

Michael J. Ende

EXPERIENCE

William & Mary Law School, Williamsburg, Virginia

Associate Dean for Career Services, August 2013 to Present

Manage the Law School's Office of Career Services. Develop and implement strategic initiatives for the office related to all aspects of student and alumni career and professional development, alumni and employer outreach, and student and alumni employment. Develop and deliver programming for students on career and professional development-related matters, including, but not limited to, workshops on resume writing, cover letter writing, and interview skills; informational sessions/panel discussions on job search strategies and resources; student- and alumni-led panel discussions focusing on career options; and networking events. Participate in employer and alumni outreach efforts to increase internship and post-graduate job opportunities for students and graduates, and market and grow the Law School's fall and spring on-campus and off-campus recruitment programs. Engage in extensive one-on-one student and alumni career advising and coaching.

- Co-developed and taught mandatory, credit-bearing 1L leadership and professional development class
- Judicial Clerkship Committee, September 2013 to present
- University-wide Career Pathways Team, March 2020 to August 2021
 - Employer Partnership and Engagement Squad Leader
- Dean's Strategic Planning Advisory Committee, July 2020 to June 2021
- Dean's Search Committee, November 2019 to May 2020
- Ad Hoc Committee on Legal Practice Program Review, August 2019 to April 2020
- Dean's Advisory Committee on Diversity & Inclusion, September 2016 to May 2019
 - Co-Chair, May 2017 to August 2018; Acting Chair, January 2017 to May 2017

Maurice A. Deane School of Law at Hofstra University, Hempstead, New York

Assistant Dean for Career Services, August 2007 to April 2013

Managed the Law School's Office of Career Services. Developed and implemented strategic initiatives for the office related to all aspects of student and alumni career and professional development, alumni and employer outreach, and student and alumni employment. Created and delivered year-round programming for students and alumni on career and professional development-related matters, including career fairs, mock interview programs, networking events, and informational sessions. Engaged in extensive one-on-one student and alumni counseling and coaching. Primary office contact with alumni and employers, with responsibility for soliciting and obtaining internship and post-graduate employment opportunities for students and alumni, as well as marketing and growing the Law School's fall and spring on-campus recruitment programs.

- Co-created the *Professional Success and Leadership Development Program* and its *Success Strategies Boot Camp*, an annual, multi-day event focusing on professional development skills and strategies.
- Established informational Career Fair, which began in 2008 with 30 alumni/employers and increased in size to more than 100 alumni/employers by 2012.
- Member of the Law School's Strategic Planning, Student Satisfaction and Retention, and Judicial Clerkship Committees.

Winston Legal Staffing, a Division of Winston Resources LLC, New York, New York

Managing Director, October 2005 to July 2007

Established legal staffing division for Winston Resources LLC, a 40-year-old regional staffing firm, with focus on temporary and direct-hire placement of attorneys and paralegals with law firms and corporate law departments throughout New York metropolitan area. Sole responsibility for all business development, recruiting, and placement efforts on behalf of the division, as well as development and implementation of business marketing and recruiting strategies. Generated revenue of approximately \$3 million and a profit exceeding \$600,000 in first full year with company.

Kelly Law Registry n/k/a Trustpoint One, New York, New York
Managing Director, July 2001 to September 2005

Day-to-day management and supervision of the New York, New Jersey, and Stamford, Connecticut business operations of one of the nation's leading full-service legal staffing companies, focusing on temporary and direct-hire placement of attorneys and paralegals with law firms and corporate law departments. Engaged in extensive business development efforts with emphasis on growth of temporary team project business. Generated annual operating budgets; developed and implemented business marketing and recruiting strategies; established and implemented regional policies and procedures for all aspects of legal staffing operations; and administered all local human resource functions including, but not limited to, hiring, discipline, and termination of staff.

- Personally generated revenue exceeding \$7.5 million during tenure with company.
- Increased profit by 1000% in first full year as Managing Director and achieved year-over-year increases in revenue exceeding 30% during each year with company.
- Office awarded Kelly Law Registry "Branch of the Year" in 2004.

Cullen and Dykman, LLP, Garden City, New York

Partner, May 1997 to June 2001; Associate, September 1989 to April 1997

Counseled federally- and New York state-chartered savings banks, commercial banks, credit unions, mortgage bankers, and mortgage servicers on a variety of state and federal regulatory and compliance issues pertaining to mortgage lending, mortgage servicing, and retail banking operations. Assisted and advised banking clients with review and implementation of compliance procedures. Negotiated and drafted bank merger and acquisition agreements, bank branch and asset purchase and sale agreements, loan purchase and sale agreements, confidentiality agreements, license agreements, and service agreements. Negotiated and drafted commercial real estate leases and commercial and residential real estate contracts. Represented buyers, sellers, and lenders in commercial and residential real estate transactions.

Supervising Partner, Residential Mortgage Foreclosure Department, May 1997 to June 2001

Supervised team of 75 attorneys, paralegals, and staff processing more than 5,000 cases. Designed and implemented corporate reorganization plan which decreased departmental expenses by more than \$1 million in first 6 months and more than \$2.5 million over 3 years. Created proprietary document production, case tracking, and case reporting systems, which decreased document production and case tracking/reporting time by nearly 75%. Generated annual departmental operating budgets; developed and implemented departmental business marketing strategies; established and implemented firm-wide policies and procedures for all phases of foreclosure litigation, bankruptcy and eviction proceedings, and sale of bank-owned real estate; and administered all local human resource functions including, but not limited to, the hiring, discipline, and termination of staff.

EDUCATION

Fordham University School of Law, New York, New York

Juris Doctor, May 1989

Honors: ***Fordham International Law Journal***, Articles Editor, Volume 12

Publication: *Adrift on a Sea of Red Ink: The Status of Maritime Liens in Bankruptcy*, 11 Fordham Int'l L.J. 573 (1988), cited in "Worth Reading" column, The National Law Journal, September 26, 1988

University at Albany, State University of New York, Albany, New York

Bachelor of Arts, *magna cum laude*, English, May 1986

Honors: Dean's List of Distinguished Students, 1983-86
Edgar Allan Poe Writing Award, Fall 1984

MEMBERSHIPS AND COMMUNITY SERVICE

National Association for Law Placement (NALP)

- Member, 2007 to Present
- Vice President for Finance, April 2023 to present
- Board of Directors, April 2020 to April 2022
- Co-Chair, Future of the Legal Workplace Strategic Advisory Group, April 2022 to April 2023
 - Board Liaison, April 2023 to April 2024
- Co-Chair, NDLE/NDLS Work Group, April 2019 to April 2020
 - Board Liaison, April 2020 to April 2022
- Nominating Committee (Mid-Atlantic Region School Representative), April 2018 to April 2019
 - Orientation trainer for 2019-2020 Nominating Committee
- Chair, Richmond Area Association of Recruitment Administrators, May 2017 to December 2019
- Conference Planning Coordinator, 2016 Annual Education Conference (Boston) and 2014 Professional Development Institute (Washington, DC)

Nassau County (New York) Bar Association

- Member, 2007 to 2013
- Board of Directors, June 2012 to April 2013 (resigned due to relocation to Virginia)
- Task Force on Implementation of Mandatory Pro Bono Requirements, July 2012 to April 2013

Commack North Little League

- Treasurer and Executive Board Member, October 2011 to July 2013
- Board of Directors, October 2005 to July 2013
- T-Ball and Clinic Programs Director, 2009 to 2011
- Concessions Director, 2005 to 2008
- Manager and Coach, 2002 to 2013 (coached team that played in the 2013 Little League International 50/70 Intermediate Division World Series)

SELECTED SPEAKING ENGAGEMENTS

April 2024: co-presented *Risky Business—When Coaching and Therapy Collide* at NALP's Annual Education Conference

April 2021: co-presented *The One Where OCI Went Virtual – Best Practices, Feedback, and Lessons Learned* at NALP's Annual Education Conference.

November 2017: co-presented *A Cure for the Summertime Blues: Creating Engaging Learning Opportunities for Your Summer Associates* at NALP's Professional Development Institute.

July 2017: co-presented *Using Legal Skills Outside the Law* at the Virginia Bar Association's 127th Summer Meeting.

January 2016: moderated panel *Applying the Judicial Clerkship Model to Corporate Internships* at the Virginia Bar Association's 126th Annual Meeting.

April 2013: co-presented *Networking for the Networker* at NALP's Annual Education Conference.

November 2012: co-presented a webinar for NALP teaching law school career services professionals how to assist their students in the effective and efficient use of LinkedIn.

January 2012: for the Ark Group, USA, co-panelist for a program entitled *The Brave New World of Entry Level Recruiting*.

July 2009: for the Nassau County (New York) Bar Association, created and led a series of four programs for attorneys in transition. Featured speaker at two of these programs, which focused on job search strategies for attorneys in transition and alternative careers for lawyers.