

Speaker Biographies

2015 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. A Fellow of the College of Law Practice Management, Ms. Abbott has long been a leader in the field of lawyers' professional development. Her most recent book is *Sponsoring Women: What Men Need to Know* (Attorney at Work, 2014). She has also written definitive texts on lawyer mentoring and professional development. She is on the Executive Committee of the National Legal Mentoring Consortium, Advisor and Research Panelist for the Institute of Mentoring, Special Advisor to the International Bar Association's Law Firm Mentoring Program, and a member of the Council of Management Experts based in New Delhi, India. Ms. Abbott 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. Ms. Abbott is also a leader in advancing 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 is co-founder of the Hastings Leadership Academy for Women at Hastings Law School, 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.

Fairuz Abdullah is the Associate Director of Judicial Clerkship and Public Interest Programs at UC Hastings College of the Law. She puts on approximately ten to twelve workshops a year for students and counsels students on their career objectives. Ms. Abdullah began her legal career advocating for indigent clients. As a litigator she practiced family law and juvenile dependency law. She received her B.A. in Political Science from the University of California, Santa Cruz and her J.D. from the University of San Francisco School of Law. Prior to becoming a member of the bar in 2006, she worked at the Leo T. McCarthy Center for Public Service and the Common Good where she worked on public policy issues involving Dispute Resolution and Mediation in Cali-

fornia. She is committed to diversity issues in the legal field and has served on the boards of a number of minority bar associations. In this capacity she has helped to create, staff, and volunteer at legal clinics as well as develop seminars on career advancement. Her career services portfolio includes providing tools and career strategy for judicial clerkships and public interest programs as well as targeted workshops for first-year and foreign LLM students.

Sharon Meit Abrahams, Ed.D., is the National Director, Professional Development, for Foley & Lardner LLP. Dr. Abrahams has over 25 years of experience in the training and education field specializing in client relations, marketing, communication, and management development training. She has conducted seminars for the American Bar Association, the Chicago and D.C. Bars, ALI-ABA (now ALI CLE), the Center for Creative Management, Yale, Harvard, Northwestern and Duke Law Schools, and the Association of Legal Administrators. Dr. Abrahams holds a master's degree in training and education and a bachelor's degree in business administration from the University of Miami. She received her doctorate in adult education at Nova Southeastern University. Dr. Abrahams currently serves on the editorial board of *Practice Innovations*, a Thomson Reuters publication. She is also the professional development column editor for the *Law Firm Partnership and Benefits Report* and *Marketing the Law Firm*, both ALM publications. Dr. Abrahams is a prolific writer, publishing articles and books on professional development within the legal profession. Her most recent book, *100 Plus Pointers for Business Development*, and her first two books were all published by the American Bar Association. She served for a decade as a faculty member for the Center for Management Development at Florida International University, teaching training and human resources courses. She also has served as an adjunct professor in the doctoral "Organizational Leadership" program at Nova Southeastern University.

Lisa Abrams 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. 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.

Akua Akyea came to Yale Law School after nine years at the Columbia Law School Social Justice Initiatives Center for Public Interest Law, where she directed several public interest summer programs. She has counseled students on both domestic and international public interest opportunities and on ways to incorporate pro bono into a corporate practice. Ms. Akyea is a graduate of the University of Iowa Law School where she was on the *Journal of Transnational Law & Contemporary Problems* and a member of the Legal Clinic working on asylum petitions and 983 cases. As a member of NALP, she has presented on international public interest careers. She came to New York from the University of Iowa, where, as Assistant Director of Cross-Cultural Programming and Outreach, she worked on issues of cross-cultural communication. She has worked as a counselor for at-risk high school students through the Upward Bound Project. Ms. Akyea has traveled and lived in several countries in Europe, East and West Africa, and North America. She is fluent in French and Ewe, a language of Ghana.

Julie Anna Alvarez is Director of Alumni Career Services at the Benjamin N. Cardozo School of Law's Office of Career Services. Ms. Alvarez is the elected Northeast Region school representative on the NALP Nominating Committee for 2014-2015. She is Immediate Past Co-Chair of the Law School Alumni Career Services Section (2012-2014). A career services professional since 2006, she has counseled and created programming for both students and alumni, although her primary constituency are alumni. A graduate of Harvard Law School, this native New Yorker practiced as a Corporate associate at Cravath and as an IP/Entertainment associate at Fross Zelnick Lehrman & Zissu before embarking on an alternative career trajectory. That trajectory has included work as legal counsel to a nonprofit, Assistant Director of the Legal Referral Service at the New York

City Bar Association, Associate Director of Admissions at New York Law School, and an entrepreneur. Her contributions to the *NALP Bulletin* include authoring the articles "Alumni Counseling Basics for Law School Career Counselors" and "So Many Directions to Go!: Counseling Alumni on Alternative Career Options." She co-authored the articles "Tips on Offering Effective Alumni-Focused Career Programming" and "Making Alumni Networking Happen" with Robert White of UC Berkeley. She presented on two panels at the 2013 NALP Annual Education Conference ("Don't Let the Door Hit Them on the Way Out!: Counseling Your Alumni Before and After They Leave" and "Staying in Touch: Balancing Data Collection and Recent Alumni Counseling Nine Months Out") and spoke on the "Leave No Graduate Behind: Alumni Career Programming and Mentoring" panel in 2014.

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 was 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. She is an active member of NALP, currently representing the West/Rocky Mountain Region on the Regional Resource Council and serving on the faculty of the 2014 Newer Professionals' Forum. 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 J.D. from UC Hastings College of the Law and an A.B. from the University of Michigan.

Jill Backer is the Assistant Dean for Career and Professional Development at Pace University School of Law. She joined the Career Center in July 2002 following five years in sales and marketing to the legal community. Ms. Backer received her J.D. 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 speaks on panels and often writes articles for the legal media.

Ethel Hong Badawi is an Associate Director for the Center for Professional Development and Career Strategy at The George Washington University Law School. In addition to career advising, Ms. Badawi developed and implemented the social media initiatives and small group learning workshops and webinars for students at GW Law. She also serves as an Assistant Professor and Assistant Director in the Paralegal Studies Program at GW's College of Professional Studies. Before joining GW Law, Ms. Badawi was an associate for several years at Barnes & Thornburg LLP, where her primary practice areas included insolvency, commercial bankruptcy, refinance, and restructuring. Ms. Badawi has also worked as an international recruiter and staffed international development projects in Africa, Asia, and Eastern Europe. Ms. Badawi received her undergraduate degree from Wellesley College and earned her J.D. from The George Washington University Law School. She is licensed to practice in the District of Columbia, the Commonwealth of Virginia, and the State of Indiana.

José Bahamonde-González was Assistant Director for Career Services at the Georgetown University Law Center from 1992 to 1994. He then served as Director and Assistant Dean for the Career Planning Center at the University of Miami School of Law from 1994 to 1997. He joined the University of Maryland School of Law as Assistant Dean for Career Development in August 1997. In January 1999, he was appointed Assistant Dean for Administration, Finance & Technology, and in July 2001, he was appointed Associate Dean for Administrative Affairs and Student Services. Since joining Maryland Law, he has served as faculty advisor to the Latino/a Law Students Association and the LGBT Law Student Alliance. Prior to pursuing his law degree, Mr. Bahamonde-González held the positions of Internal Auditor and Human Resources Officer for two financial services corporations in Boston, Massachusetts. While in law school, he was a Career Counselor and Pre-Law Advisor for the College of Arts & Sciences at Syracuse University. He was a summer associate and, after graduation, was briefly affiliated with a law firm in San Juan, Puerto Rico. Mr. Bahamonde-González has been an active member of NALP since 1992 and has held numerous leadership positions including Vice-President, Director, and Chair of the Leadership/Membership Diversity Task Force. Additionally, he has been serving as Chair-Elect of the Association of American Law Schools Law School Administration & Finance Section. He has also been involved with the ABA Section on Legal Education and Admissions to the Bar and is a member of the

National Association for College and University Business Officers.

Nadjia I. Bailey is an Associate Director of Career Planning and Deputy Diversity Officer at New York Law School, where she provides general career counseling to current students and facilitates collaboration between the office and student organizations. In her capacity as a diversity professional, she works directly with minority students and external affinity groups to help them build robust professional networks and access various employment opportunities. In her first year at NYLS, she spearheaded the Office of Career Planning's efforts to create a searchable database of diversity resources and to systematically communicate upcoming opportunities to the student body. She has also coordinated various internal diversity initiatives, beginning with an orientation to provide incoming students with the opportunity to meet and interact with each other and with upper-division students and to learn about mentor programs, scholarships, and employment opportunities specifically targeted to underrepresented populations in the legal profession. Ms. Bailey began her legal career at Alston & Bird LLP, where she practiced as a bankruptcy and litigation associate. Immediately prior to joining the NYLS, she 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 B.A. from Princeton University and her J.D. from Fordham University School of Law.

Susan Bainnson is the Associate Director of Alumni Career Services at Brooklyn Law School where she counsels both students and alumni of all experience levels. In addition to counseling, Ms. Bainnson manages the alumni-student mentor program and the mock interview programs, and 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. In addition, she is the 2014-2015 Chair of the Law School Alumni Career Services Section of NALP. Ms. Bainnson 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.

Sarah Bannister is the Associate Director, Alternative and Public Interest Careers, at the University of Oregon School of Law. She earned her J.D. from The George Washington University Law School in 2006. Between 2006 and 2012, Ms. Bannister worked as a corporate and litigation associate at Covington & Burling LLP in Washington, DC, where she devoted significant time to pro bono clients in immigration, criminal, and international law matters and provided corporate governance advice to nonprofit organizations. While at Covington, Ms. Bannister spent six months on a pro bono rotation at The Children's Law Center, a nonprofit organization in Washington, DC, advocating for clients in adoption, guardianship, and custody matters. Before law school, Ms. Bannister worked on international women's issues at the U.S. Department of State and on biotechnology research at DuPont in Wilmington, Delaware. She earned her Bachelor's of Chemical Engineering from the University of Delaware and a Ph.D. in Chemical Engineering from the University of Illinois at Urbana-Champaign. As Associate Director of Alternative and Public Interest Careers, Ms. Bannister focuses on supporting and advising students and alumni interested in pursuing careers in government, the public interest sector, and careers outside the traditional practice of law.

Dyana P. Barninger is the firm-wide Associate Director of Legal Recruitment and Development at K&L Gates LLP, resident in the Charlotte, NC office. In this role, she has global responsibility for the recruitment, on-boarding, and orientation for all non-partner lawyer hires. Previously, Ms. Barninger worked in the DC offices of two other Am Law 100 firms, where her responsibilities included the administration of the associate development and training programs, attorney performance evaluations, the pro bono program, and all aspects of associate recruiting. Ms. Barninger has been an active member of both NALP and the Washington Area Legal Recruitment Administrators Association (WALRAA) since 1999. Her contributions to NALP include service as the 2014-2015 Vice-Chair of the Recruiting Section's strategic planning subgroup, as 2013-2014 Chair of the Recruiting Section, as a member of the 2011-2012 Nominating Committee, as Vice-Chair of the 2010 Annual Education Conference Planning Committee, as a Mid-Atlantic

Regional Coordinator on the 2008 Annual Education Conference Planning Committee, as Chair of the Recruitment Practices Committee, as a member of several work groups, and as a conference speaker on several occasions. Her active involvement in WALRAA includes service as an elected member of the Board of Directors from 2002 through 2008, during which time she served as both President and Treasurer. She has also served on several WALRAA planning committees, including as a member of the 2014 Strategic Planning Committee and as the Co-Chair of that committee in 2009. Ms. Barninger received her BBA in Human Resource Management from George Washington University.

Holly Barocio is the Marketing and Communications Manager at Neal, Gerber & Eisenberg LLP, a 160-lawyer Chicago law firm. Ms. Barocio leads the strategic marketing and business development initiatives for the firm. Specifically, she focuses on internal and external communications and media and public relations, as well as overseeing the firm's RFP process and business development initiatives, including business plan development and execution, coaching, and client initiatives. Prior to this role, Ms. Barocio was the Professional Recruitment Manager and was responsible for all aspects of law school recruiting, the firm's summer associate program, diversity initiatives, and firm-wide events. She also assisted with lateral recruiting efforts. She is a member of the firm's Marketing Committee and Diversity Committee, and supports the firm's Pro Bono Committee, Green Committee, and Women's Network. She has also served on the firm's Hiring Committee. Ms. Barocio is a member of the Legal Marketing Association and was an active member of NALP for five years. She was a presenter at the 2013 Annual Education Conference and served as Vice-Chair of RFPs for the Recruiting Section and as the Recruiting Section Liaison to the Experienced Professionals Section in 2013. She has also served as President and Secretary of the Chicago Association of Legal Personnel Administrators. Ms. Barocio received her B.A. in Political Science from the University of Michigan.

Dena R. Bauman is the Director for Career and Professional Development and an Adjunct Professor at the University of the District of Columbia David A. Clarke School of Law. A graduate of Bryn Mawr College and Cornell Law School, she joined the law school in 2003. She began her career as a civil legal services attorney in New York State and taught at a clinical law program in Washington, DC, before moving into pro bono management. She served on the 2011-2012 NALP Nominating Committee and was the Mid-Atlantic Regional

Coordinator in 2007-2008. She has spoken at numerous NALP programs and written for its publications. She is very proud to have played a critical role in creating the Solo and Small CSO Section. In her role as the externship professor, she has spoken at several externship director conferences on collaboration between career services offices and externships, and on developing externships for part-time students. Professor Bauman is a writer for an upcoming publication on Best Practices for Legal Education.

Naomi Beard is the President and CEO of Naomi Beard & Associates. For more than 13 years as a professional coach to attorneys and law firm executives, Ms. Beard has drawn on her decade of experience as a practicing attorney to incorporate a deep understanding of law firm life in her work with clients. She and her team serve attorneys and law firm professionals in all major U.S. legal markets and internationally. Her company specializes in providing to law firm attorneys and executives law firm talent development consulting, executive coaching, career transition services, and large-scale, multi-office law firm upward reviews. Ms. Beard graduated from the University of Virginia School of Law, Order of the Coif, in 1997. She earned her undergraduate degree from Georgetown University's School of Foreign Service, *magna cum laude*, in 1993. She practiced law for nearly ten years (Milbank, Tweed, Hadley & McCloy LLP in Los Angeles and Washington, DC, and Pillsbury Winthrop Shaw Pittman LLP in Washington, DC). Ms. Beard is a fully certified and credentialed coach, having earned the Certified Mentor Coach designation through an International Coach Federation-accredited coach training program. She is a frequent presenter at law firm and professional association events. She has been published in the *New York Law Journal*, and her contributions via electronic newsletter have been reprinted in a variety of online and print venues. She is a member of the California, Virginia, and Washington, DC bars, as well as the American Bar Association and the ICF.

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 senior litigation associate with Dickstein Shapiro LLP, in both its Washington, DC, and New York offices. He is active in NALP, most recently as a Vice-Chair for the Long Range Strategic Planning Committee. He is also active 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 B.A., *magna cum laude*, from John Carroll University, and his J.D. from the University of California, Berkeley (Boalt Hall).

Jeanna Beck has provided career development guidance to practicing attorneys since 2008. Currently, Ms. Beck is the Manager of Career & Professional Development for Arnold & Porter, LLP, an international law firm with over 800 lawyers practicing in nine cities throughout the United States and Europe. She provides individualized career development and advancement counseling and oversees mentoring programs for the associates. Ms. Beck also develops specialized litigation trainings for all attorneys and CLE trainings for the attorneys in the California offices. Previously, Ms. Beck was a litigation associate in both the Los Angeles and Washington, DC, offices of Arnold & Porter. While an associate, Ms. Beck served on the hiring committee, the management committee, and the committee of associates. Prior to joining the firm, Ms. Beck clerked for the late Judge James H. Alesia on the U.S. District Court for the Northern District of Illinois. She graduated Order of the Coif from DePaul University College of Law.

Cecily Becker is the Director of the Externship Program at Texas A&M School of Law in Fort Worth, Texas, where she has taught students and administered the program since 2004. As the Director, she supervises and counsels students through their externship experiences, and teaches a corresponding course component that is designed to help students reflect on their experiences and cultivate their professional identity. Working with the legal community, she develops externship opportunities and ensures that participating attorneys have an understanding of the program requirements and provide appropriate supervision and educational experiences for students. Prior to 2011, she also worked as Assistant Director in Career Services, counseling students, working with employers, and making numerous presentations to students on topics related to career and professional development. Ms. Becker graduated from the University of Virginia in 1987 with a B.A. in Commerce and

worked several years for the Department of Defense in Washington DC, before attending law school. She graduated from Gonzaga University School of Law, *magna cum laude*, in 1997 and practiced commercial litigation in Oregon where she was active with the local county bar association before returning to Texas. She is licensed to practice in Oregon and Texas.

Allison G. Belnap is the Assistant Dean for Career Services at the BYU Law School. Before coming to BYU, Ms. Belnap was of counsel with Holland & Hart in Salt Lake City. She received her JD from BYU, her Masters in Theatre and Media Arts specializing in Theatre for Young Audiences, and her Bachelors in Theatre and Film specializing in Acting. She has been an instructor in BYU's Theatre and Media Arts Department and has acted in many productions, including the lead and supporting roles in over 20 stage productions including "All My Sons," "Richard III," "The Merry Wives of Windsor," "Dracula," and "Brigadoon." She has also participated in various commercial and film projects.

Michele L. Bendekovic is the Director of Recruiting and Professional Development at Steptoe & Johnson. Ms. Bendekovic designs, develops, implements, and manages firm-wide professional development and training programs for members and associates, including leadership training, continuing legal education training, marketing skills, and substantive legal programs. She manages and coordinates the lawyer recruitment program, including formation and implementation of recruiting strategies, resume screening, and candidate selection. She participates in the interview and offer process and acts as liaison to law schools and career services offices.

Margaret Benson is the Executive Director of Chicago Volunteer Legal Services (CVLS). She joined CVLS in 1982 to set up the Panel Referral Program, became Deputy Director in 1983, and was elevated to Executive Director in 2003 when her predecessor retired. Responsible for program management and the coordination of bench, bar, and law firm relations, Ms. Benson also writes extensively, including CVLS training materials and a bi-monthly column on pro bono for the *Chicago Lawyer*. While handling a caseload of contested or difficult family and guardian ad litem cases, she trains and supervises GAL volunteers. Ms. Benson was honored with the 2007 Illinois State Bar Association's Board of Governors Award. In 2001 she received the notable Chicago Bar Foundation's Thomas H. Morsch Public Service Award. Prior honors include the "Esther Rothstein Award" by the

Lawyer's Trust Fund of Illinois in 1999 and Loyola University School of Law's Public Service Award in 1994. Ms. Benson is an active member of ISBA's Legislation Committee, where she has helped to draft and lobby for guardianship and family law legislation. She is active in numerous bar committees. Past activities include: chair of the Illinois State Bar Association's Delivery of Legal Services Committee, charter member of the Illinois Pro Bono Center's Board of Directors, speaker at the Midwest Region SPAN Conference on the Future of Legal Services, member of the Board of Directors of the Women's Bar Association of Illinois, two-term ISBA Assembly member, and speaker for the American Institute for Prepaid Legal Services.

Michael Bergmann joined PILI in 2006 as Pro Bono Initiative Director and more recently served as PILI's Director of Programs prior to being named Executive Director. Before joining PILI in 2006, Mr. Bergmann served as the Guardian Ad Litem Program Director for Chicago Volunteer Legal Services. He is a frequent speaker on issues relating to legal aid, pro bono, and public interest law at the state and national level, including the Illinois Legal Advocates Conference, the ABA/NLADA Equal Justice Conference, the ABA Young Lawyers Division, the National Legal Aid and Defender Association Annual Conference, the Equal Justice Works Conference & Career Fair, the Law & Society Association Annual Meeting, and the National Pro Bono Conference of Canada. During his tenure at PILI, Mr. Bergmann has also handled pro bono matters through Chicago Volunteer Legal Services, the Lawyers Committee for Better Housing, and the National Immigrant Justice Center. Mr. Bergmann is an Adjunct Professor at the DePaul University College of Law, where he also serves on the Advisory Board for the Center for Public Interest Law. He also serves on the Advisory Board of the Chicago Lawyer Chapter of the American Constitution Society and on NALP's PSJD Advisory Group. He also serves on the Cook County Elder Justice Center Task Force for the Elder Law and Miscellaneous Remedies Division for the Circuit Court of Cook County. Mr. Bergmann attended The Catholic University of America in Washington, DC, where he earned his Bachelor of Arts in Politics. He received his Juris Doctor from DePaul University College of Law.

Lori Berman, Ph.D., is the Director of Professional Development for Hogan Lovells US LLP and an Adjunct Professor and Research Affiliate at Georgetown Law. Ms. Berman has consulted and taught courses on leadership, team, and client relationship skills for professionals for over 15 years. Prior to

working at Hogan, she worked both in-house and as a consultant. In these roles, she helped organizations and law firms with learning and professional development initiatives, leadership skills and coaching, succession planning, client relationship skills, women's initiatives, and using competencies for selection and performance management. Her work has won multiple awards, including the Chief Learning Officer Learning Team Award and the Association for Continuing Legal Education (ACLEA) Award for Professional Excellence in Technology. She holds an MA and a PhD in industrial and organizational psychology from the University of Maryland, and a BA in psychology from Cornell University.

Sarah Beznoska joined the Office of Career Planning at Cleveland-Marshall College of Law in November 2013, after more than six years at Case Western Reserve University School of Law, where her experience included student programming and counseling, externship program administration, and employer outreach. After her graduation from Duke University School of Law in 2002, Ms. Beznoska practiced law at a private firm in Washington, DC, and also worked as a staff attorney for the Washington State House of Representatives in Olympia, Washington. She earned her B.A. in American Studies and Spanish from the University of Notre Dame. Ms. Beznoska is a member of the Cleveland Metropolitan Bar Association and NALP.

Ritu Bhasin is Founder and Principal at bhasin consulting inc., a firm that provides people management and leadership strategies to international organizations with an emphasis on diversity and the advancement of women. Along with her sister, Ms. Bhasin is Founder of Insayva, a platform for self-empowerment for those seeking personal and professional growth, which includes a series of leadership retreats for professional women. Ms. Bhasin has extensive experience in delivering leadership/training programming and providing coaching services across a range of people management areas, with a focus on diversity and the advancement of women. She has been certified to administer intercultural competence assessment tools for teams and individuals, including the Intercultural Development Inventory and the Intercultural Conflict Style Inventory. She also is trained in neuroscience coaching strategies for leadership growth. Ms. Bhasin has now coached hundreds of professionals, focusing on empowering them to leverage their strengths in their development. Previously, Ms. Bhasin spent ten years in the legal profession, first practicing civil litigation and public law, and then serving for seven years on

the senior management team of a preeminent Canadian law firm as their director of legal talent management. An inspiring and engaging speaker, Ms. Bhasin is a regular contributor to the media. Lastly, she is a trained instructor in a few yoga disciplines and, when she is not working, you will find her in a "downward dog."

Dina Billian currently serves as Recruitment Manager and Pro Bono Coordinator for Miles & Stockbridge, a regional firm with over 200 lawyers in Maryland, DC, and Northern Virginia. Ms. Billian is responsible for the recruitment of law students, lawyers, and paralegals, as well as the coordination of the summer associate program. She frequently speaks to law student audiences about interview skills, work/life balance, and networking, and she has published articles about the importance of experiential learning and creative job search strategies. Ms. Billian formerly worked as the Associate Director of Employer Development at the University of Maryland School of Law, and as a Placement Director for Special Counsel, a legal staffing agency. Immediately following law school, Ms. Billian maintained a solo law practice and then joined the firm of Rosenberg, Proutt, Funk & Greenberg, where she worked for two years.

Dan Binstock is a Partner at Garrison & Sisson, a Washington, DC-based attorney search firm. Over the years, Mr. Binstock has evaluated thousands of lateral attorneys, and heard many types of explanations for prior moves and reasons for seeking a new position. These experiences prompted the topic of this program. He has led presentations/panels at numerous conferences and law schools, including at NALP Annual Educational Conferences (2012, 2011, 2009, 2008, 2007, and 2006), at WALRAA Mini-Conferences, at NALSC Conferences, and at Harvard Law School, George Washington Law, Penn Law School, Georgetown Law, University of Chicago Law, American University/WCL, University of Michigan Law School, and Northwestern University School of Law, among others. Mr. Binstock's articles and views on the legal market have also appeared in media including *The Wall Street Journal*, *The Washington Post*, *The National Law Journal/Legal Times*, *American Lawyer*, *The Legal Intelligencer*, *Above the Law*, *The Washingtonian*, and *Bisnow Legal*. In addition to his day-to-day recruiting practice, Mr. Binstock provides consulting to law firms on effective lateral hiring strategies. He also serves on the Board of Directors of the National Association of Legal Search Consultants (NALSC) as well as an expert witness in cases involving attorney employment. Prior to becoming a legal recruiter in 2004, Mr. Binstock

practiced intellectual property law with Finnegan Henderson. He earned his J.D., *magna cum laude*, from Washington College of Law and his undergraduate degree in psychology from the University of Maryland, during which time he also played piano for the musical political comedy troupe, the Capitol Steps.

Jennifer Bluestein is the Director of Professional Development at Greenberg Traurig LLP. She is a past Chair of the PDC (the Professional Development Consortium — the consortium for the most senior legal professional development professionals). As an alumna of Northwestern University School of Law, Ms. Bluestein has been certified as a Senior Professional Human Resource (SPHR) professional and is currently in charge of training and professional development for Greenberg Traurig. At Greenberg Traurig, she oversees a program for 1,850 lawyers in over 35 offices around the world. She is also responsible for all learning and professional development for all firm employees and oversees management and technology training programs. In her role, she has developed and given client development training, introduced alternative attorney tracks, implemented a resident attorney program, and created firm-wide core competencies that are specific to each practice group. Ms. Bluestein previously was a Director of Professional Development at Baker & McKenzie and is active in the Chicago Bar Association, for which she co-chaired the Alliance for Women. She currently serves as a liaison to the ABA Commission on Women and is on the board of Connections for Abused Women and Their Children. In her free time, she is a strategic partner with the Lyric Opera and assists them in HR and development issues. She has also contributed articles to various legal periodicals, including *The National Law Journal*.

Heather Bock is Chief Professional Development Officer for Hogan Lovells US LLP and a Visiting Professor and Executive Director for the Center for the Study of the Legal Profession at Georgetown Law. At Hogan Lovells, she leads the learning function for associate and partner training and development. At Georgetown, she teaches courses on leadership, team work, and managing client relationships. Her research on the legal profession includes topics on organizational behavior, advancement in law firms, and leadership. Her work experience includes designing programs and delivering training for professional services firms as well as consulting with a variety of companies on HR strategy, organizational transformation, and culture change. Ms. Bock is a recipient of the HR Leadership Award of Greater Washing-

ton and the Chief Learning Officer Vanguard Award and Chief Learning Officer Collaboration Award. She has written several articles, and authored a book on *Using a Competency Model to Manage Firm Talent* for the American Bar Association. She holds a B.S., Master of Public Health, and Ph.D. in Organizational Behavior from UNC – Chapel Hill.

Michael Boggs is the Director of Practice Support at Holland & Hart LLP and has over 16 years of experience working with technology in the legal industry. He oversees all legal applications within the firm. While much of his time is spent supporting the discovery management lifecycle, Mr. Boggs also routinely advises lawyers and clients alike on other value the Practice Support Group can deliver. In 2013, the International Legal Technology Association recognized Mr. Boggs with its Litigation Support Professional of the Year Distinguished Peer Award. Mr. Boggs confers with lawyers and clients to help develop custom solutions for unique needs. Directing a staff of 12, Mr. Boggs manages resources effectively and efficiently to help lawyers and clients identify and organize critical data and achieve desirable outcomes as quickly as possible. Recently, he has been instrumental in deploying new ethical wall software that provides more stringent protections without encumbering the firm's ability to retrieve critical client information quickly and efficiently. As the firm examines its client intake and conflicts platforms, Mr. Boggs is involved in answering practical questions about how proposed changes may affect both users and clients. Additionally, he plays a leading role in ongoing discussions regarding matter budgeting and legal project management tools as Holland & Hart explores ways to improve in order to give clients more access to and control over their matters and cases. Prior to joining Holland & Hart, Mr. Boggs was the Information Systems Director for Hennigan, Bennett & Dorman LLP. While there, he helped its professionals to achieve the best results for their clients through the use of technology. He regularly provided assistance to external clients for extranet and other technology-based needs related to litigation. Mr. Boggs oversaw and also provided courtroom automation support and handled several high-profile trials while at Hennigan. Additionally, Mr. Boggs is an Adjunct Professor at both the University of Denver Sturm College of Law and in the paralegal program at Arapahoe Community College. He teaches courses in legal technology and discovery management.

Rachael Bosch is the Administrator of Talent Acquisition & Development for the Washington, DC office of Paul Hastings. In this role, she is responsible for all local pro-

gramming related to attorney development including the execution of professional development training, on-boarding, and integration; mentoring and coaching; management of associate performance evaluations; and local diversity and community involvement programs. Ms. Bosch also manages the recruitment of both experienced lawyers and law students to the DC office of Paul Hastings. In conjunction with the firm-wide team, she designs and produces the summer program for the Washington office and manages the on-campus interview process for all DC area schools. She works closely with the Washington Women's Network and Diverse Ally Network to continue the firm's efforts toward building an inclusive workplace for all employees. Prior to joining Paul Hastings, she served as the Attorney Recruiting & Development Coordinator for Skadden Arps and the Attorney Recruiting Assistant at Sutherland Asbill & Brennan, both in Washington, DC. Ms. Bosch is an active member of WALRAA and served as a member of the board of directors from 2013-2014. She currently serves as a co-chair for the WALRAA committee for Mentoring & Networking.

Kurt Bounds is the Vice President for Business Development & Service at ISBA Mutual. He directs the sales and marketing functions and has over 20 years of experience in the insurance industry with 15 years of selling and marketing professional liability insurance. Prior to joining ISBA Mutual, Mr. Bounds worked as the Midwest Regional Marketing Manager for Great American Insurance's Legal Professional Liability Program. Mr. Bounds received his BA from North Central College. He is an active member of PLUS (Professional Liability Underwriting Society), USATF (United States Track & Field Association), North Central College's Alumni Association, and The Morton Arboretum.

Isaac Bowers is Associate Director for Law School Engagement & Advocacy, overseeing the Student Debt, Student Engagement, and Law School Relations programs. He was previously responsible for the organization's educational debt relief initiatives. In that capacity, he wrote a weekly blog for *U.S. News*, conducted monthly webinars for a wide range of audiences, advised employers, law schools, and professional organizations, and worked 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. Bow-

ers received his J.D. from New York University School of Law.

Lorraine Bowman is currently an Attorney Recruiter at Wilson Sonsini Goodrich & Rosati in Palo Alto, where she is responsible for lateral associate recruiting for all of its offices. Prior to this, Ms. Bowman worked in Law School and Lateral Recruiting at Proskauer in Los Angeles, and spent seven years as a headhunter at Mestel & Company, in the New York, Los Angeles, and San Francisco offices working with associates and partners. Ms. Bowman earned her JD in 2003 from New York Law School.

Donna Branca has more than 25 years of experience in management, recruiting, training, human resources, and coaching in the legal industry. She has worked to help law firms, lawyers, and legal employers of all levels evolve and thrive. She is passionate about her work and is highly skilled at helping lawyers navigate the fast-paced legal environment and accelerating pace of change in today's marketplace. Ms. Branca holds a B.A. from Immaculata University, a CPCC certification through the Coaches Training Institute, and significant course work from the University of Pennsylvania in Organizational and Human Performance. She is the Director of the Philadelphia office of SJL Shannon, a trusted partner and advisor to the legal industry for over 30 years.

Judy Braun leads her own consulting firm specializing in executive coaching and leadership development. She has over 25 years of experience leading talent management and leadership development efforts for large organizations as well as professional service firms. Her positions have included Vice President of Leadership Development for Baxter Healthcare, Chief Talent Officer for Seyfarth Shaw LLP, a large national law firm, and Vice President of Global Talent Development for Heidrick & Struggles Inc., a Leadership Advisory firm. She has had the opportunity to work in a wide variety of organizational cultures and with many leadership styles. She has led global teams and understands the leadership challenges of motivating, engaging, and driving for results. Ms. Braun provides insightful one-on-one and team coaching, and facilitates workshops that increase individual and team effectiveness by helping leaders understand and optimize their impact. Ms. Braun's clients include Bayer Pharmaceuticals, Kraft Foods, Seyfarth Shaw LLP, Hogan Lovells LLP, McDermott Will & Emery LLP, Magnetar Capital, and Loyola University Chicago, where she teaches a Women in Leadership Certificate Program. She is a certified

Executive Coach and uses many assessment tools including Center for Creative Leadership Benchmarks, Emotional Intelligence (EQi), Strengthsfinder, DiSC, and Team Management Systems. She is actively involved in many professional organizations, has spoken at professional conferences on the topic of “Leader as Coach” and serves as a mentor in several community organizations.

Kristine D. Bridges is an Associate Dean and Director of Professional Development at the University of Tulsa College of Law. In her current role, she oversees a three-year professional development curricular program, which includes co-teaching the Dean’s Seminar on the Legal Profession with Dean Janet K. Levit. Ms. Bridges also counsels students and alumni on job market conditions, personal strategies, and placement opportunities locally and nation-wide; engages alumni for the benefit of students’ professional development and career placement; researches current and prospective legal market trends to identify promising geographic and practice areas for job growth; and markets graduates to existing employer contacts and to targeted prospective employers. She has served as Chair of the NALP Law Student Professional Development Section and serves on the NALP Regional Resource Council as a law school Representative for the Southeast Region. Ms. Bridges practiced for several years as a civil litigator in Dallas, including at the centenarian Texas law firm of Burford & Ryburn, LLP. She currently teaches Texas Civil Procedure at TU Law as an adjunct professor.

Lee Broekman is Managing Partner of Organic Communication, providing communication and management guidance to professionals and firms. As an expert in persuasion, presentation, and interpersonal communication, Ms. Broekman trains decision makers in top organizations to communicate and manage naturally and effectively. She is a frequent speaker in legal and business gatherings and coaches Am Law 100 law firm leaders and senior managers of Fortune 1000 companies. Ms. Broekman has taught courses at USC’s Annenberg School for Communication and Marshall School of Business, and guest teaches at the UCLA School of Law. A richly varied background in political communications as an L.A. City Council spokesperson, campaign media advisor, ambassadorial scholar to the Netherlands, and political lobbyist has ultimately laid the strong foundation (and provided countless stories) for Ms. Broekman to teach professionals to work with different people under stressful situations. Ms. Broekman’s book, *Suc-*

cessful (Happy) Lawyering: Increase Your Bottom Line and Well-Being, One Insight at a Time, is a newly released publication in the THiNKaha Elite Books Series.

Jason Brown is the U.S. Vice President, General Counsel and Secretary of Dyson.

Janet Siegel Brown joined Northwestern University School of Law as Lecturer and Director of Judicial Clerkships in 2014. She received her J.D. from New York University School of Law, her M.S. in Public and Nonprofit Management from New York University’s Graduate School of Public Service, and her B.A. from Tufts University. She clerked in the staff attorney’s office of the Seventh Circuit Court of Appeals and for the Honorable Sheila Finnegan in the U.S. District Court for the Northern District of Illinois, as well as practicing law at a large law firm and in state and local government in Chicago and New York. For five years prior to law school, she worked in nonprofit development in San Francisco.

Jennifer Brown was a staff attorney to state court district judges in Caldwell, Idaho, for seven years after graduating from South Texas College of Law in Houston in 2006. While working as a staff attorney, Ms. Brown volunteered for the Third Judicial District’s Mental Health Court by teaching a socialization class to participants and attendees once a week for six years. Ms. Brown joined Concordia University School of Law in 2013 as the Assistant Director of Career Services, and has been Interim Director of Career Services since August 2014. In these roles, she has been responsible for prospecting, programming, student career counseling, and co-directing the Legacy Mentor Program. As Co-Director of the Legacy Mentor Program, she is responsible for program development, moderating panel discussions about professional development, recruiting mentors, pairing mentors with students, providing the orientation program for new mentors, and grading assignments related to mentoring activities. Additionally, Ms. Brown assisted an adjunct professor (Bryan Taylor, JD/PhD) with teaching the Trial Practice and Advocacy course during the 2014 summer semester.

Hon. Timothy M. Burgess currently chairs the OSCAR Working Group within the Judicial Conference of the United States. He joined the United States District Court for the District of Alaska in 2006. Judge Burgess received a B.A. and M.B.A. from the University of Alaska, Fairbanks, and earned a J.D. from Northeastern University School of Law.

After a stint in private practice in Anchorage, he served as an Assistant U.S. Attorney, then as the U.S. Attorney for Alaska until his confirmation as a federal district judge.

Paul H. Burton, Principal, Quietspacing, LLC, is a former corporate finance attorney, software executive, and serial entrepreneur. He helps lawyers and legal professionals regain control of their day, get more done, and enjoy greater personal and professional satisfaction. Mr. Burton is the author of four books and a nationally recognized time management expert. When not delivering presentations filled with time making suggestions, he is training and coaching people on how to customize his revolutionary Quiet-Spacing® productivity method into the way they like to work. Mr. Burton speaks to professional audiences regularly on a national, regional, and local level. You can learn more about him and his practice at www.quietspacing.com.

Sarah Byrd is a trial attorney with the U.S. Department of Justice (DOJ), Civil Division, Office of Immigration Litigation. Ms. Byrd first worked for DOJ as a Summer Law Intern at the San Diego Immigration Court. She joined the DOJ in 2009 as an Honors Attorney with the Executive Office for Immigration Review (EOIR), serving for two years as a Judicial Law Clerk at the Charlotte Immigration Court. From 2011 to 2014, Ms. Byrd was an Attorney Advisor with the EOIR, Office of the Chief Immigration Judge, headquarters Legal Unit, where she was involved in EOIR's hiring of summer interns and law clerks through the Attorney General's Honors Program.

Lindsay Callantine is the Firmwide Director of Attorney Recruiting at Morgan, Lewis & Bockius LLP. In this position, she is responsible for the oversight of firm-wide recruiting programs, including the on-campus interview program, the summer associate program, lateral hiring, law school relations, and firm-wide events. Ms. Callantine works with human resources, practice groups, and local office administrative staff to oversee strategic initiatives related to recruiting, retention, diversity, integration, and other legal personnel initiatives. Ms. Callantine joined Morgan Lewis in 2002. She was the Attorney Recruiting Manager for the Philadelphia office before joining the firm-wide Human Resources department, where she focused on attorney evaluations, compensation, integration, and retention. Ms. Callantine earned her B.A. in English, with a concentration in journalism, from the University of Delaware in 2000 and her M.B.A. from Pennsylvania State University in 2010.

Marni Goldstein Caputo is Assistant Director and Director of International Advising in the Harvard Law School Office of Career Services. She has advised and directed programs for Harvard LL.M. and J.D. students with a focus on international careers since 2007. Prior to joining the Harvard OCS team, she received her B.A. from Tufts University in 1997 and her J.D. from Emory University School of Law in 2001. After graduating from law school, Ms. Caputo clerked for Federal District Court Judge Willis B. Hunt, Jr., in Atlanta and then returned to Boston to practice as a litigation associate, first at Hill & Barlow, a large firm, and then at Prince, Lobel, Glovsky & Tye, a mid-sized firm. Ms. Caputo also worked as a Staff Attorney in the First Circuit Court of Appeals. Since 2005, she has taught legal research and writing to students at Harvard Law School and Boston University School of Law.

Courtney Dredde Carter is a Legal Consultant and Researcher for the Legal Talent Lab. She began her career as an associate at a mid-sized law firm in Birmingham, Alabama, and after her time in corporate law decided to focus her career on helping to improve the legal profession. First, she managed a legal externship program and taught an externship seminar to law students that emphasized professional skills, career goals, and professional development as a young professional. She then narrowed in on her passion and began working to increase diversity in the legal profession. She worked as the NALP/Street Law Legal Diversity Pipeline Program Fellow for two years. During her time as the Fellow, she managed a national legal diversity pipeline program involving more than 24 organizations. She trained over 85 lawyers and legal professionals on an annual basis on program implementation and diversity sensitivity. As a part of her fellowship, she also authored a weekly blog roundup of diversity news that reached more than 300 legal professionals each week. She understands firsthand how important diversity and inclusion are in the legal profession and is always interested in what organizations are doing to improve diversity and inclusion.

Devin Carter is a Senior Recruiting Specialist at Baker & McKenzie. She has 10 years of recruiting experience, and has spent the last six years working in both the management consulting and legal industries. At Baker & McKenzie, Ms. Carter manages all associate-level recruiting in the Chicago office, including the summer associate program. Prior to working at Baker & McKenzie, Ms. Carter worked at McKinsey & Company and ZS Associates as a Diversity Campus Recruiter and Senior Campus Recruiter, respec-

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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. Since joining the legal profession, she has worked for a variety of human rights and civil legal aid organizations including the International Federation for Human Rights (FIDH), the Northwest Justice Project, Rhode Island Legal Services, Channel Foundation, and the Home Foreclosure Legal Aid Project of the Washington State Bar Association. As Assistant Director of the Center for Public Service Law, Ms. Carton-Listfeld directs the law school's pro bono program, which includes providing substantive training and leadership development support to student-led pro bono projects. She also provides individualized public service career coaching to law students and presents on a variety of public service career building topics including public interest summer funding, post-graduate public interest fellowships, and student loan debt relief, among others. In addition, Ms. Carton-Listfeld manages the law school's Loan Repayment Assistance Program. She currently serves on the Washington State Access to Justice Board's Leadership Development Committee as well as on the board of directors of the Seattle Community Law Center, which provides Social Security advocacy for people with disabilities who are homeless or low-income.

Andrew Chapin is Director of Public Interest Scholars & 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 a Placement Officer in Career Services at Columbia University School of Law. He has additional experience working in the Department of Legal Services at Gay Men's Health Crisis and the Office of General Counsel at COS Computer Systems, and providing support services to attorneys and partners at several Manhattan law firms. 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

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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 employment-driven connections. Additionally, Mr. Christian serves the College as an Adjunct Professor of Law, teaching a course in Negotiation. 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.

Norma F. Cirincione is Director of Alumni Relations and Associate Life at Cleary Gottlieb Steen & Hamilton LLP, where she has worked in the field of legal recruiting, personnel, and alumni relations for over 35 years. She holds an AB in French from Trinity College, an MAT in French from Assumption College, and a degree from the Institut de Phonétique of the Sorbonne. Ms. Cirincione taught French and Italian at the American College of Switzerland where she was also Dean for Student Affairs. She has been an active member of NALP since 1980, having served on its Board of Directors and as its Vice-President. Ms. Cirincione was a member of the Part V Task Force on Timing Guidelines and served as Chair of NALP's Legal Employer Alumni Relations/Programs Section. She is a frequent speaker on legal personnel and alumni relations issues.

Christine Clapp develops the voice of experts who want to broaden their impact. As president of Spoken with Authority, she conducts presentation skills workshops, training programs, and coaching sessions that give legal profession-

als the confidence and polish needed to fulfill their leadership potential. In addition to her consulting work, Ms. Clapp is a lecturer in the Department of Organizational Sciences and Communication at The George Washington University in Washington, DC. Her new book is entitled *Presenting at Work: A Guide to Public Speaking in Professional Contexts*.

Trevor Clarke is the principal of The Law Office of Trevor J. Clarke, a practice that focuses on meeting the needs of small businesses and nonprofit organizations. Mr. Clarke is also a member of the inaugural class of the Chicago Bar Foundation's Justice Entrepreneurs Project (JEP), a program that incubates socially conscious solo law practices. Mr. Clarke provides counsel and transactional services to individuals and companies that make a positive impact on the Chicagoland community. Like the clients he serves, Mr. Clarke seeks to make a positive impact on the community. As a lawyer, he provides pro bono representation to borrowers involved in mortgage foreclosure actions, gives advice to low-income callers through the CARPLS legal hotline, and counsels clients at The Law Project — Chicago's preeminent transactional legal aid organization. As a member of the community, he is an active volunteer at The Old Town School of Folk Music, Chicago Public Radio, the Chicago Aikido Club, Organizing Neighborhoods for Equality: Northside, and Working Bikes, where he serves as the Corporate Secretary and General Counsel. He earned his J.D. *summa cum laude*, Order of the Coif, from the DePaul College of Law.

Laura Clemens serves as a career counselor in the University of Minnesota Law School Career Center. She served as assistant director in the Career Center of Mercer University, Walter F. George School of Law in Macon, Georgia. Ms. Clemens received her B.A. from the University of Wisconsin and her J.D. from the University of St. Thomas. She will also complete a Master in Science in Academic Advising at Kansas State University this spring. After law school, Ms. Clemens practiced primarily in family law and civil litigation. She frequently offered free legal advice during law clinics and self-representing clinics at shelters and women's centers. Prior to joining Mercer, she worked with undergraduate students in Advising and Accessibility Services at Concordia University in St. Paul and in Career Services at the College of Education and Human Development at the University of Minnesota.

Anne Collier is a catalyst for executives stepping into power. She empowers others to create a fulfilling professional and personal life and gives her clients a competitive edge that gets them to their goals quicker and with more ease. Ms. Collier's work guides clients to discover a fresh perspective through proven assessment tools such as the Myers-Briggs Type Indicator and the Kirton Adaption-Innovation Inventory. She gives them the insight to make the most of their strengths, to strategically minimize the effects of their blind spots, to communicate with presence and intention, and to be more effective and less stressed. As her clients get "unstuck," they find the process exhilarating. For those who would like to reduce stress, she offers strategic guidance on how to better self-manage while improving performance. Her work also includes leadership and team development, personal branding and refining executive presence, and business development coaching. In addition to individual coaching, Ms. Collier's workshops amp up performance. She is a published author, including having written an article for the February 2015 issue of *PD Quarterly*, and is currently venturing into e-learning to maximize impact. Ms. Collier is a Professional Certified Coach and has her JD, *cum laude*, from the University of Michigan Law School.

Lorraine Rivera Connally is the Director of Legal Recruiting and Diversity at Allen Matkins and is responsible for the firm's management and direction of law school and lateral recruiting, and diversity initiatives. She is responsible for the firm's policies and procedures that relate to lateral recruiting and entry-level hiring, the summer associate program, and the orientation and integration of new lawyers. As a member of the management staff, Ms. Connally contributes to Allen Matkins' long- and short-term strategic plans. She is an active member of LAALRA and NALP, and recently served as Vice President of OCLRA (Orange County Legal Recruitment Association). She has spoken on various topics at Annual Education Conferences for NALP and at local city group meetings and conferences. Ms. Connally holds a B.S., with honors, in business management from Azusa Pacific University.

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 fre-

quently for NALP at both Annual Education Conferences and the PDI and for 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, she spent ten years overseeing recruiting, legal personnel, and professional development and training for a global Am Law 100 law firm. She earned her B.A., *cum laude*, Phi Beta Kappa, from the College of the Holy Cross and her M.A. 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.

Marcy Cox is the Assistant Dean of Career Development at the University of Miami School of Law and has been a member of the law school community for 15 years. Prior to joining UM, Ms. Cox practiced law in both Los Angeles and Miami. She is active in the legal career professionals' network and is a Past President of NALP. As a long-time member of NALP, she has also served as Treasurer; Chair of the Audit, Investment, and Nominating Committees; Chair of the Diversity Section; Vice-Chair of the Annual Education Conference Planning Team; member of the Commission on Legal Recruiting in the Profession; and Liaison to the ABA Commission on Racial and Ethnic Diversity in the Profession. Ms. Cox has also served as the President of the South Florida Association for Law Placement, Chair of the Southeastern Law Placement Consortium, and a member of the Florida Bar Committee on Professionalism and the Florida Memorial University Board of Visitors. Ms. Cox received a Bachelor of Arts from the University of Southern California, a Master of Fine Arts in Film from the University of Miami, and a law degree from Boalt Hall School of Law at the University of California, Berkeley.

Jacqueline Cranford is the principal of Cranford Advisory Services LLC and a Senior Consultant with Vernā Myers Consulting Group LLC. With over 25 years of legal industry experience and a demonstrated record of successfully designing and implementing talent management strategies, Ms. Cranford serves as a trusted advisor, trainer, and advocate for effective talent management. Prior to establishing

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Charles L. Curtis is the Firmwide Director of Attorney Recruiting at Pillsbury Winthrop Shaw Pittman, responsible for the firm-wide recruitment and integration of partners and associates. His responsibilities include developing and implementing strategies for identifying attorney talent; managing all aspects of the attorney hiring process from OCI through lateral partners/groups, including financial analysis of individual partner candidates and groups; developing and maintaining positive relationships with law school personnel and reputable search firms; and developing and implementing successful orientation and integration programs that ensure new partners and associates are effectively integrated and appropriately supported within Pillsbury's platform. He has more than 30 years of experience in human resources and recruiting for professional services firms. Prior to joining Pillsbury in 2007, he served as Director of Human Resources and Attorney Recruiting at Mitchell, Silberberg & Knupp in Los Angeles; National Director of Human Resources at Latham & Watkins in Los Angeles; Director of Human Resources at BDO Seidman in Los Angeles; and Director of Human Resources with Coopers & Lybrand (now PricewaterhouseCoopers) in Los Angeles and San Diego. Mr. Curtis began his career teaching junior high school in South Central Los Angeles. He is a

member and former President of the Los Angeles Area Legal Recruitment Association (LAALRA) and a member of NALP.

Morgan Dain is the Assistant Director for Law Career Development at Santa Clara University School of Law. She has been actively involved in professional development, management, and career strategy (academic and corporate) for almost 15 years. Identifying and implementing professional goals for success for students and career professionals has been her focus and passion. Starting out in corporate human resources and professional development, Ms. Dain had significant exposure to employer outreach, employee relations, and management. She transitioned into undergraduate career services, then into her current role working with law students, law graduates, and legal professionals at Santa Clara University School of Law. Ms. Dain's areas of concentration include helping individuals assess their career goals, skills, and value in order to implement effective strategies that will promote successful opportunities, conducting workshops and presentations to teach fundamental professional development skills, and extensive employer outreach within the legal and business industries. Ms. Dain is actively involved in legal professional organizations including the Bay Area Legal Recruitment Association (BALRA), where she is 2015 President, NALP, and the Northern California Law School Consortium.

Peggy Daley is the Managing Director at Duff & Phelps.

Barbara Davidson is cofounder and partner of The Sea Glass Group, a unique consulting, sourcing, and recruiting firm specializing in the identification of top talent among college and advanced degree professionals with disabilities, both evident and non-evident. Ms. Davidson's passion for working with professionals with disabilities stems from the employment challenges a close friend experienced after he acquired a disability early in his professional career. The Sea Glass Group provides sourcing and recruiting services, which are cross discipline and cross industry, to client organizations, and its placements range from entry-level positions to executive and board positions. The Sea Glass Group also recruits college students for internship opportunities within its client organizations. The Sea Glass Group provides consulting services to client organizations in support of their disability pipeline development and staff training. It also offers university consulting services focused on disability disclosure, professional networking strategies, resume review, and interview preparation. As a result of being a pan-

elist at the National Association of Law Students With Disabilities annual conference in Chicago in 2013, Ms. Davidson went on to develop the disability disclosure webinars *College to Career — Disability Disclosure in the Employment Process* for university students with disabilities and *Law School to Career — Disability Disclosure in the Employment Process* for law students with disabilities. The latter was presented at the 2014 NALSWD conference in Washington, DC. Prior to cofounding The Sea Glass Group, Ms. Davidson held positions in the technology and banking industries. She is a graduate of The Ohio State University with a BA in English.

Shannon Davis is the Director of Legal Recruiting at Mintz Levin Cohn Ferris Glovsky & Popeo, PC, where she is responsible for the recruitment of partners and associates firm-wide. She provides vision for the development of lateral and entry-level attorney recruiting priorities and leads the implementation of all recruiting strategies. Ms. Davis is based in the firm's New York office and works closely with the Managing Partner, practice group leaders, office managing partners, and other senior leaders at the firm. Ms. Davis leads a team of six recruiters who focus on creatively and proactively growing the firm. She has been actively engaged in the interview process for law students, associates, and partners; overseeing skills assessments; diligence processes; economic analyses; and conflict resolution. In her career, Ms. Davis has interviewed thousands of prospective attorney candidates. A big believer in the value that professional recruiters add to the growth of the firm, Ms. Davis has developed interview processes that integrate legal recruiting staff as essential business partners in understanding and communicating hiring objectives internally and externally and assessing candidates to meet hiring goals. As one of the primary representatives of the firm to the legal community, she is focused on building the firm's reputation in the market; developing strong relationships with recruiting organizations and consultants; and seeking to attract the best talent in all offices. Prior to joining Mintz Levin, Ms. Davis led the legal recruiting function at Seyfarth Shaw in Chicago. She has a B.A. from the University of Illinois in Chicago. Ms. Davis has been a member of NALP and her respective local city groups for eight years.

Rachel Dawson serves as the Director of Professional Development for Faegre Baker Daniels LLP. Ms. Dawson oversees all aspects of the firm's training and development programs, including lawyer and consultant orientation, mentoring, and the evaluation processes. She also directs

paraprofessional, administration, and operation professional development programs, which includes two certificate programs that allow staff to develop skills in the areas of administration, communication, interpersonal effectiveness, and technology. Ms. Dawson has an extensive background in developing law students and lawyers and served as the NALP Midwest Regional Coordinator for law schools in 2008-2009.

Jami de Lou is the Manager of Talent Development, Diversity & Inclusion at Jenner & Block. Ms. de Lou manages the team responsible for attorney integration, evaluations, professional development, and diversity and inclusion initiatives. Over the last 20 years, she has helped a variety of organizations — from law firms to collegiate athletics to academia — in their efforts to find, interview, and develop the best talent. Her experience includes interviewing, preparing and training others in interviewing, and career counseling. She also has experience in recruiting, training and instruction, curriculum development, diversity and inclusion, professional speaking, and advising. Additionally, Ms. de Lou served as a practice group manager for an international legal association, where she managed business development, marketing, and special projects for 13 practice groups. She has also taught courses in interpersonal communication, business speech, and public speaking. Ms. de Lou is an At-Large Board member for the Association of Law Firm Diversity Professionals (ALFDP) and an Executive Committee member of the Associate Board of the Young Women's Leadership Charter School, the only all-girls public school in Chicago. Ms. de Lou holds a Master of Arts in Speech and Interpersonal Communication from New York University and a Bachelor of Arts in History from the University of California Los Angeles.

Chris De Santis 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

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Randall Dean, the “Totally Obsessed” time management technology guy, is a professional speaker and sought-after expert on time and e-mail management, effective organization, and the related use of technology. For more than 20 years, Mr. Dean has been leading training and speaking programs and presentations for major corporate, university, association, and government audiences, including for NALP and several major legal firms. Obsessed with time management and personal productivity, he left a successful career as a graduate program admissions director, professional marketer, and manager to become a leading speaker and trainer. The author of the recent Amazon bestseller, *Taming the E-mail Beast*, he has led programs for thousands of satisfied and inspired students, managers, and professionals on being more productive and purposeful with their time and life. His highly informative and entertaining speaking and training programs leave audience members with immediately usable tools, strategies, and skills on how to better manage their time, technology, and information overload following their program experience.

John R. DeRosa is the Assistant Dean for Student and Career Services and an Adjunct Professor of Law at Cornell Law School, and he has been a NALP member for almost 20 years. He is currently Vice-Chair of NALP's Emerging Legal Jobs Work Group, and his other NALP experience includes serving on the Nominating Committee and as a Northeast Regional Coordinator. He is also a past Chair of the Executive Committee of the Association of American Law Schools' Section on Student Services. He practiced corporate law in New York City while a member of the New York and New Jersey bars. He graduated from Brooklyn Law School and also holds a Bachelor of Science in Industrial and Labor Relations from Cornell University.

Tamara Devieux-Adams, Esq. is Associate Director of Public Interest Programs at The George Washington University Law School, and in that role she counsels students and alumni on the public sector job search and student debt relief. She manages the law school's loan repayment assistance program and delivers programs on topics including summer funding, post-graduate fellowships, the PMF program, and loan repayment options. Prior to joining GW Law School's Career Center, Ms. Devieux-Adams was a

government attorney for juvenile justice and child care licensing agencies. She also was litigation associate for an international law firm.

Heather Day DiFranco is the Director of Career Planning at Cleveland-Marshall College of Law, Cleveland State University, where she oversees the career development efforts for a student body of approximately 400 students, including a sizable part-time cohort. She is also responsible for all employer relations. Prior to joining the great team at Cleveland-Marshall, Ms. DiFranco worked in the Career Development Office at Case Western Reserve University School of Law. She currently serves on NALP's Law School Innovations Work Group and has authored several *NALP Bulletin* articles and columns over the years. She earned her JD at The Ohio State University Moritz College of Law and her BA at Baldwin-Wallace College.

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, and oversees Georgetown's unique Public Interest Fellows program serving over 200 students and alumni. She earned her JD and Master of Public Policy from Georgetown, and has an ongoing focus on diversity, education, and supporting positive change in the public interest legal market.

Dr. Karl "Fritz" Disque is the Executive Director of the Disque Foundation, a board-certified physician anesthesiologist, and a social entrepreneur. Dr. Disque is the Chief Medical Officer and Co-Founder of National Health Care Provider Solutions (NHCPS), an online medical education company dedicated to providing Basic Life Support, Pediatric Advanced Life Support, and Advanced Cardiac Life Support courses to health care professionals. NHCPS has further expanded its focus into technophilanthropy by having all of its proceeds support the efforts of the Disque Foundation. The Disque Foundation is a nonprofit organization with the mission of advancing health care education to the underserved both domestically and abroad.

Justine Donahue is a legal recruiter with Garrison & Sisson and focuses on associate placements in the DC market. Ms. Donahue joined Garrison & Sisson after practicing law in DC for more than 13 years. Prior to joining Garrison & Sisson, her legal practice focused on antitrust and complex civil litigation. Ms. Donahue started her career as an associ-

ate at a DC-based plaintiffs' class action firm litigating multi-jurisdictional antitrust cases. From there, she joined the Department of Justice, Antitrust Division as a trial attorney, where she led several merger investigations and reviewed Hart-Scott-Rodino filings. Following her time at DOJ, Ms. Donahue returned to private practice and joined the DC office of Frommer, Lawrence, and Haug, an IP boutique. There she continued to concentrate on antitrust and competition law with a focus on Hatch-Waxman and IP-related issues. Ms. Donahue earned her J.D., *cum laude*, from American University, Washington College of Law, where she served as a senior staff member on the American University Law Review. She received her B.A. with honors from Lehigh University in Pennsylvania. Ms. Donahue is also an accomplished writer and editor and taught Legal Rhetoric as an adjunct professor at American University, Washington College of Law from 2012 through 2014.

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. Following law school, Ms. Donald worked in Tulsa as a litigation associate for Gibbs Armstrong Borochoff Mullican & Hart, PC. Her practice focused 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 and has previously presented at the Annual Education Conference.

Victoria L. ("Vicki") Donati is General Counsel and Corporate Secretary for Crate & Barrel Holdings, Inc. and its various subsidiaries which operate the Crate & Barrel, CB2, and The Land of Nod brands. She and her team are responsible for setting and executing against the company's global legal, data security/privacy, audit, and compliance strategies, both on their own and through partnerships with various outside counsel and other providers. Before joining the

company in 2008, Ms. Donati was a partner with Neal, Gerber & Eisenberg LLP. She received her law degree with honors from Case Western Reserve University and her undergraduate degree *summa cum laude* from Ashland University (an Ohio girl at heart!). Ms. Donati is an officer on the Board of Directors for Housing Opportunities for Women (HOW), an organization that provides assistance, solutions, and advocacy for women and children struggling with homelessness and poverty, and is active with her husband and teen daughters in their Evanston, Illinois community.

Nicole Donnelly is a Senior Managing Director and the Head of the Associate Placement Group at SJL Attorney Search. Prior to joining SJL, Ms. Donnelly worked as an attorney with Schulte Roth & Zabel LLP, first with the firm's litigation department and then as an internal lateral into the Real Estate department. During her tenure as an attorney, Ms. Donnelly became interested in the idea of law firm recruiting and accepted a position as the Lateral Recruiting Coordinator with Schulte's Recruiting Department during a very active lateral hiring period. She has made efforts to broaden the audience that she impacts with her knowledge of the market and her career counseling approach. She regularly partners with law schools, advising their students during their OCI process. She has also spoken on panels sponsored both by law schools and the City Bar Association and presented a program on professional development at the 2008 NALP Annual Education Conference in Toronto. She has published several articles on Vault's website as well as internally on SJL's blog. Ms. Donnelly graduated *cum laude* from Villanova University with her B.A. in Political Science and with concentrations in both Honors and English. She earned her J.D. from American University, Washington College of Law.

Kevin Donovan is the Senior Assistant Dean for Career Services at the University of Virginia School of Law. In addition to his other responsibilities, Mr. Donovan teaches a class for 2L law students on professionalism topics. 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 the firm following his clerkship.

Julie Doss is the Associate Dean for External Relations at Texas Tech University School of Law. In this position, she oversees Alumni Relations, Career Services, Communications, Development, and Special Events. Her prior positions include Assistant Dean for Career Services and Director of Career Services. Before joining Texas Tech Law in 2003, Ms. Doss was in private practice, focusing on insurance defense and coverage, banking, and bankruptcy/creditor's rights. Ms. Doss is licensed by the State Bar of Texas and admitted to practice in the Supreme Court of the United States, U.S. District Court for the Northern District of Texas, U.S. District Court for the Eastern District of Texas, and U.S. Court of Appeals for the Armed Forces. Ms. Doss serves on the State Bar of Texas Committees on Law Focused Education and Public Affairs (Vice-Chair). She is a member of the Association of Fundraising Professionals, the Council for Advancement and Support of Education, and NALP. She serves on the planning committee for the Association of American Law Schools Institutional Advancement Section. Ms. Doss is an active volunteer and serves on several community and national boards.

Diane Downs has worked in professional development and been a member of NALP since 1999. She is currently the Chief Recruiting & Professional Development Officer 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 Committee, and Experienced Professionals Section, and is interested in all aspects of attorney career development. She is currently completing a two-year term of service as the NALP Vice-President for Finance. She is a graduate of the State University of New York at Buffalo and the Harvard Law School.

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, serving most recently as Vice-President for Member Services and Education (2012-2014). She also served NALP as 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, Ms. Drees 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 work group in the Judicial Clerkship Section, which she chaired from 2005 through 2011.

Rob Durr, Ph.D., is a Psychologist at Northwestern University where he is cross-appointed in the School of Law and Counseling and Psychological Services. In his work at Northwestern, Dr. Durr provides individual and group psychotherapy, wellness and performance enhancement programs, and consultation to senior leadership. He specializes in emotional intelligence (EI), resilience, and the mental health of law students and lawyers and has introduced new courses in these areas to the Schools of Law and Engineering. Dr. Durr also provides clinical and consulting psychology services in his private practice. He has worked closely with senior executives in both the private and public sectors to improve managerial and corporate effectiveness. In this work he delivers keynote talks at leadership retreats on EI and maintains an active research program on leadership, mental health, and career development. Dr. Durr received his Ph.D. in Counseling Psychology from the University of Denver.

Marguerite Durston is the Senior Manager of Attorney Recruitment at Quarles & Brady, where she leads the firm's partner-growth initiatives, as well as its associate recruiting, mentoring, and integration efforts. An accomplished legal recruiter for more than 25 years, Ms. Durston serves as a member of the Quarles & Brady Diversity & Inclusion and Associate Policy Committees. Ms. Durston is a frequent presenter at NALP conferences and is serving a two-year term as Midwest Representative on NALP's Regional Resource Council. In 2013, she was the chair of NALP's Experienced Professionals Section. Ms. Durston is an active member of the Chicago Association of Legal Personnel

Administrators (CALPA) and a former CALPA board member. She earned her B.A. in political science from Carthage College.

Douglas Ebeling is the Professional Development Manager at Schulte Roth & Zabel LLP. He monitors and manages the professional development progress and needs of associates and special counsel. He works, in particular, with the litigation department on training initiatives. He oversees the annual evaluation process for all attorneys, facilitates the mentoring program, and is a coaching resource for attorneys. Mr. Ebeling has also held professional development positions at Cadwalader, Wickersham & Taft LLP, and Sullivan & Cromwell LLP. He began his career in education as Dean of the Sophomore Class at Bowdoin College in Maine. He received his M.B.A. from Bowling Green State University and his J.D. 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 Litigation Group.

Paula T. Edgar, Esq., is Principal of PGE, LLC — a boutique coaching and consulting firm. The firm provides innovative and strategic solutions on career management, executive/leadership development, organizational diversity efforts, intercultural competence initiatives, networking, and social media strategy. Her professional experiences include serving as the inaugural Chief Diversity Officer at New York Law School, the Associate Director of Career Services and member of the Diversity Council at Seton Hall University School of Law, and as the Executive Director of 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 in the Law Enforcement Division of the New York City Commission on Human Rights. For more than a decade, Ms. Edgar has demonstrated leadership in the areas of diversity and inclusion, issues related to students of color, and the legal diversity pipeline. Currently active with a number of organizations and social justice initiatives, she serves as the President-Elect of the Metropolitan Black Bar Association and as the Chair of the New York City Bar Association's Diversity Pipeline Initiatives Committee. She received her B.A. in Anthropology from the California State University (Fullerton) and her J.D. from the City University of New York School of Law. Ms. Edgar has been recognized by *The*

Network Journal Magazine as a “40 Under Forty” Achievement Awardee, and as a *Ms. JD* “Woman of Inspiration.”

Erica Edwards-O’Neal is the Senior Director of Career Services and Diversity Outreach at Touro College Jacob D. Fuchsberg Law Center in Central Islip, NY. She started as Assistant Director of Career Services in 2003 and was promoted to a Director’s position in 2005 and then to a Senior Director in 2011. In this position she provides comprehensive career counseling for law students at all levels of study and ongoing advice regarding professional development issues. Ms. Edwards-O’Neal also coordinates various cultural awareness events, diversity in the profession events, panels, fellowships, pipeline programs, and internships to aid in the career development of diverse students and alumni. Prior to joining Touro’s Career Services Office she served as the Director of a Legislative Advocacy Coalition in Nassau County, where she developed and enacted advocacy strategies related to the county and state budget process on behalf of youth, mental health, substance abuse and child care agencies and the people they serve. Additionally, as a Legal Mentor and Community Development Liaison with the Time Dollar Organization in Washington, DC, she was instrumental in the establishment of the District’s first Youth Court Diversion Program. She received her Bachelor of Art in Government from the College of William and Mary and her Juris Doctor from Touro College Jacob. D. Fuchsberg Law Center. She currently serves on the Board of Girls Inc. of Long Island and is a member of the Amistad Suffolk County Black Bar Association, Suffolk County Women’s Bar, National Bar Association, Volunteer Lawyers for the Arts, New York State Bar Association, and the New York City Bar’s Committee on Recruitment and Retention of Lawyers. She is a diversity and inclusion advocate and has been a speaker on issues relating to cultural competence and diversity within the law school.

Sabrina Eisenbrei is currently the Attorney Recruiting & Development Manager for Katten’s California offices. Prior to joining Katten she was an Assistant Director with UCLA School of Law’s Career Services Office. Ms. Eisenbrei earned her JD at the University of Michigan School of Law in 2003. She began her legal career at the DC office of then Preston Gates (now K&L Gates) as an associate working on securities and antitrust litigation. After two and half years, she moved back to California, and after three years of practice, she joined a national legal recruiting firm where she spent the next five years recruiting associates and partners for large to mid-size firms.

Margee Elias serves as Executive Vice President and General Counsel for Gogo and in this role is responsible for the company’s legal and regulatory affairs. Prior to joining Gogo, Ms. Elias served as Senior Vice President and General Counsel of eCollege.com, a publicly traded company, where she represented the company in a number of significant matters including its acquisition by Pearson Education. Ms. Elias was previously employed as Senior Vice President and General Counsel of Centerprise Advisors, Inc. At both eCollege and Centerprise, she was responsible for all legal and compliance issues, managed the human resources function, and, as a member of senior management, was a key participant in business and strategic planning decisions. Ms. Elias was in private practice for more than a decade at Skadden, Arps, Slate, Meagher & Flom and Katten Muchin Rosenman, where she specialized in federal securities law, corporate finance, and mergers and acquisitions for clients across a broad spectrum of industries. Ms. Elias received a Bachelor of Arts in Economics from Northwestern University and a Juris Doctor, *magna cum laude*, from Loyola University Chicago School of Law. Ms. Elias has in-depth expertise in federal securities and general corporate law.

Bruce Elvin is Senior Lecturing Fellow and Associate Dean at Duke Law School’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 NYU and served as an editor of the *Tax Law Review*. He also practiced law for both Baker & McKenzie and later White & Case in New York. Subsequently, he took on business roles at two technology firms. Immediately prior to coming to Duke 12 years ago, Mr. Elvin was a consultant and executive recruiter for large law firms and corporate legal departments with Heidrick & Struggles in New York City. Mr. Elvin currently co-teaches the “Business & Economics of Law Firm Practice” at Duke Law School, including the 2012 version with Bucerius Law School in Hamburg, Germany. He has lectured on the business of law at NALP conferences, law firms, law schools, online, and elsewhere, and is a former Treasurer of NALP. Mr. Elvin also created and taught a course certified by New York State for CLE credit on “The Business of Law

and Developing Relationships.” Last year he published “New Associates & Your Firm” on law firm economics in *Law Practice Management* (February 2014).

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 and Nebraska Court of Appeals. Prior to law school, Ms. Everman worked in higher education and taught for seven years in various schools both in the U.S. and abroad. In addition to offering alumni counseling, Ms. Everman is responsible for providing career planning services, professional development opportunities, and innovative programming to approximately 400 current JD and LLM students.

Arthur Fama is currently Assistant Dean for Student Affairs at NYU School of Law. Mr. Fama graduated from Cornell University and received his JD from Fordham Law School. Following a federal clerkship and an appointment with the New York State Commission on Government Integrity, he worked as an associate and, later, counsel at Skadden, Arps, where he remained for 16 years. He then joined Cardozo Law School, where he served as the Assistant/Associate Dean of Career Services for nearly eight years. During his tenure at Cardozo he was very active in NALP as a Board member, a speaker and moderator on various panels, an active member of several sections and, most recently, a yoga teacher at NALP Annual Education Conferences. A life-long meditator and long-time yoga practitioner, Mr. Fama is a certified yoga teacher and Thai yoga bodywork practitioner. He has taught classes and workshops in yoga, meditation, stress reduction, and holistic living. He is also a TalentSmart-certified instructor of Emotional Intelligence.

Gihan Fernando is the Executive Director of the Career Center at American University in Washington, DC. Mr. Fernando has extensive experience in higher education administration with a focus on career services, and before joining the AU community held progressive leadership positions at the law schools at Georgetown University, Cornell University, and New York University. He served as NALP President from 2007-2008. Mr. Fernando is admitted to the District of Columbia and New York State bars, and before entering higher education practiced law at the McKenna & Cuneo firm (now McKenna Long & Aldridge) in Washington, DC. Mr. Fernando grew up all over the

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Gwendolyn L. Ferrell brings to the legal community 31 years of counseling, training, management, and organizational development experience. Currently, she is the Associate Director of Career Services at the LSU Paul M. Hebert Law Center in Baton Rouge, LA. In her current position, Ms. Ferrell counsels students on all aspects of their job search and works with students interested in both traditional and alternative career paths. Ms. Ferrell works closely with the minority students of the law center, addressing their specific and unique needs, and coordinates all job fairs. Prior to joining the law center, Ms. Ferrell started her career as a counselor with the University of Louisiana — Lafayette’s academic development and counseling center. She later became the Leadership & Staff Development Coordinator for Louisiana Health Systems, specializing in management and diversity training for the health care industry. Her areas of expertise include performance management, design and delivery of training curricula, diversity training, workforce transitioning, communications, and team building. Ms. Ferrell’s service to NALP includes being a prior programs presenter, a member of the 2006–2007 and 2014–2015 Nominating Committees, a Southeast Regional Coordinator, and a member of the Toronto Annual Education Conference Planning Committee. Ms. Ferrell holds both a B.A. in psychology and an M.A. in counseling psychology.

Trisha Fillbach currently serves as an Assistant Director in the Office of Attorney Recruitment and Management (OARM) at the United States Department of Justice (DOJ). Ms. Fillbach supports the administration of DOJ recruitment programs for law students and experienced attorneys, serves as a spokesperson at job fairs and national conferences, administers the new attorney mentor program and Ambassador Program, and works on special projects such as the development of the Department’s new mobile app *DOJ Law Jobs*. Ms. Fillbach received a Special Commendation Award from the Justice Management Division of DOJ in recognition of her work in helping develop the mobile app. Prior to joining OARM, Ms. Fillbach spent ten years working in career development at three national law schools in California, Iowa, and Wisconsin, leading two offices, and counseling thousands of law students in their job search. She twice received the Student Bar Association President’s Award for Faculty/Staff Member of the year at Drake Law and coached their ABA Negotiation Team. Ms. Fillbach started her legal career as a Judicial Law Clerk in Rochester,

Minnesota. Following her clerkship, Ms. Fillbach joined the litigation group of a large Madison, Wisconsin law firm, practicing primarily family law. She received her Bachelor of Arts degree from the University of Wisconsin — Madison and her Juris Doctor from Hamline University School of Law in St. Paul, Minnesota.

Courtney Fitzgibbons is a Senior Director of Career Planning at New York Law School, where she provides general career counseling, with a particular focus on upper division students and recent graduates. Ms. Fitzgibbons is a member of the Council on the Profession of the New York City Bar Association and serves as chair of the Association's Career Advancement and Management Committee, a committee that plans over 40 professional development programs yearly. Ms. Fitzgibbons arrived in 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 and was an instructor for Golden Gate's Law & Leadership Program. 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. Ms. Fitzgibbons is currently a member of NALP's Emerging Legal Jobs Work Group. In addition to NALP, she has been actively engaged with other legal associations, including the New York City Bar Association, New York County Lawyers' 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. Ms. Fitzgibbon's practice experience includes work as an associate at two large law firms. She earned her B.A. from Dartmouth College and her J.D. from Harvard Law School.

Howard Flack assists Hogan Lovells in its lateral partner recruiting and integration activities, which have been highlighted in the *American Lawyer* and other legal media. He works closely with all of the firm's offices, practice groups, and industry sectors in developing their strategic lateral partner hiring needs. Upon completing his legal education, Mr. Flack joined the U.S. Securities and Exchange Commission (SEC) as a Staff Attorney in the Division of Corporation Finance. During his more than 25 years at the firm, he practiced in the Corporate, M&A, and Capital Markets area until he assumed his management role in 2001.

Christian Focacci is the founder of AMLSource.com, the leading career website for anti-money laundering (AML) and financial crime compliance professionals. He is also an AML professional with over eight years of industry experience, who has been employed by several of the world's largest financial institutions. He has in-depth and hands-on expertise in all aspects of the AML life-cycle from client onboarding to transaction monitoring, writing Suspicious Activity Reports, and policy implementation. AML Source is a highly focused job board and career hub created solely for the AML industry. The website's goal is to provide easy access to only the highest-quality AML positions, as well as career information for all levels of AML professionals. AML Source also offers sourcing and recruiting services to financial institutions looking to hire qualified AML professionals. Visit his website at AMLsource.com.

Katherine Ford is a Manager of Talent Acquisition at Paul Hastings LLP based out of the Chicago office. She is responsible for managing the firm's recruiting policies, processes, and programs and implementing the firm's global recruiting strategy. Prior to her current role, Ms. Ford served as the Chicago Talent Acquisition and Development Administrator for Paul Hastings LLP, where she was responsible for all aspects of local recruiting and professional development, including summer program management, campus and lateral recruiting, attorney on-boarding and integration, coaching, and performance reviews. Before joining Paul Hastings, Ms. Ford worked as a Legal Personnel & Summer Program Administrator at Cleary Gottlieb Steen & Hamilton, LLP and an Attorney Recruiting Assistant at Skadden, Arps, Slate, Meagher & Flom, LLP, both in Washington, DC. Ms. Ford has been a NALP member for over ten years and recently served as the Chicago Association of Legal Personnel Administrators (CALPA) President (2014). Ms. Ford received her BA from the University of Wisconsin — Madison.

Mark Fowler is the Managing Director of Programs at the Tanenbaum Center for Interreligious Understanding and is responsible for program development, project management, and the expansion of Tanenbaum programs nationally and internationally. A sought-after facilitator and keynote speaker on equality issues like race, gender, sexual orientation, and religion, Mr. Fowler's recent engagements include keynotes at SASK Power (Canada), the NASSCOM conference (Bangalore), and NALC Diversity Best Practices. Mr. Fowler has also recently conducted workshops at SHRM's Annual Conference & Exposition, the Diversity in

Asia Network (DIAN) of Community Business, and the Forum on Workplace Inclusion. Prior to joining Tanenbaum, Mr. Fowler served as a Health Educator, a New York City Department of Education Coordinator of Student Affairs, and a teacher working with at-risk youth in danger of not completing their high school education. Mr. Fowler earned a B.A. in English and Education at Duke University, is trained as a Mediation and Conflict Resolution Specialist, and is an interfaith minister and graduate of the One Spirit Interfaith Seminary.

Jessica Bolack Frank is the Program Coordinator at the Center for Access to Justice & Technology at IIT Chicago-Kent College of Law.

Brad Frederiksen leads information technology systems management and support services as Chief Information & Knowledge Management Officer at Faegre Baker Daniels. He also is responsible for library research; knowledge, facilities, and records management; and procurement. Mr. Frederiksen's experience includes proven skills in defining strategy, re-engineering business processes, cost control, project implementation, and operations. Before joining Faegre Baker Daniels in 2005, Mr. Frederiksen was a successful senior executive in the IT field with industry-leading companies. He served as Chief Information Officer at National Car Rental and director of supply chain systems at The Pillsbury Company (now General Mills). Mr. Frederiksen also was director of planning and project delivery for UnitedHealth Group, a multi-billion dollar leader in the health care industry. Mr. Frederiksen has spent his professional career in systems and/or information management, working with startups and turnarounds as well as large organizations. He has completed course work toward an MBA in management information systems.

Claudia Freeman is currently the Director of Attorney Training at Cadwalader, Wickersham & Taft LLP, where she has served in various professional roles, including as the Director of Marketing and Communications for over 15 years. In her current role, Ms. Freeman is responsible for overseeing the development of attorney talent. A former practicing lawyer, she attended the Albany Law School of Union University. She received her undergraduate degree in Marketing and Finance from Binghamton University, School of Management.

Michael Fridkin is the Senior Staff Attorney of the Office of Staff Law Clerks at the United States Court of Appeals for

the Seventh Circuit. Appointed by the Chief Judge in 2005 to oversee this office of over 25 law clerks, Mr. Fridkin is responsible for recruiting, hiring, training, and supervising the work of the staff law clerks. Collectively the staff law clerks research and draft recommended outcomes to the judges in nearly half of the cases of the Seventh Circuit, including its pro se cases and fully counseled and orally argued cases. They also recommend outcomes on all of the substantive motions in the court. The work requires that the staff law clerks regularly communicate and receive feedback from all of the judges of the circuit. Before coming to the Seventh Circuit, Mr. Fridkin was the Deputy Chief of the Special Litigation Bureau of the Office for the Illinois Attorney General. Before that, he was the Director of the Employment Opportunity Project for the Chicago Lawyers Committee for Civil Rights Under Law. Mr. Fridkin was also a partner for almost ten years at Sachnoff & Weaver (now Reed Smith), specializing in commercial, securities fraud, and pro bono litigation. He served as a law clerk to federal judge Susan Getzendanner of the United States District Court for the Northern District of Illinois. Mr. Fridkin graduated with honors from Harvard Law School in 1985 and with an honors degree in Applied Mathematics from Harvard College in 1981.

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 student recruiting in addition to managing the summer associate program. Ms. Garagiola is an active member of committees such as the Los Angeles Hiring Committee, the 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 also served as the co-chair for the 2015 LAALRA education conference this past March. She graduated from Georgetown University with a B.A. in Italian Language and Literature and is currently pursuing an MBA from Pepperdine University.

Bryant Garth is currently the Chancellor's Professor of Law at the University of California Irvine School of Law. He served as Dean of Southwestern Law School from 2005 until 2012, and Dean of the Indiana-Bloomington School of Law from 1986 until 1990. He was the Director of the American Bar Foundation from 1990 until 2004. Professor Garth serves on the Executive Coordinating Committee of the After the JD study, and chairs the advisory committee of the

Law School Survey of Student Engagement (LSSSE). He was recently appointed as a Trustee to the NALP Foundation.

Peter Glowacki was one of the pioneers at Sidley Austin LLP as the Director of Training and Professional Development and now offers consulting services to clients such as BARBRI, Greenberg Traurig LLP, and Quarles & Brady LLP. He uses both traditional and innovative technological approaches to support, enhance, and develop training and development platforms for associates, partners, and staff. Previously he was the Director of the ABA Center for Continuing Legal Education, which included the ABA Career Services and MCLE unit and produced hundreds of titles annually using a combination of educational delivery techniques from in-person to distance learning methods. With more than 15 years of experience in CLE production, technology, MCLE, and staff professional development nationally, Mr. Glowacki has helped support initiatives that enhance and improve the profession and organizations through education. He has spoken and written on the topic of blended learning, social media, effective use of technology in the law, and continuing legal education across the country. Prior to his work at Sidley and the ABA, he had more than seven years of experience in broadcast television and product development and eight years of educational design experience. He previously worked with Corplex Television, Sony, Grass Valley, Harpo Studios, and GE Medical Systems. He also worked with W.W. Grainger, Kemper Financial, and Daughters of Charity to develop and produce corporate training and professional development programs. Mr. Glowacki is a graduate of Marquette University where he received both his B.A.'s in Broadcast and Electronic Communication and in Industrial Psychology. He is also a graduate of the John Marshall Law School in Chicago where he earned his J.D. and an LL.M. in Information Technology.

Georgia Emery Gray is the Director of Legal Personnel and Recruiting for Cleary Gottlieb Steen & Hamilton LLP's Washington office where she oversees the office's lawyer recruiting, hiring, professional development, and diversity initiatives. She has been with the firm for almost 17 years and has been a proud member of WALRAA since 1997, having served on its Board of Directors and a Strategic Advisory Group. She is also an enthusiastic member of NALP, having served on various committees and presenting at several Annual Education Conferences. Most recently, she was the Vice-Chair of NALP's New Career Models Task Force and is currently a member of NALP's Board of Directors. She holds a B.A. from Randolph-Macon Woman's College.

Melanie Green is Chief Client Development Officer for Faegre Baker Daniels, and in this role she is responsible for developing and managing the firm's strategic marketing and business development, including the client feedback program. She works closely with firm management on identifying and implementing strategic initiatives and goals. Ms. Green also supervises the firm's media relations, corporate identity and advertising programs, business development training, website and external communications, client entertainment and appreciation efforts, contributions and sponsorships, alumni program, and market research. Prior to joining Faegre Baker Daniels, Ms. Green was Director of Marketing for Lewis and Roca LLP, a leading business law firm in the Southwest based out of Phoenix, Arizona. Her legal experience also includes serving as the Membership Services Coordinator for the Maricopa County Bar Association in Phoenix.

Jennifer Greiner is a market leader in legal career management with over 20 years of experience advising law firms and their attorneys, having built one of the premier consultancies in her field. She has established a preeminent reputation for an innovative and individualized approach to coaching, career counseling, and transition planning. She works extensively with partners at all levels of seniority including those stepping into leadership roles within their firms and those transitioning out of senior management positions. As a testimony to her success, many of Ms. Greiner's long-standing clients continue to rely on her for advice concerning a wide range of associate and partner development matters. Ms. Greiner presents frequently on professional development topics and has made important contributions to the legal community at large, leading workshops and seminars for bar and professional associations and area law schools. In addition, Ms. Greiner volunteers with the Public Service Network of the New York City Bar Association and Volunteers for Careers. A member of the Association of Career Professionals International, the International Coach Federation, and the Association for Psychological Type, Ms. Greiner received both her B.A. and M.A. from The University of Dublin, Trinity College.

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 Develop-

ment at Schiff Hardin. He has been an active member of NALP since 1998 and has held a number of leadership positions within the organization. Mr. Grewe received his B.A., *magna cum laude*, from Northeastern Illinois University.

Lezlie A. Griffin as Career Consultant at the University of Alabama School of Law provides comprehensive job search and career development counseling to students and alumni. Ms. Griffin is the CSO point person for careers in government and serves on Alabama Law's Public Interest Faculty Committee. She is also responsible for employer outreach and recruitment, with a particular emphasis on out-of-state employers. Ms. Griffin previously worked as a Career Counselor and Coordinator of Diversity Initiatives at Tulane Law School. She is a former labor union attorney, having practiced labor and employment law in Florida as a Staff Attorney for the American Federation of State, County, and Municipal Employees. Additionally, during law school she interned for several public interest organizations including the Tulane Domestic Violence Law Clinic and the Southern Center for Human Rights. Ms. Griffin is an alumna of Troy University, where she graduated *summa cum laude* with a Bachelor of Science in Broadcast Journalism & Public Relations. She earned her Juris Doctor and her Master of Laws in International & Comparative Law with distinction from Tulane Law School. Ms. Griffin is an active member of the Florida Bar and NALP and served on the 2013-2014 NALP Annual Education Conference Planning Committee.

Christine Guard is the Director of Career Services at the Mercer University School of Law and is an active participant in NALP. At Mercer, Ms. Guard manages the career services and professional development programming, interview program, 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, presented programs specifically aimed at third-year students, and presented career specific programs in the Summer for Undergraduates Program. Ms. Guard worked as a Florida attorney for more than 14 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 many of the section's educational presentations for agency 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. In addition to her appellate caseload, Ms. Guard led the bureau's intern program. 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, where she served on the Tulane Maritime Law Journal and Tulane Environmental Law Journal.

Ruth I. Gudino served as a Cook County prosecutor for 16 years before being named as the Director of Legal Hiring and Recruiting by Cook County State's Attorney Anita Alvarez in September of 2014. The Cook County State's Attorney's Office is the second largest prosecutor's office in the country. Mrs. Gudino has been charged with the organization and implementation of the hiring process for this Office that employs more than 800 lawyers who serve as Assistant State's Attorneys. She is also responsible for the Clerk Program, which provides law students and interns with invaluable hands-on legal experience throughout the Cook County State's Attorney's Office. Mrs. Gudino has been with the Cook County State's Attorney's Office since 1997. She has managed a court call of over 350 felony type cases in a Felony Trial Courtroom and tried numerous homicide cases, including several domestic related homicides prior to being named as the Director of Legal Hiring and Recruiting. She is a founding member of the National Hispanic Prosecutors Association (NHPA). The NHPA is the only professional membership organization dedicated to the advancement of Hispanics and the Hispanic community among prosecutors.

Susan Hackett founded LEL (partnering originally with Renee Dankner) in the summer of 2011 after serving for 22 years as the Senior Vice President and General Counsel of the Association of Corporate Counsel (ACC) in Washington, DC. Prior to joining ACC, Ms. Hackett worked for two years as an associate in a large DC law firm. Often referred to as the "voice of in-house counsel," Ms. Hackett is most widely recognized for conceiving and executing the ACC Value Challenge (to reconnect value to the cost of legal services), developing networks and benchmarking practices for CLOs and law department executives, and for her leadership in driving advocacy efforts to protect the attorney-client privilege in corporate practice, promote in-house legal ethics and professionalism, and reform multi-jurisdictional and cross-border legal regulation. Ms. Hackett is known for her unparalleled ability to both spot and set trends in in-house legal practice and legal executive leadership. Her unique vision and perspective derive from the rare access

she's enjoyed serving thousands of corporate legal leaders — in law departments, law firms, and professional associations, in every kind of practice environment — for more than two decades.

Beth A. Hansen is the Director of Career Services at the Brigham Young University Law School. Ms. Hansen joined the Career Services Office in the spring of 1999. She received her Juris Doctor from Brigham Young University Law School in 1995 and a Bachelor of Arts in Mathematics from Brigham Young University in 1989. She was an attorney with the law firm of Alverson Taylor Mortensen Nelson & Sanders in Las Vegas from 1995-1996 and with the law firm of Dixon & Truman, also in Las Vegas, from 1996-1999.

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. Prior to entering the field of career services, her legal career included work for the Connecticut Superior Court and two private law firms. Since 2004, Ms. Hayes has provided student and alumni career advising for each of the schools where she has worked. She is also an active member of NALP, serving on the Judicial Clerkship Section's OSCAR Law School Work Group, as Vice-Chair for Webinars and Resources for the Solo and Small CSO Section, and as a member of the CSO Employer Outreach Section and Law School Alumni Career Services Section. She has also authored or co-authored several *NALP Bulletin* articles over the years and currently serves as the Secretary for the Central Florida Association for Law Placement.

Leah Kopco Healey is the Legal Recruiting Manager at Schulte Roth & Zabel LLP, where she has primary responsibility for the firm's lateral hiring program and is also involved with the summer program and fall recruiting processes. Prior to joining the Recruiting Department at Schulte, she worked as an Associate in the firm's Finance Group. Ms. Healey earned a B.S. from Pennsylvania State University and a J.D. from The George Washington University Law School. She is admitted to the Bar in New York and is an active member of NALP and NYCRA.

Jessica Hedrick has worked in professional development for attorneys and law students for over 15 years, having started her career in Continuing Legal Education at The University of Texas School of Law in Austin. As Senior Associate at Naomi Beard & Associates, Ms. Hedrick provides coaching,

counseling, and consulting services to law firm professionals at all levels, including leadership development, mentoring initiatives, and career transitions, as well as large-scale, multi-office upward reviews. She regularly partners with law firm professional development leaders to achieve individual growth and institutional goals; she specializes in identifying and building upon personal strengths and values to shape highly focused networking, business development, and interviewing skills. Prior to joining NB&A in 2013, Ms. Hedrick served for four years as Associate Director of Career Planning at New York Law School, where she focused on public interest and government service opportunities for law students. Now based in Chicago, Ms. Hedrick is actively involved in current attorney career development issues, coordinating events and serving as a panelist for industry organizations and state and city bar associations. Ms. Hedrick received her undergraduate degree from Earlham College (Richmond, IN) and completed a two-year performance training program at Esper Studios (New York, NY). She earned a Certificate in Coaching from iCoach New York in 2014.

Louisa Heller is firm-wide Manager of Attorney Recruiting and Development at Akin Gump Strauss Hauer & Feld LLP and joined the firm in 2005. Her recruiting-related responsibilities are focused on operations and project management for Akin Gump's firm-wide attorney recruiting department, which is responsible for all student, lateral, and partner hiring. Ms. Heller's responsibilities in professional development include facilitating the firm's advocacy training program, as well as on- and off-site firm-wide orientation and training programs for varying levels of firm attorneys. Ms. Heller also works with the chair of the firm's diversity committee to establish firm-wide initiatives and coordinate the firm-wide diversity committee's efforts. She received her JD from American University and her BA from Connecticut College in International Relations and French.

Margaret (Maggie) Hickey is the Executive AUSA in the United States Attorney's Office, Northern District of Illinois (2010-present). From 2004-2010 she was Assistant United States Attorney, United States Attorney's Office, Northern District of Illinois. She previously served six years as the Chief of Staff for a Senator and before that served as Investigative Counsel for the Governmental Affairs Committee for the United States Senate. She has also worked as a line AUSA in the Southern District of West Virginia and has worked in private practice.

Lam Nguyen Ho is the Executive Director of the Community Activism Law Alliance (CALA) in Chicago, which he established through a seed grant from the Harvard Venture Fund. CALA is a nonprofit organization that brings legal services directly to the most disadvantaged in the Chicago-land area, while seeking to support and advance grassroots activism within these communities. CALA is not only about lawyering, but also about being a part of community-driven change. It brings to Chicago “community activism lawyering,” a model of legal practice that brings lawyers and activists together in a collaborative pursuit to maximize their respective resources. By creating partnerships between lawyers and grassroots community organizations, CALA will maximize both legal and activism resources to produce greater and more impactful services. Mr. Ho started his career with Chicago’s Legal Assistance Foundation as a staff attorney through the Skadden Foundation Public Interest Fellowship. After finishing his Skadden Fellowship in 2010, Mr. Ho worked as a staff attorney for Equip for Equality, where he represented children with disabilities and their families. In 2014, Governor Quinn appointed Mr. Ho the Chairperson of the Illinois HIV/AIDS Response Review Panel, a state commission on HIV prevention and treatment in the Illinois prison system. Mr. Ho is also a past recipient of the PSJD Pro Bono Publico Award.

Scott Hodes is a Principal in the Southeast region for Lateral Link. He is one of only six Principals at Lateral Link, which is the highest-ranking position at the company. Mr. Hodes is responsible for associate and partner level attorney placements at Am Law 200 firms and top regional firms in Florida, Atlanta, Charlotte, Raleigh, Memphis, Nashville, Birmingham, and all other mid-markets in the Southeast region. He joined Lateral Link in 2009 as its Director of Florida. In June 2010, Mr. Hodes was named the Southeast Director for Lateral Link, and Atlanta and Charlotte became his primary territories, along with Florida. In May of 2012, Mr. Hodes was named Managing Director of the Southeast, and in 2013, he became a Principal. Prior to joining Lateral Link, Mr. Hodes was a practicing attorney for seven years. He began practicing for a litigation firm in Boca Raton, Florida, and soon thereafter joined a boutique four-person estate planning firm in Boca Raton. Three years later, Mr. Hodes was a name partner of the firm, and by the time he left the firm in 2009, the firm had grown to 18 people. Mr. Hodes attended the University of Florida, where he graduated *cum laude*, and the University of Florida Levin College of Law. He also holds an LL.M. in Estate Planning from the University of Miami.

Patricia Hodny has been the Director of Career Services at the UND School of Law since January 2009. She graduated from the University of San Diego School of Law (2002). She has 17 years of combined higher education administrator experience in financial aid, admissions, and career services at the UND School of Law, the University of San Diego, and Palomar College. Being the solo full-time CSO staff member, Ms. Hodny is responsible for all aspects of career counseling, the development and coordination of career development programming, coordinating on- and off-campus interview programs, and employer outreach. In her role she is the primary person responsible for tracking and maintaining statistics on bar passage, employment, and student loan indebtedness. She also provides budget management, financial aid, and student loan consolidation and repayment advising as well as backs up the Director of Admissions in recruiting prospective students at LSAC forums. Ms. Hodny is licensed to practice law by the State Bar of North Dakota and the US Court of Appeals for Veterans Claims and she was certified to practice law in the Turtle Mountain Band of Chippewa’s Tribal Court. Besides the number of years spent in higher education, Ms. Hodny worked as an SA Attorney General and SA State’s Attorney with the Department of Human Services Child Support Enforcement Unit, the Municipal Court Judge for the City of Lakota, the Nelson County Veteran Service Officer, and was a United States Marine. Ms. Hodny also does pro bono legal work assisting veterans with their compensation and pension claims.

Milana Hogan is the Director of Recruiting & Professional Development at Sullivan & Cromwell LLP, where she has worked since 2006. Her responsibilities include the administration and oversight of all associate development programs, including the formal assignment systems, mentoring programs, upward and downward attorney performance evaluations, as well as all aspects of the firm’s world-wide recruiting efforts. 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 is an active member and presenter for NALP and currently sits on the board of the Professional Development Consortium. She also serves as a liaison to the American Bar Association Commission on Women in the Profession and she is the Co-Chair of the Grit Project. She received her B.A. in Political Science from Brown University and she holds a Doctor of Education from the University of Pennsylvania. Her dissertation explored the non-cognitive traits, like grit and a growth mindset, that impact female success in BigLaw.

Paula Holderman is Winston & Strawn's chief attorney development officer, having global responsibility for the firm's professional development and all facets of attorney education and training. Additionally, Ms. Holderman is the 2013-2014 President of the 32,000 member Illinois State Bar Association (ISBA). She is the fourth woman to be elected president of the organization in its 138-year history. She currently serves on the board of directors of the Mutual Insurance Company, the Board of Trustees of the John Marshall Law School, the ABA House of Delegates, and the board of the Illinois Bar Foundation. She is a past president of the bi-partisan lobbying organization LAW PAC, the John Marshall Law School Alumni Association, and the Champaign County Bar Association (first woman). In the July 2013 issue of *Today's Chicago Woman* magazine, Ms. Holderman was recognized as among "100 Women with Influence". She was previously listed in its 2012 "100 Women to Watch" feature. The DuPage Association of Women Lawyers recognized Ms. Holderman in October 2013 for her "Inspiration of Women in Bar Leadership". In May 2013, she was honored with the Judge Abraham Lincoln Marovitz Philanthropic award by the Lawyers Lend A Hand Foundation. She was named one of 15 "Women Making An Impact" by *Chicago Lawyer Magazine* and was featured in the *Law Bulletin's* "Women in Law" April 2012 publication. She received the 2011 "Women with Vision" award from the Women's Bar Association of Illinois and was recognized by the Diversity Scholarship Foundation at its 2011 Unity Dinner as an "Advocate for Diversity."

William Hornsby is staff counsel in the American Bar Association's Division for Legal Services, where he manages the Standing Committee on the Delivery of Legal Services. Since joining the ABA staff in 1988, he has provided staff support to the Standing Committee on Professionalism, the Commission on Responsibility in Client Development, the Committee on Research on the Future of the Law, and the ABA Presidential Commission on Access to Lawyers. Mr. Hornsby is currently a member of the steering committee of the Justice Entrepreneurship Project, a law firm incubator sponsored by the Chicago Bar Foundation, and has worked to coordinate the efforts of those planning and operating incubators and residency programs around the U.S. He is also an adjunct faculty member of the John Marshall Law School, where he teaches the first law school course on the professional responsibility of a technology-based law practice. Mr. Hornsby has written several articles on access to legal services, the role of technology, and legal ethics for publications such as *The National Law Journal*, *The George-*

town Journal of Legal Ethics, and the *ABA Law Practice Management* magazine. He is a frequent speaker at bar association conferences and has participated in programs on access to justice and practice management at Arizona State University, Chicago-Kent College of Law and Fordham University.

Kristen Uhl Hulse is Director of Attorney Recruitment & Professional Development for the San Francisco-based law firm Coblenz Patch Duffy & Bass LLP. Prior to her current position, she held career and professional development advisory roles within the University of California, Berkeley, School of Law and Georgetown University Law Center, and she has also served as an alumni career counselor for Columbia Law School. Ms. Hulse began her career as a practicing attorney with Dechert LLP in Washington, DC, and London, UK, where in addition to her financial services practice she was active in the firm's recruitment, retention, mentoring, and pro bono efforts. She is a member of NALP's Emerging Legal Jobs Work Group and regularly publishes and presents on alternative legal careers, online professionalism, and strategies for advancement in private practice.

Bonnie Hurry is the Chief Legal Personnel Officer at Willkie Farr & Gallagher LLP in New York City. Prior to joining Willkie, she was the Director of Recruiting & Legal Staff Services at Davis Polk & Wardwell. Early in her career, she worked at Kelley Drye & Warren and at the Career Services Office of Fordham University School of Law. Ms. Hurry has served NALP as a President and Vice-President. She has also been active on several committees, task forces, and work groups. Ms. Hurry holds a BA in International Relations from Boston University.

Kenneth Imo is the Director of Diversity for WilmerHale and works closely with the firm's leadership on linking diversity to client engagement and the recruitment, retention, and advancement of minority and LGBT lawyers. In his capacity as Diversity Director, Mr. Imo coaches, mentors, and advises lawyers of all seniority levels. Under his leadership, WilmerHale has received several accolades that include winning the Minority Corporate Counsel Association's Thomas L. Sager Award, being named a diversity legal industry leader by Morgan Stanley, making the *Boston Business Journal's* "Leaders in Diversity" list, and ranking consistently among the top law firms for diversity by the *American Lawyer*, the *Multicultural Law* magazine, and Vault. In 2013, Mr. Imo was included among On Being A Black Lawyer's Power 100 List of "The Ten to Watch." Prior to joining WilmerHale, Mr. Imo practiced law at Davis Wright

Tremaine in the Corporate Diversity Counseling and Crisis Management Group and represented clients on matters related to diversity and inclusion. Before that, he was a captain in the United States Air Force Judge Advocate General (JAG) Corps, where he was a prosecutor and defended the Air Force against Title VII discrimination complaints. Mr. Imo received his JD from Wake Forest University School of Law, and a B.A. in Economics and History from Southern Methodist University, where he attended on a four-year football scholarship.

Valerie Jackson is the Senior Advisor to the Management Committee and 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, Ms. Jackson 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 of the NALP LGBT and Diversity Sections. She currently serves on the NALP Board of Directors. She is actively licensed to practice law and received her J.D. from Georgetown University Law Center and her A.B., *cum laude*, from Harvard University.

Desiree Jaeger-Fine is founder and principal of Jaeger-Fine, a New York consulting firm with a focus on foreign lawyers who seek to establish or enhance a career in the U.S. Ms. Jaeger-Fine recently sold her first start-up, LLM-United, a professional online network for Master of Laws alumni and current and prospective students, only two years after its launch. She has authored over 120 articles and two books about professional development as well as the U.S. Master of Laws degree and is frequently cited in career publications in and outside the legal industry. Ms. Jaeger-Fine holds law degrees from both Germany (University of Bonn) and the U.S. (Fordham), from which she graduated *cum laude* with a

master's degree in Intellectual Property and Information Technology Law. In Germany, Ms. Jaeger-Fine worked at PriceWaterhouse Coopers and in New York City at Ladas & Parry LLP and the Center on Law and Information Policy (CLIP) at Fordham Law School. At CLIP she received a post-graduate fellowship funded by Google, through which she completed a paper on Internet Jurisdiction in Europe, which was published by the CLIP office.

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, is an attorney, executive, leadership and diversity coach, and trainer. She 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 and exceed their personal and professional goals. As the CEO of Esquire Coaching (www.EsquireCoaching.com), a coaching and consulting company dedicated to helping lawyers achieve extraordinary personal and professional success, Ms. Jenrette-Thomas focuses on assignments that demand paradigm shifts, requiring major breakthroughs in leadership behaviors and thinking where critical goals are at risk. She coaches attorneys to develop a variety of skills that will make them more influential and effective, including enhancing strategic thinking, articulating their vision, developing emotional intelligence, building stronger coalitions, and creating a compelling personal brand. Ms. Jenrette-Thomas is certified as a Professional Coach through the International Coach Federation, and she earned her coaching certification through the Coaches Training Institute. She is an Adjunct Professor at Widener Law School. Her legal career includes having had the privilege of working with some of the most influential people in the law, including the Honorable Justice Sonia Sotomayor, U.S. Senator Max Baucus, and New York City Council Speaker

Christine Quinn. After graduating *magna cum laude* from Western New England College School of Law, Ms. Jenrette-Thomas obtained her LL.M. in Taxation from Georgetown University Law Center.

Beth Cavagnolo Johnson is the Chief Lateral Recruiting Officer at Bryan Cave LLP and leads full-scale recruiting and selection, professional development, and human resources initiatives. She has extensive experience working globally in behavioral and situational interviewing techniques, employment law, employer branding, candidate sourcing, and new hire orientation and integration. Ms. Johnson regularly conducts comprehensive trainings for executives on recruiting strategies, interviewing techniques and skills, work group development, performance reviews, and career coaching. She graduated from Columbia University with a Master's Degree in Organizational Psychology, specializing in Change Leadership. She also holds a J.D. from the University of Georgia School of Law, and a B.A., *magna cum laude*, in Political Science from Georgia State University. She is a member of the California Bar, and is certified in the Hogan Leadership Forecast Series. Ms. Johnson is an active leader in the legal industry and the broader talent development community, and serves as a member in NALP, the American Bar Association, and the Society for Human Resource Management.

Jerry Kang is Professor of Law, Professor of Asian American Studies (by courtesy), and Associate Provost at UCLA. He is also the inaugural Korea Times — Hankook Ilbo Endowed Chair in Korean American Studies and Law and a leading scholar on implicit bias and the law. He has published more than a dozen articles on the subject in journals including the Harvard Law Review. He regularly collaborates with leading experimental social psychologists on wide-ranging scholarly, educational, and advocacy projects. Recognized by both the UCLA law school (Rutter Award) and the entire University as the best teacher of the year (Eby Art of Teaching Award), Professor Kang is widely sought after as a speaker. He has addressed numerous law firms, inside counsel, bar associations, prosecutors, public defenders, judges, and corporations. Professor Kang graduated *magna cum laude* from both Harvard College (physics) and Harvard Law School, where he was a supervising editor of the Harvard Law Review. After clerking for the Ninth Circuit Court of Appeals, he started his teaching career at UCLA in 1995 and has visited at both Georgetown and Harvard Law

School. He was recently in residence at NYU School of Law as a Straus Fellow and the David M. Friedman Fellow, at the Straus Institute for the Advanced Study of Law & Justice.

Jennifer Katz-Hickman is the Legal Recruitment Manager in the New York office of Linklaters LLP. She has been with the firm since 2001. Ms. Katz-Hickman is responsible for managing all aspects of law student recruitment and the U.S. summer associate program, as well as U.S. associate lateral hiring, for Linklaters' global U.S. practice, which currently has a presence in 12 of the firm's 29 offices. Ms. Katz-Hickman also oversees the on-boarding process for first-year U.S. associates across the firm. She is also a member of the office's Diversity Committee. She holds a B.A. from Vassar College, as well as masters degrees from Pace University and the American Conservatory Theater.

Brad Kaufman is a Shareholder at Greenberg Traurig, LLP.

Kate Kerr is the head of Learning and Development and responsible for attorney recruiting at Armstrong Teasdale LLP. Previously at FLEX by Fenwick, Ms. Kerr developed recruiting goals and managed the recruiting, hiring, on-boarding, and professional development opportunities for FLEX attorneys. She also worked as an associate at Orrick, Herrington & Sutcliffe; received a Fulbright Scholarship to India; completed development projects in Guatemala, Tanzania, and Peru; and was a founding leader of the first shelter home for survivors of modern day human trafficking in the Bay Area. She graduated with a BA from Grinnell College and a JD from Georgetown University Law Center. She has presented at numerous conferences, been a moderator for career advancement topics, written various articles, and was a trainer for a local nonprofit.

Courtney Key is the Assistant Director for Career Services at Texas A&M University School of Law (formerly Texas Wesleyan School of Law), where she has counseled students and graduates for ten years. During her time in career services, Ms. Key has worked closely with the externship office to provide opportunities for students, and has collaborated with the externship director on student programming. She regularly presents informational seminars on job search topics to students, and has spoken before a local bar association on the potential legal hazards of unpaid internships. A Fort Worth native, Ms. Key is an active participant in the Tarrant County legal community. She chaired the Tarrant County Bar Association's Food Drive Committee, and is a member of the Board of Directors of the TCBA Women

Attorneys Section. In addition, Ms. Key performs in and writes for Tortfeasors, an annual sketch comedy show benefiting the Tarrant County Bar Foundation, which has raised over \$50,000 for local pro bono legal projects since beginning in 2011. Ms. Key is a graduate of The University of Texas School of Law, and is licensed to practice in Texas.

Nilou Khonsari is the founder of Pangea Legal Services, where she serves as the executive director and an immigration attorney. Prior to founding Pangea, Ms. Khonsari started a sliding-scale, low-fee private practice, where she represented immigrants seeking relief from deportation. During two years of deep involvement in the San Francisco Bay Area immigration community, Ms. Khonsari witnessed a great need in services for immigrants in deportation proceedings — and very few nonprofit organizations that addressed this need for quality services and access. Pangea was formed and registered as a 501(c)(3) nonprofit organization to focus on direct representation and other advocacy for immigrants in removal proceedings. Since its launch in January 2013, Pangea has sustainably grown through its sliding-scale, low-cost structure and because of the great demand for the services the organization provides. After less than one and a half years of operation, Pangea employs three lawyers and one legal advocate/operations manager, and has already received its first foundation grant. Ms. Khonsari was a Fulbright Fellow in West Africa and has worked with several nonprofit organizations in the San Francisco Bay area. She earned her B.S. from Georgetown University's School of Foreign Service and her J.D. from Georgetown Law and has an ongoing commitment to legal empowerment efforts and the rights of immigrants and marginalized populations in the United States.

Maureen Kieffer is an Associate Director in the Office of Career Services at Loyola University Chicago School of Law where she focuses on public interest and judicial clerkship advising. Ms. Kieffer received her B.A. from Creighton University and her J.D. from Loyola, where she was a Child Law Fellow and the Managing Editor of the Loyola University Chicago Law Journal. Following law school, Ms. Kieffer served as a Judicial Clerk with the United States District Court for the Northern District of Illinois. She also worked as a Staff Attorney with the Children's Law Project at the Legal Assistance Foundation of Metropolitan Chicago.

Stacey Kielbasa is the Director of Professional Development, Attorney Recruitment and Diversity, at Chapman and Cutler LLP and has been working in recruitment and profes-

sional development since 2001. In 1998, Ms. Kielbasa started her career at Chapman as a summer associate and continued as a Public Finance Associate until 2001. Her current responsibilities include orientation, mentoring, professional development, CLE, associate evaluations, the summer program, and diversity. Key initiatives at Chapman include the creation of the Chapman Leadership Academy, a training and development curriculum designed to prepare senior associates for partnership, and the design and implementation of the firm's innovative two-tier associate compensation system. With Ms. Kielbasa's guidance, the firm is consistently ranked as one of the top firms in the nation in *The American Lawyer's* Summer Associate and Midlevel Associate Surveys. Additionally, the firm has been recognized as one of the 50 Best Law Firms for Women by *Working Mother Magazine* and received a perfect score on the Human Rights Campaign's 2010 Corporate Equality Index. Ms. Kielbasa earned her BA from the University of Notre Dame in Government and International Studies. She graduated with her JD and MEd from the University of Illinois, where she was a pre-law advisor for undergraduate students. Ms. Kielbasa was the 2013-2014 NALP President and has served on the NALP Board of Directors, has been president and treasurer of the Chicago Association of Legal Personnel Administrators, and is active in the Chicago Professional Development Consortium. Ms. Kielbasa is also a member of the Professional Development Advisory Committee for the Chicago Committee on Minorities in Large Law Firms, and the National Professional Development Consortium.

Rebecca Wilkes Killion serves as the Director of Professional Development at McKenna Long & Aldridge LLP, where her work includes the development of legal learning and conducting an evaluation process that aligns with a competency-based advancement and compensation model. Ms. Killion began her career in professional development at Hogan & Hartson LLP, serving first as Manager and finally as Director of Legal Learning, Hogan Lovells US LLP. She earned a B.A. from Smith College and an M.A. from the University of Arizona. Ms. Killion also serves as an FDA Patient Representative and, as an advocate for people with diabetes, frequently addresses pharmaceutical companies, advocacy groups, and related organizations.

Hon. Young B. Kim was born in South Korea. He received his law degree from Loyola University Chicago School of Law (1991). Judge Kim began his legal career as an Assistant Public Defender in Cook County, working in various misdemeanor courtrooms and in the Domestic Violence Divi-

sion. Two years later, he served as Law Clerk to The Honorable Charles R. Norgle, U.S. District Court for the Northern District of Illinois. After his clerkship, Judge Kim joined the U.S. Attorney's Office for the Northern District of Illinois, where he prosecuted and litigated both criminal and civil cases. In 2001, Judge Kim accepted an appointment with the U.S. Equal Employment Opportunity Commission as an Administrative Judge. Then in 2010, the U.S. District Court for the Northern District of Illinois appointed Judge Kim to serve on the federal bench.

Katie C. Kizzier is the Manager, Recruitment & Development, at Baker Botts L.L.P. in Washington, DC. She is responsible for entry-level, lateral associate, and partner recruiting efforts as well as professional development initiatives for the DC office. Prior to joining Baker Botts, Ms. Kizzier was the Manager of Attorney Recruitment and Professional Development for Dow Lohnes and started her career as the Recruitment Coordinator at Kelley Drye & Warren back in 2003. Ms. Kizzier has been an active member of WALRAA since 2003 and has served on WALRAA's Board of Directors from 2010 to the present. She has held numerous Board of Directors positions and is currently serving as WALRAA's Immediate Past President. Ms. Kizzier received her B.S. with Honors in Politics from Catholic University of America in 2003.

Lianne Krakauer is a Career and Leadership Coach with 20 years of experience in professional services, law, education, and the public sector. Ms. Krakauer works with professionals, leaders, and teams to improve performance, communication, and job satisfaction. Her aim in coaching is for clients to leverage their strengths to bring about positive and lasting change. Ms. Krakauer has facilitated many workshops on career management, communication, and leadership development. She has a reputation as a dynamic speaker and experiential educator. Previous senior leadership roles include 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 has a Bachelor of Laws and a Master of Education (Counseling Psychology), both from the University of Toronto, and a Graduate Certificate in Executive Coaching from Royal Roads University. She has specialized training in Solutions Focused Coaching and is certified to administer the Myers-Briggs Type Indicator®. Ms. Krakauer is a member of the International Coaching Federation (ICF) and a Professional Certified Coach (PCC), a designation granted by the ICF recognizing coaches with

over 750 hours of individual coaching. Ms. Krakauer currently runs a coaching and consulting business in Toronto with domestic and international clients.

Jennifer Lau is the Associate Director of Career Services at the Peter A. Allard School of Law, University of British Columbia. Ms. Lau's involvement in NALP includes service as the former Canadian Section Chair and the former Vice-Chair and a current member of the Canadian Section's Summer and Articling Work Group. Ms. Lau obtained her Interdisciplinary B.A. in Chinese Migration and Race Relations from UBC in 2003 and pursued graduate course work in college student development theory and higher education administration at the University of Maryland — College Park. She graduated with an LL.B. from UBC in 2008 and was admitted to the British Columbia Bar in 2010. She has served as a judicial law clerk at the British Columbia Supreme Court in Vancouver and articulated and practiced civil litigation at Farris, Vaughan, Wills & Murphy LLP in Vancouver, BC. Ms. Lau has worked in the UBC Law Career Services Office since 2010 and provides extensive assistance to UBC Law students and alumni regarding interviewing skills, resume and cover letter review, and general career counseling. Prior to law school, Ms. Lau worked as an undergraduate student recruiter, undergraduate history teaching assistant in Southeast Asia and Los Angeles, boarding school teacher in northwestern Massachusetts, and intern at the Smithsonian Institution in Washington, DC. She sits on the executive committee of the Federation of Asian Canadian Lawyers (BC). When not working in career services, Ms. Lau trains in swinging trapeze and has convinced many a fellow lawyer and law student to let go of their inhibitions and fly.

Polly Lawson is the Assistant Dean for Graduate Studies at the University of Virginia School of Law. She oversees the recruitment and admissions process for LL.M. and S.J.D. students together with the chair of the Graduate Studies Committee. She advises LL.M. students on academic and career development issues, oversees the orientation process for new students, and manages the Visiting Scholars Program. From 2007-2010, Ms. Lawson served as Assistant Dean for Career Services, where she advised students and alumni on all aspects of the private sector job search process and career planning matters, and developed and implemented career services programs and initiatives. She served as the primary liaison to private sector legal employers and represented the law school in NALP. She served as an appointed member on the 2009-2010 NALP Commission

on Recruiting in the Legal Profession and was also elected to the 2008-2009 NALP Nominating Committee. She has spoken at previous NALP Annual Education Conferences, and more recently at the 2014 Law School Admission Council (LSAC) Annual Meeting and Education Conference. Ms. Lawson received her Bachelor of Arts degree in 1995 from the University of Virginia. After graduation, she worked as a paralegal for a mid-size law firm in Charleston, West Virginia, and then for Cox Communications and the Metro Atlanta Chamber of Commerce in Atlanta. In 2001, she received her J.D. from the Law School. She practiced in the Washington, DC, office of Alston & Bird before returning to Charlottesville as a career counselor. In 2003, she was named the Associate Director of Career Services and was appointed Director of Career Services in 2005. She is a member of the Georgia Bar and District of Columbia Bar.

Alexander Lee is a Tax Partner and Global Co-Chair of Attorney Development at Paul Hastings LLP.

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 is a principal of Firm Leader Inc., a consulting firm that specializes in training and development in law firms. Mr. Leishman designs advanced training programs for partners and associates in leadership, business development, and managerial skills, such as delegation, supervision, coaching, and project management. He has been consulting with law firms throughout North America since 1997. His consulting expertise is in strategic planning, partner compensation, practice management structures, and talent strategy. Prior to establishing his consulting practice, Mr. Leishman was a partner in a leading Canadian firm and spent his last three years at the firm in full-time management.

Haley Lelah is the Attorney Recruiting Coordinator at McGuireWoods for the Chicago, New York, and Pittsburgh offices. Her responsibilities include facilitating all aspects of the summer program, fall recruiting, student outreach, and diversity efforts. Prior to joining McGuireWoods, she worked as a Recruiting Consultant and Coach for the Hoopis Performance Network, serving as an expert in talent acquisition and in building dynamic recruiting teams. She also spent four years as the Director of Selection at Northwestern Mutual, leading her team to record-breaking recruiting and productivity. In 2011, Ms. Lelah was named her office's recruiter of the year. She received her B.S. from the University of Illinois Champaign-Urbana where she majored in Finance and Economics.

Melissa Lennon is the Assistant Dean in the Office of Career Planning of Temple Law School, her *alma mater*. Ms. Lennon was a litigator in a large Philadelphia firm until becoming the Director of Associate Development at that firm. She has been on the law school side of NALP for nine years and formerly chaired the Judicial Clerkship Section. She is currently completing her second year as member of NALP's Board of Directors.

Kelly Leonard is the Executive Vice President of The Second City and The President of Second City Theatricals. He has worked at The Second City since 1988 and has overseen productions with such notable performers as Stephen Colbert, Tina Fey, Steve Carell, Adam McKay, Seth Meyers, Rachel Dratch, Amy Poehler, Jason Sudeikis, Keegan Michael Key, Rachel Dratch, Amy Sedaris, and a host of others. Mr. Leonard co-founded Second City Theatricals, the division of the company that develops an eclectic array of live entertainment all over the world. Recent productions include "The Second City Guide to the Opera" starring Renee Fleming and Sir Patrick Stewart with Lyric Opera Chicago; "America All Better," which was nominated for a Helen Hayes Award at The Woolly Mammoth Theatre in Washington, DC; and an upcoming collaboration with Hubbard Street Dance that premiered at The Harris Theatre in Chicago in October of 2014. Mr. Leonard also brokered the deal that brought The Second City to the high seas where the company maintains full-time ensembles aboard a number of Norwegian Cruise Line Ships. He has received many honors, including being named to *Crain's Chicago Business* "40 under 40" list and named one of the top 40 cultural figures in Chicago by *Time Out Magazine*. He recently received an honorary doctorate from his *alma mater*, Lake Forest

College, and his first book, *Yes, And*, was recently published by Harper Collins.

Natalie Loeb, M.S., is the founder of Loeb Consulting Group, LLC, a certified woman-owned business dedicated to developing leaders. As a savvy business leader and certified facilitator and coach, Ms. Loeb has grown Loeb Consulting Group from a local one-person independent training business to a team of talented trainers, consultants, and executive coaches serving clients domestically and globally. A recent partnership with McKinsey Consulting has deepened Loeb's expertise in "Organizational Health," allowing Loeb team members to leverage their facilitation and coaching skills while addressing the strategic and leadership needs of corporations and legal firms. In addition to being a successful business leader, Ms. Loeb is a leadership coach and facilitator with over 20 years of experience working with leaders at all levels. She coaches partners, associates, new and seasoned managers, and CEOs. The common theme among all clients is a willingness to move out of their comfort zones, reach new heights, and have a larger, more sustainable, and positive impact on those around them and their firms. Ms. Loeb came out of the gate dedicated to helping others to be successful. After completing her undergraduate degree in Psychology, she pursued her graduate degree in Industrial/Organizational Psychology (I/O) while working full-time as a member of the Human Resources team at Skadden, Arps, Slate, Meagher & Flom LLP in New York City. While employed for over ten years at Skadden, Ms. Loeb combined her experience in employee relations, training and development, and her I/O course work to develop legal managers into highly competent and confident leaders. Ms. Loeb used that model for designing LCG's award-winning "Management Development Series for Legal Managers" now attended by both legal managers and lawyers in seven locations across the country. Ms. Loeb's passion continues to be building leaders. By growing and leading her business, she challenges herself everyday as a leader and brings those experiences into every coaching, training, and speaking engagement.

Michael Loterstein is a trial attorney with the Chicago Office of the U.S. Department of Justice, Antitrust Division. He joined the Antitrust Division as an Honors Attorney in 2008 upon graduating from Chicago-Kent College of Law with High Honors. During his time with the Antitrust Division, Mr. Loterstein has prosecuted domestic and interna-

tional antitrust cartels and criminal fraud cases, and has served as the lead attorney on various large-scale criminal antitrust investigations.

James R. Lovelace is the Director of Attorney Training & Development at Pillsbury Winthrop Shaw Pittman, LLP. He has worked in the legal career development field since 2000. He has served in the roles of Associate Director for Career Development at The George Washington University Law School, Manager of Lawyer Development at Miller & Chevalier Chartered, and, currently, Director of Attorney Training & Development at Pillsbury Winthrop Shaw Pittman LLP. At Pillsbury, Mr. Lovelace has firm-wide responsibilities for training (through Pillsbury University) and talent development initiatives in various areas, including coaching, mentoring, attorney integration, and career management. He is the chair of the Professional Development Consortium (PDC), a 500-member professional association for legal professional development and training leaders across North America and the U.K. He has served on the PDC's Board since 2010. From 2009-2011, Mr. Lovelace led the local Professional Development Group in Washington, DC. Mr. Lovelace is a Certified Professional Co-Active Coach through the Coaches Training Institute. He also is certified to administer the Myers-Briggs Type Indicator and Strong Interest Inventory. He has published several articles, including "What Mentors Can Learn From Coaching," *PD Quarterly* (May 2013). Mr. Lovelace is an attorney and he practiced as a litigator with Miller & Chevalier. He attended college at Duke University (A.B., Religion and Political Science, 1986) and received his law degree at The University of Texas School of Law (J.D., 1990).

Michael Lyles is a Fellow at the Center for Public Service at the Benjamin N. Cardozo School of Law. He earned his B.A. from Howard University and his J.D. from Mercer University School of Law. After spending his 2L summer as an intern at the Manhattan District Attorney's Office, Mr. Lyles returned to the office as an Assistant District Attorney in September 2010. During his time as a prosecutor, he handled cases involving Assault, Burglary, Robbery, Domestic Violence, and many other felony and misdemeanor offenses. Upon fulfilling his three-year commitment to the District Attorney's Office, Mr. Lyles entered private practice on his own where he focused heavily on criminal defense. His representative highlights included litigating a city employee disciplinary hearing to a favorable decision, helping a client facing Burglary and Robbery charges avoid a grand jury indictment, and convincing a judge to vacate and expunge a

six-year old warrant for a pro bono client in the Bronx. Mr. Lyles is excited to bring his passion for social justice to the Center for Public Service Law, and he looks forward to helping students learn more about the many rewarding opportunities that exist in the public sector.

Kendall Lowery is the Director of Attorney Employment with Andrews Kurth LLP, resident in the Houston, Texas office. Ms. Lowery has 17 years of experience with law firm recruiting, and throughout this experience has launched many recruiting initiatives. Much of her professional experience has focused on developing recruiting tools to successfully hire and retain lawyers. At Andrews Kurth, Ms. Lowery is responsible for all firm-wide recruiting including recruiting at law schools and lateral hiring efforts. She coordinates and oversees all lateral hiring firm-wide and has developed and implemented a Lateral Hire Integration Program that eases the transition for the lateral hires. She is a past member of the NALP Nominating Committee and former president of the Houston Association of Legal Recruitment Administrators. Ms. Lowery received her BA in Speech Communications from Texas A&M University.

Morgan Lynn is a Public Interest & Government Career Counselor in the Office of Public Interest & Community Service at Georgetown University Law Center, where she counsels students on careers in public interest and government and conducts educational programming. Ms. Lynn also serves as Georgetown's LGBT liaison between the students and administration and co-presented a workshop, "Trans Matters," about supporting trans students and attorneys at the 2014 NALP Annual Education Conference. Before Georgetown, Ms. Lynn provided legal services and education to legal service providers about survivors of domestic violence and sexual assault with a focus on teen and lesbian, gay, bisexual, transgender, and queer (LGBTQ) survivors. She served on the advisory committee for the American Bar Association's Legal Assistance and Education for LGBT Victims of Domestic Violence Project.

Rhonda V. Magee is Professor of Law at the University of San Francisco and Visiting Scholar with the Center for the Study of Law and Society at the University of California, Berkeley, School of Law, and Senior Fellow with the Berkeley Initiative for Mindfulness and Law. She teaches Torts, Contemporary Issues of Race and Law, and Contemplative Lawyering. She has served on the Executive Board of the Association of American Law Schools Section on Balance in Legal Education, and is presently the President of the Board of

Directors of the Center for Contemplative Mind in Society. She has published widely on issues related to race and justice, and on the infusion of mindfulness into law and legal education, including articles in the Virginia Law Review, the NYU Review of Law, and Social Change and is the author of the groundbreaking "Educating Lawyers to Meditate?" 79 UMKC L. Rev. 535 (2011). Her teaching, scholarship, and service commitments all reflect her pioneering efforts to transform legal education and society in recognition of the richness and the challenges of diversity of all kinds in the 21st century. She seeks to co-create with others a fully inclusive world community, capable of managing its conflicts and distributing its resources compassionately, equitably, and sustainably through contemplative practice and the power of what Dr. Martin Luther King called Beloved Community.

Joe Maguire is Senior Manager of Professional Development and Continuing Legal Education at Reed Smith LLP. He administers Reed Smith University (RSU) School of Law operations in the United States. In addition to developing and implementing wide-ranging legal and business skill curricula that reach over 1,200 attorneys, paralegals, and summer associates, he is involved in the creation and delivery of training for staff. He is a frequent instructor of programs for attorneys, paraprofessionals, staff, and clients. Additionally he is actively integrating RSU operations to support and advance the firm's CareerRS competency based professional development initiative. He is licensed to practice law in Pennsylvania.

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. Mr. Maligno 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.

Amy Berenson Mallow is a Director in the Law Firm Management Practice at Major, Lindsey & Africa. Ms. Mallow has over 25 years of experience in the legal industry, specializing in the field of career management for legal professionals, and has practiced law in both the public and private sectors. Before joining MLA, Ms. Mallow had successful legal recruiting, coaching, and consulting practices. She also served as Manager of Professional Development at an international law firm; Managing Director for the West Coast office of The Shannon Group, a consulting firm providing career and professional development services for attorneys; Assistant Dean for Career Services at UCLA School of Law; and Assistant Director in the Office of Career Services at Georgetown University Law Center. Ms. Mallow practiced law as an associate at Kirkland & Ellis and served as a staff attorney in the Enforcement Division of the U.S. Securities and Exchange Commission. She frequently speaks at local and national organizations as well as law firms and law schools. She is a graduate of the Georgetown University Law Center. Ms. Mallow is a certified Master Coach from the Behavioral Coaching Institute and is co-author of several chapters in *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West Publishing, 2010). As a Director for MLA's Law Firm Management practice, Ms. Mallow is responsible for leading executive level searches in marketing, business development, technology, human resources, diversity, professional development, finance, and firm administration at Am Law 100, 200, and regional firms.

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 Adminis-

trators Association (LAALRA) since 1998. Her contributions to NALP include service as the Vice-Chair of the Annual Education Conference in Seattle in 2014, as a West/Rocky Mountain Region representative to the Nominating Committee in 2011-2012, and as 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 B.S. in Psychology from the University of California, Irvine and her M.S. in Marriage & Family Therapy from the University of La Verne.

Lauren Marsh is currently the Attorney Recruiting & Development Manager in the Washington, DC office of Akin Gump Strauss Hauer & Feld LLP. Prior to joining Akin Gump, Ms. Marsh worked at international firms located in Charlotte, NC, and in Chicago, IL. During her career, she has planned and implemented eleven successful summer associate programs in the roles of assistant, coordinator, and manager. Ms. Marsh is a member of WALRAA, where she currently serves on the Board of Directors as Treasurer. She was a Vice-Chair for the NALP Recruiting Section during 2013-2014, and a speaker at the 2013 Annual Education Conference in Tampa. This past year Ms. Marsh has been Chair of the NALP Recruiting Section.

Amy Jones Mattock is Director of Employer Outreach in the Office of Career Services at Georgetown Law. In this role she spearheads all employer-related initiatives, supervises the recruiting team, and manages employment statistics. Prior to assuming this position, she was Georgetown Law's Director of JD Career Services and Associate Director of Programming. In these roles she counseled hundreds of students, coordinated counseling efforts, and managed office programming. Before joining Georgetown, she was an associate with Troutman Sanders LLP and a judicial clerk. She is a graduate of Washington & Lee University and the University of Richmond's TC Williams School of Law. Ms. Mattock has served on NALP's Nominating Committee and for the past year has been Chair of the CSO Employer Outreach Section.

John Mayer has been the Executive Director of the Center for Computer-Assisted Legal Instruction (CALI) since 1994. CALI is a 501(c)(3) nonprofit consortium of almost all U.S. law schools that does work at the intersection of legal education, technology, ebook publishing, and access to justice. CALI is the developer of A2J Author, a program used by

many legal aid organizations, courts, nonprofits, and law schools for legal form/process automation and online intake. Mr. Mayer has a B.S. in Computer Science from Northwestern University and an M.S. in Computer Science from the Illinois Institute of Technology and has worked in legal education and technology since 1987.

H. Catherine Mayorkas is the Executive Director of Public Interest Programs at UCLA School of Law, as well as the Executive Director of the School of Law's David J. Epstein Program in Public Interest Law and Policy. As Executive Director of Public Interest Programs, Ms. Mayorkas heads the Office of Public Interest Programs, which provides an array of career- and job-search related services to students and alumni interested in exploring and pursuing pro bono opportunities, public interest internships, and/or post-graduate public interest employment. The Office, among other things, also sponsors a slate of public interest career-related events and educational programs, including the Annual Southern California Public Interest/Public Sector Career Day. As Executive Director of the Epstein Program in Public Interest Law and Policy, Ms. Mayorkas is the principal administrator of the School of Law's academic public interest specialization, works closely with the students pursuing the specialization, and is also responsible for the development and management of Epstein Program events and initiatives aimed at the broader School of Law community. After earning her B.A. and M.A. from UCLA and working in the private, public, and nonprofit sectors, Ms. Mayorkas received her J.D. from Georgetown University Law Center, after which she practiced as a litigator in Los Angeles and engaged in extensive pro bono work. Immediately before coming to UCLA School of Law in 1995, Ms. Mayorkas served as the Co-Director of the Los Angeles Learning Centers (LALC), a national public education reform effort.

Laura McCane is the Campus Recruiting Manager for Moelis & Company. She has eight years of recruiting experience both in the investment banking and legal industries. At Moelis & Company, Ms. McCane oversees undergraduate and MBA recruiting firm-wide, as well as the summer intern and full-time training programs. Prior to working at Moelis & Company, Ms. McCane worked at Kirkland & Ellis LLP in the Attorney Recruiting Department. Ms. McCane holds a B.A. in Art History with honors from Sewanee: The University of the South.

Irena McGrath, Chief Associate Recruitment Officer for Hogan Lovells US LLP, has been with the firm (and one of its legacy firms Hogan & Hartson) since 2006. Ms. McGrath is responsible for law student, associate, and other attorney recruitment for all of Hogan Lovells U.S. offices. Prior to joining Hogan Lovells, she was the Chief Recruiting and Professional Development Officer for Wiley Rein (then Wiley Rein & Fielding) in Washington, DC, and was with that firm for 17 years. Ms. McGrath received her BGS from the University of Maryland, and a paralegal certificate from the University of Maryland, University College. She served as Vice-President of NALP from 1998-2000 and was slated as NALP's first employer President the following year. Ms. McGrath has served on a variety of NALP committees and working groups in elected, appointed, and volunteer roles. This past year she served as a member of the planning committee for the 2015 Legal Recruiting Summit and on the Past Presidents Council. From 2006–2012, Ms. McGrath was a member of the Board of Trustees for the NALP Foundation for Law Career Research and Education, and since 2012 has been the co-chair of its National Advisory Board. Ms. McGrath is also a member of the Professional Development Consortium (PDC) and is on the Board of Directors for the Washington Area Legal Recruitment Administrators Association (WALRAA).

Kristine McKinney is an expert in leading cultural change in organizations to help better reflect their values. As the Director of Diversity & Inclusion at Faegre Baker Daniels, she leads firm-wide efforts to attract, retain, and advance a workforce that embraces and celebrates diversity and inclusion. During her time at Faegre Baker Daniels, the firm was named a "Best Law Firm for Women" by Working Mother Media and Flex-Time Lawyers, received Gold Standard Certification by the Women in Law Empowerment Forum, was recognized by the Center for Legal Inclusiveness as an "Outstanding Law Firm Member," and received 100 percent on the Human Rights Campaign Corporate Equality Index. In her previous role as firm-wide diversity manager at Kirkland & Ellis, the firm rose 24 spots to number 37 on the *Minority Law Journal* Diversity Scorecard, received the first-ever "Award for Workplace Equality Innovation" from the Human Rights Campaign, and was included in the inaugural list of the best law firms for women in *Working Mother* magazine. Ms. McKinney enjoys serving on professional boards and committees, writing and submitting diversity-related articles, and speaking at conferences and community events. She has been actively involved with numerous organizations including NALP, Twin Cities Diversity in

Practice, the Center for Legal Inclusiveness, the Chicago Committee on Minorities in Large Law Firms, the Cabrini Green Legal Aid Clinic, and the Association of Law Firm Diversity Professionals. Ms. McKinney received her B.A. in Communication Studies from the University of Minnesota and her M.S. in Learning and Organizational Change from Northwestern University.

Julie A. McLaughlin is an Associate Director at The George Washington University Law School Office of Professional Development and Career Strategy where she has worked for the past three years. She serves as a career advisor as well as an advisor on federal judicial clerkships. Ms. McLaughlin works with students and alumni to identify goals and develop individualized career plans. Prior to joining the Office of Professional Development and Career Strategy, she was a regulatory associate Hogan & Hartson in Washington, DC, where her practice focused on food and agriculture law and consumer protection. Following law school, she clerked for The Hon. Robert E. Payne on the United States District Court of the Eastern District of Virginia. Ms. McLaughlin is a graduate of Stanford University and the University of Virginia School of Law.

Kristen Meeks is the Diversity Liaison and the Career Advisor for the Benjamin Cardozo Inn at The George Washington University Law School. She advises students on diversity issues related to race, ethnicity, gender, sexual orientation, and disability as they involve career and employment matters. She also works closely with the leadership and members of the Black, Asian/Pacific American, Hispanic, Muslim, and Women Law Student Associations at GW Law and associated affinity alumni, bar associations, and professional groups outside the law school. She acts as the liaison between the career office and a variety of legal employers, including law firms, government agencies, and nonprofit organizations that are interested in recruiting diverse law students. In addition to her work at GW, Ms. Meeks was the 2014 Co-Chair of the Washington Area Legal Recruitment Administrators Association's Diversity Committee and is also an active member of NALP's Diversity and Inclusion Section. Ms. Meeks received her B.A. from Spelman College and her J.D. from the University of North Carolina. After law school, she clerked for the Honorable Zoe Bush of the Superior Court of the District of Columbia, before practicing as an Assistant Attorney General at the Office of the Attorney General for the District of Columbia.

Markeisha J. Miner oversees all aspects of career planning, professional development, and employer outreach as Assistant Dean of Career Services and Outreach at the University of Detroit Mercy School of Law (UDM Law). She earned her B.A., *magna cum laude*, at Mount Holyoke College and her J.D. at the University of Michigan Law School. Prior to joining UDM Law, she practiced as a commercial litigator in Dickinson Wright PLLC's Detroit office and served as a judicial law clerk to the Honorable Anna Diggs Taylor on the U.S. District Court for the Eastern District of Michigan. Ms. Miner is active in several bar and community organizations including the American Bar Association and the State Bar of Michigan. She has worked with the group of career services professionals that the ABA consulted when revising the annual employment questionnaire and developing its audit protocols. She has served for the past year as a member of NALP's Nominating Committee and the Emerging Legal Jobs Work Group. Additionally, she is a member of NALP's Diversity and Inclusion and Solo & Small CSO Sections.

Maria Minor is the Director of Professional Recruitment and Development at Neal, Gerber & Eisenberg LLP.

Tim Mohan is the Chief Executive Partner of Chapman and Cutler LLP, a national law firm focused on financial institutions and financial services companies. As Chief Executive Partner, Mr. Mohan leads the strategic direction of the firm, which includes staffing and professional development strategies. Mr. Mohan's legal experience includes work in the banking, asset securitization, and public finance areas. He frequently represents the U.S. branches of foreign banks as lenders, credit enhancers, and asset-backed commercial paper conduit sponsors, and counsels trade associations on rulemaking advocacy. Mr. Mohan is a 1985 honors graduate of the DePaul University College of Law and holds a B.A. in International Relations from James Madison College at Michigan State University.

Lisa Montanaro is a productivity consultant, success coach, business strategist, speaker, and author. She is the founder and CEO of Lisa Montanaro Global Enterprises, LLC, based out of Northern California but servicing clients globally on site and virtually. Ms. Montanaro helps people live more successful and passionate lives, and enjoy more profitable and productive organizations. She is the author of *The Ultimate Life Organizer: An Interactive Guide to a Simpler, Less Stressful & More Organized Life*. As a former practicing attorney, career services professional, and adjunct professor of law, she is uniquely aware of the demands and culture of

the legal profession. She provides coaching, consulting, speaking, and training to lawyers and the many professionals who work with them in professional development roles, as well as to law firms, law schools, and other legal-related organizations such as recruitment administrators associations and bar associations. Prior to establishing her company in 2002, Ms. Montanaro practiced labor, employment, education, and disability law as an associate at Chadbourne & Parke, and as in-house counsel for the Michigan Education Association and Pace University's Office of General Counsel. She received her BA in Psychology, Speech and Political Science from Hofstra University and her JD, *magna cum laude*, from Pace University School of Law. She taught Disability Law and Public Employment Labor Law as an Adjunct Professor at Detroit College of Law, and served as a freelance Career Counselor for NYU School of Law and Pace University School of Law.

Katy Montgomery serves as the Assistant Dean for Career Development at the Johns Hopkins Carey Business School where she develops and leads employer development strategy and career growth of Carey students. Ms. Montgomery comes to the Johns Hopkins Carey Business School with over ten years of career services and recruiting experience, most recently for a highly ranked graduate program. She received her B.A. from Loyola University New Orleans and her J.D. from Georgetown University Law Center. Immediately following law school, Ms. Montgomery clerked for a federal district court judge and practiced in the D.C. office of a New York law firm. After practicing law, Ms. Montgomery traveled to Baoding, China where she taught legal courses at Hebei University. Upon her return to DC, Ms. Montgomery joined the Office of Career Services (OCS) as the evening student counselor and clerkship advisor. After spending over two years with the OCS, Ms. Montgomery joined Major, Lindsey & Africa, the world's largest legal search firm, as a Managing Director. In that capacity, she specialized in law firm associate and selected in-house placements. Ms. Montgomery later returned to Georgetown Law in the capacity of Director of Career Services, where she created and implemented a strategic plan for employer outreach and student counseling.

David Montoya has been the Assistant Dean for Career Services at The University of Texas School of Law since 2004. A native of Santa Fe, New Mexico, Mr. Montoya earned a B. A. in Accounting from the University of Notre Dame in 1985, where he was designated a Notre Dame Scholar. He received his J.D. from The University of Texas School of Law in 1995.

Before attending law school, he was a CPA in Texas and worked for Arthur Andersen, LLP, a former international CPA firm, and Burlington Resources (and affiliated companies), a former Fortune 500 Company in the oil & gas and natural resources industries. Mr. Montoya practiced law for nearly ten years with firms in Texas. He was most recently a partner with Jackson Walker, LLP in the Commercial Litigation and Corporate Reorganizations/Restructuring sections, primarily serving the telecommunications, technology, and financial services industries. He served on the NALP Board of Directors as an executive officer and Treasurer from 2007 to 2009, and has been on various NALP committees, including the Long Range Strategic Planning Committee and the Ethics and Standards Advisory Group. He also served on NALP's Investment Oversight and Audit Committees from 2009 to 2011.

Audrey S. Moore serves as Executive Assistant District Attorney, Chief Diversity Officer, and Chief of the Special Victims Bureau (SVB) at the New York County District Attorney's Office. She is tasked with strengthening the DA's Office's policies relating to workforce diversity, working with Legal and Support Staff Training, and leading an expansion of the Office's existing mentoring program. As Chief of SVB, she oversees the management of the Child Abuse Unit, Domestic Violence Unit, Elder Abuse Unit, Sex Crimes Unit, Human Trafficking Program, and Witness Aid Services Unit. Ms. Moore joined the office in 1989, serving in the trial division, and later in the Family Violence and Child Abuse Bureau (FVCAB) before being appointed Deputy Bureau Chief of the FVCAB in 2000. In that capacity, she investigated and prosecuted child sexual assault cases, investigated child fatalities, and supervised assistants in the handling of domestic violence cases. In 2009, Ms. Moore was appointed co-Chief of the Family Violence and Child Abuse Bureau before her appointment as Chief of the Special Victims Bureau, and additionally served as Chief of the Domestic Violence Unit. Ms. Moore is also a member of the Conviction Integrity Committee. Ms. Moore has served on the Legal Hiring Board since 1994, and now serves on the Board's Executive Panel. She is a founding member of Legal Hiring Board's Diversity Outreach Committee and was Co-Chair of the Mentoring Committee. Ms. Moore has won numerous awards for her leadership in public service and for being an outstanding assistant district attorney.

Niki Moore is the Chief Executive Officer and co-founder of 3L+ Law Prep, and a lecturer at Berkeley Law. In her role at 3L+ Law Prep, a new national company specializing in tran-

sition-to-practice training and coaching for law students and attorneys, Ms. Moore has developed several training programs, including seminars and workshops to help diverse and first-generation students and associates to succeed as attorneys. Ms. Moore oversees the development and implementation of various 3L+ diversity initiatives, including the Diversity Scholarship Sponsorship Program and social media projects to raise awareness of the importance of diversity. She also works with law firms to strengthen training and diversity programs, and provides one-on-one coaching on interviewing, career planning, transition-to-practice skills, and networking. In 2011, Ms. Moore developed a skills class — The Junior Attorney: Expectations, Responsibilities, and Realities — for Berkeley Law, which she has been co-teaching since then. Prior to founding 3L+, Ms. Moore was a senior associate at Wilmer Cutler Pickering Hale and Dorr, where she focused her practice on intellectual property litigation and trade sanctions compliance, and served on the firm's West Coast Diversity Committee. She has been recognized by the *Silicon Valley/San Jose Business Journal* as one of the top "40 under 40" professionals. Ms. Moore is also the founder and former president of the Northern California Chapter of the Iranian American Bar Association. She received her B.S. in Biology, *summa cum laude*, from Texas Southern University, and J.D. from Berkeley Law. Ms. Moore grew up in several countries, attended international schools, and speaks three languages.

Dana L. Morris is the Assistant Dean for Career Development at the University of Maryland Francis King Carey School of Law in Baltimore, Maryland. She manages the strategic direction of the Career Development Office and oversees the legal recruitment and career related professional development for more than 700 students. Prior to joining UM Carey Law, Ms. Morris was the Director of the Career Planning Center at the University of Miami School of Law in Coral Gables, Florida. Before entering law school administration, she was an attorney at a general practice law firm in the Midwest. Prior to entering the legal profession, she worked for nine years in corporate marketing communications in Boston. She earned a JD from Syracuse University College of Law and a BA with honors from Boston University. In addition to her volunteer involvement with Civil Justice, Inc., and the Baltimore Albert Schweitzer Fellowship Program, Ms. Morris has held several leadership positions in NALP, serving on the 2009-2011 Board of Directors, the Strategic Planning Task Force, and the Nominating Committee — and serving as Chair of the Diversity Section, as a Mid-Atlantic Regional Coordinator, and as NALP's Liai-

son to the ABA Commission on Ethnic and Racial Diversity. A frequent presenter, she has received recognition for her work related to legal recruitment, diversity pipeline efforts, and advancing opportunities for women and attorneys of color in the legal profession.

Patricia Morrissy is the Interim Associate Dean for Career Services at the Benjamin N. Cardozo School of Law. Her distinguished career in the legal industry includes establishing the legal hiring program for Brooklyn District Attorney Kenneth P. Thompson following his election. Before that, she served for seven years as the Chief Recruiting Officer for Sullivan & Cromwell LLP, where she was in charge of the firm's recruitment strategy and known for transforming their recruitment operation. During her tenure there, she led a number of talent related initiatives resulting in an increase of the associate satisfaction posting by the *American Lawyer* magazine from 153 to 28 in two years. Previously, she was the Legal Recruiting Director at Paul, Weiss, Rifkind, Wharton & Garrison LLP as well as Chief Administrative Officer for the Legal & Compliance Department at Credit Suisse First Boston. She has served as a talent management consultant to a number of clients including Ellevest, the women's networking organization formerly known as 85 Broads, as well as a number of Y Combinator start ups.

Amy Moynihan is the Senior Manager of Attorney Resources & Recruitment at Winston & Strawn LLP, an international law firm with nearly 900 attorneys among 18 offices world-wide. She has worked in the legal recruiting industry for 12 years, beginning her career at Winston & Strawn in 2003 as a recruiting coordinator. In her current role, Ms. Moynihan manages a wide range of attorney recruitment, integration, and lifecycle-related functions for the firm's Chicago office. In addition to her local office responsibilities, she serves as the firm-wide administrative liaison to the firm's Associates Committee. Ms. Moynihan has been an active member of NALP since 2004, and served in a leadership position on the Nominating Committee in 2011-2012. She has been a member of the Chicago Association of Legal Personnel Administrators (CALPA) since 2003, and served on the Board of that organization in 2006.

Robin E. Nackman is the Director of Employer Relations in Brooklyn Law School's Office of Career and Professional Development. She previously served as Director of Employer Relations for New York Law School and for Touro Law Center. Ms. Nackman received her JD from Buffalo

Law School and her BA from The Johns Hopkins University. Ms. Nackman's career includes a stint as a Manhattan ADA, serving as in-house counsel to a Wall St. broker/dealer, and being a solo practitioner. Her current "niche" is acting as liaison to the legal community on behalf of her students and alumni, identifying employment opportunities and growth practice areas, and assisting with the professional development component of her office. She has spoken on panels and written articles in the legal media.

Kathleen Dillon Narko is a Clinical Associate Professor at Northwestern University School of Law. She is the faculty advisor to the student Disability Law Society at Northwestern Law. She speaks frequently on issues of disability related to law students and attorneys, most recently for the Institute for Inclusion in the Legal Profession and the National Association of Law Students with Disabilities (NALSWD). At Northwestern Law her focus is teaching legal analysis through the vehicle of writing. She is a frequent presenter at national and regional Legal Writing Institute conferences, and has written and spoken on a variety of topics related to communication and legal analysis. She also consults with law firms, providing training in legal writing and analysis. Prior to joining the faculty, Professor Narko practiced with a large law firm concentrating in the areas of commercial litigation and environmental, safety, and health law. She was a member of the firm's Hiring Committee for seven years. Professor Narko worked extensively with corporate clients in all aspects of litigation, including trials and appeals. She was also active in pro bono litigation, including lending discrimination and political asylum matters. Professor Narko received her J.D. from Cornell Law School and her B.A. in history, *cum laude*, from Yale University. Following her undergraduate degree, she attended Salzburg College in Salzburg, Austria.

Michelle Nash has over two decades of experience in the legal industry and 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, Senior Consultant for Shannon & Manch, Principal of Briggs & Nash, and Associate Director for Career Development for The George Washington University Law School. She has written numerous professional development articles, and is a contributing author to *Learning from Law Firm Leaders* (ABA), *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West), and *Maximizing Law Firm Profitability* (American Law Journal, 2013 edition). Ms. Nash has

developed curricula and presented seminars, programs, webinars, and workshops on a wide range of topics related to legal professional development and serves as a guest faculty member for Georgetown University Law Center's Executive Education programs. 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 and a graduate certificate in Executive Leadership from Cornell University. Additionally, she holds coaching certificates from The Center for Creative Leadership and The American Society for Talent Development (ASTD).

Scott Norberg is the ABA Accreditation Project Director for Data Policy and Collection, and Professor of Law at Florida International University College of Law. He served as the Deputy Managing Director for the Accreditation Project from 2011-2014. At FIU, he teaches commercial law subjects, and writes primarily in the bankruptcy law area.

Greg Oguss is an associate in Sidley Austin's Chicago office. Mr. Oguss represents insurance companies and financial services institutions in connection with a variety of corporate, securities, and regulatory matters. Prior to joining Sidley in 2013, Mr. Oguss was a PILI Fellow in the legal department of Access Living, a disability rights organization. He graduated *magna cum laude* from the Northwestern University School of Law, where he served as Articles Editor of the Northwestern University Law Review. As a law student, Mr. Oguss co-founded and served as co-president of the Northwestern Disability Law Society.

Christina Pappas is the Lateral Partner Recruitment Manager for WilmerHale. Ms. Pappas is resident in the firm's Los Angeles, office but manages the partner recruiting process for all of its offices. Prior to this, Ms. Pappas worked as a career consultant at Greiner Consulting, and managed recruiting in the NY office of Dewey & LeBoeuf. Ms. Pappas started her career as a practicing attorney at Cleary Gottlieb in New York. She earned her JD in 2003 from Fordham Law School.

Nancy Parker is the Director of Attorney Recruitment at Fried, Frank, Harris, Shriver & Jacobson LLP's New York office, where she has worked since 2007. Her responsibilities include the administration and oversight of the firm's law student and entry-level hiring processes, as well as the coor-

dination of the summer associate program. Ms. Parker is also a member of the firm's Associates Committee. Prior to joining Fried Frank, she worked in the legal recruitment departments of Sullivan & Cromwell LLP, Mendes & Mount LLP, and Patterson, Belknap, Webb & Tyler LLP. She received her BA in Sociology & Anthropology from Fordham University. Ms. Parker has been a member of the New York City Recruitment Association since 2002. She also serves on the New York City Bar's Committee on Recruitment and Retention of Lawyers.

Matthew L. Pascocello is the Director of Career Development & Alumni Counseling in the Office of Career & Professional Development at American University Washington College of Law where he primarily serves the professional development needs of WCL's alumni community. Mr. Pascocello also serves as an adjunct professor at both American University's Washington College of Law and at the School of Public Affairs. He has presented at numerous local and national conferences, addressing law student and attorney career development; has published articles for a range of publications; has appeared on radio and television; and has been quoted in several books, newspapers, and online publications. Prior to his work at American, Mr. Pascocello practiced corporate and international trade law in New York and served as in-house counsel to the U.S. offices of a Parisian-based multinational assistance services company. Mr. Pascocello earned his BA from Boston University and JD from Georgetown University Law Center, and completed programs at both The London School of Economics and the National University of Singapore. He is the proud father of 15-year-old-twins who serve as a constant reminder that life is greater than the sum of its parts.

Puja Singh Patel is Senior Associate Director of JD Counseling at Northwestern University School of Law. She has over four years of experience in law career services. Prior to joining Northwestern, Ms. Patel worked as an Assistant Attorney General at the Illinois Attorney General's Office and as an associate at a labor and employment boutique firm. Ms. Patel received her J.D. from Northwestern University School of Law and her B.A. in Environmental Science from Duke University.

Joseph Patrick is a Client Relations Manager for law firm and law school clients at Symplicity Corporation. He handles support, sales, and new product development for the law industry. Prior to joining Symplicity he worked in legal recruiting at a major DC law firm. He was also the Manager

of Legal Recruitment at Georgetown University Law Center for several years, where he oversaw their on-campus interview program and prior to that held the position of Job Listings Database Manager for Georgetown. In these roles he worked with the Office of Career Services and the Office of Public Interest and Community Service to assist with both recruiting and job postings functions. Prior to working at Georgetown, he worked at The George Washington University Law School in their Career Development Office updating their job postings and website. During Mr. Patrick's time as a NALP member he served on the NALP Technology Advisory Group. He was also very active in WALRAA and has spoken at meetings and served on their board as both the Vice President and Webmaster. Mr. Patrick is a graduate of Catholic University with a Bachelor of Arts Degree in Information Technology.

Suzanne Hill Patrick is the Director of Career Services at St. Mary's University School of Law where she counsels students, plans programming, coordinates employer outreach, and oversees the work study program. 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 summer and new associates. Additionally, she worked with partners to develop 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 she 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. 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 recently elected to the Board of Directors for the Bexar County Women's Bar and is an active member of the San Antonio Young Lawyers Association and Moms In Law San Antonio. While in Washington, DC, she was an active member of WALRAA 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.

Catherine Pattanayak is the Associate Director of the Bernard Koteen Office of Public Interest Advising at Harvard Law School.

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. Ms. Patterson represents the Foundation's interests in a host of industry venues, sharing the latest information on lawyer careers. Before joining the Foundation in 2008, Ms. Patterson was the Director of Recruiting and Professional Development at Gardere Wynne Sewell LLP in Dallas, Texas, for over 13 years. She served as a member of the Board of Directors of NALP, the NALP Foundation's parent organization, and the national Professional Development Consortium.

Molly Peckman is Dechert LLP's Global Director of Legal Talent. She has over 25 years of law firm experience and is responsible for building and oversight of an integrated Legal Talent Department, including attorney training and development; legal personnel matters including associate evaluations and compensation; new and lateral associate orientation and integration; and alumni relations for Dechert's 950+ lawyers and alumni worldwide. Prior to joining Dechert, Ms. Peckman led another firm's professional development program for five years and, before that, she was a trial lawyer in Philadelphia, practicing in the areas of commercial, medical malpractice, and employment litigation. Prior to her legal career, Ms. Peckman worked in the field of public relations. Ms. Peckman served for two years as chair of the Lawyer Professional Development Section of NALP and held a number of leadership positions with the Philadelphia Bar Association including serving as chair or co-chair of the Bench Bar Annual Conference, the Women in Profession Committee, the Young Lawyers Division Section, and the Membership Committee, and 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. Ms. Peckman is a frequent writer and lecturer on legal talent management and law firm life. She 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*, the *NALP Bulletin*, and

The Legal Times. Ms. Peckman maintains a pro bono practice and is involved in a number of organizations dedicated to community service. She 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, B.A., *cum laude*, 1986, and Temple University School of Law, J.D., 1992.

Erin Phifer joined LSU Law Center as Director of Career Services & Employer Relations in 2011. Ms. Phifer's extensive experience in legal recruiting, career counseling and placement, and business development allow her to expand employment opportunities for LSU Law students and alums both within Louisiana and out of state by serving as a liaison between the law center and prospective employers. Ms. Phifer is able to effectively counsel students and create job search strategies based on their individual interests by monitoring legal employment trends in the Louisiana, regional, and national markets. She coordinates and presents topic-specific programs for students, and develops and maintains current employment information for LSU law students and graduates. Ms. Phifer received her undergraduate degree from Tulane University, J.D. from Loyola College of Law, New Orleans, and LL.M. in Taxation from Georgetown University Law Center. She was admitted to the New York State Bar, 2004, and the District of Columbia Bar, 2009, and is a member of the Louisiana State Bar Association, for which she was 2014-2015 Chair of the Community Outreach Diversity Sub-Committee.

Jennifer Pollard is the Director of Judicial Clerkships and Government Programs at the University of Maryland Carey School of Law. She received her J.D. from Maryland Law and her B.S. 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.

Amy Leytem Pretty began her career at McGuireWoods in 2005 as the Attorney Recruiting Coordinator for the Chicago, New York, and Pittsburgh offices. She is now the Attorney Recruiting Manager handling lateral and entry-level recruiting efforts, as well as management of diversity recruiting initiatives and lateral partner integration efforts for the firm. During her career, she has managed the training opportunities for eight summer programs and redesigned the summer program curriculum for the Chicago office. Ms. Pretty was CALPA President in 2009, served on

NALP's Nominating Committee in 2010, and was a 2013-2014 member of NALP's Annual Education Conference Planning Committee. She presented at the 2013 conference on developing a core curriculum for law students and summer associates and published a *NALP Bulletin* article on the same topic. This past year Ms. Pretty has served as Vice-Chair for the RFP process for the NALP Recruiting Section.

Melanie Priddy is the Development and Diversity Manager for Morgan, Lewis & Bockius LLP. She previously worked as the Development & Diversity Manager for Bingham McCutchen LLP in Washington, DC. In this role she was responsible for developing and maintaining a curriculum of development programs for associates, counsel, and partners; creating and managing training for established programs and academies; developing initiatives to recruit and retain diverse lawyers to further the firm's diversity and inclusion efforts; and providing career counseling and coaching for the lawyers in Washington, DC. Previously she worked in legal recruiting for Bingham and Katten Muchin Rosenman LLP, and as Assistant Director of Career Services for Loyola Law School in Los Angeles. Ms. Priddy has been an active member of NALP since 2006 and most recently served as a member of the Member Professional Development and Educational Programming Advisory Groups and was a speaker at the 2014 NALP Annual Education Conference in Seattle. She has also served as Chair of the Diversity Section; a member of the 2013 Diversity and Inclusion Summit Planning Committee; Chair of the Recruiting Section; a member of the Leadership Development Task Force; and a speaker at the 2012 NALP Annual Education Conference in Austin. She is also the author of several articles in the *NALP Bulletin*. She began her legal career as an associate at Akin Gump Strauss Hauer & Feld. Ms. Priddy received her J.D. from the University of Virginia School of Law in 2000, and a B.A. from Duke University in 1997.

Ann Rainhart is the Chief Talent Officer at Faegre Baker Daniels. She leads a team focused on human resources, lawyer and consulting talent, diversity and inclusion, and pro bono and community service. Ms. Rainhart works closely with the firm's management board and executive committee around strategies for retention, development, and feedback for the firm's more than 750 lawyers, consultants, and professionals. She created and implemented the firm's new Associate and Consultant Career Model. 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. Ms. Rainhart

has additional law firm and law school career services work experiences. She enjoys collaborating within the firm, teaching and spending time with her team of Talent Services professionals. She is a frequent presenter for local law schools, NALP, Minnesota Women Lawyers, and other organizations. Ms. Rainhart is a graduate of Chicago-Kent College of Law and admitted to practice in Illinois.

Jayne Reardon, in her role as Executive Director of the Illinois Commission on Professionalism, develops and coordinates programs to increase the professionalism and well-being of attorneys, creating more opportunities for inclusiveness and promoting the administration of justice. A major vehicle for accomplishing this mission is an innovative statewide lawyer-to-lawyer mentoring program that was initiated in 2012 and has grown to involve over 78 sponsoring organizations and over 3,500 attorney participants. Ms. Reardon is responsible for developing and promoting professional responsibility educational programs that result in changed attorney behavior, which is the overall mission of the Commission. Ms. Reardon is a frequent motivational speaker and presenter on issues facing the legal profession. She has written numerous articles on mentoring and other topics, maintains a professionalism blog that may be accessed at 2civility.org, and is a chapter contributor to the ABA published *The Essential Qualities of the Professional Lawyer* and for a law book to be published this year. Ms. Reardon began her career in private practice as a trial and appellate lawyer in Chicago. She then served as counsel to the Review Board of the Illinois Attorney Registration and Disciplinary Commission, where she gained a deep knowledge of ethical and disciplinary quagmires facing attorneys before joining the Commission on Professionalism at its inception in 2006. A graduate of the University of Michigan Law School and the University of Notre Dame, Ms. Reardon is active in numerous bar and civic organizations, including the American Bar Association Standing Committee on Professionalism, the ABA Consortium of Professionalism Initiatives, the National Legal Mentoring Consortium Steering Committee, Phi Alpha Delta Legal Fraternity, the Illinois State Bar Association, the Women's Bar Association of Illinois, and the Chicago Bar Association.

Marsha Redmon is a former practicing attorney and award-winning journalist who specializes in teaching lawyers how to communicate most effectively with clients, the media, and each other. Ms. Redmon's expertise is in taking complex issues and helping her clients tell the stories behind them. For the last 15 years, she has taught lawyers and other

professionals to present and communicate succinctly and with confidence and authority through presentation and public speaking skills, business development, media interview, and messaging workshops. In recent years, through her company Lex eLearning, Ms. Redmon has been creating customized e-learning for law firms and legal associations (AHLA) so they can deliver programs quickly and effectively to their lawyers across the country and world. Ms. Redmon's experience spans practicing law, broadcast news reporting, and graduate level teaching.

Arin Reeves received her J.D. from the University of Southern California and received her Ph.D. in Sociology from Northwestern University. She practiced law in Illinois before transitioning to working on leadership and inclusion in academia and eventually in a research and consulting practice. She is the author of the publisher's bestselling book, *The Next IQ: The Next Level of Intelligence for 21st Century Leaders*. Her bi-monthly column for the *Chicago Lawyer*, "Diversity in Practice," has been recognized for excellence in journalism, and Dr. Reeves is featured frequently in traditional and online media as a thought leader on leadership and inclusion. She is currently the President of the research and consulting firm Nextions, where she consults and leads research studies on all aspects of leadership and inclusion. Prior to her position at Nextions, Dr. Reeves practiced law for several years and served as an adjunct faculty member at Northwestern University.

Dr. Larry Richard is recognized as the leading expert on the psychology of lawyer behavior. He has advised dozens of Am Law 100 law firms on leadership, change management, and related issues such as teams, building lawyer resilience, talent selection, assessment, upward reviews, and other aspects of strategic talent management. Widely known as an expert on the lawyer personality, he has tested thousands of lawyers. Dr. Richard was formerly a partner at Altman Weil. More recently — from 2005 to 2011 — he chaired the Leadership & Organization Development practice at Hildebrandt International. Dr. Richard focuses on improving lawyer performance through personality science. He is a frequent author and speaker on the use of positive psychology and applied behavioral science in helping law firms to succeed. You can find him at www.lawyerbrainblog.com.

Amanda Rivas is the Associate Director of Practice Credit Programs at St. Mary's University School of Law. She coordinates, teaches, and guides students in their nonprofit, government, or in-house counsel internships. She graduated

with a JD from St. Mary's School of Law in 2009. While in law school, she focused her studies on providing legal services to the poor through the Center for Legal and Social Justice. She also interned at MALDEF (Mexican American Legal Defense and Educational Fund) as an Equal Education Fellow working on education and voting rights litigation in Texas, Colorado, and Arizona. After graduation, she completed a civil litigation fellowship with the Center for Legal and Social Justice Clinical Program where she helped execute the civil clinical curriculum, supervise students on civil cases, and carried her own civil docket. Before attending law school, she was a 2003 Teach for America Corps member in the Rio Grande Valley.

Denise A. Robinson combines over a decade of experience advancing diversity and inclusion in professional service environments and higher education with her passion as a yoga teacher to help professionals bring their best to all aspects of their lives. Ms. Robinson started her professional journey as a lawyer, representing a wide range of organizations in labor and employment matters. She ultimately transitioned from addressing discrimination claims and other employment disputes as an employment litigator, to promoting harmonious and innovative workplaces as a diversity and inclusion professional, including as the former Director of Diversity & Inclusion for O'Melveny & Myers and former Diversity Officer for the International Monetary Fund. Ms. Robinson's diversity work is informed by her experiences as an admissions professional at Georgetown University, where she focused on International LLM admissions at the Law Center, and, subsequently, multicultural recruitment at the undergraduate level. Ms. Robinson has presented on a wide variety of talent development issues, from taking inclusion initiatives global to the link between intentionality and organizational change. She has created The Still Center, LLC to expand on her experience with bringing contemplative practice into the workplace to help professionals develop positive responses to stress and raise self-awareness. Ms. Robinson also works with the Diversity & Flexibility Alliance as a Member Specialist, where she advances the business case for flexibility for all and the retention and promotion of women in the legal profession. Ms. Robinson earned her J.D. from The University of Chicago Law School, and graduated *cum laude* from Ohio University with a Bachelor of Arts degree in Philosophy. She currently chairs the Committee on Diversity Issues for Ohio University's Honors Tutorial College.

Sarah Rohne is the Assistant Director, Employer Relations and Business Development, for the Career Center at the University of Minnesota Law School. Her role includes development of local, regional, and national employment opportunities for law students and alumni and management of fall recruiting, diversity, and other hiring programs. Ms. Rohne also owns her own career development consulting practice, Career Empower, LLC, where she individually consults with mid-level attorneys and presents to organizations on professional development topics. Her background also includes practicing law as an attorney with Meagher & Geer, PLLP in Minneapolis and employment with national legal staffing agencies as a senior recruiter before joining the University of Minnesota Law School. For many years Ms. Rohne has been active in national legal professional development organizations and currently serves as the NALP Liaison to the Commission on Women in the Profession, and in this role serves on the Grit Project. Ms. Rohne is also an active leader in Minnesota and serves on the Board of Directors of the Hennepin County Bar Association and Minnesota Women Lawyers.

Howard Rosenberg has more than 20 years of success building and strengthening professional services organizations. He is the Chief Executive Officer of FRS Insight and joined from Debevoise & Plimpton where he was responsible for supporting the firm's global Private Equity practice. Prior to Debevoise, Mr. Rosenberg was the Chief Operating Officer for Baker & McKenzie within their Washington, DC, office and Managing Director of Berwin Leighton Paisner, based in London. He led an innovative compliance-based business involving Deloitte and guided a merger that resulted in the creation of one of the largest UK law firms. He earned two Bachelors degrees in Fine Arts and in Architecture from the Rhode Island School of Design and holds an MBA from Cambridge University.

Elizabeth "Lizzie" Rosenthal is a Supervisory Attorney in the Housing Practice Group at LAF, formerly known as the Legal Assistance Foundation, in Chicago. She earned her J.D. from Northwestern University School of Law and her B.A. from Yale University. After graduating from law school in 2005, she clerked for Chief Judge Benson Everett Legg in the United States District Court for the District of Maryland. She then returned to Chicago to join LAF. Ms. Rosenthal started at LAF as a generalist working in diverse areas of poverty law: housing, family law, public benefits, consumer, and employment issues. Her current work focuses on helping people living in poverty to access and

keep decent, safe, and affordable housing. LAF is the largest provider of free civil legal services to low-income people in Cook County, Illinois.

Rachel Kronick Rothbart joined the USC Gould School of Law's Career Services Office (CSO) in 2009. She is responsible for counseling students and alumni and CSO programming. In addition, she currently serves as adjunct faculty for supervising students engaged in externships. Admitted to the state bars of Florida and California, she practiced family and domestic violence law at the Legal Aid Society in Miami, Florida and the Harriett Buhai Center for Family Law in Los Angeles, California. While at the Harriett Buhai Center for Family Law, she served as an attorney and Director of Legal Services, supervised volunteers and staff, revised the Center's handbook on domestic violence, gave presentations and conducted trainings, worked with public interest groups, and participated in the planning of local and statewide legal trainings. Ms. Rothbart served on the Executive Committee for the Family Law Section of the Los Angeles County Bar Association and served as an appointed member of the Standing Committee on the Delivery of Legal Services (SCDLS), a committee of the State Bar of California. Since joining NALP, Ms. Rothbart has served on the planning committee for the 2011 and 2014 Public Service Section's Mini-Conference in Washington, DC, presented at two NALP Annual Education Conferences (2013, 2014), and has co-written articles for the *NALP Bulletin* (February 2012 on quick tips regarding voluntary bar associations and March 2014 on pro bono requirements). She is member of the Los Angeles Area Legal Recruitment Association (LAALRA) and the Law School Career Advisors of Southern California. During 2012-2014, she served as the Programming Co-Chair of LAALRA. In addition, she is an active participant in One Justice's Southern California Law Schools and Pro Bono Managers' group. She earned a Bachelor of Arts degree *magna cum laude* in politics and history from Brandeis University and her Juris Doctor *cum laude* from the University of Miami School of Law.

Melanie Rowen is the Associate Director for Public Interest Programs in the Career Development Office at Berkeley Law. Prior to joining the Berkeley Law CDO, Ms. Rowen practiced LGBT civil rights impact litigation and public policy advocacy as a staff attorney at the National Center for Lesbian Rights (NCLR), where she specialized in working with transgender clients across a broad range of legal and policy issues. She is currently a member of the Board of Directors of the Transgender Law Center. Earlier in her

career, Ms. Rowen was a litigation associate in the San Francisco office of Latham & Watkins LLP, and she received her B.A. and J.D. from the University of Chicago.

LeaNora Ruffin is the Assistant Dean for Career Development at Widener University School of Law in Wilmington, Delaware. She attended the University of Pennsylvania Law School and received her law degree in 1993. After law school, she practiced in Philadelphia, primarily in the areas of medical malpractice and products liability. She joined Widener University School of Law in 1998 and was promoted to Assistant Dean for Career Development in 2000. During her 17 years at Widener Law, she has developed a particular focus on professional development issues, significantly enhancing career programming in this area. Ms. Ruffin is also a coach and received her training through the industry-leading Coaches Training Institute. She has been very active with NALP, and served as the association's President in 2009-2010. Ms. Ruffin also has held positions on the NALP Board of Directors and various committees and advisory groups and has presented extensively at NALP conferences over the years. Ms. Ruffin was elected by her peers to be a Fellow of the American Bar Foundation and is a recipient of the American Council on Education (ACE) Women's Network Leadership Award. She is the current Vice President of the Executive Committee of the Delaware chapter of ACE Women's Network and recently led its strategic planning effort.

Joy Heath Rush is responsible for client relationship management for all of Litéra's law firm clients, and she manages both the client development and consulting teams. Ms. Rush has spent over 30 years providing document and IT services to lawyers. Prior to joining Litéra, she held various technology leadership roles during the course of a 28-year career at global law firm Sidley Austin LLP. She has a long history of leadership in peer networking groups associated with legal technology, beginning with the Washington Perfectionists, the first WordPerfect user group dedicated to legal. She is a three-time Board member and past President of ILTA, and she served on the Legal Advisory Council for both WordPerfect and Microsoft. Ms. Rush is a frequent speaker and writer on a wide array of technology and leadership topics.

Jaya Saxena is an Assistant Director and the Career Advisor for the Sandra Day O'Connor Inn. In that role, she also advises students interested in public interest opportunities and state court internships/clerkships. Before joining the Center for Professional Development and Career Strategy,

she was a Career Counselor at the George Mason University School of Law. Ms. Saxena has approximately five years of experience as a legal services attorney at Maryland Legal Aid, where she specialized in public benefits and elder law. Other experiences include working at a national health care advocacy organization and clerking for the Honorable John M. Mott of the Superior Court of the District of Columbia. Additionally, Ms. Saxena is on the Board of Directors of the Washington Council of Lawyers and has held numerous leadership positions on the Board of Directors of the South Asian Bar Association of Washington, DC. She received her undergraduate degree from Carnegie Mellon University, and earned her J.D. from the University of North Carolina at Chapel Hill. She also has a Graduate Certificate in Health and Wellness Coaching from the Maryland University of Integrative Health (formerly Tai Sophia Institute).

John Schultz was named Executive Vice President and General Counsel for Hewlett-Packard Company in April 2012. Prior to his role as General Counsel, Mr. Schultz was the Deputy General Counsel for Litigation Investigations and Global Functions, where he managed all major litigation filed against HP globally, including all intellectual property, government investigations, and commercial and employment disputes. Before joining HP in September 2008, Mr. Schultz was a partner in the litigation practice of Morgan Lewis, focusing on complex litigation, primarily defending consumer class-action, fiduciary liability, and technology-related commercial litigation. He was previously at Drinker Biddle & Reath for 14 years, where he also specialized in commercial and product liability litigation. Mr. Schultz holds a J.D. degree from the University of Pennsylvania Law School and his undergraduate degree from Albright College.

Matt Schwartz is a partner at Garrison & Sisson and heads the Associates and Counsel Division. Mr. Schwartz formerly served as the executive director of a national attorney search firm's Washington, DC, office and is regarded as among the foremost experts in associate-attorney placement. For more than nine years, he has recruited about 100 associates across a wide variety of practice areas and for local, regional, and national law firms that range in size from 10-attorney boutiques to firms employing hundreds of attorneys. Getting to know attorneys early in their career is what drives him. Even if they aren't looking to make a career move just yet, he advises these young attorneys to acquire the experience they need to achieve their long-term professional goals. If it makes sense for a particular attorney to stay at his or her cur-

rent firm, or perhaps shift in-house or to the public sector, Mr. Schwartz will say so. To him, it's not solely about filling jobs. Growing careers and doing what's in the best interests of the attorneys Mr. Schwartz builds long-term relationships with always remains his top priority. Prior to becoming a legal recruiter, Mr. Schwartz was a transactional associate at Hogan & Hartson (now Hogan Lovells); before that, he was a litigation associate at Howrey. His legal training and previous employment in the field, his own experience transitioning from litigation to corporate law, and his established expertise recruiting in DC enable Mr. Schwartz to offer candidates as well as clients sound counsel on professional tracks and transitions. Mr. Schwartz is a *cum laude* graduate of Georgetown University Law Center with an undergraduate degree from Brown University.

Molly Scott is the Assistant Director of Graduate Career & Professional Development at Georgetown Law, a capacity in which she provides career and job search advice to U.S.-trained and foreign-trained LL.M. students. She counsels students individually, conducts job search skills workshops, organizes and executes on-campus networking events, and liaises with LL.M. employers regarding job opportunities. She enjoys training students on LinkedIn and maintains a LinkedIn subgroup for Georgetown Law LL.M. students and alumni on the topic of LL.M. careers. Each spring, Ms. Scott administers the Taxation Interview Program, an on-campus interview event for Tax LL.M. students at Georgetown Law and NYU Law. Before coming to Georgetown Law in 2011, Ms. Scott spent five years in private practice in higher education regulatory law at a mid-sized law firm in Washington, DC. She holds her J.D. from the University of Virginia School of Law and her B.A. in History from Williams College.

Samorn Selim is the Associate Director for the Graduate Class at U.C. Hastings and the Founder of Samorn Selim Career Coaching. Ms. Selim received her B.A. with High Honors in Social Welfare and Legal Studies with a minor in Education and J.D. from the University of California, Berkeley. She was formerly the Director of Employer Outreach and Associate Director for Private Sector Counseling and Programs at Berkeley Law and an attorney at Manatt, Phelps & Phillips. While in law school, Ms. Selim externed for the Honorable Edward M. Chen of the Northern District of California, interned for the Federal Trade Commission, and served as a Graduate Student Instructor for undergraduate courses in Asian American Studies. Ms. Selim is committed to and involved in diversity and inclusion initiatives, and has

provided pro bono legal services, helping refugees, children, and elderly dependents, and pro bono career coaching services to first-generation professionals, women of color, and other diverse groups.

Andrea Shaheen is the National Law School Recruiting Manager at Wilson Sonsini Goodrich & Rosati. Ms. Shaheen is actively involved in the development and implementation of the firm strategic law school hiring plans, in addition to managing the summer associate program and law school recruitment operations firm-wide. She also creates and evolves firm brand-building programs on law school campuses and at the firm offices all over the country and she is highly engaged in firm diversity initiatives related to recruitment. Ms. Shaheen works with constituencies at every level, from firm management to the law student candidates, in order to provide guidance through the firm recruiting process. She provides one-on-one advising to the summer associates to support the growth of their professional skills and network within the firm. Ms. Shaheen is an active member of NALP and the Bay Area Legal Recruitment Association (BALRA), where she has held Section and Committee leadership roles. Ms. Shaheen is currently serving on the NALP Research Advisory Group and the NALP Directory of Law Schools Work Group. She co-authored a feature article in the July 2014 *NALP Bulletin*, "How to Hang a Shingle: Counseling Alumni on Going Solo." Prior to joining WSGR, Ms. Shaheen was an Assistant Director in the Office of Career Management at Santa Clara University School of Law, where she counseled a diverse population of J.D. and LL.M. students in career strategies and professional development. After receiving a B.S. and a J.D. from Santa Clara University, Ms. Shaheen began her career at PricewaterhouseCoopers and then spent the next ten years as a practicing attorney in a few Bay Area law firms.

Marcia Pennington Shannon is the Assistant Dean of Career Services at Georgetown University Law Center, where she oversees a staff of 16 people. She has been involved in the field of lawyer career strategy and professional development for more than 25 years. Prior to rejoining Georgetown's OCS, Ms. Shannon was one of the founding principals of Shannon & Manch, a consulting firm focused on lawyer career and professional development with offices in Washington, DC, New York, Boston, Chicago, Los Angeles, and San Francisco. Before her work in consulting, Ms. Shannon served for nearly a decade as a career counselor in the Office of Career Services at the Law Center. She is the managing editor and co-author of *The*

Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career (West, 2010) and the ABA's *Recruiting Lawyers* (ABA, 2000). She has published widely and is a frequent speaker on a range of topics relating to careers in the legal profession. She received her B.A. in psychology from Emory University, an M.Ed. from the University of Cincinnati, and is a certified master coach. Ms. Shannon serves as a faculty member for NALP's Newer Professionals' Forum and served as the 2014-2015 Chair of NALP's Law School Innovations Work Group.

Rebecca Shulman is the Professional Development Specialist at Shearman & Sterling LLP, an international law firm with over 800 lawyers. She has worked in the field of attorney training and development for over eight years, and has a particular focus on associate career development and morale. Prior to Shearman & Sterling LLP, Ms. Shulman was the Attorney Training & Development Coordinator at Kirkland & Ellis LLP. She holds a Bachelor of Science in Business Administration from Northeastern University and a Certificate in Organizational and Executive Coaching from New York University. On a part-time basis, Ms. Shulman coaches several individuals on a variety of career-related issues. She is also a certified spinning instructor, and regularly teaches classes at the Vanderbilt YMCA in New York City.

Wendy Siegel is the Director, Recruitment & Marketing, in the Office of Career Services at NYU School of Law. Ms. Siegel joined the office 14 years ago, after working as a Manager of International Recruiting at Deloitte Consulting, and previously as an Associate Director of Alumni Outreach at the Stern School of Business at NYU and as a Manager in Communications at AFS Intercultural Programs. Ms. Siegel's role encompasses a wide range of services that include counseling the general J.D. population as well as the "alternative career" and non-traditional students including the JD/MBA and Leadership in Law & Business Scholars. Ms. Siegel also oversees the employer relations function and the OCI process. She earned her B.S. in Communications from the S.I. Newhouse School at Syracuse University and her MBA from European University in Barcelona. She has attended numerous NALP conferences in her 14 years at NYU Law, and has twice served as a speaker on alternative careers during previous NALP conferences.

Diane Silverman is the Recruiting Team Leader for Bain & Company's New York office. At Bain, she manages all MBA, advanced degree, and industry recruiting efforts, as well as

overseeing the summer program and on-boarding of full-time Consultants. Ms. Silverman's previous work experience includes seven years in the legal recruiting field, where she was the Assistant Director of Recruiting at Columbia Law School and a Recruiting Coordinator at Allen & Overy LLP. She holds a B.A. in Psychology and Political Science from Bucknell University.

Elizabeth Ellis Simek handles attorney recruiting and professional development matters for the City of Chicago's Department of Law, a department consisting of approximately 270 attorneys. Prior to coming to the City in 2011, Ms. Simek served as Assistant Dean and Director of Law Career Services at DePaul University College of Law for 12 years. During her tenure at DePaul, Ms. Simek served as President of the Chicago Area Law School Consortium and as a NALP Nominating Committee member. Before joining DePaul and leaving the practice of law behind, Ms. Simek was an associate at the Chicago law firms of Miller Shakman Hamilton Kurtzon & Schlifke, where she practiced corporate and real estate law, and Katten Muchin & Zavis, where she practiced corporate insurance law. She is a member of the Chicago Association of Legal Personnel Administrators and the Chicago Area Professional Development Consortium and has been a member of NALP since 1999. She received her undergraduate and law degrees from Valparaiso University.

Laura Simon is the OSCAR Program Manager for the Administrative Office of the U.S. Courts. She previously served as the Management Analyst for the U.S. District Court for the District of Columbia, where she provided significant support to OSCAR during its pilot phase. In 2008, Ms. Simon's team received the NALP Award of Distinction for Technology for creating and developing OSCAR. Ms. Simon continues to be the liaison between the OSCAR program office at the Administrative Office of the U.S. Courts and the OSCAR Working Group.

Kiran J. Singh is Associate Director in the Office of Social Justice Initiatives at Columbia Law School. In that capacity, she manages the first-year public service professional development program and the guaranteed summer funding program, and serves as a public interest and government career advisor. Prior to joining Social Justice Initiatives, Ms. Singh was Assistant General Counsel at Success Academy Charter Schools, a nonprofit organization that runs charter schools in New York City. For five years, Ms. Singh served as an Assistant District Attorney at the Manhattan District Attor-

ney's Office. She was a trial attorney responsible for prosecuting hundreds of criminal cases involving domestic violence, weapons, narcotics, assault, robbery, larceny, and fraud. At the DA's Office, she was a member of the Domestic Violence Unit, Hate Crimes Unit, Public Assistance Fraud Unit, and Identity Theft Unit. Ms. Singh received a law degree from the University of California, Berkeley, School of Law. She graduated from Brown University, Phi Beta Kappa and *magna cum laude* with a degree in Political Science. While at Brown, she was awarded the CV Starr Institute Award for Leadership in Public Service.

Neil Sirota holds a B.S. in Industrial & Labor Relations from Cornell University and a J.D. from Columbia University School of Law, where he was a Harlan Fiske Stone Scholar. He began his legal career as an associate in the Antitrust group at Skadden, Arps, Slate Meagher & Flom LLP, in the New York and Palo Alto offices. He worked as a recruiter for two leading legal search firms, advising attorneys on career development and placing them in law firm and in-house positions. Before joining Penn State Law, Mr. Sirota spent two years working with grassroots development organizations in Burma (Myanmar).

Jessica Sisco is Manager of Legal Recruiting for the Northern California offices of Reed Smith LLP. In this role, Ms. Sisco is responsible for overall attorney talent management across two offices, including hiring, on-boarding, integration, career development, engagement, and retention. Ms. Sisco focuses on creating and sustaining organizational culture, building the firm brand, managing multiple local and firm-wide projects, and growing industry relationships both in and outside of the firm. She earned her BA in Communication from Stanford University and completed her MS in Organization Development at the University of San Francisco. Ms. Sisco's OD expertise has enabled her to develop a culture of collegiality, engagement, and professional satisfaction within Reed Smith's Northern California offices, a unique occurrence in the traditionally conservative legal industry. During her nine years at the firm, she has implemented creative and interactive recruiting events such as the "heaRSay" talk show, fostered open communication and information sharing via Sisco's Spotlight at monthly meetings, and established quirky traditions like the annual Associates' Progressive and summer BINGO card that are focused on leveraging engaged attorneys and reduced budgets. Additionally, Ms. Sisco advises attorneys on career development plans and promotion paths, connecting associates with business development opportunities and facili-

tating positive professional relationships between associates and partners. She is also responsible for identifying training needs within the communication competency of Reed Smith's Staff CareeRS development program and creates and teaches courses on communication skills and emotional intelligence to address those needs. Ms. Sisco has been a member of NALP for nine years, and represented the West/Rocky Mountain Region on NALP's Regional Resource Council from 2012 to 2014. She has also served in a number of leadership positions within BALRA (Bay Area Legal Recruitment Association), including Secretary and Chair of the Networking and Mentoring Committees.

Gerald M. Slater is Assistant Dean for Professional & Career Development at Suffolk University Law School in Boston. In this capacity, Mr. Slater oversees all professional and career development services for approximately 1,300 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. Mr. Slater currently serves as a Vice-Chair of NALP's Law Student Professional Development Section and is a co-author of "Stop Thinking and Start Doing: Three-Year Accelerator-to-Practice Program as a Market-Based Solution for Legal Education," 43 Wash. U. J.L. & Pol'y, 55 (2013). 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.

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 B.A. from the University of California, Berkeley, and J.D. from Howard University School of Law. He is an active member of the Professional Development Consortium (PDC) and NALP.

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. After graduating from Columbia Law School in 1986, he 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. He has also taught American law at a French law school in Paris and was the recipient of a NALP Award of Distinction for Best Recruitment Practices.

Warren Smith is the current President of the National Association of Search Consultants (NALSC). He also serves as Managing Partner of The Counsel Network, a leading Canadian attorney search firm. Mr. Smith's recruiting practice focuses on providing strategic advice relating to the successful recruitment of partners, general counsel, and senior associates locally, nationally, and internationally. Mr. Smith is sought after for expert opinions, articles, interviews, and speaking engagements. He is a monthly columnist for *The Lawyers Weekly* and writes on the subject of careers, compensation, opportunities, and issues generally facing the legal industry. In 2013, Mr. Smith was named one of Vancouver's "Top Forty Under 40" by *Business in Vancouver*, which recognizes business leaders under 40 who have demonstrated excellence in business, judgment, leadership, and community contribution. As a recruiter, Mr. Smith gives honest advice, not just advice people want to hear. This approach is truly appreciated by his clients, candidates, and colleagues, who are then able to manifest the best decisions for their career, team, and company.

Clara Solomon is Director of Counseling & Career Development at the Office of Career Services at New York University School of Law, where she oversees career counseling and programming, and serves as the full-time career counselor for LL.M. and J.S.D. students. She also devotes her time to

developing employer relations with employers of LL.M. and J.S.D. candidates world-wide. Ms. Solomon is also the Chair of the NALP International and Advanced Degree Advising & Recruiting Section. She has worked at NYU School of Law since 2003. Ms. Solomon holds a Master's Degree in International Education from the Steinhardt School of Education at NYU, with a focus on higher education administration and international student advising. She also received her B.A., *magna cum laude*, in East Asian Studies from NYU. She speaks Japanese, and lived and worked in Japan for three years, returning to New York in 2001. Ms. Solomon previously worked for the Japan External Trade Organization, specializing in trade relations between Japan and Latin America.

Danielle Sorken is the Director of the Public Service Office at Brooklyn Law School. Ms. Sorken fosters and maintains employee relations with over 150 public sector employers, as well as manages the administration of the school's pro bono projects, public service programming, and leadership development. Prior to joining Brooklyn Law School, Ms. Sorken worked as an executive recruiter at the Peak Organization in New York City where she developed and maintained hundreds of relationships with executive clients and candidates. Ms. Sorken is in her third year as a Vice-Chair for the Public Service Section of NALP. 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 George Washington University and her BA in Government in 2000 from Cornell University.

Michelle Spencer is the Senior Trainer in Information Management at Bracewell & Giuliani LLP. She does curriculum development and coordinates firm-wide training projects from the firm's Austin office. She also serves as ILTA's User Support Services Peer Group Vice President, leading the group that provides programming related to training, help desk, and other user support topics. She has worked in various positions for Texas law firms since high school, always ending up helping and training people. For over 15 years, Ms. Spencer has been providing training and desktop support, and she believes in understanding the demands on her users and the work they do, and speaking their language.

Brad A. Sprayberry is the Director of Attorney Recruiting & Professional Development for Gunster — Florida's Law Firm for Business. Based in its West Palm Beach, Florida, office, he is responsible for managing all partner, practice

group, associate, and summer associate hiring. Additionally, Mr. Sprayberry implemented the firm's Professional Development program and leads both Mentoring and Women's Leadership Initiatives. He is licensed to practice in Florida and Ohio. As a NALP member, Mr. Sprayberry has been part of the NALPconnect Advisory Group, the Leadership Development Task Force, NALP's Nominating Committee, and the Innovation & Technology Task Force. He has also been involved with the Experienced Professionals and Recruiting Sections — contributing to NALP's 2007 *Lateral Hiring Best Practices Guide* and the 2014 *Diversity & Inclusion Best Practices Guide*. Mr. Sprayberry has served as President of South Florida's City Group. At previous NALP Annual Education Conferences, he has spoken on the topics of "Hiring Attorneys with Disabilities," "Partner Recruiting Financial Considerations," and "Marketing Your Regional Law Firm." He earned his J.D. from OSU's Moritz College of Law, and counseled clients for 15 years on complex environmental and employment matters. Prior to returning to law school, Mr. Sprayberry spent five years as an anchor/reporter for the CBS-TV affiliate in Lexington, Kentucky.

Susan Staab is the Associate Director of Career Services at The University of Chicago Law School. She is an active member of the NALP Judicial Clerkship Section and currently serves as the Vice-Chair of the OSCAR Working Group. She was recently honored by the NALP Board of Directors with a Service Excellence Award recognizing her leadership within the OSCAR Working Group and the Judicial Clerkship Section. Prior to joining the law school in 2005, she served as Director of Administration at Robert Morris College (Illinois). Ms. Staab received a BS in Public Affairs/Public Policy from Indiana University and an MBA with a concentration in Human Resources from the Keller Graduate School of Management.

Caren Ulrich Stacy has more than 20 years of experience in lawyer recruitment, development, and diversity with law firms across the country, including Arnold & Porter, Weil Gotshal, McGuireWoods, and Cooley. She is the founder of the Legal Talent Lab, which creates and invests in innovative talent management initiatives that improve the legal profession. The Lab's hallmark project — the OnRamp Fellowship — has helped boost diversity in law firms as the first "Returnship" ever launched in the legal profession for women lawyers. Prior to launching the Lab, Ms. Stacy was the head of legal talent for top law firms for 20 years. She also pioneered a data-driven "Moneyball" approach to lawyer recruitment and ran the first empirical study to uncover the

traits and behaviors of successful rainmakers through Lawyer Metrics, a start-up company she co-founded and led as President.

Molly Stafford practiced law for seven years before joining McGeorge's Career Development Office 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 presented at last year's NALP Annual Education Conference. She is a Vice-Chair of the NALP Judicial Clerkship Section. She is also an active member of the Bay Area Legal Recruiting Association (BALRA) and was on the planning committee for the association's annual "mini-conference," where she presented on speed mentoring and the value of networking. She is on the Mentorship Committee of the Sacramento County Bar Association (SCBA) and, with that committee, has successfully planned and co-hosted two speed mentoring events this year in conjunction with UC Davis School of Law and the SCBA.

Ron Staudt is Professor of Law and Director of the Center for Access to Justice & Technology at Chicago-Kent College of Law. Professor Staudt teaches the Justice and Technology Practicum and Practice & Professionalism. The Center for Access to Justice & Technology (CAJT) uses Internet resources to improve access to justice with special emphasis on building web tools to support legal services advocates, pro bono volunteers, and pro se litigants. Current CAJT projects include A2J Author, a collaboration with the Center for Computer-Assisted Legal Instruction (CALI) to build new computer interfaces for self-represented litigants, and the Self-Help Web Center at the Cook County Courthouse in the Daley Center, where law student volunteers help self-represented litigants to use technology tools developed at CAJT.

April Stockfleet left her position as an Associate Director of Career Services at Harvard Law School in late 2007 and started her own legal search consultancy. At Harvard, Ms. Stockfleet advised J.D. students on all facets of the job search but had an additional expertise regarding those interested in international legal practice and overseas career

opportunities. She was also the primary advisor to over 1,200 LL.M. and international students at Harvard over the years. In addition to working with legal employers to find attorneys to fill positions in their U.S. and overseas offices, Ms. Stockfleet regularly volunteers to speak to law students about the international legal market and to give them one-on-one advice. She also offers coaching to attorneys who are not interested in changing jobs but who are looking for advice on how to best succeed in their current work environment. Earlier in her career, Ms. Stockfleet worked for the International Trade Administration at the Department of Commerce. She completed a J.D. at the Washington College of Law at American University, an M.A. in European Community Studies at the Katholieke Universiteit Leuven in Belgium, and a B.A. in International Relations from the School of International Service at American University. She is also a Harry S. Truman Scholar and a Rotary Graduate Ambassadorial Scholar. She is admitted to the bar in Washington, DC (currently inactive). Ms. Stockfleet has also served as the co-chair of the American Bar Association's International Section's New Lawyer, Law Student, and LL.M. committee.

Michele 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 state-wide 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, 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.

Ruta Stropus is the Director of Attorney Recruitment and Professional Development for the Office of the Illinois Attorney General. Prior to joining the AG's Office, she was the Assistant Dean for Educational Services at DePaul College of Law and the Director of the Academic Support Program for Northern Illinois College of Law. Ms. Stropus received both her undergraduate and law degrees from

Loyola University, and was licensed to practice law in 1989. She started her career as a litigation associate at McDermott, Will & Emery and later at Sachnoff and Weaver, Ltd. She spent the next ten years of her life in legal academia — first at Northern Illinois College of Law, and later as an Assistant Dean for Educational Services and Director of the Academic Support Program at DePaul College of Law. Ms. Stropus has taught various courses, including legal writing, advanced legal writing, and legal drafting. Together with Charlotte Taylor, she has authored a book, *Bridging The Gap Between College and Law School: Strategies for Success*, that has recently been released in its second edition. She is currently an Adjunct Professor at Loyola Law School.

Kara Sutherland is the Director of Professional Resources in the Toronto office of Dentons Canada LLP and has over ten years of law firm management experience after starting her career in private practice. Ms. Sutherland is responsible for lawyer recruitment and advancement and oversees the Annual Associate Evaluation Process, the Partnership Admission Process, and Mentoring and Coaching Programs. She sits on the Toronto Management Committee, Diversity Committee, Pro Bono Committee, Professional Development Committee, National Shared Services Committee, Student Committee, and various internal strategic planning committees at the firm. Ms. Sutherland has also been an active NALP member, having been a previous Chair of the Canadian Section and of a Work Group that helped launch the Canadian Directory of Legal Employers (a project that received the President's Award in 2008 under Gihan Fernando's leadership) and was the recipient of a NALP Service Excellence Award in 2012. Ms. Sutherland recently obtained her Graduate Certificate in Executive Coaching from Royal Roads University.

Kelly Tautges is the CBF's Director of Pro Bono & Court Advocacy. She 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. Ms. Tautges 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 and currently is an Adjunct Professor at the University of Illinois College of Law, teaching an access to justice practicum. 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*.

Kate Rooney Thomson is an Attorney Recruiter for Womble Carlyle Sandridge & Rice, LLP, where she is responsible for lateral partner and associate hiring and resident in the firm’s Washington, DC office. Prior to joining Womble Carlyle, Ms. Thomson was the Legal Recruiting Manager at the Washington, DC office of Bingham McCutchen LLP where she was responsible for lateral hiring for the firm’s Corporate Area practice, entry-level recruiting, and recruiting alternative track associates for the firm’s Global Services Center. Ms. Thomson began her career in 2004 as the Legal Recruiting/Marketing Assistant at Swidler Berlin LLP, which combined with Bingham McCutchen in 2006. She also has experience in professional development and worked with Bingham’s Attorney Development Department for five years before focusing exclusively on recruiting. Ms. Thomson has served as the Vice-President of the Washington Area Legal Recruitment Administrators Association (WALRAA) and sits on its Board of Directors. She received her B.A. in Media Studies from The Catholic University of America in 2003.

Kandice Thorn is Director of International and Non-J.D. Programs at Fordham Law School, where she oversees the day-to-day operations of the LL.M. and S.J.D. programs, including academic advising, career advising, and student services. Prior to joining Fordham Law School, Ms. Thorn was an Associate Attorney in the Corporate Transactions and Latin America practice groups in the New York office of Gibson, Dunn & Crutcher LLP. She is an active member of NALP and is the former chair of its International and Advanced Degree Advising and Recruiting Section. Ms. Thorn was also a member of the New York City Bar’s Law Student Perspectives Committee for several years. She speaks regularly at conferences and events regarding issues

in international and graduate legal education, career advising, and student services. In her spare time, Ms. Thorn enjoys singing with the New York Choral Society. Ms. Thorn holds a J.D. from Cornell Law School and a B.A. in Philosophy and Music from Western Washington University.

Amy Timmer joined the Thomas M. Cooley Law School faculty in 1992, and has been Associate Dean of Students and Professionalism since 1996. She designed and oversees the implementation of Cooley’s Professionalism Plan, which has earned the Professionalism Award from the ABA’s Standing Committee on Professionalism. A key part of Cooley’s Professionalism Plan involves mentoring for students. To that end, Ms. Timmer has established a 60-minute professionalism mentoring program with local bar associations, a program featured in her recently co-authored book called *Innovative Mentoring: Maximizing Relationships to Become a Successful Lawyer*, available from Thomson Reuters. That book is used by law schools, bar associations, and law firms around the country to provide ideas and instruction on mentoring programs and techniques. She also helped design and participated in a study comparing traditional mentoring to episodic mentoring, and co-authored the article “Matched vs. Episodic Mentoring: An Exploration of the Processes and Outcomes for Law School Students Engaged in Professional Mentoring,” published last year in Australia’s *Legal Education Review*. She operates pro bono mentoring programs through which law students are mentored by attorneys handling pro bono cases, as students assist with the legal work. Ms. Timmer presented at the 2010 and 2014 national conferences on legal mentoring and was a panel presenter on mentoring at the NALP 2012 Annual Education Conference; she represents Cooley as one of the founding members of the National Legal Mentoring Consortium. She currently serves as Vice Chair of the National Legal Mentoring Consortium and Chair of its Best Practices Committee.

Lynne Traverse is the firm-wide Manager of Lateral Recruiting for the international law firm of Bryan Cave LLP. Her responsibilities in that position include assisting the Chief Lateral Recruiting Officer in all aspects of firm-wide lateral partner hiring. Ms. Traverse has more than 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 publi-

cations. Ms. Traverse has been active in NALP since 1984, and has served as Vice-Chair and Chair of the Attorney Development and Evaluation Committee, a member of the Leadership Institute Task Force, Vice-Chair of the Employment Diversity Committee, and a member of the NALP Timing Guidelines Task Force (2003-2004). She chaired the Recruitment Practices Committee for two years (2004-2006), was a member of the Part V Timing Guidelines Task Force, was the first Chair of the Experienced Professionals Section, and was a member of the 2010-2011 NALP Board of Directors. She has been honored with the 2004-2005 NALP President's Award and received a NALP 2009 Award of Distinction for Writing.

Karen Trojanowski has been the Director for Alternative Careers and the Graduate Advisor in the Career Development Office at the University of Colorado Law School for three and a half years. Last year, she also served as the Interim Externship Director. In the five years before her work focused on non-traditional careers, she held other positions at Colorado Law including Associate Director of Career Development and Director for Public Sector Careers and Externships. Originally from Princeton, New Jersey, Ms. Trojanowski received her AB from the University of Michigan – Ann Arbor in 2000 and her law degree from the University of Colorado Law School in 2004. Knowing that she wanted to be in an alternative legal career from the start, she joined the Career Development Office at Colorado Law in 2004. Concurrently, she worked as a volunteer family law attorney for Boulder County Legal Services for over five years, and in 2010, she served as a pro se case manager in Denver District Court. As the Director for Alternative Careers, Ms. Trojanowski specializes in educating students about the growing number of careers in the public and private sector where a law degree is highly valued but the work is outside of the traditional practice of law. In recent years, she has specifically focused on helping students pursue non-traditional opportunities in compliance and risk management, contract facilitation, entrepreneurship, health-care, energy, and technology. Ms. Trojanowski is certified to administer the Strong Interest Inventory (SII), which she regularly uses to help law students gain insight into their personal interests, thereby assisting them with making the right long-term career decisions. As the Graduate Advisor, she also works one-on-one with the individual members of each graduating class before graduation, after graduation, and throughout the following year to assist them with their job searches.

Elsa “Yadi” Trujillo received her J.D. with high honors from Chicago-Kent College of Law in 2001. Following graduation, she served as a law clerk for the Honorable Peter Flynn at the Circuit Court of Cook County. She then served as a staff attorney in the research department at the Illinois Appellate Court, First District, followed by serving as a law clerk/secretary for Justice Mary Jane The. Ms. Trujillo then transitioned to private practice, focusing on appellate law at Lord, Bissell & Brook and on insurance coverage litigation at Jenner & Block. She then entered the career services arena and served as a career counselor at Chicago-Kent College of Law. In 2012, she rejoined the research department at the Illinois Appellate Court as a staff attorney.

Andrea Verwey is a Professional Development Consultant and Coach at Green Valentine. Ms. Verwey has been evangelizing about the importance of great learning opportunities for lawyers for almost two decades. She practiced labor and employment law in Canada and Australia for a decade before moving into legal management. Ms. Verwey was the PD director for the Australian offices of a global law firm for five years, and now consults to lawyers and their private and public sector employers in the areas of communicating, mentoring, and career effectiveness. She is known as an enthusiastic presenter and a designer of sustainable programs that draw on internal expertise wherever possible. Ms. Verwey lives on Bowen Island, an emerald gem just a hop and skip from Vancouver, BC.

Charlotte Wager is a partner in Jenner & Block's Litigation Department. She is a member of the Insurance Litigation and Counseling and the Reinsurance Practices. Ms. Wager serves as the firm's Chief Talent Officer and Chair of the Associate Development & Evaluation Committee. She is also Co-Chair of the Hiring Executive Committee and Hiring Committee. Ms. Wager is an active member of Jenner & Block's Diversity & Inclusion Committee and has worked closely with the firm's partners, associates, and staff to implement various strategies and initiatives related to diversity and inclusion. As the firm's Chief Talent Officer, Ms. Wager is responsible for overseeing all aspects of associate training and development from orientation of new associates through advanced career development plans for senior associates. She also chairs the Firmwide Associate Development and Evaluation Committee that conducts performance reviews for all of the firm's associates. She is an active member of the firm's Women's Forum and a member of its Steering Committee. She recently served as the 2012-2013 President of NALP and as 2010-2011 NALP Vice-President.

Deborah Snow Walsh is the Managing Director of Reilly Partners and has spent more than 25 years in numerous consulting roles within insurance, banking, and financial services, holding positions of increasing responsibility in client management, business development, talent strategy, and talent management. Ms. Walsh served as Vice President-Head of Strategic Talent at Zurich Financial. Before serving at Zurich Financial, she conceptualized and formed a retained search organization with a commitment to providing diverse slates of candidates for senior management positions in America's Fortune 100 corporations, including IBM, HSBC, Pfizer, JPMorgan Chase, and The GAP. She and her nine-person team built and retained relationships with these prominent organizations, employing a superior level of service that led to exponential growth during a bullish economy.

Michele Ward is the Sr. Manager of Attorney Resources and Recruitment for Winston & Strawn Los Angeles. Prior to joining Winston & Strawn, she was the Southern California Recruiting Manager for Jones Day and Global Managing Coordinator of Attorney Recruiting for Paul Hastings. For many years, Ms. Ward has counseled associates on developing leadership skills and serves as the Attorney Resources and Recruitment Liaison to her firm's Women's Initiative Committee. At the 2012 NALP Annual Education Conference she led the "Having It All: Balancing Work and Family/Parenting and Working 24/7" panel and also presented on the topic of work/life balance at LAALRA's 2011 Education Conference. Ms. Ward was a member of the NALP Judicial Clerkship Section in 2008, led LAALRA's 2009 Education Conference planning committee, and served as a LAALRA Board member from 2010-2012.

Mark Weber is the Assistant Dean for Career Services at Harvard Law School and has more than 18 years of experience counseling and advising students and attorneys about their careers. Before joining Harvard Law School in 2000, he was the Assistant Dean for Career Services at the University of Illinois College of Law for six years. Prior to that, he practiced law for six years at a mid-sized firm in Chicago focusing on tax, corporate, and bankruptcy matters. He is also a CPA and worked in the tax department of a Big Four public accounting firm in Chicago for two years. Mr. Weber is an active member of NALP and has held numerous leadership positions within the organization including serving on the Board of Directors and the Long Range Strategic Planning Committee and chairing the Nominating Committee. Mr.

Weber received his B.S. in Accountancy from the University of Illinois and his J.D. from the University of Illinois College of Law.

Benjamin Weinberg is Pro Bono Partner at Dentons, and in this role he works with Dentons' Global and US Pro Bono Committees and firm leadership to manage the firm's substantial pro bono program. In particular, he helps to develop new pro bono initiatives with leading pro bono providers throughout the United States. Mr. Weinberg also encourages and facilitates pro bono participation across the firm and assists firm lawyers in developing pro bono practices that complement and expand lawyers' billable practices. He also helps develop and support pro bono and community service partnerships with firm clients. Mr. Weinberg also is a trial lawyer with substantial government, private law firm, and public interest experience. Prior to joining SNR Denton in 2008, he served as chief of the Illinois Attorney General's Public Interest Division. Prior to joining the Illinois Attorney General's Office, Mr. Weinberg was an equity partner at Jenner & Block in Chicago. Prior to joining Jenner & Block, he was a staff attorney at the Legal Assistance Foundation of Chicago (Englewood office), where he maintained a substantial caseload of individual matters on behalf of indigent clients and specialized in domestic violence matters and juvenile court abuse and neglect cases. Mr. Weinberg also served as a law clerk to the Honorable William J. Bauer of the United States Court of Appeals for the Seventh Circuit.

Trisha Weiss is the Director of Legal Recruiting at Shearman & Sterling LLP. At Shearman, Ms. Weiss oversees all facets of legal hiring including summer associate, entry-level, lateral partner, and lateral associate recruiting. Before joining Shearman ten years ago, Ms. Weiss worked at Banc of America Securities, recruiting for their Investment Banking analyst program. She earned a B.A. from Boston College and is a member of NALP and NYCRA.

Vivian Wexler is a Senior Attorney Development Manager for Ropes & Gray LLP. Previously she had joined Bingham McCutchen in October 2012 as the Senior Manager of Learning & Development — Corporate, where she oversaw talent management and training and provided in-house career counseling for corporate area attorneys across both domestic and international offices. Prior to joining Bingham, Ms. Wexler worked in career services at Harvard Law School for over six years as the Assistant Director for J.D. Advising with a focus on corporate practice and business careers advising, as well as program development and

special event planning. Ms. Wexler worked as an associate with several major Boston and national firms and focused on emerging growth companies, M&A, and capital markets work, retooling her practice as a mid-level to emphasize '40 Act investment management and advisory work. She is certified to administer the Myers-Briggs Type Indicator, as well as the Predictive Index. In her spare time, Ms. Wexler is a certified spinning instructor and enjoys running — both in organized races and after her identical twin four-year-olds. 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.

Robert White is Director of Alumni Career Services at the University of California, Berkeley, School of Law (Boalt Hall). He is a dedicated resource for the school's graduates, providing career counseling, programming, and support for alumni seeking work or advancement in the private sector, public interest/public service sector, and non-traditional career paths. He also works closely with the school's Alumni Center on alumni programming and networking. Prior to coming 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. He left traditional law practice in 2005 and 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, England (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 *NALP Bulletin* articles on alumni programming, networking, and counseling. He has been a speaker for the American Bar Association's CareerAdvice Live program and a panelist for the 2013 and 2014 NALP Annual Education Conferences. He is a former Co-Chair of the NALP Law School Alumni Career Services Section.

Stephanie Willson is McCarthy Tétrault's Chief Professional Resources Officer. Ms. Willson's mandate is to ensure that McCarthy Tétrault's talent management programs and practices for all of the firm's lawyers are second to none. She works closely with the National Leader of Practices and People and the rest of the firm's leadership team in advancing all aspects of professional development and engagement in the

firm. Before joining McCarthy Tétrault in 2007, Ms. Willson was responsible for designing and implementing the talent management programs for students, associates, and partners of another Bay Street law firm over a ten-year period. Prior to that, she practiced commercial litigation on Bay Street for five years. Ms. Willson holds a BA in Psychology and an LLB from Queen's University. In 2002, Ms. Willson completed the Advanced Program in Human Resources Management at the University of Toronto's Rotman School of Business and obtained her CHRP designation. Most recently she has completed her certificate in Organization Development at Queen's University's School of Industrial Relations.

Cynthia Wilson is a Clinical Associate Professor and Director of the Center for Externships at the Bluhm Legal Clinic at Northwestern University School of Law. Her teaching and research interests include experiential learning, ethics, and public interest law. She teaches Practicum externship seminars focusing on the federal judiciary and on public interest law. She also teaches a class on medical-legal partnerships and legal issues facing children with health problems, as well as a course in legal ethics taught by clinical professors and Chicago area lawyers. Professor Wilson received the Dean's Teaching Award in 2010. She also counsels students interested in public interest law, helps direct public interest programming at the law school, and serves as the faculty advisor to several student public interest groups. In 2012, the Chicago Bar Foundation awarded Professor Wilson the Leonard J. Schragger Award of Excellence, which recognizes an exemplary attorney in academia who has made significant and lasting contributions to improving access to justice for the less fortunate.

Jennifer Winslow is a Senior Consultant with the OnRamp Fellowship and a Principal at JLW Consulting. She practiced law for six years before refocusing her career on attorney and law student recruitment and development, diversity, and strategic consulting. After working for an international legal recruiting firm and a Top 50 law school career services office, she founded JLW Legal Consulting in 2014 to provide organizations and individuals with tailored services based on her industry expertise. As a Managing Director for Major, Lindsey & Africa, Ms. Winslow counseled lateral attorney candidates on their job searches and collaborated with law firms seeking to fill specialized roles. In the University of Colorado Law School's Career Development Office, she managed the on-campus interview and judicial clerkship programs. While serving as the school's representative

to the Colorado Pledge to Diversity Committee, Ms. Winslow worked with leaders of the state's efforts to increase the number of underrepresented attorneys within the profession. Ms. Winslow currently serves as the Director of the OnRamp Fellowship, which aims to facilitate the re-entry of women attorneys who have chosen to step away from full-time practice in order to attend to family or other obligations. In this role, she manages the application and screening process of hundreds of applicants through the review of assessment results, references, and one-on-one interviews. Ms. Winslow also is a Senior Consultant for the Spivey Consulting Group, providing individualized employment services to law students and laterals, as well as consulting services to law schools seeking to make strategic improvements.

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 18 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. In 2010, Ms. Wisnik developed a core competency model for law firm recruitment professionals. She has presented at NALP conferences since 1996.

Sheri Wong earned her J.D. from Chicago-Kent College of Law in 2006 and her B.A. from Northwestern University in 2003. After graduating from law school, she served as a staff attorney in the Illinois Appellate Court before becoming an Assistant Attorney General in the Criminal Appeals Division of the Illinois Attorney General's Office. Four and a half years later, she left the AG's office to clerk in the U.S. District Court for the Northern District of Illinois, first for Magistrate Judge Young Kim and then for District Judge Thomas Durkin. In 2014, she returned to public service as an Assistant Corporation Counsel for the City of Chicago Law Department, where she is assigned to the Federal Civil Rights Litigation Division.

Tom Yorton has been CEO of Second City Works, the B2B arm of The Second City, for nearly 13 years. Before joining SCC, Mr. Yorton was in advertising and marketing, working at agencies like Ogilvy, Grey, and Hal Riney before jumping to the client side, with stints as VP of Marketing for Sears and 3Com, where he actually hired SCC on a couple of occasions. Second City Works now does over 400 engagements a

year, half with Fortune 1000 companies. Mr. Yorton and his team are focused on refining The Second City's unique capabilities — creating funny short-form content and using improv to develop soft skills in business people — to help companies communicate, collaborate, and innovate better in a web-first, social-everything world.

Priscilla Zaccalini is a strong believer in helping individuals and organizations put their best foot forward. Her infectious enthusiasm and work ethic have helped spark her 18-year transition in law firms from IT to Marketing to Secretarial to her current position as Diversity and Professional Development Programs Coordinator for Farella Braun + Martel. Through her work with the firm's Diversity + Inclusion Committee, she coordinates two of the programs that help the Bay Area community of minority, LGBT, and/or low-income students: Farella's Diversity Scholarship program for first-year law students and its Diversity Pipeline Internship program for high school seniors. In addition, she helps design the internal diversity education programs for both staff and attorneys, bringing in experts to talk about emotional intelligence, unintended bias, and other diversity-related subjects. Ms. Zaccalini works with the firm's attorneys and staff to help spur the firm's community outreach and volunteering efforts, helping to link the firm's citizens with the community, in-house counsel, and each other. Her efforts in professional development help legal assistants, associates, and partners continue their education in everything from trial preparation, writing, and speaking to time management. Ms. Zaccalini received her B.S. in Economics and Sociology from James Madison University in Virginia.

Sheri M. Zachary is the firm-wide Director of Career Development for Saul Ewing LLP, a firm with eleven 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 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

provides individual coaching to attorneys regarding career development and is actively engaged in the implementation of the firm's key diversity and inclusion initiatives aimed at building understanding and commitment to the support of a diverse and inclusive workforce. Ms. Zachary focuses on developing and implementing internal communication strategies and fostering relationships in order to drive innovation and collaboration within the firm. She regularly attends firm functions and is a visible part of the firm culture. Ms. Zachary graduated from the University of Miami School of Law and has an M.A. in Communication Media from Barry University. In addition, she holds a B.A. 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, and a member of the *Law Practice* editorial board. Prior to working at Saul Ewing, Ms. Zachary was a practicing attorney and taught public speaking and effective oral communication at the college level.

Natasha Zech is the Director of Attorney Recruiting and Development at Williams & Connolly LLP in Washington, DC. In that role, she works closely with the firm's Hiring and Associates Committee, focusing on all aspects of the firm's associate and summer associate hiring, associate professional development initiatives, and management of the summer associate program. In 2010, after clerking on the Superior Court for the District of Columbia and litigating at several Washington area firms, she began her present career in law firm recruitment. She holds a JD from the Georgetown University Law Center and a BA in English from the University of Virginia.

Sarra Ziari practiced corporate law for five years before joining Pacific McGeorge's Career Development Office in 2010 as the Professional Development Coordinator, where she managed the law school's mentor program. Ms. Ziari is now a Senior Development Officer at McGeorge, and works closely with alumni and local bar associations to recruit mentors for law students. She continues to co-manage the law school's mentor program. Ms. Ziari has chaired the board of the Sacramento County Bar Association for two years, facilitating student attendance and mentor relationships between local law students and county bar members. Ms. Ziari was the 2012 Chair of the Bay Area Legal Recruiters Association (BALRA) professional development "mini-conference." Formerly a NALP member, Ms. Ziari has

authored or co-authored three articles for the *NALP Bulletin*. Prior to working for McGeorge, Ms. Ziari was an associate attorney at Cooley LLP in Palo Alto, CA, and then at the Weintraub law firm in Sacramento, CA, where she served as the work flow coordinator and mentored the firm's summer associates.

Natalie Zinman is the Director of Student Programs for Gowlings' Toronto office. Gowlings is one of Canada's largest law firms with approximately 700 professionals and offices in all major cities across Canada, as well as offices in Moscow, London, the UK, and Beijing. Gowlings has been recognized as one of the "Best Employers in Canada for 2013" by Aon Hewitt. Ms. Zinman is responsible for the management of student programs in the Toronto office, and oversees the recruitment, orientation, integration, mentoring, professional development, and evaluation programs for summer and articling students. She also directs the Toronto office's liaison activities with law schools, law students, and law student organizations. Ms. Zinman has presented frequently in various law school forums on recruitment preparation and interviewing techniques. She was a summer student and completed her articles with Smith Lyons. Following the completion of her articles and Smith Lyons' merger with Gowlings, Ms. Zinman joined the Gowlings' Toronto Employment and Labour practice group as an associate in 2002. In her role as an associate, she regularly advised employers in a wide variety of sectors on various topics including pre-employment and hiring issues, executive compensation, drafting, review and interpretation of employment agreements, workplace policies, the litigation of wrongful dismissal claims, and human rights complaints. As an associate, Ms. Zinman was also actively involved in the student program as a mentor and during recruitment periods. From March 2010 to January 2011, in addition to her role as an associate, Ms. Zinman was the Acting Director of Student Programs. She assumed the role of Director of Student Programs in a full-time capacity in June 2011. Ms. Zinman holds a Bachelor of Social Work from McGill University and an LLB from Osgoode Hall Law School.