

WORK AND VOLUNTEER EXPERIENCE

NEW YORK UNIVERSITY SCHOOL OF LAW, OFFICE OF CAREER SERVICES, New York, NY

Director – Recruitment & Diversity Initiatives, May 2022-Present

Associate Director – Recruitment & Marketing, September 2013-May 2022

Manage employer engagement and contribute to the career development of current students and alumni with the goals of (1) providing employment opportunities sponsored by a variety of public and private sector employers, (2) actively engaging with students and alumni that are members of groups that have been traditionally underrepresented in the legal profession, and (3) fostering a pipeline of skilled and ethnical legal professionals.

Select Employer Liaison Duties and Accomplishments:

- Work closely with law firms worldwide on their recruitment strategies, with a focus on diversity matters and liaising with student affinity groups.
- Serve as a speaker for panel discussions regarding diversity and inclusion matters for students and lawyers.
- Plan and execute multiple networking events and interview programs involving hundreds of JD and LLM students and featuring hundreds of private and public sector employers.
- Conduct employer research, collect and analyze hiring data, present findings in a comprehensive manner, prepare reports for the office's and Law School Dean's meetings with law firms, and follow up with employers as needed.

Select Diversity & Inclusion Duties and Accomplishments:

- Plan and oversee the annual "Diversity Forum," comprised of (1) a panel featuring law firm partners and diversity professionals, in-house counsel, and students addressing the ways in which diversity in the workplace impact law students and attorneys' career trajectories and (2) a career fair featuring 50+ employers sponsoring diversity opportunities.
- Work closely with student affinity groups with various aspects of their programming, including identifying discussion topics and speakers for programs, providing career resources for members, and advising on an array of sensitive or delicate matters involving their members, law firm sponsors and/or partner organizations.
- Draft and distribute a newsletter highlighting various resources and opportunities for students from historically underrepresented groups in the legal profession.

Select Career Counseling Duties and Accomplishments:

- Lead individual and small group counseling sessions, conduct mock interviews, review resumes and cover letters, and deliver presentations concerning a variety of career resources and recruiting matters.
- Prepare on-demand counseling resources for student use.

BERKELEY CARROLL SCHOOL, Brooklyn, NY

Parent Association ("PA") Facilitator of Affinity Group for Parents of Students of Color, September 2022-Present

Admissions Parent Ambassador, September 2017-Present

PA Governance Chair & Recording Secretary, September 2019-May 2022; **Class Parent**, September 2017-June 2018

Foster a sense of community by sponsoring activities and supporting development efforts for the enrichment of this independent school. Greet prospective parents and serve as a resource for new families. Engage with families with children of color by hosting meetings, speakers and social gatherings, and advocating connection with the administration.

NORTON ROSE FULBRIGHT (FORMERLY CHADBOURNE & PARKE LLP), New York, NY

Diversity Initiatives Committee Member, 2006-December 2012; **Recruiting Committee Member**, 2009-December 2012

Participated in on-campus interviewing and recruiting, call-back interviews and the offer and follow-up process. Mentored junior attorneys and summer associates. Served as a liaison at job fairs and networking receptions directed at diverse candidates.

Associate, September 2005-December 2012; **Summer Associate**, May 2004-July 2004

Managed teams of diverse attorneys and paralegals during pre-trial, trial and appellate products liability litigation.

CASSANDRE CHARLES STUMP

CANDIDATE FOR NALP DIRECTOR • cassandre.stump@nyu.edu

NALP

Membership Advancement & Pipeline Development Work Group Member, April 2023-Present

Create, finalize, and market a video focused on the value of NALP membership, in conjunction with SkillBurst Interactive, to develop an “orientation” to NALP Membership.

Revenue Streams Diversification Advisory Group Member, April 2022-April 2023

Examine NALP’s primary resources of revenue and determine means of expansion. Contribute to strategies in revising the NDLE and improving its utility, including potentially improving the site’s appearance, obtaining metrics to determine who is using the NDLE site, and developing a guide for students on how to use the NDLE.

Legal Recruiting Summit Co-Presenter – “The Future of Recruiting: A Discussion with Law School and Law Firm Professionals,” January 2022

Analyzed hiring trends and engaged in a discussion regarding emerging matters involving NALP member firms and schools, including diversity scholarships, precruting and virtual OCI.

Career Advisors Section – Employer Outreach Working Group Co-Vice Chair, April 2021-April 2022

Held a series of virtual meetings with members nationwide to share knowledge and trends regarding employer engagement. Created a survey on employer background checks in the private sector, analyzed results and identified trends, and presented findings in a primer and infographic for the benefit of NALP members.

Experienced Professional Section – Managing Your Own Professional Development Working Group Co-Vice Chair, April 2016- April 2018

Contributed to activities and educational programs to benefit section members. Drafted and delivered webinars regarding (1) time and priority management and (2) effectively serving as a manager and leader in the workplace.

Annual Conference Co-Presenter, April 2018

Performed research, collected recruiting data, and co-presented the “Hot Topic: Precruting” session.

Diversity & Inclusion Section – Member & Diversity Champions Work Group Member, April 2014-April 2020

Brainstormed with Section members to develop and identify speakers and topics for Requests for Proposals and Bulletin articles. Co-authored “*Pre-cruting and the Impact of Diverse Law Students* (March 2019 Bulletin). Interviewed diversity practitioners and drafted sections of *Diversity Champions: NALP’s Celebration of Leaders Moving Diversity Forward* (2015).

EDUCATION

GEORGETOWN UNIVERSITY LAW CENTER, Washington, DC

J.D., May 2005

Select Honors and Activities: Dean’s List (2003-04); Black Allied Law Students Association, Member

DUKE UNIVERSITY, Durham, NC

A.B. in Public Policy Studies, Minors in French and African and African-American Studies, May 2002

Select Honors and Activities: Dean’s List (2 semesters); Admissions Tour Guide

ADDITIONAL INFORMATION

Proficient in Haitian Créole. Additional experience as an interim career counselor in the Office of Career Services at Cardozo Law (December 2012-May 2013) and member of the New York City Bar Association Diversity Pipeline Initiatives Committee (September 2012-September 2015).