essay question drafting. Prior to working at NCBE, Ms. Gundersen was a prosecutor in Dane County, Wisconsin, where her caseload included traffic, misdemeanor, domestic violence, and felony cases. She also worked at Foley & Lardner LLP and in the trust department of U.S. Bank. Ms. Gundersen has co-taught a course on victims' rights in the criminal justice system at the University of Wisconsin Law School since 2009. She is a graduate of the University of Wisconsin Law School.

**Andy Hales** has over 15 years' experience in organizational development, performance management, and human resource management. Currently, he is the firm-wide Director of Professional Development at Venable LLP. He oversees all aspects of lawyer training and development (including CLE and a Venable Curriculum), associate evaluations, orientation and integration, and diversity. He teaches several programs at the firm including Project Management and Time Management and Organization. He's been with the firm since 2005. Prior to Venable, Mr. Hales was a con-

sultant for Deloitte Consulting, advising large corporations and federal government clients on HR practices, change management, and learning. He is also a former Career Management Consultant and Instructor for the Robert H. Smith School of Business at the University of Maryland, and HR generalist for a national engineering company. He holds a BS and MS in Human Resource Management, and an MBA from the University of Maryland.

**Amy Sladczyk Hancock** is Director of Professional Development for Andrews Kurth LLP.

**Steven J. Harper** is the author of *The Lawyer Bubble — A Profession in Crisis* (Basic Books, 2013). He is a contributing editor to *The American Lawyer* and adjunct professor at Northwestern University's School of Law and Weinberg College of Arts and Sciences. A Fellow of the American College of Trial Lawyers since 1999, he was a litigator at Kirkland & Ellis for 30 years before retiring in 2008. His prior books include *Crossing Hoffa — A Teamster's Story* (Borealis Books, 2007), a *Chicago Tribune* "Best Book of the Year" that depicts his father's two-year tangle with Jimmy Hoffa from 1959 to 1961; *Straddling Worlds — The Jewish-American Journey of Professor Richard W. Leopold* (Northwestern University Press, 2008), and *The Partnership — A Novel* (Amazon CreateSpace, 2010). His legal blog, "The Belly of the Beast," was named an ABA "Best Blog of the Year." He graduated with honors from Northwestern University (combined BA/MA in economics with distinction; Phi Beta Kappa) in 1976 and Harvard Law School (JD, *magna cum laude*) in 1979. He and his wife live in Wilmette, Illinois. They have three adult children.

**Donna 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 17 years and started her career at Dewey Ballantine LLP, where she spent close to nine 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 focused 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. She has served NALP in a number of ways, including as a Regional Coordinator for the 2007 NALP Annual Education Conference, on

the Nominating Committee for the slating of the 2008-2009 NALP Board, and later as Vice-Chair of the Nominating Committee, Chair of the 2009 Diversity Summit in Chicago, Vice-Chair of NALP's Leadership Work Group (a work group of the Diversity Section), and as a speaker for numerous sessions at NALP conferences.

**Nikki Harris** received her B.A. in Political Science from Vassar College. She earned her JD from New England School of Law, where she served as the Lead Article Editor for the *New England Journal on Criminal and Civil Confinement* and was the President of the Black Law Student Association. Ms. Harris is a 2003 recipient of the Massachusetts Black Judges Book Award. While attending law school, she was an intern at Greater Boston Legal Services in the Health and Disability and Family Law departments. Ms. Harris completed a summer externship with the Attorney General's Office in the Complex Litigation Unit of Child Support Enforcement. Prior to joining the staff at the Boyd School of Law, she was an Adjunct Instructor at Las Vegas College in the Criminal Justice, Paralegal, Medical Assisting, and Business departments. She also taught career skills courses and assisted students and alumni with their career development plans. As Professional Development Coordinator, Ms. Harris provides career counseling to students and alumni, assists them with placement and networking opportunities, and develops programs and resources to assist them with their job search.

**Patrice Hayden** is Director of Law Firm Recruiting for the University of Virginia School of Law.

**Sonja J. Hayes** is the Director of Career Services for Barry University School of Law. Ms. Hayes has over ten years of experience as a career services professional in multiple law school and undergraduate settings and has also provided private consultation services. Prior to entering the field of career services, her legal career included work for the Connecticut Superior Court and two private firms. Since 2004, Ms. Hayes has taken primary responsibility for student and alumni advising at each of the law schools where she has worked. She is also an active member of NALP, serving as a member of the Judicial Clerkship Section and the OSCAR Law School Working Group, and as a member of the CSO Employer Outreach Section and the Solo and Small CSO Section. She has authored or co-authored several *NALP Bulletin* articles, the most recent being "Alumni Counseling in the Small CSO: Moving from Reactivity to Proactivity" in January 2014. Ms. Hayes is also active with two regional

consortia, currently serving as the Secretary for the Central Florida Association for Law Placement. She also maintains active memberships with local, regional, and national bar associations and multiple career and professional development associations.

**Alan Haynes** is the Director of the Career Center at the University of Minnesota Law School. Prior to his role at Minnesota, he served 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. He is Chair of the University of Minnesota Law School's Diversity Committee and Chair of the Minnesota State Bar Association's Diversity Committee. In 2011, he co-chaired the Minnesota State Bar Association's Self-Audit for Gender Equity and Diversity, a state-wide survey of Minnesota law firms, non-firm employers, and individual lawyers on issues concerning gender, race and ethnicity, sexual orientation, disability, and religion in the legal profession. In 2012, he also served as a member of the Minnesota Judicial Branch Sexual Orientation/Gender Identity Subcommittee on issues affecting the LGBT community in Minnesota state courts.

**Cheryl Rich Heisler** is the president and founder of LAWTERNATIVES. Ms. Heisler graduated from the University of Illinois College of Communications in 1980 with Highest Honors and received her JD from Northwestern University School of Law in 1983. She practiced corporate law for three years with the law firm of Katten Muchin Zavis in Chicago before leaving the practice of law to pursue a career in brand management with Kraft, Inc. There she contributed to the marketing efforts of such well-known brands as Parkay™ Margarine and Kraft Real Mayonnaise™. Since forming LAWTERNATIVES in 1988, Ms. Heisler has consulted with individual clients at all stages of their careers and has lectured to both legal and non-legal audiences on such topics as "Recycling Your Career," "Career Changes and Choices," and "Creativity Beyond the Law." Ms. Heisler has been quoted in numerous business, legal, and popular publications, both in print and online, including *The Wall Street Journal*, *The New York Times*, *The Chicago Tribune*, *Crain's*

*Chicago Business*, *U.S. News & World Report*, *The National Law Journal*, *Chicago Lawyer*, *Working Woman*, *Glamour*, and *Cosmopolitan*. A professional speaker, Ms. Heisler is often interviewed on radio and television as a career expert. Currently, she consults and lectures at law schools across the country on alternative careers and related topics, and serves as an adjunct legal consultant to the Chicago office of an international outplacement consortium.

**Lucy Helm** has been a partner (employee) at Starbucks for more than 13 years. Her May 2012 appointment as Executive Vice President, General Counsel and Secretary comes after serving as Interim General Counsel. In her role, Ms. Helm leads the global Law & Corporate Affairs department, including 190 legal and compliance partners (employees) in 14 offices around the world. She also serves as a member of the Starbucks senior leadership team and supports the company's Board of Directors.

**Donna Hill** is the IP Recruiter for Wilson Sonsini Goodrich & Rosati. In this role, she recruits scientific advisors, patent agents, summer associates, and lateral associates for WSGR's Patents and Innovations, IP Litigation, and Technology Transactions practice groups world-wide. Prior to working at WSGR, she spent ten years as an Intellectual Property and Technology associate in Skadden, Arps, Slate, Meagher & Flom's Palo Alto office. While at Skadden, she worked on a variety of IP litigation and technology transaction matters. She is a graduate of Hastings College of the Law and holds an MS in Cognitive Science from the University of New South Wales in Sydney, Australia.

**Scott Hodes** is a Principal at Lateral Link and oversees attorney placements and client services in Southeast markets, including but not limited to Florida, Atlanta, Charlotte, and Nashville. Mr. Hodes focuses on placing associate and partner candidates with national, mid-sized, and boutique law firms, and also works with candidates seeking in-house positions. He has spoken on recruiting and professional development topics at several law schools, including the University of Florida, the University of Miami, and the University of Georgia. Mr. Hodes began his legal career as a corporate litigator for a full-service firm in Boca Raton, Florida. He subsequently began practicing estate planning, and prior to joining Lateral Link, Mr. Hodes was a name partner in a tax and estate planning firm in Boca Raton, Florida. Mr. Hodes holds a BA in Criminology, *cum laude*,

from the University of Florida, a JD from the University of Florida Levin College of Law, and an LLM in estate planning from the University of Miami.

**Trish Hodny** has been the Director of Career Services at the University of North Dakota (UND) School of Law since January 2009. Ms. Hodny is the only full-time career services professional in her office, where she counsels students in all areas of traditional and non-traditional careers. Among her non-career services duties, Ms. Hodny is responsible for budget management/financial aid counseling, co-chairs the bar passage committee, and represents the admissions office at LSAC forums. Ms. Hodny provides pro bono assistance to veterans filing compensation and pension applications and appeals. In 2012, Ms. Hodny was appointed to the Administrative Committee on Veterans Affairs by the Governor of North Dakota. Ms. Hodny is currently licensed to practice law in North Dakota and the U.S. Court of Appeals for Veterans Claims, and she was certified to practice law in the Turtle Mountain Band of Chippewa's Tribal Court. She received her BA in Political Science with a Philosophy minor from the University of San Diego and her JD from the University of San Diego School of Law. Before joining the UND, Ms. Hodny was a Special Assistant Attorney General, a Special Assistant State's Attorney, and was the Municipal Court Judge for the City of Lakota. Ms. Hodny has worked as an Admissions and Financial Aid Counselor for the University of San Diego School of Law, a grant assistant at Palomar College's Disabled Student Services Office, and a County Veterans Service Officer. She is a UND Staff Senator, Judge Advocate for the ND American Legion, and Province President for Phi Delta Phi International Legal Honor Society.

**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 served as 2009-2010 Co-Chair of the State Court Judicial Clerkship Work Group. In the past, she has 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.

**Milana L. Hogan** is the Director of Legal Recruiting & Professional Development at Sullivan & Cromwell LLP. Her responsibilities include the administration and oversight of

all associate development programs, including the formal assignment systems, mentoring programs, and upward and downward attorney performance evaluations. Ms. Hogan is also an active member of the firm's Associate Experience Committee. Prior to joining Sullivan & Cromwell LLP, Ms. Hogan worked in the New York office of Dickstein Shapiro LLP and, before that, in the New York office of Milberg LLP. Ms. Hogan has been an active member and presenter for both NALP and the PDC since 2006. She received her BA in Political Science from Brown University and her Masters in Education (MSEd) in a joint program at the Wharton School and the Graduate School of Education at the University of Pennsylvania, where she is currently pursuing her Doctorate in Education (EdD). Her dissertation focuses on the non-cognitive traits (like grit) that impact women's success in the Big-Law environment.

**Steve Hughes** is President of Hit Your Stride, LLC, a communications consultancy that helps people look and sound smart when they talk. He is the author of *Dazzle Me*, and his seminars have been featured on NPR, BBC Radio, and CBS. Mr. Hughes is also the proud creator of National Be Kind To Lawyers Day celebrated annually on the second Tuesday in April. Today he works with a host of blue chip clients including Am Law 100 firms, Fortune 500 companies, numerous state bar associations, and legal associations like LSAC, the Association of Corporate Counsel, and the National Association of College and University Attorneys. Prior to launching Hit Your Stride, Mr. Hughes worked for 12 years in advertising and PR and was co-owner of a 50-person ad agency. He holds a BA in French Literature and European History from the University of Kansas and an MBA 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 numerous NALP committees, task forces, and work groups. Ms. Hurry holds a BA in international relations from Boston University.

**Christine J. Hussar** is the Senior Manager of Legal Recruiting at Jenner & Block LLP. She manages a team of people throughout the firm who are responsible for recruiting law

students, entry-level associates, judicial clerks, lateral associates, and partners. Her team also plans and manages the summer programs at the various offices. Ms. Hussar has been an active member of NALP since 1990 and has presented at several NALP conferences and Newer Professionals' Forums. She has been a member and Chair or Vice-Chair of several NALP committees and sections and has served on the NALP Board as the Treasurer and as a Director. Ms. Hussar served as President of the Chicago Area Legal Personnel Administrators in 1994-1995. Her experience includes recruiting, compensation, and professional development at legal employers ranging from less 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. Hussar 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.

**Valerie Jackson** is the Firmwide Director of Diversity and Inclusion at K&L Gates LLP, where she leads the firm's global diversity and inclusion initiatives across its 48 offices in the Americas, Asia, Europe, and the Middle East. She focuses on career and professional development, business development, and driving inclusiveness as a cultural and business imperative. She also works to develop strategic partnerships with the firm's clients to help increase diversity throughout the legal profession. Previously, she served as Director of Diversity at Sutherland Asbill & Brennan LLP and as Assistant Director of International Affairs at the Public Company Accounting Oversight Board (PCAOB). Before joining the PCAOB, she practiced securities law with King & Spalding LLP. A 2012 recipient of *The Network Journal's* 40 Under 40 Achievement Award and a 2010 recipient of the Public Leadership Education Network's Mentor Award, Ms. Jackson is a former NALP Board Liaison to the Association of Law Firm Diversity Professionals and the National LGBT Bar Association and a former Vice-Chair in the NALP LGBT and Diversity Sections. She is actively licensed to practice law and received her JD from Georgetown University Law Center and her AB, *cum laude*, from Harvard University.

**Sylvia F. James** is the Diversity Counsel for the law firm of Baker Botts L.L.P. As Diversity Counsel, Ms. James works closely with the Recruiting and Development Department, Client Relations Department, Human Resources Department, Internal Communications Committee, and Diversity

Committee to develop and implement the firm's diversity initiatives; strategizes and advises the firm with respect to diversity and inclusion initiatives; monitors and analyzes the firm's trends in recruitment, development, retention, and promotion of women and minorities; works closely with the firm's affinity groups to develop and promote women and minority lawyers; serves as liaison with clients and external organizations dedicated to fostering diversity in the legal profession; conducts diversity and inclusion training; advises on internal and external communications relating to diversity; serves on the Pro Bono and Professional Development Committees; serves as the firm's affirmative action administrator; and manages the firm's Supplier Diversity Program. 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 numerous 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 Akin, Gump, Strauss, Hauer & Feld. From 2007-2012, Ms. James served in various leadership roles on the Board of the Association of Law Firm Diversity Professionals (ALFDP), including Secretary, President, and President Emeritus. She currently serves as the co-chair of the ALFDP's Training and Development Committee. She is on the Advisory Board for the Institute for Inclusion in the Legal Profession (IILP). She earned her law degree from Duke University School of Law and a bachelor of arts in political science from Vassar College.

**Heather Jarvis**, a former capital defense attorney saddled with law school debt, now dedicates her expertise to helping student loan borrowers make better decisions so that higher education can be a reality for all — not just those who can afford it. Specializing in training for high-debt borrowers and the people who love them, Ms. Jarvis has provided guidance and information to thousands of students and recent graduates. She has contributed to student debt relief policy for the House Education Committee and others in Congress, and spent more than six years advocating for public service loan forgiveness, which allows more recent graduates to dedicate their careers to the greater good.

**Ann Jenrette-Thomas, Esq., CPCC, ACC**, is an attorney, executive, leadership and diversity coach, organizational consultant, and facilitator. Ms. Jenrette-Thomas has authored three books, including *The Happy Law Practice: Expert Strategies to Build Business While Maintaining Peace of Mind*. For over 18 years, Ms. Jenrette-Thomas has worked with leaders and executives in an array of industries to strategically reach beyond their normal limits and concepts to exceed their personal and professional goals. She founded Esquire Coaching with the mission of empowering law students and lawyers to achieve extraordinary personal and professional success. She believes in building a successful legal career while also creating the life you desire.

**Lieutenant Colonel Gary Johnson** has served in the U.S. Army for 20 years. From 1984 until 1988, he served as an enlisted infantryman in the 82nd Airborne Division, achieving the rank of sergeant. After being honorably discharged he attended the Florida Institute of Technology, graduating with a BS in 1991, an MA in 1994 from the Indiana University of Pennsylvania, and a JD in 1997 from Nova Southeastern University. After passing the Florida bar exam, Lt. Col. Johnson joined the U.S. Army Judge Advocate General's Corps in 1998. Since then he has served in Third Army/ARCENT, as a defense attorney in the 82nd Airborne Division Trial Defense Branch Office, the Chief of Justice for Special Forces Command, as a Brigade Judge Advocate for 3rd/25th Infantry Brigade Combat Team, and the Deputy Staff Judge Advocate for Fort Eustis, Virginia. Since 9/11, Lt. Col. Johnson has served in both Afghanistan (2002) and Iraq (2006-2007). After graduating from the Army's Command General Staff College in 2010, Lt. Col. Johnson assumed duties in the Future Concepts Directorate at The Judge Advocate General's Legal Center & School. His present assignment is as the Chief of the Army's Judge Advocate Recruiting Office. He is planning to retire from the Army in the Fall of 2014.

**Linda Jones** has over 20 years of experience in the field of recruitment and retention of law students and lawyers including 15 years of work in law firms prior to becoming the Senior Director of Career Services at The Ohio State University Moritz College of Law. Before moving to Ohio, she was the Director of Legal Personnel for the New York law firms Milbank, Tweed, Hadley & McCloy and Lord Day & Lord, Barrett Smith, where her responsibilities included hiring summer and permanent associates, managing summer programs, and associate assignments and evaluations. She also managed her firms' Continuing Legal Education Pro-

grams. Ms. Jones has written or spoken for the American Bar Association, *The National Law Journal*, and NALP, and is currently a member of NALP's New Career Models Task Force. She graduated from Chatham College in Pittsburgh, where she was elected to Phi Beta Kappa and received a Certificate in Human Resource Planning for Executives from the University of Michigan.

**Ron Jordan** is the founding Principal of Carter-White & Shaw, with more than 13 years of experience in attorney placement and law firm mergers and acquisitions. During his career, he has successfully placed many law firm partners and facilitated mergers with major law firms. Mr. Jordan holds a Bachelor's degree in English Literature from the University of California, Berkeley. Affectionately known as Obi Ron Kenobi by everyone in the firm, he considers diversifying the ranks of law firms and corporate law departments to be his mission and his passion.

**Karen B. Kahn**, Managing Partner of Threshold Advisors, LLC, is a certified coach consultant and psychologist whose passion and expertise is dedicated to helping lawyers succeed in whatever way each defines success. Known as an innovative and practical thought partner who has coached and consulted with hundreds of lawyers and many law firms throughout the United States and Canada, Dr. Kahn positions them for the challenges and opportunities of the 21st century world. Dr. Kahn has worked closely with lawyers to develop their skills in a wide range of areas, including business development, leadership, strategic thinking, communication, personal effectiveness, and team-building. Her doctorate in psychology, earned from the University of Virginia 30 years ago, contributes to her well-known reputation as a gender expert. She utilizes this knowledge to create and strengthen women's initiatives, develop strong male and female inclusive leaders, and contribute new insights to organizations seeking to attract and retain talented professionals.

**Emily Kanarek** is the firm-wide Manager of Legal Recruitment and Integration at Kaye Scholer LLP. She manages all aspects of law school, lateral attorney, and partner recruiting including the on-boarding and integration processes. Previously, she served as a Recruiting Coordinator and a Legal Assistant at Kaye Scholer. Ms. Kanarek is a graduate of the University of Pittsburgh.

**Amy Killoran** is the Assistant Director of Judicial Clerkships at Georgetown University Law Center. She received her BA from Cornell University and her JD from Duke University School of Law. After graduating from law school, Ms. Killoran clerked for the Honorable William C. O'Kelley, U.S. District Court for the Northern District of Georgia, before practicing employment law at Troutman Sanders. Before joining Georgetown, she served as the judicial clerkship counselor at American University Washington College of Law for four years. She has presented at NALP and Just The Beginning Foundation sessions to national audiences about judicial clerkships, and currently serves as the Vice-Chair of the NALP Judicial Clerkship Section's Federal Clerkship Hiring Plan Work Group.

**Kelli Kohout** has, since 2012, been the Chief Administrative Officer at Davis Wright Tremaine, an international law firm. Ms. Kohout oversees attorney and staff recruitment, compensation and benefits administration, office administration, regulatory compliance, industry monitoring, and firm-wide strategic and planning initiatives. Before joining DWT, Ms. Kohout served for eight years as the Regional Director of Dorsey & Whitney and nine years as the Chief Operating Officer at Ryan, Swanson & Cleveland. Throughout her career, Ms. Kohout has been involved in strategic initiatives that have resulted in enhanced client service and greater efficiencies in staffing and internal operations.

**Lianne Krakauer** is a career coach and leadership consultant with a passion for helping people to create more positive work experiences. Ms. Krakauer has 20 years of experience from a variety of public and private sector organizations, including professional services, law, and education. Previous senior leadership roles include having served as the Assistant Dean, Career Services at the University of Toronto, Faculty of Law, and Principal Consultant in Human Resource at an international consulting firm in Toronto. Ms. Krakauer works with leaders and teams to improve performance, communication, and job satisfaction, and offers career transition coaching and leadership coaching for individuals who are ready to make a positive change. She uses a solutions-focused coaching approach, which emphasizes strengths, generates a sense of personal competence, and leads to practical results. In addition to her work as a coach, Ms. Krakauer has facilitated many workshops on a wide range of topics related to career management and leadership development. She has a reputation as a dynamic speaker and effective educator. Ms. Krakauer has a Bachelor of Laws and a Master of Education (Counseling Psychology), both from

the University of Toronto; and a Bachelor of Arts from the University of Western Ontario. She has specialized training in Solutions Focused Coaching and is certified to administer the Myers-Briggs Type Indicator®. She is currently enrolled in the Executive Coaching Certification Program at Royal Roads University.

**Sarah Kryder** is the Marketing Technology Manager at Steptoe & Johnson LLP. At Steptoe, she assists associates, partners and professional staff with social media.

**David Lat** is Managing Editor of Above the Law. He founded Underneath Their Robes, a blog about federal judges, and served as editor of the political blog Wonkette. His writing has appeared in *The New York Times*, *The Washington Post*, *The New York Observer*, *Washingtonian* magazine, and *New York* magazine, among other publications. Prior to his entry into journalism, Mr. Lat worked as a federal prosecutor in Newark, New Jersey; a litigation associate at Wachtell, Lipton, Rosen & Katz, in New York; and a law clerk to Judge Diarmuid F. O'Scannlain, of the U.S. Court of Appeals for the Ninth Circuit. He graduated from Harvard College and Yale Law School, where he served as Book Reviews Editor of *The Yale Law Journal*.

**Mathiew Le** is the Assistant Dean of Admissions & Financial Aid at the University of Washington School of Law where he oversees JD enrollment and financial aid. Prior to joining UW Law, he served as the Associate Director of Admissions & Director of Campus Diversity at the University of the Pacific, McGeorge School of Law in Sacramento, CA. Through his years in law school admissions, Mr. Le has held national positions including as Co-Founder and Executive Board of Director for the National Asian Pacific American Pre-law Conference and held numerous service and leadership positions with the Law School Admission Council (LSAC) including serving as an S&P committee member, on the S&P subcommittee on Diversity, on the 2011 Annual Meeting Planning Work Group, and as chair of the 2013 Newcomers Conference Workgroup. He is committed to pipeline programs that educate under-represented groups about the law school admissions process to diversify the legal profession. His legal background includes working on intellectual property issues involving complex copyrights and trademarks. Mr. Le obtained his JD from The Ohio State University Moritz College of Law in Columbus, Ohio, where he was a Senior Editor for the *I/S Journal of Law and Policy* for the Information Society. He is also a member of the Illinois Bar.

**Judge Gerald Bruce Lee** lives by the motto, “To whom much is given, of him much is required.” (Luke 12:48). Judge Lee was confirmed on October 8, 1998, as a United States District Judge in the Eastern District of Virginia, Alexandria Division. He was a sitting circuit court judge in the 19th Judicial Circuit, Fairfax, Virginia, for six and one half years prior to his nomination by President Clinton. Judge Lee received his undergraduate degree in communications from The American University in 1973. He earned his Juris Doctor degree from the Washington College of Law (WCL) at American University in 1976. He was awarded an honorary doctorate of laws degree in May 2003, when he was the commencement speaker at WCL. He was an adjunct faculty member at American University for four years during law school and private practice. He was also Chairman of the Judicial Conference of Virginia Judicial Education Committee, which is responsible for meeting the continuing education needs of Virginia’s 140 trial judges. Prior to ascending to the bench, Judge Lee was a trial lawyer for 15 years, representing individuals and businesses in civil and criminal cases. He was a partner at Cohen, Dunn & Sinclair, P.C., an Alexandria Virginia, law firm. Judge Lee is one of the founders of the Just The Beginning Foundation Share the Wealth Judicial Clerkship Program, which is a referral program run by judges that greatly enhances the possibility of placing qualified, diverse law students and young attorneys in federal judicial clerkship positions.

**James G. Leipold** is the Executive Director of 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.

**Tim Leishman** has been working with law firms for more than 25 years, as a partner with management responsibilities in a leading Canadian firm and as a consultant since 1997 with more than a third of the Global 100 law firms and firms of all sizes throughout North America. Mr. Leishman is a

principal of Firm Leader Inc., which provides consulting and training services to law firms. He has created advanced programs in business development, goal-setting, and managerial skills, including delegation, team leadership, project management, and feedback. Many of these programs have been developed using a research methodology that identifies the behaviors and preoccupations of outstanding performers in firms in order to accelerate the development of abilities in others. Mr. Leishman’s consulting expertise is in strategic planning, governance, succession planning, and talent strategy. He received his law degree from the University of Toronto.

**Kathleen Lemly** is a licensed attorney who had a large firm litigation practice in Seattle for many years. She works for the University of Washington Law School’s LLM program in Health Law. She provides career counseling to domestic and international LLM students, JD students, and alumni who are interested in practicing in the area of health law. Ms. Lemly also does extensive employer outreach to market the Health Law LLM program, build relationships, and find externships that match the specific interests of every law student focusing on health law. She works closely with the Student Health Law Organization and uses her contacts to help create and present job panels. Ms. Lemly is a graduate of Tulane Law School, where she was a member of the *Tulane Law Review*.

**Randy J. Liss** is the Recruiting & Professional Development Manager in the Denver office of Bryan Cave LLP. In this role he oversees all aspects of lateral associate and partner, entry-level and summer associate hiring, as well as supporting professional development initiatives at the firm including mentoring, training, and legal personnel matters. Mr. Liss has over 14 years of experience in the legal recruiting field. He began his legal recruitment career at Kelley Drye & Warren LLP and then continued at Thacher Proffitt & Wood LLP as the Manager of Student Recruiting prior to joining Bryan Cave in 2008 in New York. He now oversees the Colorado offices of Bryan Cave. Mr. Liss is an active member of NALP, currently serving as Vice-Chair of the New Career Models Task Force. He previously held roles on the Nominating Committee, as a member of the Leadership Advisory Group, and as a Vice-Chair for the Recruiting Section. Mr. Liss also served for two years on the board of the New York City Recruitment Association (NYCRA) as the Vice-Chair and the Chair. Mr. Liss earned his BS in both Human Resource Management and Psychology from the Whitman School of Management at Syracuse University.

**Paula Littlewood** joined the WSBA staff as Deputy Director in September 2003 and became the Executive Director in May 2007. Ms. Littlewood is a graduate of the University of Washington School of Law and also received a master's degree in International Studies from the UW. Prior to law school, she was a professional campaign coordinator and fundraiser here in the state, working both on state-wide candidate and initiative campaigns as well as local legislative races. She also taught English in Taiwan for two years and spent another ten months traveling in China and Southeast Asia. After law school, she served as Assistant Dean for Administration and Public Relations at the UW Law School for five years, then spent a year in Telluride, Colorado, before joining the WSBA.

**Lori Lorenzo** is the Deputy Director of the Leadership Council on Legal Diversity ([www.lclcdnet.org](http://www.lclcdnet.org)). She is responsible for supporting LCLD's efforts to promote diversity and inclusion among member organizations, developing and managing LCLD's strategic programs, and promoting understanding of legal diversity issues generally. Ms. Lorenzo enjoys writing and has published several articles on diversity-related topics with organizations including the American Bar Association, NALP, and the Association for Legal Administrators. Ms. Lorenzo is a Diversity Fellow with the American Bar Association, Law Practice Management Section, and has been serving as the Chair of the Diversity and Inclusion Section of NALP. She is currently working with the National LGBT Bar Association and the National Center for Lesbian Rights to create the first Safe Space Training program for law schools and legal employers. Ms. Lorenzo received her BA with honors from the University of Florida and her JD from Duke University School of Law. Before joining LCLD, Ms. Lorenzo practiced in structured finance and securitization, owned a martial arts company, and spent several years managing diversity initiatives for law schools.

**Jim Lovelace** is the Director of Attorney Training and Development for Pillsbury Winthrop Shaw Pittman, where he has firm-wide responsibility for programs and learning initiatives for the firm's attorneys, as well as educational opportunities provided to the firm's clients. He has worked in the legal career development field since 2000, and joined Pillsbury in 2007. In addition to leading the professional development initiatives at another Washington, DC law firm, he has served as the Associate Director for Career Development at The George Washington University Law School. From 1990 until 1999, he practiced law as a litigator

in Washington, DC. Mr. Lovelace serves on the Board of the Professional Development Consortium, and led the local Professional Development Group in Washington, DC from 2009-2011. He is a Certified Professional Co-Active Coach, through the Coaches Training Institute. He received his undergraduate degree at Duke University (AB, 1986) and his law degree at the University of Texas at Austin (JD, 1990).

**Morgan Lynn** is a Public Interest & Government Career Counselor in the Office of Public Interest and Community Service at Georgetown University Law Center, where she counsels students on careers in public interest and government and conducts educational programming. Previously, Ms. Lynn provided legal services to and education about survivors of domestic violence and sexual assault with a focus on teen and lesbian, gay, bisexual, transgender, and queer (LGBTQ) survivors. Ms. Lynn worked as a Technical Assistance Attorney at Break the Cycle, where she assisted schools, governments, and nonprofit organizations in implementing policies and practices that respond to the needs of young survivors of abuse. Ms. Lynn also started and managed a program at Women Empowered Against Violence (WEAVE) representing LGBTQ survivors in protection order, family law, and immigration matters. Ms. Lynn has consulted and trained thousands of attorneys and advocates on legal considerations facing LGBTQ survivors of abuse and on how to create services that are LGBTQ-supportive. She served on the advisory committee for the American Bar Association's Legal Assistance and Education for LGBT Victims of Domestic Violence Project and was a Women's Law and Public Policy Fellow through Georgetown University from 2007-2008.

**Sandee Magliozzi** is an Associate Clinical Professor of Law and Director of Professional Development at Santa Clara University School of Law. Ms. Magliozzi directs law student experiential learning opportunities with outside legal organizations for academic credit. Additionally, she teaches Civil Practice, High Technology, and Social Justice Externship seminars and conducts professional skills workshops. Ms. Magliozzi is a member of the leadership team working on the law school's leadership education initiative, as well as a member of the curriculum committee helping to draft the law school's first critical skills competency model. She is often asked to write and speak on attorney professional development issues and was a contributing author to *The Art and Science of Strategic Talent Management in Law Firms* (West, September 2010). Ms. Magliozzi is a former Director on the NALP Board of Directors and has over 20 years of

experience in developing attorney skills both in legal education and law practice. Before joining the law school, she was a Senior Manager of Attorney Training and Development at Holland & Knight LLP and the former firm-wide Professional Development Manager for Heller Ehrman LLP. Ms. Magliozzi is a former Drinan Fellow in the United States Attorney's Office and is admitted to practice in California.

**Thomas Maligno** is Director of Public Interest at Touro College Jacob D. Fuchsberg Law Center and Executive Director of its William Randolph Hearst Public Advocacy Center (PAC), which was created by Touro Law in 2007 to bring together nonprofit legal advocacy agencies to provide services to the community while providing opportunities for students to participate in pro bono work and gain hands-on legal training. Housed within the law school, the Center provides furnished offices at no cost to the advocacy groups. During his 30-year career in public interest law, Mr. Maligno has received numerous state, local, and national awards for his efforts in pro bono and public interest work. He has been part of the organized pro bono movement since 1978, when he helped create the Pro Bono Project on Long Island, and his leadership was integral in creating a nationally recognized volunteer effort. His ability to bring together the private bar, public interest community, government, and legal services contributed to the success of the project. In 1989, Mr. Maligno left the Pro Bono Project to become the Executive Director of Nassau Suffolk Law Services, one of the largest legal services programs in the country. He has a nation-wide reputation for promoting pro bono representation and is a consultant for the American Bar Association, helping to organize pro bono efforts in numerous communities across the United States. He is also the leader of the organized pro bono effort of both local bar associations — the Nassau County Bar Association and the Suffolk County Bar Association.

**Dana Mandell** is the Manager of Attorney Development at Skadden, Arps, Slate, Meagher & Flom LLP and is resident in the Los Angeles office. In this role, she is responsible for all aspects of attorney professional development, including orientation, integration, training, mentoring, and counseling. Previously, she worked in the LA office of an Am Law 100 firm, where she was responsible for attorney recruiting and development. Ms. Mandell has been an active member of NALP and the Los Angeles Legal Recruitment Administrators Association (LAALRA) since 1998. Her contributions to NALP include service as the Vice-Chair of the Annual Education Conference this year, a West/Rocky

Mountain representative to the Nominating Committee in 2011-2012, and a West/Rocky Mountain Regional Coordinator for the 2011 Annual Education Conference. Her active involvement in LAALRA includes service as a previous elected member of the Board of Directors and service on the LAALRA Diversity Committee. Ms. Mandell has her BS in Psychology from the University of California, Irvine, and her MS in Marriage & Family Therapy from the University of La Verne.

**Vic Massaglia** has extensive experience in leadership, career, and organizational development in both the public and private sectors. Currently, he is a career counselor and adjunct associate professor for the University of Minnesota Law School, where he provides career path, job search strategy, and life-work balance counseling for law students, alumni, and foreign-trained attorneys. He has facilitated multiple strategic planning initiatives and teaches and coaches leadership development for emerging international professionals. He is also trained as a Qualified Neutral under Minnesota Supreme Court Rule 114. Mr. Massaglia holds a masters degree in human resource development with a concentration in career development from the University of St. Thomas. He also previously served as a personnel administrator for the U.S. Air Force, where he counseled and trained staff regarding their personal and professional transitions during deployments to 84 bases in 21 countries. Mr. Massaglia is currently serving on the NALP Board of Directors. He is a former board member for the Minnesota Career Development Association (MCDA), past president of the Minnesota Legal Career Professionals City Group, and former director of learning for the Minnesota Organization Development Network.

**Michael T. McCarthy** is the Assistant Director of Career Development and Employer Outreach at Case Western Reserve University School of Law. Mr. McCarthy joined the staff at CWRU in October 2011 and his work includes career counseling for JD and LLM students and alumni, development and presentation of educational workshops, employer outreach, and work with the Law-Med Center. Prior to joining CWRU, he worked in the litigation department at Steptoe & Johnson, PLLC's Charleston, West Virginia office. He received his JD from Washington and Lee University School of Law and his BA in History, *summa cum laude*, from Washington and Jefferson College.

**Megan McGrath** is responsible for developing and strengthening relationships with a variety of legal employers and alumni to provide employment opportunities for law students. Prior to joining GW Law, Ms. McGrath worked as the Legal Recruitment Manager for the DC, Denver, and New York City offices of McKenna Long & Aldridge LLP. Before joining McKenna, Ms. McGrath was the Legal Recruiting Coordinator in the DC Office of O'Melveny & Myers LLP. Ms. McGrath serves on the Board of Directors for the Washington Area Legal Recruitment Administrators Association (WALRAA), and also participates in leadership roles with NALP. She holds a Bachelor of Arts degree from Elon University.

**Tricia McGrath** is a Senior Director at Lateral Link. Ms. McGrath works with partner and associate candidates on law firm searches nation-wide, most often in the New York, California, and Washington, DC, regions. Though she has worked with candidates in all areas of practice during her seven years as a recruiter, she focuses on candidates in tax and tax-related practices (including ERISA, executive compensation and employee benefits, and trusts and estates.) As a former tax practitioner, she has extensive knowledge of the various specialties within tax and utilizes her background to help her candidates make the best career choices. She also has experience helping top-credentialed accounting firm personnel and Tax Court clerks transition to law firms. In her pro bono practice, Ms. McGrath provides career counseling to JD and LLM students preparing for careers in tax. She was an associate at Shearman & Sterling in NYC and Davis Polk & Wardwell in Menlo Park, California, and an international tax manager at PricewaterhouseCoopers. She has a BA in Classics from the College of the Holy Cross and a JD from Fordham University School of Law.

**Shawn McKenna** spent 15 years in Washington, DC, prior to moving to North Carolina. He serves as Director of Employer Outreach at the University of North Carolina School of Law. Upon graduation from law school he was a judicial law clerk for the Honorable Melvin Wright, Associate Judge for the Superior Court for the District of Columbia. He holds a BS degree from Cornell University and a JD degree from George Washington University.

**Sonia Menon** is the Chief Talent Officer at Neal, Gerber & Eisenberg LLP, a 160-lawyer Chicago law firm, where she oversees all aspects of human resources and legal recruiting, professional development, attorney integration and retention, and diversity. She provides strategic advice to the firm's

leadership on the development of policies and procedures and works to ensure that the recruitment, development, integration, advancement, and diversity policies and programs are aligned to support the firm's strategic agenda. She has over 20 years of experience in recruiting — 16 in the legal industry and the rest working as a search consultant for a firm in London. Ms. Menon has spoken extensively on topics such as recruiting strategies, diversity and inclusion, law firm economics and profitability, competency talent management, and career planning. She is an active NALP member, and was awarded the 2012 President's Award for her contributions as chair of the Leadership Development Task Force. Her other contributions include serving on NALP's Board as Treasurer, chairing the Awards of Distinction Committee, chairing NALP's Nominating Committee, and serving on the Diversity Summit Planning Committee. She also chaired NALP's most recent Long Range Strategic Planning Committee. Ms. Menon is actively involved with the Chicago Committee on Minorities in Large Law Firms and serves on their Professional Development Advisory Board. She 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, and also has a BTECH Diploma in Graphic Design.

**Nancy Merriman** is the Legal Recruitment Manager in the New York office of Hogan Lovells US LLP, where she has worked for 13 years (including eight and a half years at Hogan & Hartson, which combined to form Hogan Lovells in 2010, and one and a half years at Squadron Ellenoff Plesent & Sheinfeld, which merged with Hogan & Hartson in 2002). Prior to joining Hogan Lovells, she was the Recruitment Coordinator at Robinson Silverman Pearce Aronsohn & Berman LLP (now Bryan Cave), a Recruitment Assistant at Mayer Brown, and the Recruitment Coordinator at Boston College Law School. Ms. Merriman currently serves as one of the NALP Northeast Regional Representatives, and also served on the board of NYCRA for two years as vice chair and chair from 2010-2012. She received a BS from Binghamton University in 1990 and an MA in higher education administration from Boston College in 1997.

**Maria Minor** is the Professional Development and Pro Bono Manager for Neal, Gerber & Eisenberg LLP. She is responsible for the firm's pro bono and community service programs and all aspects of attorney professional development, from first-year orientation to firm-wide project man-

agement training and leadership training for the firm's senior leaders. She collaborates with the Pro Bono Committee, Diversity Committee, and Women's Network in developing programming and maximizing the impact of the firm's efforts in the community. Prior to taking on her current role, she was a partner in Neal, Gerber & Eisenberg's litigation group, during which time she was active in pro bono activities and served on the Diversity, Hiring, and Associate Review Committees. Ms. Minor currently serves on the Pro Bono Committee of the Illinois Supreme Court Commission on Access to Justice and the Board of Chicago Volunteer Legal Services and is the Programming Co-Chair for the Coalition of Women's Initiatives in Law. Before beginning her career in law, she was a public policy research analyst at the Chapin Hall Center for Children and a counselor for severely emotionally disturbed children and teens at a residential treatment center. Ms. Minor received a BS in Mathematics from the University of Chicago and her JD from Northwestern University School of Law.

**Rebecca Misich** is currently the Recruiting & HR Manager at Riddell Williams. She has worked at RW for 19 years, the last eight years of which have been in HR and Recruiting. Ms. Misich administers the professional recruitment programs, coordinates the firm's orientation and professional development training programs, coordinates the associate review process, and provides administrative assistance to the Professional Development Committee and Diversity Committee.

**Cristóbal Modesto-Fulton** is the Director of Legal Recruiting at Davis Polk & Wardwell LLP in New York City. Prior to joining Davis Polk in 2007, Mr. Modesto-Fulton 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 Recruiting Coordinator. In 1995, Mr. Modesto-Fulton 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-Fulton has served on the NALP Board of Directors (2011-2013), as Vice-Chair of the 2009 NALP Annual Education Conference Planning Committee, as a member of the 2006-2007 NALP Nominating Committee representing the Northeast, as a member of the NALP 2007 Diversity Summit Planning Committee, and as 2005-2006 Vice-Chair of the NALP LGBT Section. Mr. Modesto-Fulton has also served as 2004-2005 Chair and 2003-2004

Vice-Chair of the New York City Recruitment Association (NYCRA). He previously presented at the 2007 and 2009 NALP Annual Education Conferences

**Alison Monahan** took a twisting path to legal entrepreneurship, with detours into architecture and computer programming along the way. Ms. Monahan graduated from Columbia Law School in 2006 as a Kent and Stone Scholar and clerked for a federal district court judge before joining a large Bay Area law firm as a patent litigator. Eventually, she left to start The Girl's Guide to Law School, which is now a leading resource for women (and some men) who aspire to become lawyers. The Girl's Guide has been recognized as an *ABA Journal* Top 100 Blawg for the past two years. After meeting Lee on Twitter, Ms. Monahan co-created the Law School Toolbox, Bar Exam Toolbox, Trebuchet Legal, and the Catapult legal career conference. She enjoys helping law students and young lawyers navigate the changing world of legal practice, with an eye toward making the legal profession more sustainable and welcoming to women and other under-represented groups.

**Lisa Montanaro** is a Productivity Consultant, Success Coach, Business Strategist, Speaker, and Author. Drawing upon her experience as a performer, educator, mediator, and lawyer, Ms. Montanaro founded Lisa Montanaro Global Enterprises, LLC in 2002 and has helped thousands of people live successful and passionate lives and enjoy productive and profitable businesses. Ms. Montanaro is a member of the National Association of Professional Organizers (NAPO) and the National Speakers Association (NSA). A sought-after speaker, Ms. Montanaro has presented professionally to audiences throughout the United States, has been interviewed by television and radio hosts, and is a frequent presenter and guest expert for teleclasses and webinars. Ms. Montanaro's background has provided her with years of experience and expertise in speaking, and she has served as a speaking coach to many, including police officers, politicians, lawyers, entrepreneurs, coaches, professional organizers, rabbis — even a farmer! Ms. Montanaro served as the 2011-2013 Chair of the NAPO Speaking for Fee Special Interest Group. Ms. Montanaro's work has been featured in the media, and her written content has been widely published online and in print. She is the author of *The Ultimate Life Organizer: An Interactive Guide to a Simpler, Less Stressful & More Organized Life*, published by Peter Pauper Press. Her presentations are content-rich, as well as interactive and entertaining. So get ready to have fun while learning!

**Manar Morales** is a national expert and long-time advocate of women in the legal profession. She is a frequent speaker and author on workplace flexibility and the advancement and retention of women. Prior to founding the Diversity & Flexibility Alliance, Ms. Morales served as the Executive Director of the Project for Attorney Retention (PAR). As Executive Director, she led all of PAR's initiatives, programs, and operations. She played an integral role in forming the Diversity & Flexibility Connection, a series of discussions between prominent general counsel and law firm chairs leading to best practices for the retention of diverse attorneys including those working on reduced hours or flexible work schedules. Ms. Morales began her career as an employment litigator representing clients in all aspects of labor relations and employment law. She has litigation experience in federal court, before federal administrative agencies, and in arbitration. In addition, Ms. Morales is an adjunct faculty member of Georgetown University. She has taught classes in labor and employment law and entrepreneurship at Georgetown. Ms. Morales serves on a number of boards and commissions. She is a Trustee of the Board of St. Patrick's Episcopal Day School, Commissioner and First Vice President of the Montgomery County Commission for Women, member of the President's Council of Cornell Women, liaison to the ABA Commission on Women in the Profession, and Board member of the Parents Council of Washington. Ms. Morales is a 1997 graduate of the Columbus School of Law, Catholic University, and a 1993 graduate of Cornell University.

**Judith A. Murciano** is the Associate Director and Director of Fellowships in the Bernard Koteen Office of Public Interest Advising at Harvard Law School. She holds a faculty appointment and for 17 years she has advised students on fellowships and supervised public interest programs. She has taught Constitutional Law and Writing at Harvard College, advised honors theses at Princeton University, and researched her PhD dissertation on censorship with graduate fellowships at Cambridge and Oxford Universities. Every semester for almost two decades she has won teaching awards and recently received a Faculty Innovation grant to design several new courses at the University. She served as Legislative Director and Acting Executive Director of the New Jersey ACLU, chaired the New Jersey Bar's Juvenile Justice Committee, and clerked for a criminal court judge in the Bronx. She has also written political essays for *The New Yorker* and *The New York Times*, as well as human rights articles for the *International Herald Tribune* and Radio Free Europe while working for Amnesty International in Paris.

Dr. Murciano was a recipient of the 2008 Dean's Award for Excellence at Harvard Law School and the Suzanne L. Richardson Staff Recognition Award from the class of 2010.

**Gillian Murray** is Senior Manager, Firmwide Professional Development, at Bryan Cave LLP, where she is responsible for the planning, design, implementation, and management of their professional development programs. Ms. Murray began her professional development vocation in the non-profit arts, where she specialized in teaching arts organizations how to form mutually beneficial partnerships with business, and transitioned to the legal industry following a career at a global professional services firm specializing in business process outsourcing. She has over a decade of experience in managing organizational initiatives ranging from curriculum development to orientation/integration and mentoring, and has an extensive background in team building and facilitation. Ms. Murray has spoken at several NALP conferences, written articles for *The New York Law Journal* and *The National Law Journal*, and is a contributing author to the ABA/PDC handbook, *Best Practices in Attorney Professional Development*. She serves on the board of directors of the Professional Development Consortium and was formerly chair of NALP's Lawyer Professional Development Section. Ms. Murray graduated *cum laude* from Ursinus College and received her MA *magna cum laude* from Montclair State University. In addition, she holds a Certificate in Human Resources from the Center for Management Development at Rutgers University and is an alumna of the National Security Seminar at the U.S. Army War College. Ms. Murray is a qualified practitioner of the Myers-Briggs Type Indicator® (MBTI).

**Kay Nash** is currently the Chief Professional Development and Attorney Recruiting Officer at Wiley Rein LLP in Washington, DC, where she leads the recruiting, professional development, legal personnel, and diversity efforts for the firm. Her responsibilities include the development and management of the in-house training curriculum, new attorney orientation and integration, associate evaluations and advancement, project staffing, and workload management. Ms. Nash also works with the firm's Diversity Committee to further Wiley Rein's efforts in the recruitment and retention of women and attorneys of color. She is also responsible for the firm's law student, clerkship, and lateral recruiting efforts. Ms. Nash has published articles and presented seminars on topics including effective feedback, attorney development, law school and law firm professional development efforts, and diversity. 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 an active member of the Professional Development Consortium and NALP, including service on the NALP Board of Directors. She received her BA in Sociology from Mary Washington College.

**Michelle Nash** has over two decades of experience in the legal industry and is the Senior Vice President for The NALP Foundation for Law Career Research and Education, where she provides leadership for outreach, development, and marketing in support of the Foundation's mission. Formerly, Ms. Nash served as Managing Director of Talent Development for The Shannon Group, Principal of Briggs & Nash, and Associate Director for Career Development for The Gorge Washington Law School. She has written numerous professional development articles and is a contributing author to *Learning from Law Firm Leaders* (ABA) and *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West). Ms. Nash has developed curriculum and presented seminars, programs, webinars, and workshops on a wide range of topics related to legal professional development and is one of the co-creators of the Lawyer Leader 360<sup>®</sup>. She is certified to administer numerous assessments, including the Hogan Assessment System, DiSC, CPI 260, and the Strong Interest Inventory, and is a certified MBTI Master Practitioner. Ms. Nash holds a Master's degree in Counseling and Student Development from the American University, where her fellowship allowed her to focus on career-related research. Ms. Nash serves as a guest faculty coach for Georgetown University Law Center's Law Firm Leadership program and holds coaching certificates from The American Society for Training and Development and The Center for Creative Leadership.

**Robert L. Nelson** is the Director of the American Bar Foundation, the MacCrate Research Chair in the Legal Profession at the ABF, and professor of sociology and law at Northwestern University. He holds a JD and PhD in sociology, both from Northwestern, and has held several positions of academic leadership throughout his career. He is a leading scholar in the fields of the legal profession and discrimination law. He has authored or edited six books and numerous articles, including *Legalizing Gender Inequality*, which won the prize for best book in sociology in 2001, and *Urban Lawyers: The New Social Structure of the Bar*, co-authored with John Heinz, Edward Laumann, and Rebecca Sandefur,

which was published by the University of Chicago Press in 2005. His current research includes *After the JD*, a national study of the careers of lawyers, which is tracking the entering bar class of 2000 for the first ten years of their careers (with several collaborators), and the *Changing Dynamics of Employment Discrimination* project, which examines a large national sample of federal court filings between 1988 to 2003 and has interviewed parties and their lawyers about their experiences in these cases (with Laura Beth Nielsen and Ryon Lancaster).

**Scott Norberg** is the Deputy Consultant to the ABA's Section of Legal Education and Admissions to the Bar.

**Andrew Notaro**, Executive Director with the Fullbridge Program, has over ten years of experience in educating and managing lawyers and law firms. Based in New York, Mr. Notaro works with premier law firms to provide business education programs to both new and seasoned attorneys through intensive business boot camps, enabling them to see their legal work through the eyes of their clients. As a former Practice Administrator overseeing the global litigation group at Skadden, Arps, Mr. Notaro has developed extensive educational programs in the areas of business development for partners and associates. His hands-on approach with the development and delivery of comprehensive partner-level training programs and coordination of the efficient use of personnel and resources, gives him a unique vantage point in assisting law firms to develop professional development programs that reinforce efficiency and reflect the unique cultures of their firms. Mr. Notaro earned his JD from Seton Hall University School of Law and his BA in Economics from the University of Hartford.

**Kisha C. Nunez** is the Manager of Recruiting and Diversity at Wachtell, Lipton, Rosen & Katz. In this capacity she administers all aspects of law school on-campus recruiting and the summer associate program, while spearheading the firm's diversity efforts and initiatives. She has been with Wachtell, Lipton, Rosen & Katz since 2003, but has worked in the field of legal recruiting and diversity since 2000. Ms. Nunez is an active member of the firm's Recruiting, Associate Development, and Diversity Committees. She is an active member of NALP and currently serves on the Board of Directors. She has also served NALP as Chair of the 2012 Annual Education Conference Planning Committee, Chair of the Diversity Section, as a Northeast Regional Coordinator, and as a member of the Nominating Committee during the 2006-2007 and 2010-2011 seasons. She has presented at

NALP's Annual Education Conferences and Newer Professionals' Forum, at Association of Law Firm Diversity Professionals (ALFDP) conferences, and at various law schools. In addition, Ms. Nunez is a proud member of ALFDP, currently serving as Co-Chair of the organization's Membership Committee and previously serving as ALFDP Secretary. Finally, she is also a member of the New York City Recruitment Association (NYCRA), having served in the past as Treasurer of the organization. Ms. Nunez received her AB in Psychology modified with Sociology from Dartmouth College.

**Colleen O'Hara** is currently the Associate Director of Attorney Recruitment and Professional Development at Arent Fox LLP in Washington, DC. Ms. O'Hara has over 20 years of experience in Attorney Recruitment and Professional Development in law firms. Her responsibilities include management of attorney evaluations, promotion and compensation, development and management of in-house training, new attorney on-boarding, and integration. Ms. O'Hara also oversees all levels of attorney recruitment from partners to students. Ms. O'Hara obtained her SPHR (Sr. Professional HR) certificate in 2010 and is always the first point of contact for any attorney-related HR issues. Ms. O'Hara is a member of NALP, the PDC, and SHRM.

**Ben Opiari** is the founder of Persuasive Matters, delivering writing seminars and coaching to attorneys to help them perfect the art of clear and direct legal writing. From 2006 to 2011, he was the in-house writing instructor at Howrey, a world-wide litigation firm. There, he developed and implemented a writing curriculum for the firm's 700 attorneys through seminars and coaching. Before coming to Howrey, he was the director of the writing center at Colgate University, where he taught in the Department of Writing and Rhetoric and trained students and faculty to be writing coaches. He has been an educator for almost 20 years (except for a short stint in radio) on the middle school, high school, college, and corporate levels. Mr. Opiari has been a coach in some form this entire time; aside from writing coaching, he was a head high school track coach for ten years and coached briefly on the college level. Mr. Opiari holds a Master of Arts in Teaching from American University and a PhD in English Language and Literature from The Catholic University of America in Washington, DC. He remains active as a writer, publishing in both the legal writing field and his doctorate field. He is also a regular contributor to the music section of the *Washington Post*.

**Suzanne Patrick** is the Director of Career Services at St. Mary's University School of Law. Prior to joining St. Mary's she was the Firmwide Professional Development Coordinator at the international law firm of Reed Smith LLP. At Reed Smith, Ms. Patrick developed curriculum for Reed Smith University's (RSU) School of Law programming for summer and new associates. Additionally, she worked with partners and associates to develop programming for substantive practice area (CLE) training. Prior to joining Reed Smith, Ms. Patrick was the Director of Employer and Professional Development at the University of Maryland School of Law and focused on counseling students and alumni, marketing, recruiting, and programming and developed a professional development curriculum for students and alumni. She previously worked for The George Washington University Law School's Career Development Office as Assistant Director and Acting Director of Alumni Relations and at the University of Buffalo Law School as the Assistant for Public Interest. Before moving in the direction of career development, she practiced law at an international trade association enforcing copyright laws in software piracy cases in the U.S. and Canada. Ms. Patrick has presented at eight NALP conferences and has written several articles for the *NALP Bulletin*. She was an active member of WALRAA (Washington Area Legal Recruitment Administrators Association) and was co-chair for their 2008 Strategic Planning Committee. She also co-chaired their 2008 Mini-Conference, where she was the luncheon keynote speaker. She is licensed to practice law in Maryland.

**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 over 13 years. Ms. Patterson served as a Board member of both 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.

**Molly Peckman** is Dechert LLP's Director of Professional Development. Ms. Peckman focuses on initiatives regarding professional development, training, continuing legal education, mentoring, evaluations, and diversity for Dechert's 850+ lawyers worldwide and alumni. Prior to her work for the past eleven years in professional development, Ms. Peckman practiced law for ten years in commercial, medical malpractice, and employment litigation. Prior to her legal career, she worked in public relations. Ms. Peckman was a monthly columnist for *The Legal Intelligencer*, and for ten years wrote "The Pecking Order," a column about law firm and associate life. She also has written for *The National Law Journal*, *The New York Law Journal*, and *The Legal Times* and is a frequent lecturer. Ms. Peckman has held a number of leadership positions with the Philadelphia Bar Association. She chaired the annual bench bar and annual conference and the Women in Profession Committee, the Young Lawyers Section, and the Membership Committee and served as Editor-in-Chief of the Bar Association's newspaper. She is a member of the Professional Development Consortium, NALP, the ABA, the Philadelphia and Pennsylvania Bar Associations, and other legal organizations. She is concluding her second term as chair of NALP's Lawyer Professional Development Section. Ms. Peckman maintains a pro bono practice and is involved in a number of organizations dedicated to community service. She is a guardian ad litem for dependent children and has been recognized for her work on behalf of neglected and abused children. Ms. Peckman is a graduate of Temple University's School of Communications and Theater, BA, *cum laude*, 1986 and Temple University School of Law, JD, 1992.

**Bill Penn** is the Public Interest Law Coordinator at Lewis & Clark Law School. Mr. Penn counsels students and graduates and provides information about pro bono, LRAP, Loan Repayment, and careers in public interest. A 2002 *cum laude* graduate of Lewis & Clark Law School, he was in private practice, first in a small firm he opened with a fellow graduate and then with another small firm working in the areas of bankruptcy, tax debt, consumer litigation, and probate. Both as a law student and as an attorney, Mr. Penn has been active in pro bono and public service activities including the Classroom Law Project, the Multnomah County Small Claims Court mediation program, and the Community Alliance of Tenants. Mr. Penn continues to coach the Mock Trial Team at Grant High School in Portland, Oregon, as he has done for the last 12 years. Mr. Penn is a member of NALP, where he serves on the PSJD Advisory Group, and of the Oregon State Bar and the Multnomah Bar Association,

where he previously served on the board of the Young Lawyers Section and served as the Chair of the YLS Pro Bono Committee. Mr. Penn has served on the National Advisory Committee of Equal Justice Works and is a 2009 Fellow of the Oregon State Bar Leadership College. With an undergraduate degree in Astronomy and experience in tax, consumer, and bankruptcy law, Mr. Penn reassures prospective students, students, and graduates that he has no fear around large numbers and encourages them to keep their eyes on their debt from before law school to their last payment.

**Amy Perez** is a Student Development Director and the Director of Judicial Clerkships at the University of Miami School of Law in Coral Gables, Florida. She currently serves as the Chair of the NALP Judicial Clerkship Section. She has served in various leadership positions within NALP, including as a member of the Nominating Committee, Chair of the Newer Professionals Section, faculty member at the Newer Professionals' Forum, and as member of the Annual Education Conference Planning Committee. From 2009-2010, she served as a Vice-Chair of the Newer Professionals Section's "Ask the Experts" Work Group, which was honored with NALP's Award of Distinction for Professional Development and Training. Ms. Perez earned her Juris Doctor and Bachelor of Science degrees from the University of Florida.

**Jeanne Picht** has over 18 years of experience in the legal field in a wide variety of roles. She brings her experience as a litigator, a LexisNexis account manager and trainer, and over nine years as a director of professional development and recruitment to her current position with Lawyer Metrics. She specializes in the strategic integration of attorney selection, recruitment, development, and advancement initiatives. Ms. Picht's particular focus is upon the alignment of professional development, diversity, and recruitment with a legal organization's overall short- and long-term business objectives. She can both design comprehensive strategies and implement the details of specific and complex plans. Ms. Picht writes and speaks frequently for local and national legal organizations and has served in leadership roles within NALP and the PDC, leading legal recruitment and lawyer development organizations. She also is an alumna of the U.S. Army War College, 2012 National Security Seminar.

**Jennifer B. Pollard** is the Director of Judicial Clerkships and Government Programs at the University of Maryland Carey School of Law. She received her JD from Maryland Law and her BS in Political Science and Economics from Towson University. After graduating from law school, Ms.

Pollard clerked for the Honorable James P. Salmon on the Court of Special Appeals of Maryland, before practicing corporate and real estate transaction law in Maryland.

**Aric Press** became Vice President, Editor in Chief of ALM in November 2010. Before that he served as Editor in Chief of *The American Lawyer* since 1998. Mr. Press joined ALM from *Newsweek*, where he had been a writer and senior editor for 19 years. In his new role, Mr. Press supervises ALM's national newsroom and research department. His portfolio includes *Corporate Counsel*, *The American Lawyer*, *The National Law Journal*, *Law.com*, and *Law Technology News*. During his tenure at *The American Lawyer*, the magazine increased its frequency, broadened its reach, and developed a digital platform. The magazine also expanded its signature surveys to include a report on the finances of the Am Law Second Hundred and the Global 100, started a Diversity Scorecard, and created an influential A-List issue, which is credited with helping to encourage an increase in big firm pro bono activity. A native of Cleveland, Mr. Press is a graduate of Cornell University and New York University Law School. He and his wife, who runs an international public interest organization in New York, live in Brooklyn where they raised three children.

**Melanie Priddy** is the Learning & Development Manager at Bingham McCutchen LLP in the Washington, DC office. In this role she is responsible for creating and managing the firm-wide learning and development curriculum for associates and staff. She also is responsible for managing Bingham's New Associates Academy and diversity initiatives and providing ongoing counseling and support for the associates in the Washington, DC office. Previously she worked as a Legal Recruiting Manager, both at Bingham and Katten Muchin Rosenman LLP in Los Angeles. Prior to that she had experience as a law school career counselor and a placement specialist for a search agency, and began her legal career as an associate with the Washington, DC office of Akin, Gump, Strauss, Hauer & Feld. Ms. Priddy has been an active member of NALP since 2006. Her contributions to NALP include service as the Chair of the Diversity and Inclusion Section and the Recruiting Section, and membership on the Member Professional Development and Educational Program Planning Advisory Group, the Diversity Summit Planning Committee, and the Leadership Development Task Force. She also has previously been a speaker at the Annual Education Conference and authored and co-authored a variety of

articles for the *NALP Bulletin*. Ms. Priddy received her JD from the University of Virginia School of Law in 2000, and a BA from Duke University in 1997.

**Jennifer Queen** is the Director of Professional Development & Recruiting at Baker Botts L.L.P., based in the firm's Dallas office. She is responsible for the management and oversight of the firm's law school and lateral recruitment programs, as well as managing all aspects of the firm's lawyer development, training, and evaluation programs. Baker Botts has over 700 lawyers in six domestic and nine international offices. Prior to joining Baker Botts, she was the Chief Recruiting & Development Officer for McKenna Long & Aldridge for 20 years. She has also worked in legal marketing and was a paralegal. She earned her BBA in Marketing from The University of Texas in Austin and did graduate course work in business at Mercer University. She has a paralegal certificate from the National Center for Paralegal Training in Atlanta. Ms. Queen was the 2011-2012 NALP Vice-President and served on the Board of Directors in 1998-1999 and 2009-2012. She was 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 and the Task Force on Women in Leadership. She has also served as both President and Vice President of the Atlanta Legal Recruitment Association. Ms. Queen currently serves on the NALP Foundation Board of Trustees.

**Ann Rainhart** is the Chief Talent Officer at Faegre Baker Daniels. Ms. Rainhart leads a team focused on human resources, lawyer and consulting talent, diversity and inclusion, and pro bono and community service. She works closely with the firm's management board and executive committee around strategies for retention, development, and feedback for the firm's 750+ lawyers, consultants, and professionals. Ms. Rainhart created and implemented the firm's new Associate and Consultant Career Model. She is a member of NALP and has served on its Professional Development Institute (PDI) Planning Committee and Ethics & Standards Advisory Group. Prior to her role at Faegre Baker Daniels, Ms. Rainhart was the Director of Legal Personnel at Faegre & Benson, LLP where she created the firm's Attorney Development Program. She has additional law firm and law school career services work experience. Ms. Rainhart enjoys collaborating within the firm, teaching and spending time with her team of Talent Services Professionals. She is a frequent presenter at local law schools and for NALP, Lex

Mundi, Minnesota Women Lawyers, and other organizations. Ms. Rainhart is a graduate of Chicago-Kent College of Law and is admitted to practice in Illinois.

**Sara Rakita** is the Associate Director of the Public Interest Law Center at NYU School of Law, where she specializes in international public interest law and administers a summer funding program for over 400 students. Ms. Rakita has lectured and published on a variety of international public interest topics, including how to land a job with the UN. She has also worked extensively on human rights and the rule of law, primarily in Africa. Before joining PILC in 2006, she served as a long-term consultant to the Ford Foundation, where she was responsible for piloting and setting up TrustAfrica, a new African grant-making foundation that is now based in Senegal. Ms. Rakita spent five years as an Africa Researcher at Human Rights Watch, including two years as the organization's representative in Rwanda. She has also consulted for Amnesty International, Global Rights, USAID, and the Austrian development agency. She has published numerous articles, reports, and chapters on issues related to human rights and Africa. Ms. Rakita holds a JD from NYU, an MIA from Columbia University, and a BA in international studies from The American University. She is fluent in French and has a working knowledge of Spanish and Russian.

**Edwin B. Reeser** is a business lawyer in Pasadena, California, specializing in structuring, negotiating, and documenting complex real estate and business transactions for international and domestic corporations and individuals. He served on the executive and ethics/conflicts committees and as an office managing partner of firms ranging from 25 to over 800 lawyers in size. Mr. Reeser has published more than 90 articles on law firm management and economics, and regularly counsels both firms and lawyers on management and ethics issues in the profession of law, including lawyer lateral mobility. He served on the State Bar of California's Committee on Access and Fairness for three years. He consults with trustees, creditor committees, and counsel on matters involving the failure of large law firms. Mr. Reeser is a graduate of Harvard University (BA), Columbia University (MBA), and UC Hastings College of the Law (JD).

**Larry Richard** is the founder and Principal Consultant at LawyerBrain LLC. He is widely regarded as a pioneer in the application of psychological science to a wide range of management and talent issues in large law firms. Dr. Richard has designed upward evaluation programs for Wilmer Cutler,

White & Case, Dechert, and many other prominent law firms. Dr. Richard, an organizational psychologist and a former trial lawyer, was a partner at Altman Weil for many years, and most recently chaired the Leadership & Organization Development practice at Hildebrandt International. In 2011, he started his own firm, LawyerBrain LLC, specializing in leadership, change management, and building resilience skills in law firms. He is based in the Philadelphia area.

**Karl C. Riehl** is head of Legal Recruitment & Professional Development for the NYC office of Epstein Becker & Green. In his capacity at Epstein Becker & Green, Mr. Riehl actively works with the firm's professional development and diversity committee, creating and promoting strategies and programming that support under-represented populations. Mr. Riehl is also the current President of LeGaL, the LGBT Bar Association & Foundation of Greater New York, which was one of the first bar associations of the lesbian, gay, bisexual, and transgender (LGBT) legal community in the country and remains one of the largest and most active of its kind. Mr. Riehl actively serves on the Essex County, NJ LGBTQ Advisory Board, which promotes the well-being of the county's LGBTQ citizenry through advocacy, policy advisement, and community outreach. Additionally, he currently serves on the Board of Advisors for the New Jersey Law & Education Empowerment Project (NJ LEEP), a community-based diversity pipeline program in Newark, NJ, that empowers urban youth from under-served neighborhoods to perform at high academic levels by building skills through law-related and other educational programs, developing habits necessary for lasting success and community leadership, and offering exposure to role models who have achieved academic and professional success. A graduate of Susquehanna University and Seton Hall University School of Law and former adjunct professor at Seton Hall University, Mr. Riehl is certified as a Senior Professional in Human Resources by SHRM. He has over 15 years of experience in legal recruitment, professional development, and diversity programming.

**Leslie Ripley** is the Chief Recruiting Officer at Gibson, Dunn & Crutcher LLP, where she leads all aspects of legal recruiting for the firm's 18 offices world-wide. Ms. Ripley has over 30 years of experience in the field of legal talent development. She 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. Ms. Ripley is an active

member of NALP and the Los Angeles Legal Recruiting Administrators Association. She has held numerous positions in NALP over the span of her career. She has a Bachelor of Science in Education from the University of Southern California and did graduate course work at the University of California at Los Angeles in Human Resources Business Management.

**Tom Rodriguez** has over 20 years of legal recruiting experience. He is currently the Legal Recruiting Manager at Steptoe & Johnson LLP in Washington, DC, where he is responsible for entry-level and lateral recruiting. Mr. Rodriguez is an active member of the Washington Area Legal Recruitment Administrators Association (WALRAA) and NALP. He is currently serving as a Mid-Atlantic employer representative on the Regional Resource Council.

**Lieutenant Philip W. Rohlfiing** is currently Staff Judge Advocate for Naval Station Everett. Lt. Rohlfiing graduated from the Naval Justice School in December 2009. In 2011, he deployed to Afghanistan with the Rule of Law Field Force/NATO Rule of Law Field Support Mission – Afghanistan. During his tour, he was assigned as a Rule of Law Field Support Officer in Nawah-ye Barakzai, a remote district in Helmand Province. Lt. Rohlfiing's awards include the Joint Commendation Medal, the Navy Achievement Medal, and the Joint Meritorious Unit Citation. He is a member in good standing of the Montana Bar. Lt. Rohlfiing graduated Highest Honors from the University of Montana School of Law.

**Alisa M. Rosales** recently became the Director of Career & Professional Development at the University of Wyoming College of Law, where she oversees all aspects of career and professional development services. Previously she served as the DePaul University College of Law Associate Director of Public Service Law & Career Services, specializing in public interest career paths. A NALP member since 2006, she is currently serving on the Regional Resource Council, PSJD Advisory Group, and the website work group within the Technology Advisory Group. She has also served as a Chair of the Public Service Section. Ms. Rosales helped launch the Chicago Area Law School Consortium's (CALSC) Public Interest Committee, serving as its inaugural chair. She is a past presenter at NALP, Equal Justice Works, NACE, and CALSC conferences, as well as for various college, university, and community organizations, particularly on the use of social media for professional development. She has also been active in community and civic organizations. A life-long Yankees fan and newly avid knitter, she received her

Bachelor of Arts in Spanish and Juris Doctor degrees from the University of Nebraska, and Master of Science in Public Service Management from DePaul University.

**Captain Eric G. Roscoe** serves as the Deputy Staff Judge Advocate with the Office of the Staff Judge Advocate at Marine Corps Recruit Depot/Western Recruiting Region, San Diego, CA. He commissioned as a Second Lieutenant in May 2007 after graduating *cum laude* with a major in Political Theory and a minor in Philosophy from the College of Wooster. He graduated *cum laude* from American University Washington College of Law and served as a senior staffer on the *International Law Review* and as President of the Federalist Society. In the spring of 2011, Capt. Roscoe graduated with distinction from Georgetown University Law Center with his LLM in Taxation. While at Georgetown he served as Managing Editor of *Tax Lawyer*. In the spring of 2009, Capt. Roscoe served as a law clerk for the Senate Committee on the Judiciary. He then served as Acting Deputy Staff Judge Advocate for the Marine Corps Recruiting Command during the summer of 2010. In June 2011, Capt. Roscoe assessed to active duty and was assigned to the Office of the Staff Judge Advocate, Marine Corps Recruiting Command in Quantico, Virginia.

**Diana Ross-Butler** is a Manager of Talent Acquisition & Development for Paul Hastings LLP. Her primary responsibilities include managing the recruitment and development of attorneys in the firm's Atlanta, Chicago, DC, and Houston offices. She manages the summer associate programs in the Atlanta and Houston offices, the fall on-campus recruitment process, and matters relating to entry-level and lateral associate hiring. She also oversees local professional development initiatives including attorney orientation, integration, and coaching efforts. Ms. Ross-Butler works closely with the Atlanta Women's Network in its effort to recruit, retain, and advance diverse talent as well as provide an inclusive work environment. She has been a member of NALP since 2005 and is a past president of the Atlanta Legal Recruitment Association. Ms. Ross-Butler is admitted to the Missouri Bar and has practiced commercial real estate law. She earned her bachelor's degree in finance from Truman State University, and her JD from Washington University School of Law in St. Louis.

**Melanie Rowen** is Associate Director for Public Interest Programs in the Career Development Office at the University of California, Berkeley, School of Law.

**Matthew Rubins** is the Managing Director – Head of Content at The Fullbridge Program, where he oversees all program and curriculum development. He also acts as a Finance Expert Coach. Mr. Rubins was previously a General Partner at M/C Venture Partners, a private equity and venture capital firm managing \$1.3 billion, focusing on telecommunications, technology, and media. Prior to that, he was an investment banker for Donaldson, Lufkin & Jenrette, and the Deutsche Morgan Grenfell Technology Group. Mr. Rubins holds a BS in Engineering from Cornell and an MBA from the Harvard Business School.

**LeaNora Ruffin** has successfully helped hundreds of professionals gain focus, remove mental and emotional barriers, and plot a course for personal and professional fulfillment, drawing on her training as an attorney and 14 years of experience in career counseling and professional development as Assistant Dean for Career Development at Widener Law. Ms. Ruffin is also a coach and received her training from the Coaches Training Institute (CTI), which is widely recognized as one of the most rigorous programs in the industry. As a natural extension of this work and building on her strategic orientation, motivational skills, and strong intuition, she recently founded Total Radiance Coaching, LLC. Ms. Ruffin has been very active in NALP, previously serving as President. Most recently, she has provided coaching and leadership/team development support to NALP's Regional Resource Council and worked on NALP's Changing Legal Profession Strategic Advisory Group. Active in her local community, Ms. Ruffin is a member of the Executive Committee for Delaware's American Council of Education Women's Network, and is committed to advancing the profile of women leaders in higher education. Ms. Ruffin obtained a Bachelor of Arts in Sociology from the University of Pennsylvania and received her law degree from the University of Pennsylvania Law School.

**Joy Heath Rush** is the Director of Enterprise Multimedia Services at Sidley Austin LLP, a full-service law firm with over 1,700 lawyers practicing in 18 offices world-wide. In this capacity, she is responsible for audiovisual, presentation, and videoconferencing technology firm-wide. Ms. Rush is in her twenty-eighth year at Sidley, where she started as a Word Processing Supervisor. She has served in a variety of volunteer leadership roles in the legal technology community. She is currently one of the Co-Chairs for ILTA's Law Firm 101 initiative. Previously, she was ILTA's Strategic Relationship Liaison for Autonomy iManage, a steering committee member for the Desktop Applications Peer Group and

for INSIGHT, ILTA's award-winning UK educational event, and served as ILTA President, among other roles. Before becoming involved in ILTA, Ms. Rush was a five-time board member and two-time president of the Association of Legal Information Systems Managers, the founder of The Washington Perfectionists WordPerfect legal user group, and a member of both the WordPerfect and Microsoft Legal Advisory Councils. Ms. Rush was named ILTA's Communications Technologies Champion for 2011 and IT Champion of the Year for 2008 by *Law Technology News Magazine* and was previously recognized for World Class Leadership by *Legal IT* magazine in the UK. She is a frequent speaker and writer on legal technology issues, having presented for events for ARMA, ALA, the ABA, Microsoft, and ILTA, among other organizations.

**Tina Russell** is the Talent Acquisition & Development Manager for Paul Hastings in Los Angeles. She is responsible for all aspects of legal recruiting and professional development, including summer program management, campus and lateral recruiting, attorney on-boarding and integration, coaching, and performance reviews. Ms. Russell also serves as a regional manager, managing the local staff in the California offices of Paul Hastings. Prior to joining Paul Hastings, Ms. Russell was the Recruiting Coordinator with McDermott Will & Emery, Manager of Legal Recruiting with Reed Smith, and Campus Recruiting Manager with PricewaterhouseCoopers. She has been a member of NALP since 2000 and represented the West/Rocky Mountain Region as a member of the 2012-2013 Nominating Committee. She has also chaired the Los Angeles Area Legal Recruitment Association's Programming Committee and is currently serving as the Vice-President. Ms. Russell received her BA from the University of California San Diego.

**Laura Saklad** is the Chief Lawyer Development Officer for Orrick, Herrington & Sutcliffe LLP, where she leads the development and implementation of the firm's legal talent strategies in the U.S., Asia, and Europe. Ms. Saklad has responsibility for the global talent strategy for attorneys including career management, feedback and mentoring, evaluation and promotion, professional skills development, compensation, recruitment, and diversity. She has led Orrick's transition to a new Talent Model for associates including competency-based advancement and merit-based compensation for partner track associates, as well as new options for legal careers for lawyers not on partnership track. Before joining Orrick in 2004, she spent ten years at Clifford

Chance U.S. LLP heading similar functions including attorney professional development, lateral attorney recruiting, and human resources.

**Darin Sands** is a Shareholder and Co-Chair of the Electronic Discovery, Technology and Strategy Practice Group at Lane Powell PC. His practice focuses on complex litigation, which includes complex commercial disputes, counseling clients on electronic discovery policies and protocols, representation of clients in electronic discovery disputes, class action defense, international antitrust investigations and litigation, and internal investigations. Mr. Sands is also a member of the firm's Business Crisis Management and Emergency Remedies Practice Group. In 2006 and 2007, he served as a judicial clerk to the Honorable Robert S. Lasnik of the Western District of Washington. Mr. Sands is a 2004 graduate of Harvard Law School.

**Kathy Schmidt** is the Senior Manager of Attorney Recruiting at Wiley Rein LLP in Washington, DC, where she has worked since 2002. She is responsible for the firm's summer associate program and the on-campus recruiting as well as entry-level, judicial clerkship, and lateral hiring. She also works closely with the firm's Diversity and Inclusion Committee and Pro Bono Committee. Ms. Schmidt is a member of NALP and the Washington Area Legal Recruitment Administrators Association (WALRAA) and has previously served on the WALRAA Board of Directors. She is a past presenter at the NALP Annual Education Conference and at WALRAA meetings. She received her BA in Human Resources from The Catholic University of America and her MA in Organizational Sciences with a concentration in Organizational Management from The George Washington University.

**Thomas J. Schoenherr** is the Assistant Dean of the Public Interest Resource Center (PIRC) at the Fordham University School of Law, a program that he founded and has directed since it was established at Fordham in 1991. The PIRC is staffed by four full-time professionals and serves as the administrative center for 24 student-run volunteer organizations that involve over 500 students, alumni, faculty, and administrators annually in a wide range of PIRC-sponsored pro bono and community service activities. Mr. Schoenherr has been a moderator and a speaker on numerous public interest program panels at conferences of NALP, Equal Justice Works, the AALS, the ABA/NLADA's Equal Justice Conference, and the Association of the Bar of the City of New York. He currently serves on the Executive Committee

of the AALS Section on Pro Bono and Public Service Opportunities, and in the past has served as chair of NALP's Public Service Committee and as inaugural co-chair of the National Advisory Committee of Equal Justice Works. Prior to accepting his position as Assistant Dean of the PIRC, he was the Associate Director of the Career Planning Center at Fordham Law School for five years. He has counseled thousands of law students and alumni extensively in all phases of public sector career planning, and for the past 15 years has counseled law students extensively through the process of applying for post-graduate public interest fellowships.

**Alexa Shabecoff** is Assistant Dean for Public Service and Director of the Bernard Koteen Office of Public Interest Advising (OPIA) at Harvard Law School. OPIA was the first office of its kind in the nation, dedicated to advising Harvard Law School students and alumni/ae about public service careers. OPIA currently conducts individual advising appointments with over 80% of every entering class of HLS students, produces multiple publications and holds numerous events designed to educate students about public service opportunities, and has many other resources to help students and graduates obtain public interest positions. Ms. Shabecoff also helped launch and runs the Harvard Law School Public Service Venture Fund. Before joining OPIA, Ms. Shabecoff spent approximately eight years as a legal services lawyer in both Missouri and Massachusetts, where her primary area of focus was housing law. She is a 1986 graduate of NYU School of Law where she was a Root Tilden Scholar and a Vice President of the Public Interest Law Foundation. Prior to law school she worked as a paralegal for the Appalachian Research and Defense Fund of Kentucky.

**Marcia Pennington Shannon** is the Assistant Dean for Career Services at Georgetown University Law Center. Prior to returning to Georgetown Law, she was the Chairman of the consulting firm The Shannon Group (now SJL Shannon) and a founding principal of Shannon & Manch, LLP. Ms. Shannon has been a professional career counselor and coach to the legal profession for nearly 30 years. Prior to starting Shannon & Manch, Ms. Shannon spent nearly a decade at Georgetown Law's Office of Career Services, and is thrilled to have returned there in her current role. In addition, she is the Managing Editor and contributing author to *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West Publishing, 2010), a contributing author to *The Art and Science of Strategic Talent Management in Law Firms* (West Publishing, 2010), and co-author of *Recruiting Lawyers: How to Hire the Best Talent* (ABA). For many years,

she wrote the award-winning “Managing” column for the ABA’s *Law Practice* magazine. Ms. Shannon is also a frequent speaker for NALP and other organizations. She holds an MEd in Counselor Education from the University of Cincinnati and a BA in Psychology from Emory University.

**Yih-hsien Shen** is Assistant Director for J.D. Advising at Harvard Law School. Ms. Shen began working at the Office of Career Services as a JD Advisor in 2002 and became Assistant Director for J.D. Advising in February 2008. She has also served as a reader with the Law School Admissions Office. She received an AB in History from Columbia College and a JD from Harvard Law School in 1995. While a student at HLS, she served as co-chair of APALSA and as an Executive Editor of the *Women’s Law Journal*. After HLS, she practiced for three years in both the corporate and litigation departments at Davis Polk & Wardwell in New York, and then worked as in-house counsel to a life insurance company in Baltimore, where she managed the company’s litigation and advised on employment issues. Ms. Shen also holds an MA in Higher Education Administration from Teachers College. A resident of Cambridge, she is passionate about her two boys, the New York Yankees, and good food.

**Linda Fowler Sims** is the Employer Outreach Specialist at the University of Detroit Mercy School of Law in Detroit, Michigan, where she engages in outreach to metropolitan Detroit and southeastern Michigan. She helps create programs and opportunities for students that lead to employment. She is also the coordinator for the school’s Bridge to Practice program. Ms. Sims earned her BA at the University of Michigan and her JD at Vanderbilt University School of Law. After law school, Ms. Sims served as a federal judicial law clerk to the Honorable Anna Diggs Taylor on the United States District Court for the Eastern District of Michigan. Upon completion of her clerkship, she worked at the University of Michigan Law School in the office of admissions. She continued in law school academia at Wayne State University Law School in Detroit, where she was the Assistant Dean for Recruitment and Admissions. She left Detroit and accepted a position as the inaugural Associate Dean at North Carolina Central University School of Law in Durham, North Carolina. Later, she returned home to Detroit to serve in her current capacity.

**Gerald M. Slater** is Assistant Dean for Professional & Career Development at Suffolk University Law School in Boston, Massachusetts. In this capacity, Mr. Slater oversees all professional and career development services for approx-

imately 1,500 full- and part-time law students. Working with law school faculty and employers, he develops new curricula and programs to prepare students for 21st century practice. He serves on the law school’s Executive Council, and its Curriculum, Judicial and Advancement Committees. Before joining Suffolk Law in October 2012, Mr. Slater served as the Director for Administration of Northeastern University School of Law’s Office of Cooperative Legal Education, where he managed the law school’s signature legal internship program. Prior to his years in academia, Mr. Slater worked in private practice at Seyfarth Shaw and the former Day Berry & Howard in the areas of business, labor, and employment law. He is a graduate of Northeastern University School of Law, and holds both an MA and BA in Political Science from McGill University.

**Brad Smith** is Microsoft’s General Counsel and Executive Vice President, Legal and Corporate Affairs. He leads the company’s Legal and Corporate Affairs Group, which has approximately 1,100 employees located in 55 countries, and is responsible for the company’s legal work, its intellectual property portfolio and patent licensing business, and its government affairs, public policy, and corporate citizenship and philanthropic work. He also serves as Microsoft’s corporate secretary and its chief compliance officer. He joined Microsoft in 1993, and before becoming General Counsel in 2002, he spent three years leading the LCA team in Europe, then five years serving as the Deputy General Counsel responsible for LCA’s teams outside the United States. Mr. Smith has overseen numerous negotiations leading to competition law and intellectual property agreements with governments around the world and with companies across the IT sector. He has played a leading role within Microsoft and in the IT sector on intellectual property, privacy, immigration, and computer science education policy issues. As the senior executive responsible for ensuring Microsoft fulfills its corporate responsibilities, he has helped the company achieve its consistent ranking in the top 2% of the S&P 500 for corporate governance scores. He has played a leadership role locally and nationally on numerous charitable, diversity, business, and legal initiatives. He recently was named by the *National Law Journal* as one of the 100 most influential lawyers in the United States. Mr. Smith grew up in Appleton, Wisconsin, where Green Bay seemed like the bigger city next door. He attended Princeton University, where he met his wife, Kathy, and graduated *summa cum laude* with a concentration in international relations and economics. He earned his JD from the Columbia University School of Law and studied international law and economics at the

Graduate Institute of International Studies in Geneva, Switzerland. Prior to joining Microsoft he was an associate then partner at the Washington, DC-based firm of Covington & Burling, where he is still remembered as the first attorney in the long history of the firm to insist (in 1986) on having a personal computer on his desk as a condition for accepting a job offer. You can find him on Twitter as @BradSmi.

**Chris Smith** currently serves as Chair of the NALP CSO Employer Outreach Section and co-edited the *NALP Employer Outreach Best Practices Guide*. He is the Assistant Dean for Professional Development at Elon University School of Law where he coordinates the school's employer outreach efforts. Mr. Smith also serves on the North Carolina Bar Association Strategic Planning and Emerging Trends Committee as well as the Greensboro Bar Association CLE committee. He previously served as the Director of Employer Relations for Elon University and has experience as a corporate recruiter and human resources manager. He holds a bachelor's degree in communication from the University of Minnesota and master's and doctoral degrees in counseling from the University of North Carolina at Greensboro.

**Cybele Smith** is currently the Director of Public Service Programs at The Ohio State University Moritz College of Law and a member of the NALP Board of Directors for the 2013-2015 term. Since joining the Career Services Office at Moritz in 1998, she has worked on many programs and initiatives for students and alumni and directs the loan repayment program, judicial clerkship process, and the Grassbaugh Veterans Project. She has been involved in diversity initiatives including Ohio's Law and Leadership Institute, which serves students from under-served high schools in Columbus and five other Ohio cities. Her involvement in NALP ranges from writing *NALP Bulletin* articles and speaking at conferences to planning the Toronto and Tampa Annual Educational Conferences, to serving on the Nominating Committee and aiding in the planning of the annual NALP/PSJD Mini-Conference for a number of years. At home she enjoys gardening, hanging out with her two kids and numerous pets, and serving on a variety of local and University boards.

**Don Smith** is the Director of Attorney Development and Diversity at Fried Frank, responsible for the development and implementation of all cross-department professional development training programs and initiatives as well as all of the firm's diversity initiatives in the firm's New York and

Washington, DC offices. Before assuming his current position, Mr. Smith spent five years as a corporate attorney in the New York office of Fried Frank and the Washington, DC, office of Manatt, Phelps & Phillips, LLP, specializing in mergers and acquisitions, private equity, capital markets, and venture capital work. In addition to his work at Fried Frank, Mr. Smith is currently a board member of Advocates for Justice and Education, a Washington, DC-based non-profit specializing in legal advocacy on behalf of special needs youth. Mr. Smith received a BA from the University of California, Berkeley, and a JD from Howard University School of Law. Mr. Smith is an active member of the Professional Development Consortium (PDC) and NALP.

**Sherry-Ann N. Smith** is the Director of Career Services and Coordinator of Diversity Initiatives at the Benjamin N. Cardozo School of Law, where she has worked since 2004. She coordinates career and professional development programming for the Office of Career Services, in addition to providing comprehensive domestic and international career counseling to students and alumni. She supervises Cardozo's participation in career fairs, and organizes workshops and panels pertaining to international career opportunities. As the Coordinator of Diversity Initiatives, Ms. Smith develops and implements programming and resources to introduce and strengthen diversity and inclusion within the Cardozo community, while working closely with affinity student organizations to strengthen relationships with legal employers and affinity bar associations. She also serves as advisor to the Minority Law Students Alliance, the umbrella organization that supports the affinity law student organizations and OUTLaw. Prior to working at Cardozo, Ms. Smith was an associate with Coudert Brothers LLP and Morrison & Foerster LLP. She also worked as the Staff Attorney/Pro Bono Coordinator for the Brooklyn Bar Association Volunteer Lawyers Project, Inc. Ms. Smith received her BA, *cum laude*, from Hunter College of the City University of New York and her JD from Howard University School of Law. She is the Vice-Chair of the Fisher Work Group for NALP's Diversity and Inclusion Section. She also serves on the New York City Bar Committee on Recruitment and Retention and Committee on Diversity Pipeline Initiatives, in addition to the Advisory Commission of the Law & Paralegal Studies Department of NYC College of Technology/CUNY.

**Stuart Smith** is the Director of Legal Recruitment and Development for the New York City Law Department, where he also serves as a member of the Management Committee. He graduated from Columbia Law School in 1986

and, immediately thereafter, clerked for the Honorable Richard J. Cardamone of the United States Court of Appeals for the Second Circuit. Mr. Smith was a litigation associate at the New York office of Dorsey & Whitney for several years before joining the City Law Department in 1994. At the Law Department, prior to serving as the Recruitment Director, Mr. Smith worked in the Legal Counsel and the Appeals divisions. Mr. Smith has also taught American law at a French law school in Paris and was the recipient of NALP's Award of Distinction for Best Recruitment Practices.

**Vanita Saleema Snow** is an adjunct professor and the Assistant Director of Career and Professional Development at the University of the District of Columbia David A. Clarke School of Law (UDC-DCSL). She joined UDC-DCSL after 15 years in legal services. Throughout her legal career, she focused on various poverty eradication issues, including education disparity issues, which contribute to the school-to-prison pipeline syndrome. As the supervising attorney at the Georgia Legal Services Program, she was a significant force in establishing a state-wide education advocacy project for pro bono and legal services attorneys, and conducted numerous trainings throughout Georgia on school discipline procedures and special education law. Her research interests include exploring the role of pro bono legal services as a mechanism to close the justice gap in America's judicial system and how stereotype threats influence employment outcomes. She graduated from the District of Columbia School of Law and earned a Bachelor of Fine Arts from Howard University.

**Danielle Sorken** is the Associate Director in the Office of Public Service Programs at Brooklyn Law School. In this position, she conducts numerous employee outreach meetings and maintains employee relations with over 150 public sector employers. Ms. Sorken assists in the administration of the school's pro bono projects, internship program, and placement of the law school's graduates fellows, public service programming, and leadership development. Prior to joining Brooklyn Law School, she worked as an executive recruiter at the Peak Organization in New York City. She developed and maintained hundreds of relationships with executive clients and candidates. Ms. Sorken is in her second year as a Vice-Chair for the NALP Public Service Section. Last year she served as the Government Vice-Chair and this year she has served as the Mini-Conference Co-Chair. She sits on the Pro Bono Committee for the Brooklyn Bar Volunteer Lawyers Project and on the Advisory Board for Legal Services NYC-Brooklyn Borough Branch. Ms. Sorken

received her JD in 2004 from The George Washington University and her BA in Government in 2000 from Cornell University.

**Erin Springer** is the Firm-Wide Director of Attorney Hiring at Alston & Bird LLP, a national law firm with over 800 lawyers in nine offices. 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, including lateral partner hiring. She also serves on the firm's National Diversity Steering Committee. Prior to joining Alston & Bird, Ms. Springer worked in the Washington, DC offices of two national law firms. While in Washington, DC, Ms. Springer was active in 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. She has presented programs at several NALP conferences and has written many articles for the *NALP Bulletin*. Additionally, she served as a Regional Coordinator for the Mid-Atlantic Region in 2002, on the 2005-2006 Recruitment Practices Committee, and as the 2010-2011 Chair of the Recruiting Section. She represented the Southeast as a member of the 2012-2013 Nominating Committee, and currently participates in the Recruiting Section, the Diversity and Inclusion Section, and the Experienced Professionals Section.

**Caren Ulrich Stacy** is the Founder of OnRamp Fellowship and a Principal of Lawyer Development Strategies LLC. She has 20 years of experience in lawyer recruitment, development, and diversity with law firms across the country, including Arnold & Porter, Cooley, Weil Gotshal & Manges, and McGuireWoods. As a noted expert in the field of lawyer selection and development, Ms. Stacy was awarded the NALP Mark of Distinction for Professional Development and Training in 2009. She was also elected as a Fellow of the College of Law Practice Management in 2010 — an honor awarded to fewer than 200 individuals in the country. In 2013, Ms. Stacy was appointed to the Colorado Supreme Court Chief Justice's Commission on the Legal Profession. She has contributed to over 200 presentations and publications on legal talent management and authored several

highly regarded books, including *Loyalty by Design: A Practical Guide for Developing an Effective Attorney Integration Program*. In addition to her leadership roles as chair of NITA's Law Firm Advisory Committee and the Executive Council for the Virginia Bar Association Law Practice Management Division, Ms. Stacy is an adjunct professor for the Denver University Sturm College of Law Masters of Science in Legal Administration Program. She has also served as Chair and Vice-chair of the NALP Attorney Development Committee, two terms on the board of directors for the Professional Development Consortium, and as co-chair of The American Lawyer Chief Recruitment, Professional Development and Diversity Officers Conference. After working in law school career services and at many top law firms for two decades, she founded a successful consulting firm in 2009 (Lawyer Development Strategies LLC), which partnered with Lawyer Metrics LLC in late 2010. Now, in addition to advising law firms and legal departments on talent management issues, Ms. Stacy directs the OnRamp Fellowship for women lawyers re-entering the profession. More information can be found at [OnRampFellowship.com](http://OnRampFellowship.com).

**Molly Stafford** practiced law for seven years before joining McGeorge's CDO in 2010. After attending Northeastern University School of Law, she began her law practice in San Francisco, where she worked as a Housing Attorney at the AIDS Legal Referral Panel. Ms. Stafford was also an adjunct professor for the Honors Lawyering Program at Golden Gate University School of Law in San Francisco for several summers while at ALRP. Most recently, she was a staff attorney and manager of the Rural Fair Housing Center at California Rural Legal Assistance, Inc. Ms. Stafford has written an article for the *NALP Bulletin* and was scheduled to present at last year's NALP conference. (Unfortunately her baby decided it was time to arrive the very day of the presentation, so the group presented without her.)

**Eric Stern** is the Director of Operations at the University of California, Berkeley School of Law (Boalt Hall) Career Development Office. Before relocating to California in 2007, Mr. Stern was a Senior Career Counselor at The George Washington University School of Law. He arrived at GW after a long career in politics and advocacy — most recently serving as the Executive Director of National Stonewall Democrats, the national organization representing LGBT Democrats. Before joining Stonewall, he was appointed as the Director of LGBT Outreach for the Democratic National Committee, where he developed a national grassroots infrastructure for the Kerry/Edwards campaign

and served as an Iowa Regional Field Director during the 2004 general election. He received his law degree from the Northeastern University School of Law in Boston. While in law school, he interned for the U.S. Department of Justice – Civil Rights Division, the Whitman-Walker Clinic, the Children's Law Center, and the Human Rights Campaign. After law school, he was awarded a Dorot Law Fellowship at the Alliance for Justice. In the 2008 election cycle, Mr. Stern served as a Political Advisor to the John Edwards for President Campaign and then as one of six National LGBT Co-Chairs for the Obama-Biden Campaign. Mr. Stern's NALP involvement includes service on the Nominating Committee, the Conference Planning Committee (Regional Coordinator), Newer Professionals Section (Chair), LGBT Section (Vice-Chair), and the OSCAR Work Group.

**Michele E. Storms** is the Assistant Dean for Public Service and executive director of the William H. Gates Public Service Law program at the University of Washington School of Law. Her previous position was as a statewide advocacy coordinator at both the Northwest Justice Project and Columbia Legal Services where she coordinated civil legal aid advocacy in the areas of family law, youth and education, housing, elder law, and Native American and right to counsel issues. Ms. Storms started her legal career as a staff attorney at Evergreen Legal Services in 1988, with a focus on family law, custody, and domestic violence. She later served as a faculty member at the University of Washington School of Law in the clinical law program for eight years, where she founded the Child Advocacy Clinic and also taught family law, child advocacy, and interviewing and counseling for lawyers. Ms. Storms served on the Washington State Access to Justice Board for six years and is currently a Management Information Exchange board member and is the elected secretary of that body. In her current role, she runs the UW Law Center for Public Service, which provides public service career advising, a Pro Bono Honors program, a moderate Means Program, and the Gates Public Service Law Scholarship program and administers externships and summer fellowships. Over the years Ms. Storms has spoken and offered training on topics such as management, leadership, and diversity and has served as a facilitator for meetings and retreats for nonprofit organizations.

**Jon Streeter** has been litigating complex business cases for almost three decades. During that time he has handled cases all over the country in trial and appellate courts, both state and federal. His expertise covers many specialized fields, including intellectual property, antitrust, securities, real

estate, mortgage banking, executive compensation, energy regulation, and insurance coverage. Mr. Streeter represents a broad variety of corporations, individual corporate officers and directors, public utilities, and public entities. He spends a significant amount of his time advising clients who wish to resolve disputes through negotiation prior to litigation. Although much of his litigation involves the defense of claims, more than half of his work in recent years has involved plaintiff-side cases for corporate and public sector clients that have generated recoveries, in the aggregate, of nearly a billion dollars. Another notable feature of Mr. Streeter's resume is his pro bono work and his distinguished record of bar leadership and public service activities.

**Lesley Slater Stumphauzer** received her BA from Cornell University and JD from Cardozo Law School. She is currently the Legal Recruitment Manager at Freshfields Bruckhaus Deringer. Before that Ms. Stumphauzer worked at WilmerHale as a Lateral Recruitment Coordinator and at Update Legal placing contract attorneys. She is admitted to the Bar in New York and is a member of NYCRA and NALP.

**Maggie Suender** is the firm-wide Director of Professional Development and Recruitment at Pepper Hamilton LLP. Ms. Suender has responsibility for associate and non-partner track attorney recruitment, orientation, integration, training, development, and retention. She leads all aspects of development and performance management for these attorneys and is an active member of the firm's Associates, Hiring, Associate Liaison, Diversity, Alternative Schedules, and Pro Bono Committees. Before taking on her current role, Ms. Suender briefly worked in practice group administration with a global law firm. Prior to serving in law firm management, she was a litigator with Pepper Hamilton. Ms. Suender is a member of NALP, the Professional Development Consortium, and the Society for Human Resource Management. She earned her JD with honors from The Dickinson School of Law (Penn State University), where she was an editor of the law review, has a BS in Business Management and Politics, and holds SPHR certification.

**Frank Sullivan, Jr.**, served as a Justice of the Indiana Supreme Court for 19 years before joining the faculty of Indiana University Robert H. McKinney School of Law in the Fall of 2012. During his tenure on the Indiana Supreme Court, Justice Sullivan authored approximately 500 majority opinions addressing a wide range of criminal, civil, and tax law issues. Several of his decisions were selected for publication in law school casebooks. He was also active in the

Court's administrative work where he chaired its multi-million dollar project to equip all Indiana courts with modern technology to manage their caseloads and exchange data with those who need and use court information. Prior to his appointment to the Indiana Supreme Court, Justice Sullivan served as Indiana State Budget Director (1989-1992) and Executive Assistant for Fiscal Policy to Governor Evan Bayh (1993), during which time he directed the preparation of the Bayh administration's budget proposals and oversaw implementation of state budgets passed by the Legislature. Prior to state service, he practiced corporate finance and securities law in the Indianapolis office of Barnes & Thornburg, Indiana's largest law firm. He served on the staff of former U.S. Rep. John Brademas from 1974 to 1979, ultimately assuming the position of administrative assistant and staff director. Justice Sullivan has been one of the leaders of the ABA Judicial Clerkship Program since its inception in 2001. The program brings judges and minority law students together through structured networking and educational activities that encourage them to apply for judicial clerkships.

**Tracy A Sullivan** graduated with a BS in Environmental Science in 1997 and began law school at Lewis & Clark the same year. Ms. Sullivan was involved with the SBA, PILP, and the Jessup International Moot Court team while at L&C. After graduating in 2000, she served as a federal judicial clerk to the Honorable Helen J. Frye and Magistrate Judge Donald C. Ashmanskas with the District Court of Oregon. Ms. Sullivan practiced in civil litigation for several years in the Bay area before beginning her present career in law school administration. She worked in career services for Golden Gate University School of Law, then as Director for Admissions at L&C before joining the Career & Professional Development Center. When she's not talking up L&C, she paddles with the Oregon Women Lawyers dragonboat team, and takes care of a cat, two dogs, a garden, and five-year-old daughter Asa, with her husband.

**Jeanne Q. Svikhart** has worked within the legal community for more than 40 years on attorney recruitment, management, and professional development issues. Ms. Svikhart has been a trailblazer, coach, career counselor, and innovator throughout a career that includes many "firsts" — first Placement Director at The George Washington University Law School; first Director of Legal Recruitment in Washington, DC for the law firm of Arent Fox; and a founder and principal of White Svikhart & Associates, a consulting firm that worked with legal employers from both the public and private sectors in addressing a wide range of recruitment,

professional development, outplacement, and management issues. Ms. Svikhart was a founding member of the NALP and was awarded the NALP Mark of Distinction Award for Leadership and Diversity. While at the Department of Justice, Ms. Svikhart served as an Assistant Director in the Office of Attorney Recruitment and Management (OARM) and was responsible for conducting all of the interview and related management training for attorneys, promoting the Department's hiring programs nation-wide, developing and managing the Department's Attorney Mentor Program, and consulting with Department components on attorney recruitment and management issues. She played an important role in developing the Attorney General's Diversity Management Plan for the Department of Justice, served on the Executive Staff to the Diversity Advisory Council, and in 2011 received the Justice Management Division Equal Opportunity Award for her work on the Department's Diversity Initiatives. After 14 years with OARM, Ms. Svikhart retired in March 2012 and is back working at the Department as an independent contractor on special projects.

**Kenny R. Tatum** is the Assistant Dean, Career Planning & Development at Penn State University Dickinson School of Law. Prior to joining Penn State, Mr. Tatum was the Director of Lateral Recruiting & Diversity Strategy for Womble Carlyle Sandridge & Rice, where he was responsible for directing the lateral recruiting efforts for the firm's 11 offices. He spent time as a search firm recruiter as the Vice President, Diversity Recruiting and Consulting, at Cambridge Professional Group and the owner of Diversity Legal Recruiting in Atlanta, GA. Before entering the search firm realm he was a corporate associate for Hunton & Williams in Atlanta and Foley & Lardner in Milwaukee. Mr. Tatum received a BA from Morehouse College in Atlanta and a JD from the University of Illinois College of Law in Champaign, Illinois.

**Kelly Tautges** is the CBF's Director of Pro Bono & Court Advocacy. Ms. Tautges leads the CBF's pro bono efforts, including work with lawyers, law firms, corporations, the courts, and pro bono and legal aid organizations to maximize the impact of pro bono work in ensuring access to justice. Ms. Tautges is also responsible for leading the CBF's advocacy efforts with the courts and administrative agencies for policies promoting access to justice, including policies that make the courts and administrative agencies more user-friendly for people without lawyers. Prior to joining the CBF, Ms. Tautges was an associate at Vedder Price P.C. for six years, where she represented clients in complex civil

litigation. She was an active member of Vedder Price's pro bono committee, and represented children and families in a variety of pro bono cases, including delinquency, adoption, and guardianship proceedings. She has been an Adjunct Professor of Legal Writing and Analysis at Loyola University Chicago School of Law. Ms. Tautges was selected in 2012 as one of the 40 Illinois Attorneys Under 40 to Watch by Law Bulletin Publishing Company and also has been recognized by her *alma mater* Loyola University Chicago School of Law for her dedication to pro bono and public service. Ms. Tautges graduated from Marquette University with a degree in Social Work, and earned her law degree from Loyola University Chicago School of Law, where she graduated *cum laude*.

**Christopher Teague** is Associate Director of Career Services at Boston College Law School. Prior to joining BC, he was the Associate Director of Career Development at Suffolk University Law School and also a Career Advisor at Northeastern University School of Law. He currently serves as one of the NALP Northeast Regional Representatives and is a past Chair of the LGBT Section. Mr. Teague is an active member of the Massachusetts Legal Recruitment Association and the Massachusetts Law School Consortium, and he is a frequent speaker and author on a wide range of career and technology topics. He received a BA from Connecticut College and a JD from Northeastern University School of Law. After graduation, Mr. Teague completed a judicial clerkship and then spent nearly ten years practicing criminal law, both as an Assistant District Attorney in Boston and as a defense attorney.

**Sondra R. Tennessee** is the Associate Dean for Student Affairs at the University of Houston Law Center. Ms. Tennessee earned her BA from Vanderbilt University and her JD at Washington University School of Law. Prior to assuming her current position, she was the assistant dean for admissions at the University of Houston Law Center, assistant dean of student services at the University of Oklahoma College of Law, and the assistant director of admissions at Washington University School of Law. She is engaged on the national level in the area of student affairs and regularly presents at national conferences and workshops, speaking on topics that also include law school admission, professional development, diversity, and debt management. Ms. Tennessee has served on several committees for the Law School Admission Council, including Services and Programs, the ESCon Planning Work Group, the LSAC New Admission Personnel and Faculty Members Workshop

Planning Work Group, and Finance and Legal Affairs. She was also a member of the Executive Committee of the AALS Section on Student Services. Currently, she is chairperson-elect for the AALS Part-time Student Section and she also serves on the ABA Legal Opportunity Scholarship Committee. All of this is in addition to her local community service, as well as service to the Law Center and the University.

**Leah Terranova** is the Director of Career Services at the University of Kansas School of Law. As such, she advises law students and alumni on career planning and job search strategies, and coordinates and presents programming on all aspects of career development. She received her BA from Trinity College and a Juris Doctor from Hofstra Law School. After receiving her JD, she worked in New York City as an insurance defense litigation associate with Heidell, Pittoni Murphy & Bach, practiced as a public defender with New York County Defender Services, and then later worked as a solo practitioner in New York City. Her varied background allows her unique insights upon which to draw in advising students with many interests. Ms. Terranova also volunteers her time to Habitat for Humanity and Van Go Mobile Arts. When she is not advising law students, she is making and selling jewelry.

**Kellye Testy** is the first woman to join the distinguished group of permanent law school deans at the University of Washington. A prolific scholar, outstanding teacher, and experienced dean, Dean Testy came to the UW in 2009. Her research and scholarship focus on contracts, corporate governance, business entities, leadership, and access to justice. She is known throughout academic and legal communities for her dedication to the rule of law and its commitment to justice and equality. Dean Testy graduated *summa cum laude* from the University of Indiana School of Law where she was editor-in-chief of the *Indiana Law Journal*, John H. Edwards University Fellow, Chancellor's Scholar, and member of the Order of the Coif. During law school, she worked for Kirkland & Ellis in Chicago, and after graduation, she clerked for Judge Jesse E. Eschbach, U.S. Court of Appeals for the Seventh Circuit. At the end of her clerkship in 1992, she began her academic career. She joined the faculty of Seattle University Law School and became its dean in 2005. Dean Testy has received numerous honors and awards, including the President's Award from the Washington State Bar Association, the Washington Women Lawyers, and the King County Women Lawyers. She also received the Washington State Trial Lawyers Public Justice Award and three Outstanding Teacher Awards. Dean Testy is currently focus-

ing her scholarship on corporate law and governance and on leadership, both topics on which she is a frequent invited speaker. She serves on the Executive Committee of the Association of American Law Schools and as a board member for a number of legal and civic organizations.

**Kari Jensen Thomas** has more than 18 years of legal recruitment and career development experience. At Leonard, Street and Deinard, Ms. Thomas is primarily responsible for recruiting and developing attorneys and law students, managing the summer associate program, and leading the firm's diversity and inclusion initiatives. A 1995 *cum laude* graduate of William Mitchell College of Law, Ms. Thomas is a licensed attorney in Minnesota and South Dakota. She received her undergraduate degree in government and international affairs and business administration from Augustana College in Sioux Falls, SD. After graduating from law school, Ms. Thomas clerked for a Hennepin County District Court judge, managed West Bar Review in seven states, and was the Marketing and Operations Director for a local legal placement company. Prior to joining Leonard, Street and Deinard in 2004, Ms. Thomas served as Associate Director of Career Services at William Mitchell College of Law. She served as the President of Minnesota Women Lawyers (MWL) and currently serves as a member of the MWL Advisory Board. Ms. Thomas is a member of NALP, having served as a 2010-2011 Midwest Regional Coordinator. She is also actively involved as a member of Minnesota Legal Career Professionals. In her spare time, Ms. Thomas enjoys coaching her daughter's seventh grade basketball team and cheering on the Minnesota Golden Gopher basketball and football teams with her family.

**Emily Thomas** is the Senior Manager of Attorney Development and Legal Recruitment for Cadwalader, Wickersham & Taft LLP, where she has worked for 14 years. Ms. Thomas plays a firm-wide role in the strategic and operational functions of these departments, as well as key institutional development initiatives for the firm. She provides attorneys with support and direction in navigating the firm and in developing their legal careers, while also serving as an important conduit between partners and associates. Ms. Thomas has been a member of NALP and the Recruiting Administrators of Charlotte (RAC) since 1999, and previously served as the President of RAC. She received a Bachelor of Arts in Political Economy from Tulane University.

**Kandice Thorn** is Director of International and Non-J.D. Programs at Fordham Law School. Prior to joining Fordham Law School, Ms. Thorn was an Associate Attorney in the Corporate Transactions and Latin America practice groups at Gibson, Dunn & Crutcher LLP. She is an active member and former Section Chair of the NALP International and Advanced Degree Advising and Recruiting Section and was also a member of the New York City Bar's Law Student Perspectives Committee for several years. Outside the legal world, Ms. Thorn enjoys singing with the New York Choral Society. Ms. Thorn holds a JD from Cornell Law School, and a BA in Philosophy and Music from Western Washington University.

**Leslie D. Thrope**, has been the Director of the Center for Public Service Law at Cardozo Law School since 2004. Ms. Thrope earned her BA from Antioch College, in Yellow Springs, Ohio, where she majored in psychology and women's studies. She received her JD from the City University of New York Law School at Queens College in 1994. Prior to joining Cardozo, Ms. Thrope spent nine years practicing as a family law attorney at Building Service 32B-J Legal Services Fund, representing union members and their dependents before the New York City Family Courts and the New York City Department of Education. Her pro bono and community service activities include assisting incarcerated mothers with the legal issues surrounding their relationships with their children and serving on the Board of Directors of her co-op.

**Lynne Traverse** is the Recruiting and Professional Development Manager for the Phoenix and Dallas offices of the international law firm of Bryan Cave LLP. Her responsibilities in that position include managing all aspects of the recruiting programs for both offices, as well as assisting in firm-wide training programs and firm-wide lateral partner hiring. Ms. Traverse has 30 years of experience in attorney recruitment, which has included every level of attorney hiring from summer associate programs through partner acquisitions in California, Arizona, and Texas. She is a frequent speaker at law schools on the topic of professional presentation and workplace transition skills, and writes on these and other topics for several publications. 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, and a Vice-Chair of the Employment Diversity Committee. She chaired the Recruitment Practices Committee for two years (2004-2006), and was a member of the Part V

Timing Guidelines Task Force in addition to being the first Chair of the Experienced Professionals Section, and was a member of the 2010-2011 NALP Board of Directors. She was honored with the 2004-2005 NALP President's Award, and received the 2009 Award of Distinction for Writing.

**Jen Wetzel Van Buren** is Assistant Director, Communications and Alternative Careers, in the Office of Career Services at Georgetown University Law Center. In her current role, Ms. Van Buren advises students on their career goals and development through individual counseling and larger group presentations. She also manages content for the office's blog, oversees the office's website content, and serves as the point person for social media issues, resources, and related programming. Ms. Van Buren also advises students on non-business-related alternative careers, and creates resources and programming related to alternative careers. She received her BA in Psychology from New York University, and a JD from Boston University School of Law. After law school, Ms. Van Buren practiced corporate tax law for three years at Cadwalader, Wickersham & Taft LLP in New York, where she was very active in the firm's recruiting efforts and related committees. Just prior to joining Georgetown Law, she was a career counselor at American University Washington College of Law.

**Lane Vanderslice** is the Managing Director of SJL Shannon. Mr. Vanderslice provides strategic advice to law firm leaders and coaching and career transition counseling services to partners, associates, and professional development specialists. Previously, Mr. Vanderslice was the Special Assistant to the Chairman of Mayer Brown, a role he assumed after serving as the firm's full-time Partner for Associate Development and Recruiting for seven years. At Mayer Brown, Mr. Vanderslice worked to develop and implement strategic initiatives in lawyer development, evaluation, retention, hiring, and, as a founding member of the firm's diversity committee, inclusion. Among other initiatives, Mr. Vanderslice facilitated the development of a U.S.-wide training and development program; oversaw transformations of firm evaluation and compensation; created a comprehensive first-year curriculum aimed at improving integration and long-term success; and provided career counseling to lawyers at all levels. He created the first in-house coaching/career counseling program at a U.S. law firm, and in that role counseled hundreds of attorneys, from new associates to partners and practice leaders. Prior to undertaking these roles, Mr. Vanderslice was a practicing real estate lawyer at the firm. He has presented on recruiting and development issues at

PDI and the NALP Annual Education Conference and was a planning team member and presenter for the 2008 NALP Diversity Summit. He graduated from Columbia Law School, where he was Managing Editor of the *Law Review*, and Columbia College. After law school, he clerked for Judge Walter J. Cummings of the Seventh Circuit Court of Appeals.

**Carol Vecchio** founded the Centerpoint Institute for Life and Career Renewal in 1992. Her pioneering programs have positively impacted thousands upon thousands of people — many who couldn't pinpoint their need at the time, but are now designing and living lives they love. Ms. Vecchio created the renowned Natural Cycles of Change, which is the foundation for her newly published book, *The Time Between Dreams*, as well as the guiding force for many of the Discovery Groups at the center. Ms. Vecchio's expertise as a Career Counselor and passion for mentoring others in a career of Life Design earned her the 2010 National Career Development Association Outstanding Career Practitioner Award. In addition to her new book, she has contributed to many articles and is a sought after speaker. She was elected Trustee to the 2013 National Career Development Association's Board of Directors. Despite her many accolades, Ms. Vecchio remains down-to-earth and passionate about connecting and helping those facing transitional challenges. She too experienced the journey of finding one's calling and listening to one's wants, and she has faithfully and open-heartedly shared this roadmap.

**Charlotte L. Wager** is Jenner & Block's Chief Talent Officer and oversees all aspects of the firm's hiring and attorney development. As co-chair of the Hiring Executive Committee, she works with hiring partners in each of the firm's offices to coordinate and implement the firm's associate hiring. As chair of the Associate Development & Evaluation Committee, she works with firm leaders on all aspects of associate development including evaluations, training, mentoring, and advanced career planning for senior associates. She is also a member of the firm's Women's Forum and Pro Bono Committees. She remains a partner in the Litigation Department, where her law practice previously focused on counseling policy holders and reinsurers on a wide range of insurance-related matters. Ms. Wager has been a featured speaker on subjects relating to hiring, development, and diversity and inclusion at programs sponsored by the American Bar Association, the Practising Law Institute, the Illinois State Bar Association, and numerous law schools. A longstanding member of NALP, she was President in 2012-

2013. She also serves her firm as a member of several committees: Alumni, Business Services, Centennial Planning, Diversity and Inclusion, Litigation Associate Assignment, and Positive Work Environment.

**Vivian Wexler** joined Bingham McCutchen in 2012 as the Senior Manager of Learning & Development — Corporate where she oversees talent management and training and provides in-house career counseling for corporate area attorneys across both domestic and international offices. Prior to joining Bingham, Ms. Wexler worked in the Office of Career Services at Harvard Law School for almost seven years as the Assistant Director for J.D. Advising, focusing on corporate practice advising and program development, as well as special event planning. Ms. Wexler practiced as a corporate associate for over six years with several major Boston and national firms doing emerging company, merger and acquisition, and capital markets work. She retooled her practice as a mid-level to emphasize '40 Act investment management and investment advisor work. She is certified to administer the Myers-Briggs Type Indicator® and uses the instrument extensively in career counseling and practice development coaching. In her spare time, Ms. Wexler enjoys running — both in organized races and after her identical twin preschoolers. She also serves on the Board of Directors of an animal rescue in the New England area and enjoys spending time with family and friends on the beach.

**Katherine (Katie) White** is Director of Employer Outreach at The George Washington University Law School, where she builds relationships with employers and law school alumni and counsels students about networking and jobs. In addition to her work at the law school, Ms. White provides career and job search strategy advice to experienced attorneys through her private business, KT White Law Careers LLC. With over 25 years of experience in law firm recruiting and professional development, Ms. White previously served as the Chief Attorney Recruiting Officer at Akin Gump Strauss Hauer & Feld. She was also the Director of Attorney Recruiting and Professional Development at Dickstein Shapiro, and held similar positions at Morgan Lewis & Bockius, Swidler Berlin Shereff Friedman, Cleary Gottlieb Steen & Hamilton, and Covington & Burling. Ms. White's career has come full circle, having started in the legal employment field as Director of Career Services at USC Law School in Los Angeles.

**Mike White**, a Partner with Edge International, is a domain expert in the field of legal services client acquisition, partner business development training and planning, and lateral partner integration, with more than 20 years of experience as a lawyer and manager of multiple business services companies. Mr. White also works with law firms and practice groups in the area of strategic planning, focusing primarily on identifying viable growth pathways. He was a practicing attorney for seven years prior to founding and operating two enterprise software companies — Sirius Systems (sold 1997) and MarketingCentral (sold 2007). He owned and managed ClientQuest Consulting, LLC for ten years, serving law firms in the business development strategy, consulting, and coaching areas. He holds an AB in History from Duke University and a JD from Emory University School of Law.

**Robert White** is Director of Alumni Career Services at the University of California, Berkeley, School of Law (Boalt Hall). In that role he is a dedicated resource for the school's graduates, providing career counseling and support for alumni working or seeking work or advancement in the private sector and public interest/public sector. He also works closely with the school's Alumni Center and manages multiple LinkedIn groups facilitating alumni networking and connection to the school. Prior to Boalt Hall, Mr. White acquired substantial experience as a corporate attorney at the law firm Jackson Tufts Cole & Black, LLP and as Senior Counsel at Wells Fargo Bank. His passion for developing individuals and organizations led him away from traditional law practice in 2005, and he subsequently held the position of Manager, Corporate Services Training, at Robert Half International, and developed an ongoing consulting practice including organizational development, career workshop facilitation, and professional coaching. He is a graduate of Morehouse College (BA in English), the University of Kent at Canterbury, UK (BA in African and Caribbean Studies, Marshall Scholar) Stanford Law School (JD), and Golden Gate University (MA in Industrial/Organizational Psychology). Mr. White has authored and co-authored several articles on career development issues including a *NALP Bulletin* article on alumni programming and a Quick Tip on salary negotiations, and was a panelist for the 2013 Annual Education Conference session "Staying In Touch: Balancing Alumni Counseling and Data Collection." He is Co-Chair of the NALP Law School Alumni Career Services Section.

**Samantha Williams** is the Director of Employer Outreach at the Sandra Day O'Connor College of Law at Arizona State University, where she focuses primarily on small firm out-

reach and employer development. Prior to taking on the Director position she served as assistant director and associate director of career services at ASU for four years, providing student counseling services and program development. Ms. Williams has presented at every NALP Annual Education Conference since 2009 and is an active member of several sections. Additionally, she is the co-author of *Small Firms, Big Opportunity: How to Get Hired and Succeed in the New Legal Economy* (DecisionBooks). She received her Juris Doctor from Chicago-Kent College of Law and her Bachelor of Science in Finance from Babson College. She worked as an associate attorney at large and small firms in Arizona prior to joining ASU.

**Michelle P. Wimes** serves as the Director of Professional Development and Inclusion at Ogletree, Deakins, Nash, Smoak & Stewart, P.C., one of the nation's largest labor and employment law firms. In her role, Ms. Wimes leads the firm's efforts to recruit, orient, retain, promote, and advance a diverse group of attorneys across the firm's national platform of over 40 offices in the U.S., Caribbean, and Europe. Additionally, she leads the professional training of the firm's attorneys and staff by developing and strategically implementing performance management practices. Ms. Wimes is based in Ogletree Deakins' Kansas City office. She most recently served as the Director of Strategic Initiatives at Shook, Hardy & Bacon, L.L.P., a nationally recognized global product liability firm where she coordinated the diversity initiatives across nine city offices in the United States and Europe and gained national recognition for her efforts. Ms. Wimes received a BA from the University of Missouri and performed graduate work at the University of Seville in Spain and undergraduate work at the University of Xalapa in Veracruz, Mexico. Due to her studies and her extensive legal work in Latin America, she is fluent in Spanish. Ms. Wimes earned her law degree, with trial advocacy honors, from Tulane Law School.

**Eva Wisnik** founded Wisnik Career Enterprises in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 17 years, she has worked with over 100 law firms, including 74 of the Am Law 100. Ms. Wisnik has conducted over 600 training programs on topics that include interviewer training, business development skills, and time management, and she has also placed over 600 recruiting and PD professionals. Ms. Wisnik has presented at numerous NALP conferences since 1996.

**Mary Wright** is a Shareholder and the former General Counsel of Ogletree, Deakins, Nash, Smoak & Stewart, PC, an international law firm specializing in management-side labor and employment law. Ms. Wright conducts employer audits, counseling, and training, produces employer policies, procedures, and contracts, defends employers in single plaintiff and multi-plaintiff representative employment actions from investigation through trial or arbitration, defends employers in state and federal administrative hearings (DLSE, DFEH, EEOC, EDD), and represents employers in alternative dispute resolution venues (mediation, early neutral evaluation, settlement conferences). She holds a Green Belt in Project Management from Legal Lean Sigma Institute, and has been named a California Super Lawyer every year from 2005-2013. Ms. Wright publishes and speaks on all employment-related topics but is particularly passionate about the topic of hiring military veterans. As founding editor of *HR Gazette*, an online magazine for human resource professionals and employment lawyers, Ms. Wright dedicates a fair amount of time to blogging and tweeting on how to hire a vet. In its first year of publication, *HR Gazette* received an honorable mention in Bamboo HR's Most Socially Shared HR Blogs in 2012. In 2012, Ms. Wright won First Place in the Napa County Fair for her Pickled Peaches Pie, and is the author of *Aunt Eleanor's Never Fail Pie Crust* and *Classic Pie Recipes*. Aside from the law, she is on a mission to resurrect the lost art of making pie from scratch.

**David Yellen** became Dean of the Loyola University Chicago School of Law in July 2005. Prior to joining Loyola, Dean Yellen was the Max Schmertz Distinguished Professor of Law at Hofstra University, located in Hempstead, New York. He also served as the Reuschlein Distinguished Visiting Professor at Villanova University School of Law and has also taught at Cornell Law School and New York Law School. From 2001-2004, he served as the Dean of Hofstra Law School, where he played a critical role in spearheading major fundraising initiatives, doubling the school's new student applications, and increasing the credentials of the law school's incoming students. Dean Yellen's academic expertise lies in the area of criminal law, particularly sentencing and juvenile justice, and he has written widely about the federal sentencing guidelines, testified before the United States Sentencing Commission, advised President Clinton's transition team, and argued a case before the United States Supreme Court. He has co-authored a treatise on federal sentencing law, written articles about sentencing that have appeared in such journals as the *Northwestern Law Review*

and *Minnesota Law Review*, practiced law in Washington, DC, and served as counsel to the Judiciary Committee of the U.S. House of Representatives. Dean Yellen is a graduate of Princeton University and Cornell Law School. Dean Yellen is actively involved in a number of professional and civic groups. He serves on the Board of the Constitutional Rights Foundation Chicago, and is a member of the Standards Review Committee of the American Bar Association's Section on Legal Education.

**Sheri M. Zachary** is the firm-wide Director of Career Development for Saul Ewing LLP, a firm with 11 offices throughout the mid-Atlantic region. As Director of Career Development, Ms. Zachary is responsible for building upon and implementing Saul Ewing's comprehensive strategy for long-term attorney career development and retention in furtherance of the firm's vision and strategic plan. Ms. Zachary is the Chair of the firm's Career Development Committee, and she works closely with the Diversity, Evaluation, Hiring, and Pro Bono Committees. Her responsibilities include design and implementation of programs, policies, and processes in connection with the firm's career development initiatives and the attorney evaluation process, including the mentoring program, the career development plan program, continuing legal education memberships, attorney integration, and attorney orientations. In addition, Ms. Zachary is responsible for providing individual coaching to attorneys regarding career development, and assisting with the implementation of the firm's key diversity and inclusion initiatives aimed at supporting a diverse and inclusive workforce. Ms. Zachary develops and implements internal communication strategies to increase attorney awareness about career development programs and directs attorneys to resources within the firm. She regularly attends firm functions and is a visible part of the firm culture. Ms. Zachary graduated *magna cum laude* from the University of Miami School of Law and *summa cum laude* from Barry University with an MA in Communication. In addition, she holds a BA from the University of Delaware and a Certificate in Human Resource Management from Rutgers University Center for Management and Entrepreneurship. Ms. Zachary is currently the Board President for Partners for Kids and Family located in Burlington County, NJ. Prior to working at Saul Ewing, Ms. Zachary was a practicing attorney and taught Public Speaking and Effective Oral Communication at the college level.

**Madiha Zuberi** is an associate at BakerHostetler where she focuses her practice on complex litigation. Able to effectively handle the moving parts of a complicated case, she takes the initiative to work through challenging concerns while developing resolutions. Ms. Zuberi's experience on banking and feeder funds cases allows her to have a solid understanding in certain areas of securities laws, such as securities fraud, broker-dealer compliance, and the use of exotic products such as swaps and derivatives. She was named a New York Metro Super Lawyers "Rising Star" in 2013.

**Jennifer Williams Zwagerman** has been Director of Career Development at Drake University Law School since September 2011. As Director of Career Development, she is primarily responsible for managing all aspects of the CDO, from student programs, resources, and services to employer outreach. In addition, she provides individual career counseling sessions for students and alumni and she plans and presents workshops on an array of career development skills and topics. A 2004 graduate of Drake Law School, she received her LLM in Agricultural Law from the University of Arkansas and also served for two years as a law clerk to Judge David Hansen, Eighth Circuit Court of Appeals. After completing her clerkship in 2007, she joined the Des Moines office of Faegre & Benson (n/k/a/ Faegre Baker Daniels) where she was an attorney in the general litigation group with a national practice in food and agricultural law. Ms. Zwagerman spent the 2010-2011 school year at Drake as the Faegre & Benson Visiting Scholar, where she worked with students and taught courses in food and agricultural law. Ms. Zwagerman received her BS in Agricultural Communications from Michigan State University in 1999.