



2016 Newer Professionals' Forum Speaker Biographies

Lois Casaleggi is the Senior Director of Career Services at the University of Chicago Law School. Prior to joining the University of Chicago, she worked at the University of Illinois College of Law where she was the Assistant Dean for Career Services and, previously, the Director for Career Services. She graduated from the University of Virginia School of Law and holds a Bachelor of Science degree in Liberal Arts and Sciences (Psychology) from the University of Illinois at Urbana-Champaign. Before moving to academia, Ms. Casaleggi was an attorney in private practice in Washington, D.C. for seven years, and she also served as a volunteer attorney for Legal Counsel for the Elderly and Whitman-Walker Clinic Legal Services. Lois has been a member of NALP since 2001 and has served on many NALP committees and task forces, including the Nominating Committee, the By-Laws Committee, the Leadership Development Task Force, and the Long Range Strategic Planning Committee. She currently is a member of the NALP Board of Directors.

Marcy Cox is the Assistant Dean of Career Development at the University of Miami School of Law and has been a member of the law school community for 14 years. Prior to joining UM, Marcy 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 longtime 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 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. Marcy 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. Marcy 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.

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 also handles primary responsibilities for employer relations and externships. 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 as the Chair of NALP's ABA Audit Protocol 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 University.

Katie Dilks is the Assistant Director for Public Interest Programs in the Office of Public Interest and Community Service at Georgetown University Law Center. She joined Georgetown in 2010 after serving as the PSLawNet (now PSJD) Fellow, 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.

Jean Durling is the Chief Talent Officer at Fox Rothschild LLP. She has over twenty-five years experience in the field of legal recruitment and professional development. In her current position at Fox Rothschild (600+ attorneys in 20 offices), Jean is responsible for the Firm's talent management strategy and has oversight of the Recruitment, Professional Development and Human Resources departments. She provides strategic advice to the firm's leadership on the development of talent acquisition and employee policies to ensure that the recruiting, retention, diversity, professional development, benefits and staff administration policies and programs are integrated and aligned to support the firm's strategic agenda. She is a member of the Firm's Executive Committee. Previously, Jean worked as Director of Professional Recruitment for Drinker Biddle and was instrumental in opening the Philadelphia office of Today's Legal Staffing, a legal staffing company based in Dallas, Texas. Jean has been a member of NALP since 1987 serving on the Board from 2007 – 2009 as well as many other NALP committees. She is currently serving as NALP's President. Jean is active in the Legal Recruitment Administrators of Philadelphia (LRAP), the Professional Development Consortium (PDC), and the Society of Human Resource Management (SHRM). Jean received her B.S. in Business Administration (Accountancy) from Miami University (Oxford, OH). She also holds SPHR certification.

Christina Fox is the Global Attorney Recruiting Manager for Skadden, Arps, Slate, Meagher & Flom LLP. She contributes towards the development and implementation of strategic hiring efforts for both law students and lateral attorneys, in addition to managing firmwide recruitment operations. Christina particularly enjoys projects focused on marketing and communications, and technology development. Christina has more than fourteen years of experience in the legal recruiting field, and in addition to working at Skadden, she served as the Director of Attorney Recruitment for Carlton Fields, P.A. She currently serves as NALP's Vice President for Finance. She earned her M.A. from Rutgers University in Organizational Behavior & Communication, and her B.A. in both Psychology and Communication from the University of Colorado Boulder.

Donna Gerson is the Associate Dean of the Career Strategies Office at Drexel University School of Law. She is the author of several books on legal career issues, including *Choosing Small, Choosing Smart, Building Career Connections* and *The Modern Rules of Business Etiquette*. She served as a contributing editor for *Student Lawyer* magazine (American Bar Association) and has also provided content for Thomson Reuters, including educational webinars on professional development issues. Donna graduated from the University of Pennsylvania and earned her law degree from Temple University Beasley School of Law. She is licensed to practice law in the Commonwealth of Pennsylvania. Donna is a member of the American Bar Association, the National Association of Women Lawyers, and the Philadelphia Bar Association.

Andy Hales is the Senior Director of Professional Development and Training at Venable LLP. He oversees all aspects of lawyer training and development (including CLE and the Venable Academy), associate evaluations, orientation & integration, and diversity. He teaches several programs at the firm including Project Management and Time Management and Organization. He's been with the firm since 2005. Prior to Venable, Andy was a consultant for Deloitte Consulting, advising large corporations and federal government clients on HR practices, change management, and learning. He is also a former Career Management Consultant and Instructor for the Robert H. Smith School of Business at University of Maryland, and HR manager for a national engineering company.

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. Bonnie has served NALP as a President and Vice President, and has also been active on several committees, taskforces and work groups. She holds a BA in international relations from Boston University.

Mina Jones Jefferson, Senior Assistant Dean and Chief of Staff, directs the Center for Professional Development at the University of Cincinnati College of Law. She is a frequent speaker on the topic of

professionalism and career development. Additionally she has taught Ethics and provided the classroom instruction for the legal extern course. Mina is a member of the Steering Committee for the Cincinnati Academy of Leadership for Lawyers (CALL) and serves on the Board of Directors for NALP as President-Elect. She also serves by appointment on the Ohio Supreme Court Commission on Professionalism and previously was a member of the Ohio Supreme Court Continuing Legal Education Commission. Ms. Jefferson practiced commercial litigation for nine years before returning to the College of Law, where she received her law degree. She also received a degree in public administration from Miami University.

Demetria Johnson is a Diversity and Talent Specialist. She is formerly the Director of Diversity & Inclusion for Hogan Lovells US LLP where she was responsible for directing and managing the diversity and inclusion initiatives for both lawyers and staff for Hogan Lovells 13 U.S. offices. She worked closely with the firm's Chief Diversity Officer, Women's Network, members of the Global & U.S. diversity leadership (comprised of chairs/co-chairs of the nine regional diversity committees), Board and International Management Committee on the US LLP's diversity & inclusion efforts. She also served as a member of the firm's Global Diversity Committee comprised of U.S. and International partners and non-legal management in support of the firm's values and strategic plan. Demetria is an active member of several professional organizations like NALP. A long-term member of NALP, Demetria has served as Vice-Chair of the 2013 NALP Annual Education Conference, and Chair of the NALP Diversity & Inclusion Section. Currently she serves as an At-Large Board Member for the Association for Law Firm Diversity Professionals (ALFDP), a national organization focused on the advancement of diversity in the legal profession. In addition to her role with ALFDP, Demetria has held several leadership and Board positions in the legal community – for the past six years she was a Board member and former President of the Washington Area Legal Recruitment Administrators Association (WALRAA), a Washington based city group committed to professionalism and expertise through outstanding educational opportunities and innovative programming and events. Demetria has served as a speaker on the topic of diversity and recruiting for law school and legal professional organizations.

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

James G. Leipold is the Executive Director of the National Association for Law Placement (NALP), a position he has held since 2004. Prior to joining NALP, he worked at the Law School Admission Council (LSAC) for five and a half years as the Assistant Director for Education and Prelaw Programs. Prior to joining LSAC in 1998, he was the Director of Admission at Temple University School of Law, where he was also an instructor in legal writing and research. He is a *magna cum laude* graduate of Brown University and Temple University School of Law. He has also worked as a legal writing instructor in the paralegal program at the Community College of Philadelphia, as an undergraduate admission officer at the University of Vermont, and as a high school English teacher in both Michigan and Alaska. He speaks and writes frequently on trends in legal employment for recent law school graduates.

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, and currently serves as a member of the Hogan Lovells Global People Leadership Team. 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. In 2014-15 she served as a member of the planning committee for the 2015 Legal Recruiting Summit and on the Past Presidents Council. McGrath is a member of the Board of Trustees for the NALP Foundation for Law Career Research and Education, and was previously the co-chair of its National Advisory Board. Ms. McGrath is also a member of the Professional Development Consortium (PDC) and served on the Board of Directors for the Washington Area Legal Recruitment Administrators Association (WALRAA).

Dana L. Morris is the Assistant Dean for Career Development at the University of Maryland Francis King Carey School of Law in Baltimore, Maryland. Prior to joining Maryland, Dana was the Director of the Career Planning Center at the University of Miami School of Law in Coral Gables, Florida. Additionally, before entering law school administration, Dana was an associate at Ghantous Law Offices Ltd. in Peoria, Illinois. In her previous corporate communications career she was Manager of Internal Communications at Bank of Boston; Marketing Communications Editor for The New England; and served on the executive committee of Career Expo, Inc., formerly the founding organization for New England's largest job fair geared for minority college students. Dana received her BA with honors from Boston University in 1983 and her JD from Syracuse University College of Law in 1994. She is a frequent presenter on issues involving career development, diversity and women in the legal profession. An active NALP member since 1995, she is a past member of the Board of Directors, former Chair of the Diversity Section, and has served on NALP's Nominating Committee and as its Liaison to the ABA Commission on Ethnic and Racial Diversity in the Profession.

Kisha C. Nunez is the Associate Director of Recruiting and Diversity at Wachtell, Lipton, Rosen & Katz. In this capacity she administers to all aspects of law school on-campus recruiting and the summer associate program, while spearheading the Firm's diversity efforts and initiatives. She has been with Wachtell, Lipton, Rosen & Katz since 2003, but has worked in the field of legal recruiting and diversity since 2000. Kisha is a member of the firm's Recruiting, Associate Development and Diversity Committees. As an active member of National Association of Law Placement (NALP), Kisha currently serves on the Board of Directors. She has also served NALP as Chair of the 2012 Annual Education Conference Planning Committee, Chair of the Diversity Section, Northeast Regional Coordinator and was a member of the Nominating Committee during the 2006-2007 and 2010-2011 seasons. She has presented at NALP's Annual Education Conferences, the Newer Professionals Forum and at various law schools. In addition, Kisha is a proud member of Association of Law Firm Diversity Professionals (ALFDP), currently serving as Co-Chair of the organization's Membership Committee and previously serving as Secretary. Finally, she is also a member of the New York City Recruitment Association (NYCRA), serving in the past as Treasurer of the organization. Kisha received her A.B. in Psychology modified with Sociology from Dartmouth College.

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, Molly 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, Molly worked in the field of public relations. Molly 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. Molly 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*.

Molly 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. Molly 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.

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.

Marcia Pennington Shannon is the Assistant Dean for Career Services at Georgetown University Law Center. Prior to returning to Georgetown Law, she was the Chairman of the consulting firm The Shannon Group (now SJL Shannon) and a founding principal of Shannon & Manch, LLP. Marcia has been a professional career counselor and coach to the legal profession for nearly 30 years. Prior to starting Shannon & Manch, Marcia spent nearly a decade at Georgetown Law's Office of Career Services, and is thrilled to have returned there in her current role. In addition, she is the Managing Editor and contributing author to *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West Publishing, 2010), a contributing author to *The Art and Science of Strategic Talent Management in Law Firms* (West Publishing, 2010), and co-author of *Recruiting Lawyers: How to Hire the Best Talent* (ABA). For many years, she wrote the award-winning "Managing" column for the ABA's *Law Practice* magazine. Marcia is also a frequent speaker for NALP and other organizations. She holds an M.Ed. in Counselor Education from the University of Cincinnati and a B.A. in Psychology from Emory University.

Carol Sprague has been with the law firm of Skadden, Arps, Slate, Meagher & Flom LLP since 1986, first as Manager, then Director, of Legal Hiring, and later was given the expanded role of Director of Associate/Alumni Relations & Attorney Recruiting. Her primary responsibility is overseeing all aspects of associate hiring, associate integration, assimilation, and retention initiatives for the firm's 23 domestic and foreign offices. Carol also directs the firm's alumni programs and outreach. She is a graduate of Hobart & William Smith Colleges and the Georgetown University Paralegal Program. She has been a contributor to the *New York Law Journal*, *American Lawyer*, and *Harvard Law Record*, as well as a speaker on various topics at NALP conferences and law schools. She was a member of the 2000-2001 NALP Board of Directors and served as NALP's 2002-2004 Vice-President and 2010-2011 President. Carol served on the Board of Directors of the NALP Foundation, and chaired the 2006-2007 NALP Nominating Committee as well as serving on the last two Long Range Strategic Planning Committees.

Fred Thrasher is the Deputy Director of NALP, having previously worked for twelve years in legal career services at The George Washington University Law School, William and Mary School of Law, and Brooklyn Law School. Fred received a JD from The George Washington University School of Law in 1993 where he was a member of the Moot Court Board and served as a Dean's Fellow in the first-year legal research and writing program. He also holds a Masters in Education in Counseling Psychology from the University of Southern California and a BS from Tufts University where he majored in geology. Prior to attending law school, he worked as the Assistant Coordinator for Career Planning at the College of the Holy Cross in Worcester, Massachusetts. During his tenure in legal career services, Fred served as a member of NALP's Board and as a Chair and member of several NALP committees.

Anna Friesenhahn Whitener is a Recruiting & Professional Development Manager at Dykema and has been with the firm (and one of its legacy firms, Cox Smith) since 2005. In this role, she manages lateral associate and law student recruitment, the summer associate program, professional development efforts, special events and diversity initiatives for the firm's five offices in Texas. She oversees attorney orientation, integration and mentoring programs, in addition to supporting the firm's Recruiting and Associates' Committees. Anna is an active NALP member. In addition to serving on the 2014-2016 Board of Directors, her contributions include several vice-chairmanships in the Recruiting and Newer Professionals sections, blog and bulletin articles, various work groups and Annual Education Conference presentations. She is a regular faculty member at the Newer Professionals Forum and was a co-recipient of the 2010 Award of Distinction for Professional Development and Training. Anna received her degree in Communication Studies from the University of Texas at Austin.