

2015 Annual Conference Speaker Bios

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. Ida 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, Ida 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 member of the Council of Management Experts based in New Delhi, India. Ida 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. Ida 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. Ida 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. Fairuz 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 California. 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, public interest programs as well as targeted workshops for first year and foreign LLM students.

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

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Juliet Aiken is the Deputy Director and Research Director for the Center for the Study of the Legal Profession at Georgetown Law. In addition to providing research and analysis advice to members of the Georgetown Law community, she directs the Executive Education Program which offers leadership training for lawyers. Juliet also teaches law students how to critique empirical research and professional skills, including managing up, electronic professionalism, and making mentors. Her research on the legal profession includes topics on diversity, advancement in law firms, succession planning, and professional development. Juliet has consulted a number of companies on promotion, mentoring programs, and employee networks. She has written several articles and book chapters. She holds a B.S. from the College of William and Mary, a graduate certificate in statistics and measurement from the University of Maryland, College Park, and an M.S. and PhD in Industrial/Organizational Psychology from the University of Maryland, College Park.

Julie Anna Alvarez is Director of Alumni Career Services at Benjamin N. Cardozo School of Law's Office of Career Services. Alvarez is the elected Northeast Region Schools' representative to the NALP Nominating Committee 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/created programming for both students and alumni, though 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 non-profit, Assistant Director of the Legal Referral Service at the New York City Bar Association, Associate Director of Admissions at New York Law School, and entrepreneur. Her contributions to NALP 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 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, Susanne practiced employment law at a small San Francisco law firm. Susanne is an active member of NALP, and currently represents the West/Rocky Mountain Region on the Regional Resource Council and served on the faculty of the 2014 Newer Professionals Forum. Susanne has served on NALP's By-Laws Committee, Nominating Committee, Conference Planning Team, 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. Susanne earned a J.D. from UC Hastings College of the Law and an A.B. from the University of Michigan.

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Jill Backer 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 writes articles in the legal media often.

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, Ethel developed and implemented the social media initiatives and small group learning workshops and webinars for students at GW Law. Ethel 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, Ethel was an associate for several years at Barnes & Thornburg LLP where her primary practice areas included insolvency, commercial bankruptcy, refinance and restructuring. Ethel has also worked as an international recruiter and staffed international development projects in Africa, Asia and Eastern Europe. Ethel 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, 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 of 1999, he was appointed Assistant Dean for Administration, Finance & Technology and Associate Dean for Administrative Affairs and Student Services in July 2001. 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, Dean 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. Dean Bahamonde-González has been an active member of the National Association for Law Placement (NALP) since 1992 and has held numerous leadership positions including Vice-President, Director and Chair of the Leadership/Membership Diversity Task Force. Additionally, he 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 Diversity Liaison 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 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

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diversity initiatives, beginning with an orientation to provide incoming NYLS 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. Nadjia began her legal career at Alston & Bird LLP, where she practiced as a bankruptcy and litigation associate. Immediately prior to joining the NYLS, Nadjia 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. Nadjia received her B.A. from Princeton University and her J.D. from Fordham University School of Law.

Cinnamon Baker since joining William & Mary Law School in the fall of 2012, she has worked in three roles as part of the OCS team, most recently in the newly-created position of Assistant Dean for Employer Relations. In this current role she is responsible for building and strengthening relationships with employers, expanding employment opportunities for students and alums on a national level, and serving as a liaison between the school and employers. She started in law school career services in 2007 as Director of Career Services at Barry University School of Law. Previously, she worked with several firms of various sizes and practice areas in Ohio, Nevada, and Florida. She earned her J.D. from University of Dayton School of Law and her undergraduate degree from Florida State University. She has served on the NALP 2014 Conference Planning Committee, as the Chair of the NALP Solo & Small CSO Section, and is active in the Employer Outreach and Lawyer PD Sections. In 2012 she earned HRCI certification as a Professional in Human Resources (PHR).

Dyana P. Barninger is the firmwide 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, Dyana worked in the DC offices of two other AmLaw 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. Dyana 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 current Vice Chair of the Recruiting Section's strategic planning sub-group, 2013-2014 Chair of the Recruiting Section, the Nominating Committee in 2011-2012, Vice Chair of the 2010 Annual Education Conference Planning Committee, Mid-Atlantic Regional Coordinator on the 2008 Annual Education Conference Planning Committee, Chair of the Recruitment Practices Committee, membership on several work groups, and 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. Dyana 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, media and public

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relations, and oversees 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 Career Services Office Section. In her role as the externship professor, she has spoken at several externship director conferences on collaboration between career service offices and externships, and on developing externships for part-time students. Professor Bauman is a writer for the upcoming publication on Best Practices for Legal Education publication.

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, Naomi 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. Naomi and her team serve attorneys and law firm professionals in all major US 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. Naomi 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 10 years (Milbank, Tweed, Hadley & McCloy LLP (Los Angeles; Washington DC) and Pillsbury Winthrop Shaw Pittman LLP (Washington, DC)). Naomi 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.

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Jeff Becherer is the Assistant Dean for Career Planning at New York Law School. Jeff 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, Jeff 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, Jeff was a senior litigation associate with Dickstein Shapiro LLP, in both its Washington, D.C. and New York offices. Jeff 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. Jeff has spoken regularly on diversity and career planning issues, including resume preparation, interviewing and networking. Jeff 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, D.C. 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 which 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 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 where she counseled students, worked with employers, and made numerous presentations to students on topics relating 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, negotiating contracts, 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, Allison was of counsel with Holland & Hart in Salt Lake City. She received her JD from BYU, her

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Masters in Theatre & 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 & Media Arts Department and has acted in many productions including the lead and supporting roles in over twenty stage productions including All My Sons, Richard III, The Merry Wives of Windsor, Dracula, and Brigadoon. She has also participated various commercial and film projects.

Michele L. Bendekovic is the Director of Recruiting and Professional Development of Steptoe & Johnson. Michele designs, develops, implements, and manages firmwide professional development and training programs for members and associates, including leadership training, continuing legal education training, marketing skills, and substantive legal programs. Michele 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, Meg 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. Meg 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. Meg 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, Board of Directors of the Women's Bar Association of Illinois, two-term ISBA Assembly member, 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. Prior to joining PILI in 2006, Michael served as the Guardian Ad Litem Program Director for Chicago Volunteer Legal Services. Michael 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, Michael has also handled pro bono matters through Chicago Volunteer Legal Services, Lawyers Committee for Better Housing and the National Immigrant Justice Center. Michael 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

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Society and the National Association for Law Placement'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. Michael attended The Catholic University of America in Washington, D.C., 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. Lori 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.

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. Ritu is also Co-Founder of Mivoko Inc., an application that puts a voice to everyone's name in order to address the many issues surrounding name mispronunciation. Along with her sister, Ritu 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. Ritu 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. Ritu has now coached hundreds of professionals, focusing on empowering them to leverage their strengths in their development. Previously, Ritu spent 10 years in the legal profession, first practicing civil litigation and public law, and then serving for 7 years on the senior management team of a preeminent Canadian law firm as their director of legal talent management. An inspiring and engaging speaker, Ritu is a regular contributor in the media, Lastly, Ritu 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. Dina is responsible for the recruitment of law students, lawyers, and paralegals, as well as the coordination of the summer associate program. Dina 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. Dina formerly worked as the Associate Director of Employer Development at the University of Maryland School of Law, and as a Placement Director for Special

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Counsel, a legal staffing agency. Immediately following law school, Dina 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, Dan 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. Dan has led presentations/panels at numerous conferences and law schools, including the NALP Annual Educational Conferences (2012, 2011, 2009, 2008, 2007, 2006), WALRAA Mini-Conferences, NALSC Conferences, 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. Dan's articles and views on the legal market have also appeared in media including Wall Street Journal, Washington Post, The National Law Journal/Legal Times, American Lawyer, The Legal Intelligencer, Above the Law, Washingtonian, and Bisnow Legal. In addition to his day-to-day recruiting practice, Dan provides consulting to law firms on effective lateral hiring strategies. Dan 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, Dan 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.

Ari Blicher is Director of Student & Associate Programs at Aird & Berlis LLP, one of Canada's leading business law firms. Based in Toronto, Ari is responsible for all aspects of the firm's student program, including the recruitment, supervision and professional development of summer and articling students, and liaising with law schools. Ari also oversees the firm's associate program, including career development, performance reviews, compensation, partnership admission and lateral recruitment. Prior to joining the world of law firm professional development, Ari practiced corporate commercial law at another leading Canadian firm from 1997 to 2002 and in-house at IBM from 2002 to 2007. Ari is a frequent speaker at Canadian law schools regarding recruitment topics and a veteran NALP conference presenter. Ari is passionate about coaching law students and lawyers, and is excited at the prospect of sharing that passion with a national audience of legal industry professionals.

Heather Bock is Chief Professional Development Officer for Hogan Lovells U.S. 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. Heather is a recipient of the HR Leadership Award of Greater Washington 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

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Model to Manage Firm Talent for the American Bar Association. She holds a B.S., Master of Public Health, and PhD in Organizational Behavior from UNC – Chapel Hill.

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. Isaac 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, Lorraine 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. Lorraine earned her JD in 2003 from New York Law School.

Donna Branca, with more than twenty-five years of experience in management, recruiting, training, human resources and coaching in the legal industry, Donna 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. Donna holds a B.A. from Immaculata University, a CPCC certification through the Coaches Training Institute, and significant coursework from the University of Pennsylvania in Organizational and Human Performance. Donna is the Director of the Philadelphia office of SJL Shannon, a trusted partner and advisor to the legal industry for over thirty years.

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 3-year professional development curricular program, which includes co-teaching the Dean's Seminar on the Legal Profession with Dean Janet K. Levit. Kristine also counsels students and alumni on job market conditions, personal strategies and placement opportunities locally and nationwide, 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 Counsel as a Law School Representative for the Southeast Region. Kristine practiced for several years as a civil litigator in Dallas, including at the centenary Texas law firm of Burford & Ryburn, LLP. She currently teaches Texas Civil Procedure at TU Law as an adjunct professor.

Lee K. Broekman is an executive coach to the legal and business communities. She is an expert specializing in teaching communication and management skills. Broekman is the owner and founder of

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Organic Communication (www.OrganicComm.com), which provides coaching and consulting services to attorneys and law firms. As a frequent lecturer in legal and business gatherings, she speaks on topics of building rewarding relationships, communicating with clarity and confidence, managing people and projects, and creating positive and productive work environments. Broekman has taught courses at USC's Annenberg School for Communication and Marshall School of Business, and guest taught 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 and political lobbyist, has ultimately laid the strong foundation (and countless stories) Broekman has to teach professionals to work with different people under stressful situations.

Jason Brown-BIO NEEDED

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, Jennifer 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, where she is 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, Jennifer will be assisting an adjunct professor (Bryan Taylor, JD/PhD) with teaching the Trial Practice and Advocacy course during the 2014 summer semester.

Timothy Burgess Bio will be supplied if program is accepted.

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. Paul 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 QuietSpacing® productivity method into the way they like to work. Paul speaks to professional audiences regularly on a national, regional and local level. You can learn more about Paul and his practice at www.quietspacing.com.

Sarah Byrd is an Attorney Advisor with the Office of the Chief Immigration Judge, Executive Office for Immigration Review (EOIR), at the Department of Justice. Ms. Byrd is involved in EOIR's hiring of summer interns and law clerks through the Attorney General's Honors Program. Prior to joining EOIR headquarters, Ms. Byrd served two years as a Judicial Law Clerk at the Charlotte Immigration Court. She first worked for EOIR as a Summer Law Intern at the San Diego Immigration Court.

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

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educator. Since joining the legal profession, has worked for 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, Aline directs the law school's pro bono program which includes providing substantive trainings 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-grad public interest fellowships and student loan debt relief among others. In addition, Aline manages the law school's Loan Repayment Assistance Program. Aline currently serves on the Washington State Access to Justice Board's Leadership Development Committee as well as the on 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 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. Andrew 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. Andrew has additional experience working in the Department of Legal Services at Gay Men's Health Crisis, the Office of General Counsel at COS Computer Systems, and providing support services to attorneys and partners at several Manhattan law firms. Andrew's undergraduate degree was earned at Columbia University, and his two graduate degrees, Master of Art & Master of Education, in counseling, were earned at Columbia University, Teachers College. An active openly gay participant in increasing diversity and ensuring civil rights, and equal opportunity and benefits in employment, Andrew is a member of various committees of the Association of the Bar of the City of New York, New York County Bar Association, American Association of Law Schools, American Bar Association, and National Association for Law Placement. Andrew is a member of and/or volunteers with several organizations including Ali Forney Center, Human Rights Campaign, Lambda LEDF, Habitat for Humanity, NAACP and ACLU.

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 thirty five years. She holds an AB in French from Trinity College, an MAT in French from Assumption College and a degree from the Institut de Phonetique 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 as president of Spoken with Authority, she develops the voice of experts who want to broaden their impact. Since 2008, she has conducted presentation skills workshops, training programs, and coaching sessions that aim to transform experts into leaders. In addition to her consulting work at law firms, universities, trade associations, and companies, Christine is a lecturer in the Department of Organizational Sciences and Communication at The George Washington University in Washington, D.C.

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There, she teaches undergraduate- and graduate-level courses in public speaking, professional communication, and communication theory. An active member of Toastmasters International, Christine received the organization's highest educational distinction in 2008. She also is a regular contributor to Toastmasters Magazine, the organization's official publication. Christine holds two degrees in communication: a bachelor's degree from Willamette University, where she debated and honed her impromptu-speaking skills at regional, national, and international tournaments, and a master's degree from the University of Maryland, College Park.

Jacqueline Cranford is the principal of Cranford Advisory Services LLC and a Senior Consultant with Verna 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 adviser, trainer, and advocate for effective talent management. Prior to establishing Cranford Advisory Services LLC, Ms. Cranford led talent management initiatives in three American Lawyer 100 law firms. She developed and implemented global strategies relating to, among other things, diversity, inclusion, recruiting, professional development, performance management, effective leadership, business development, and global integration. She served as an internal adviser to firm leaders, partners, associates, and administrators, and an external firm representative, developing meaningful relationships in the legal community. Ms. Cranford has been active and held leadership positions in such organizations as NALP (The Association for Legal Career Professionals) and the Association of Law Firm Diversity Professionals. Additionally, Ms. Cranford has been active in the Minority Corporate Counsel Association, Corporate Counsel Women of Color, the Leadership Counsel on Legal Diversity, and the Professional Development Consortium. As a recognized expert, she has been a frequent speaker with most of these organizations. Ms. Cranford earned her B.A. from Oral Roberts University and her J.D. from the University of Virginia School of Law. After law school, she joined K&L Gates LLP, where she practiced for five years before going to work at the U.S. Department of Justice as a trial attorney, then later transitioning to talent management.

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 degreed professionals with disabilities, both evident and non-evident. Barbara'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. The Sea Glass Group offers university consulting services focused on disability disclosure, professional networking strategies, resume review and interview preparation. As a result of being a panelist at the National Association of Law Students With Disabilities annual conference in Chicago in 2013, Barbara went on to develop the disability disclosure webinars College to Career – Disability Disclosure in the Employment Process for university student's with disabilities and Law School to Career - Disability Disclosure in the Employment Process for law student's with disabilities

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which was presented at the 2014 NALSWD conference in Washington D.C. Prior to cofounding The Sea Glass Group, Barbara held positions in the technology and banking industries. Barbara 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. Shannon provides vision for the development of lateral and entry-level attorney recruiting priorities and leads the implementation of all recruiting strategies. She 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. Shannon leads a team of 6 recruiters who focus on creatively and proactively growing the firm. Shannon 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, Shannon has interviewed thousands of prospective attorney candidates. A big believer in the value that professional recruiters add to the growth of the firm, Shannon 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, Shannon led the legal recruiting function at Seyfarth Shaw in Chicago. She has a B.A. from the University of Illinois in Chicago. Shannon has been a member of NALP and her respective local chapters for 8 years.

Rachel Dawson serves as the Director of Professional Development for Faegre Baker Daniels LLP. Rachel oversees all aspects of the firm's training and development programs, including lawyer and consultant orientation, mentoring and the evaluation processes. Rachel also directs paraprofessional, administration and operation professional development programs, which includes two certificate programs which allows staff to develop skills in the areas of administration, communication, interpersonal effectiveness and technology. Rachel has an extensive background in developing law students and lawyers and served as the NALP Midwest Regional Coordinator for Law Schools in 2008-2009.

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 work 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 Proteges, Gender Matters, Generational Differences, Behavior Based Interviewing and Developing Long Term Business Relationships. He brings with him twenty-five years experience in training and development, graduate degrees in Organization Development and Marketing. He has an undergraduate degree in Business from the University of Notre Dame, an MBA from the University of Denver and an MA in Organization Development from Loyola University.

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Randall Dean, the "Totally Obsessed" time management technology guy, is a professional speaker and sought-after expert on time & e-mail management, effective organization, and the related use of technology. For more than 20 years, Randy has been leading training and speaking programs and presentations for major corporate, university, association, and government audiences, including several times 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 twenty years. He is currently Vice-Chair of NALP's Emerging Legal Jobs Working 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. as Associate Director of Public Interest Programs at The George Washington University Law School, 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, Tamara was a government attorney for juvenile justice and child care licensing agencies. She also was litigation associate for an international law firm.

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.

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

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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.

Justine Donahue is a legal recruiter with Garrison & Sisson and focuses on associate placements in the DC market. Justine joined Garrison & Sisson after practicing law in DC for more than 13 years. Prior to joining Garrison & Sisson, Justine's legal practice focused on antitrust and complex civil litigation. Justine started her career as an associate at a DC-based plaintiffs' class action firm litigating multijurisdictional 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, Justine 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. Justine 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. Justine 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, the Association for Legal Career Professionals and has previously presented at the Annual Education Conference.

Tom Donlon is currently the Director of Talent Acquisition at Slalom Consulting. He is out of town and was unable to get us his full bio in time.

Nicole Donnelly is a Senior Managing Director and the Head of the Associate Placement Group at SJL Attorney Search. Prior to joining SJL, Nicole 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.

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During her tenure as an attorney, Nicole 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. Nicole 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 Educational Conference in Toronto. She has published several articles on Vault's website as well as internally on SJL's blog. Nicole 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 Washington College of Law of American University.

Diane Downs has worked in Professional Development and been a member of NALP since 1999. She is currently the Director of Professional Development at Akin Gump Strauss Hauer and 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 Committees, and is interested in all aspects of attorney career development. She is a graduate of the State University of New York at Buffalo and the Harvard Law School.

Marilyn Drees a graduate of Stanford Law School and the University of Alabama, she 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 & Education (2012-14). She also served NALP as Regional Coordinator (2011-12), Bylaws Committee Chair (2010-11), and as a member of the Board of Directors (2008-10) and the Nominating Committee (2006-07). 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 2004-05 and continues to serve on the OSCAR working group in the Judicial Clerkship Section, which she chaired from 2005 through 2011.

Sheila Driscoll is the Director of Judicial Clerkships and the Career Advisor for the John Jay Inn. As the Director of Judicial Clerkships, Sheila counsels law students and alumni as they navigate through the clerkship application and hiring process. In her role as a career counselor since 2002, Sheila has advised hundreds of students on a broad range of legal careers. Before joining GW Law, Sheila was a recruiter for a legal placement firm and a litigation associate for a large law firm in Boston, MA. Sheila clerked for two years for the Honorable Thomas K. Moore, a federal judge for the District of the Virgin Islands on the island of St. Thomas. Sheila is a 1995 cum laude graduate of the Georgetown University Law Center and a 1992 graduate of Stanford University. She is an active member of NALP, the Association for Legal Career Professionals, and has presented several programs on clerkships and other topics at the annual

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education conferences. She is past Chair of NALP's Judicial Clerkship Section and past Vice President and Board Member of the Washington Area Legal Recruitment Administrators Association (WALRAA).

Mark Drummond a trial lawyer for 20 years before taking the bench as a trial judge, He is one of the highest rated NITA instructors by in-house program participants. A NITA instructor since 1986, he also teaches others how to be NITA instructors at all three NITA teacher training sites. Mark was selected by the prosecutor's office of the United Nation's War Crimes Tribunal to train prosecutors at The Hague and in Arusha, Tanzania. He regularly teaches barristers at Oxford and has been asked by the Federated Bar Association of Japan to teach advocacy skills to attorneys in anticipation of their judicial reform in 2009. He is the author of "The Eight Keys to the Art of Persuasion", a one-day trial advocacy program and has done numerous training videos for NITA. He writes an advocacy column for litigation News, a publication of the Section of Litigation of the American Bar Association. Sample Comments from program participants and other instructors: "Perhaps the best NITA teacher I have seen in 20 years of teaching NITA." "Mark Drummond was easily the most effective instructor I have ever seen." "I would come listen to him anywhere, anytime." "Fantastic! When I grow up I want to be a female Mark Drummond." "The gem of the program. Mark Drummond was a star."

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 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 Attorney Recruitment Administrator at Quarles & Brady LLP, where she leads partner growth initiatives in Chicago, Tampa and Washington, D.C., all lateral and entry-level attorney recruiting and retention efforts, including the firm's associate mentoring program, and the partner and associate integration processes. She is also a member of the firm's Diversity Committee and Associate Policy Committee. Marguerite has been a legal recruiter for more than 25 years, and is a frequent presenter at NALP, having co-presented most recently at the 2010, 2011 and 2013 NALP Annual Education Conferences. Prior to joining Quarles, Marguerite was Legal Recruiting Manager at DLA Piper US and Legal Recruiting Manager at Winston & Strawn LLP. She currently serves in a leadership role with the Chicago Association of Legal Personnel Administrators, and in 2013, she was Chair of the NALP Experienced Professionals Section. Marguerite is also the 2014-16 Midwest Region Representative on NALP Regional Resource Council. Marguerite earned a Bachelor of Arts degree 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

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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 the Chief Diversity Officer for New York Law School. In this capacity, Paula leads the law school's diversity efforts, including outreach and retention programs; instituting initiatives that foster intercultural competence and collaborating with faculty, staff, students, alumni and the community to enhance recruitment, retention and mentoring of diverse constituencies within the law school. Prior to New York Law School, Paula was an Associate Director of Career Services at Seton Hall University School of Law, where she was also a member of the law school's Diversity Council, serving as the Chair of the Diversity in the Profession subcommittee. Paula previously served as the Executive Director for Practicing Attorneys for Law Students Program, Inc. (PALS), a non-profit 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. As Executive Director, Paula provided counseling to students and attorneys on alternative career options, networking, and social media strategy. Prior to working at PALS, Paula practiced law as an Attorney in the Law Enforcement Division of the New York City Commission on Human Rights. Paula is the Chair of the Diversity Pipeline Initiatives Committee at the New York City Bar Association and she is an active member of the New York State Bar and the Metropolitan Black Bar Associations. Paula received her B.A. in Anthropology from California State University (Fullerton) and her J.D. from the City University of New York School of Law.

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. Erica 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, D.C., 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 in Williamsburg, VA 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

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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/panelist 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. Sabrina earned her JD at University of Michigan School of Law in 2003. She began her legal career at the D.C. 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 where she grew up, and worked at boutique firm, Alschuler Grossman, which is now Bingham's Santa Monica office. After three and a half years of practice, Sabrina joined a national legal recruiting firm where she spent the next five years recruiting associates and partners.

Margee Elias serving as executive vice president and general counsel for Gogo, Ms. Elias 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 of Chicago School of Law. Ms. Elias has in-depth expertise in federal securities and general corporate law.

Michael Ellenhorn earned his law degree at Washington University in St. Louis and is currently an Executive MBA-candidate at the Sir John Cass School of Business in London. A litigator by training, Michael is a US-qualified lawyer, as well as a Solicitor in England & Wales. Michael practiced law in the US for six years before joining a prominent search firm in London in 2003. In 2005, Michael established his firm's international legal search practice with offices in Frankfurt, Paris, Brussels and Geneva. In 2008 Michael joined Fox Rodney Search to assist its clients with their search needs in Continental Europe, the US and Asia as well as undertaking work in the UK.

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, Bruce worked for two years following graduation at Ludwig-Maximilians Universitaet School of Law, in Munich, Germany. While in Munich, Bruce also earned a Magister (Masters) in German Law, graduating with "high honors" and writing his Thesis on Steuerkonsequenten grenzueberschreitender Zinsswaps, ("Tax Consequences of Cross-Border Interest Rate Swaps"). Bruce returned to the United States to earn an LLM in Taxation from NYU and served as an editor of the Tax Law Review. Bruce also practiced law for both Baker & McKenzie and later White & Case in New York. Subsequently, he took on business roles at two

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technology firms. Immediately prior to coming to Duke 12 years ago, Bruce was a consultant and executive recruiter for large law firms and corporate legal departments with Heidrick & Struggles in New York City. Bruce 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. Bruce also created and taught a course certified by New York State for CLE credit on "The Business of Law and Developing Relationships". He recently published "New Associates & Your Firm" on law firm economics in Law Practice Management (February 2014).

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. Georgia 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 conferences. Most recently, Georgia 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.

Tasha Everman is the Assistant Dean and Director of Career Services at the University of Nebraska College of Law. Tasha 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 7 years in various schools both in the US 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. Arthur 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 8 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 conferences. A life-long meditator and longtime yoga practitioner, Arthur 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, D.C. Gihan 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 the President of the Board of Directors of NALP, the Association for Legal Career Professionals, from 2007-2008. Gihan is admitted to the District of Columbia and New York State bars, and before entering higher education

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practiced law at the McKenna & Cuneo firm (now McKenna Long & Aldridge) in Washington, D.C. Gihan grew up all over the world, primarily in Africa and Asia, and enjoys traveling to visit family and friends in Sri Lanka.

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). Trisha supports the administration of DOJ recruitment programs for law students and experienced attorneys, serves as a spokesperson at job fairs and national conferences, and administers the new attorney mentor program. Prior to joining OARM, Trisha spent 10 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. Trisha started her legal career as a Judicial Law Clerk in Rochester, Minnesota. Following her clerkship, Trisha joined the litigation group of a large Madison, Wisconsin law firm, practicing primarily family law. Trisha received her Bachelor of Arts degree from the University of Wisconsin – Madison and her Juris Doctor from Hamline University School of Law.

Courtney Fitzgibbons provides general career counseling, with a particular focus on upper division students and recent graduates. Courtney 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. Courtney 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 comprised of nearly 60 large law firms and 8 Northern California law schools. Courtney is currently a member of NALP's Emerging Legal Jobs Working Group. In addition to NALP, Courtney has been actively engaged with other legal associations, including the New York City Bar Association, New York County Lawyers' Association, 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. Courtney'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.

Christian Focacci is the founder of AMLSource.com, the leading career website for anti-money laundering (AML) and financial crime compliance professionals. Christian is also an AML professional with over 8 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 on-boarding 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.

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Mark Fowler as Managing Director of Programs at the Tanenbaum Center for Interreligious Understanding, Mark 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, Mark's recent engagements include keynotes at SASK Power (Canada), the NASSCOM conference (Bangalore) and NALC Diversity Best Practices. Mark 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.

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. Brad'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, Brad 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). Brad also was director of planning and project delivery for UnitedHealth Group, a multibillion dollar leader in the health care industry. Brad 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, and Taft LLP, where she has served in various professional roles, including the Director of Marketing and Communications, for over 15 years. In her current role, Claudia is responsible for overseeing the development of attorney talent. A former practicing lawyer, Claudia 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 twenty five law clerks, Michael is responsible for recruiting, hiring, training, and supervising the work of the staff law clerks. Collectively, the staff law clerks review and prepare recommendations to the judges on nearly half of the merits docket of the Seventh Circuit. Their work, comprising about a fourth of the fully counseled cases and all of its pro se cases, requires them to communicate and receive feedback regularly from all the judges of the circuit. Before coming to the Seventh Circuit, Michael was the Deputy Chief of the Special Litigation Bureau of the Office of the Illinois Attorney General. Before that he was the Director of the Employment Opportunity Project of the Chicago Lawyers Committee for Civil Rights Under Law. Michael was also a partner for almost ten years at Sachnoff & Weaver (now Reed Smith), specializing in commercial, securities-fraud, and pro bono litigation. Michael served as a law clerk to

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federal judge Susan Getzendanner of the United States District Court for the Northern District of Illinois. He graduated with honors from Harvard Law School in 1985 and with an honors degree in Applied Mathematics from Harvard College in 1981.

Jamila Frone currently serves as the Deputy Director of the Office of Attorney Recruitment and Management (OARM) at the United States Department of Justice (DOJ). In this capacity, Jamila provides management and general oversight for DOJ's national recruitment programs for law students, entry-level attorneys, and experienced legal practitioners. Prior to serving as Deputy Director of OARM, Jamila worked at DOJ as an Assistant General Counsel for the Executive Office for United States Attorneys, General Counsel's Office where she provided legal advice and counsel to management in the 94 United States Attorneys' Offices (USAOs) and represented the USAOs in administrative litigation before the Equal Employment Opportunity Commission and the Merit Systems Protection Board. Jamila is a career federal attorney, having also served as an attorney-advisor with the United States Office of Special Counsel and the Federal Election Commission before her tenure at DOJ. Jamila received her Bachelor of Arts degree from the University of Virginia and a Juris Doctorate from the George Washington University Law School.

Estelle Gaerig Winsett has significant experience in both law career services and the practice of law. Prior to joining the University of Memphis School of Law, Estelle served as Director of Placement and Client Relations at Counsel on Call for six years. In that role, she placed attorneys primarily on contract assignments with law firms and in-house legal departments. Before entering the career services arena, she practiced in the areas of medical malpractice defense and employment defense litigation in Memphis for seven years. She received her B.S. from Vanderbilt University and her J.D. from the University of Memphis School of Law.

Bryant Garth-BIO NEEDED

Tomomi Glover is the Chief Operating Officer and co-founder of 3L+ Law Prep, a startup that focuses on bridging the gap between law school and law practice by teaching every-day skills expected in the early years of practice. At 3L+, Tomomi teaches transition-to-practice skills in various workshops and seminars, provides one-on-one coaching to students and new attorneys, and offers consulting for law schools and law firms seeking to incorporate transition-to-practice training. With a multicultural background herself, she is passionate about improving diversity in the legal profession and is active in developing 3L+ diversity efforts, including its Diversity Scholarship Sponsorship Program and Black History Month social media celebration. Tomomi also continues to co-teach a skills course at Berkeley Law that she developed with her co-instructor in 2011, *The Junior Attorney: Expectations, Responsibilities, and Realities*, and she practices employment law as Special Counsel at Littler Mendelson. Prior to these positions, she was an intellectual property associate at O'Melveny & Myers and a commercial litigation associate at Thelen. Tomomi received her B.A. in Political Economy and J.D. from the University of California, Berkeley, where she served as the Editor in Chief for the Berkeley Technology Law Journal. Between college and law school, she taught English in Kumamoto, Japan as part of the JET Program.

Marni Goldstein Caputo is Assistant Director and Director of International Advising in the Harvard Law School Office of Career Services. Marni 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, Marni 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. Marni 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. Marni lives in West Newton, Massachusetts with her family.

Melanie Green as Chief Client Development Officer, she is responsible for developing and managing Faegre Baker Daniels' strategic marketing and business development, including the client feedback program. She works closely with firm management on identifying and implementing strategic initiatives and goals. Melanie 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, Melanie 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 with over 20 years experience advising law firms and their attorneys, Jennifer is a market leader in legal career management, 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 Jennifer's long-standing clients continue to rely on her for advice concerning a wide range of associate and partner development matters. Jennifer 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, Jennifer 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, Jennifer received both her B.A. and M.A. from The University of Dublin, Trinity College.

Lezlie A. Griffin as Career Consultant at the University of Alabama School of Law, she provides comprehensive job search and career development counseling to students and alumni. Lezlie 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. Lezlie previously worked as a Career Counselor and Coordinator of Diversity Initiatives at Tulane Law School. Lezlie 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

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including the Tulane Domestic Violence Law Clinic and the Southern Center for Human Rights. Lezlie 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. Lezlie is an active member of The Florida Bar and The Association for Legal Career Professionals (NALP) and recently 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 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 sections 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 has served as a Cook County prosecutor for sixteen (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 employees more than 800 lawyers that 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 case, including several domestic related homicides prior to be 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 Hispanic and the Hispanic community among prosecutors.

Erin Guruli joined LSU Law Center as Director of Career Services & Employer Relations in 2011. Erin'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. Erin is able to effectively counsel students and create job search strategies based on their individual interests by

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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 of LSU law students and graduates. Erin 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. New York State Bar, 2004 District of Columbia Bar, 2009 Louisiana State Bar Association, Community Outreach Diversity Sub-Committee, Chair 2014-15

Beth A. Hansen is the Director of Career Services at the Brigham Young University Law School. Beth 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 10 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 Working Group as Vice-Chair for Webinars and Resources for the Solo and Small CSO Section as well 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.

Jessica Hedrick has been coaching and counseling attorneys and law students since 2008. Prior to joining NB&A in 2013, she served as Associate Director of Career Planning at New York Law School. She specializes in identifying individual strengths and values, and developing expert marketing, networking and interviewing skills that build strategically upon them. Jessica is actively involved in current issues in attorney career development, coordinating events and serving as a panelist for state and city bar associations. She holds a BA from Earlham College, completed a 2-year acting training program at Esper Studios in New York City, and earned a Certificate in Coaching from iCoach New York in 2014.

Louisa Heller is firmwide 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 firmwide attorney recruiting department which is responsible for all student, lateral and partner hiring. Louisa's responsibilities in professional development include facilitating the firm's advocacy training program, as well on and off-site firmwide orientation and training programs for varying levels of firm attorneys. Louisa also works with the chair of the firm's diversity committee to establish firmwide initiatives and coordinate the firmwide diversity committee's efforts. Louisa received her JD from American University and BA from Connecticut College in International Relations and French.

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Margaret (Maggie) Hickey * Executive AUSA in the United States Attorney's Office, Northern District of Illinois from 2010-present * Assistant United States Attorney, United States Attorney's Office, Northern District of Illinois from 2004- 2010 * Served 6 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. * Worked as a line AUSA in the Southern District of West Virginia and worked in private practice.

Carrie Hightman is Executive Vice President and Chief Legal Officer of NiSource Inc., a Fortune 500 energy delivery company. Her responsibilities include all legal functions, as well as compliance, unregulated real estate investments, environmental, safety, sustainability and aviation. She serves as a member of the company's senior management team. Prior to joining NiSource, Hightman served as President of AT&T Illinois (formerly SBC). Prior to joining AT&T, Hightman practiced telecommunications and energy law for more than 17 years. She was a partner at the Chicago law firm of Schiff Hardin, where she led its Energy, Telecommunications and Public Utilities practice group. Hightman began her career in the public sector in 1983, serving as Staff Counsel at the Florida Public Service Commission. In 1986, she served as associate counsel at the Florida Office of Public Counsel, handling a variety of public utility cases on behalf of consumers. Hightman serves on the Board of Directors of Fifth Third Bank Chicago. Active in the community, she also serves on the boards of the Lyric Opera of Chicago and the Abraham Lincoln Presidential Library and Museum Foundation. Hightman currently serves as a Co-Chair of the ABA Commission on Women's Grit Project. Hightman earned her B.A. from the University of Illinois and her J.D. from Florida State University.

Kirsten Hill is the Associate Director of Career Services at the University of California, Davis School of Law where she advises students and alumni on public interest and government careers. She oversees the Public Service Law Program and Pro Bono Certificate program and works closely with public interest student groups and community based organizations on a variety of pro bono initiatives. She also serves on the King Hall Loan Repayment Assistance Program Committee. She has served as a Vice Chair for NALP's Public Service Section, leading the Student Debt and Loan Repayment Assistance Work Group, presented at two NALP Annual Conferences, and written articles for the NALP bulletin. Prior to taking this position, Kirsten was a Project Director & Attorney with California Rural Legal Assistance Foundation (CRLAF) in Sacramento from 2005 to 2008, and an AmeriCorps attorney with the Legal Aid Society of Hawai'i from 2004-2005. She also served as a supervising attorney with the UC Davis Immigration Law Clinic for a semester before joining the Career Services Office in the fall of 2008. Kirsten is a 2004 graduate of UC Davis School of Law.

Suzanne Hill Patrick is the Director of Career Services at St. Mary's University School of Law where she counsels students, plans programming and coordinates the job fairs, work study program and office administration. 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, Suzanne developed curriculum for summer and new associates. Additionally, she worked with partners to develop practice area (CLE) training. Prior to joining Reed Smith, Suzanne 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, programming and developed a professional development curriculum for students and alumni. She previously worked for The George Washington University Law School's Career Development Office as Assistant Director and Acting Director of Alumni Relations and at University of Buffalo Law School as

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the Assistant for Public Interest. Before moving in the direction of career development, she practiced law at an international trade association enforcing copyright laws in software piracy cases in the US and Canada. Suzanne has presented at seven NALP conferences and wrote several articles for their national bulletin. She was an active member of WALRAA (Washington Area Legal Recruitment and Administrators Association) and was co-chair for their 2008 Strategic Planning Committee. She also co-chaired their 2008 Mini Conference, where she was the luncheon keynote speaker. She is licensed to practice law in Maryland.

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. Scott is responsible for associate and partner level attorney placements at AmLaw 200 firms and top regional firms in Florida, Atlanta, Charlotte, Raleigh, Memphis, Nashville, Birmingham and all other mid-markets in the Southeast region. Scott joined Lateral Link in 2009 as its Director of Florida. In June 2010, Scott was named the Southeast Director for Lateral Link, and Atlanta and Charlotte became Scott's primary territories, along with Florida. In May of 2012, Scott was named Managing Director of the Southeast, and in 2013, Scott became Principal. Prior to joining Lateral Link, Scott 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, Scott was a name partner of the firm, and by the time Scott left the firm in 2009, the firm had grown to eighteen people. Scott was born in Brooklyn, New York and raised in Livingston, New Jersey. He 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 seventeen 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, Trish 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 statistics, 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, Trish worked as a 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. Trish 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

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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 worldwide recruiting efforts. Prior to joining Sullivan & Cromwell LLP, Milana worked in the New York office of Dickstein Shapiro LLP, and before that in the New York office of Milberg LLP. Milana is an active member and presenter at 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, has global responsibility for the firm's professional development and all facets of attorney education and training. Additionally, Ms. Holderman is the 2013-14 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. Will 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 US. 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. Will 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 Georgetown 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.

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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, taskforces and work groups. Ms. Hurry holds a BA in International Relations from Boston University.

Lesli Hutchingson has been working in the law firm industry in a variety of functions for the last 18 years. The majority of this time has been spent in Legal Recruiting and Human Resources for the Los Angeles offices of O'Melveny & Myers, Fulbright & Jaworski (now Norton Rose Fulbright), Bingham McCutchen, and now Proskauer Rose. During her years at Fulbright, Lesli has also participated in marketing efforts, office administration, professional development, and facilities. The variety of responsibilities, years of experience, and mixture of law firms gives Lesli a unique perspective on communication in law firms.

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 State 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.

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. Ann has authored 3 books, including *The Happy Law Practice: Expert Strategies to Build Business While Maintaining Peace of Mind*. For over 18 years, Ann has worked with leaders and executives in an array of industries to strategically reach beyond their normal limits and concepts and exceed their personal

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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, Ann focuses on assignments that demand paradigm shifts, requiring major breakthroughs in leadership behaviors and thinking where critical goals are at risk. Ann 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. Ann is certified as a Professional Coach through the International Coach Federation, and she earned her coaching certification through the Coaches Training Institute. Ann is an Adjunct Professor at Widener Law School. Her prestigious legal career includes 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, Ann 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. Beth regularly conducts comprehensive trainings for executives on recruiting strategies, interviewing techniques and skills, work group development, performance reviews, and career coaching. Beth 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. Beth 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.

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. Amy has served on NALP's Nominating Committee and is currently Chair of the CSO Employer Outreach Section.

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 US summer associate program, as well as lateral hiring of US associates, for Linklaters' global US practice, which currently has a presence in 12 of the firm's 29 offices. She also oversees the on-boarding process for first-year US associates across the Firm. She holds a B.A. from Vassar College, as well as masters degrees from Pace University and the American Conservatory Theater.

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Kate Kerr is the Head of Attorney Development for FLEX by Fenwick. At FLEX, Kate develops recruiting goals and manages the recruiting, hiring and onboarding process for FLEX attorneys. She also identifies, develops and implements professional development opportunities for the FLEX community. Previously, Kate worked in management consulting at Ernst & Young; was an associate at Orrick, Herrington & Sutcliffe; received a Fulbright Scholarship to study human rights issues in India; completed human rights and international development projects in Guatemala, Tanzania and Peru; and was a founding leader of the 1st shelter home for survivors of modern day human trafficking in the Bay Area. She graduated from Grinnell College and Georgetown University Law Center. She has been a regular moderator for career advancement topics; a facilitator; and a trainer for a local nonprofit and is actively involved in NALP. Kate is currently part of the Working Group for Emerging Legal Jobs (2014-Present); Recruiting Section, Vice Chair (authored and co-authored 2 bulletin articles) (2013-2014); Lawyer Professional Development Section, Member (2013-Present). ☒

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, Courtney 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, Courtney 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, Courtney performs in and writes for Tortfeasors, an annual sketch comedy show benefitting the Tarrant County Bar Foundation, which has raised over \$50,000 since beginning in 2011 for local pro bono legal projects. Courtney 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, Nilou 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, Nilou 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 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 1.5 years of operation, Pangea employs 3 lawyers and one legal advocate/operations manager, and has already received its first foundation grant. Nilou was a Fulbright Fellow in West Africa and has worked with several nonprofit organizations in the San Francisco Bay. 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.

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Maureen Kieffer is an Associate Director in the Office of Career Service at Loyola University Chicago School of Law where she focuses on public interest and judicial clerkship advising. Maureen 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, Maureen served as a Judicial Clerk with the United States District Court for the Northern District of Illinois. Maureen also worked as a Staff Attorney with the Children's Law Project at the Legal Assistance Foundation of Metropolitan Chicago.

Young B. Kim was born in South Korea. He received his law degree from Loyola University of 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 Division. 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, LLP in Washington, D.C. 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, Katie 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. Katie has been an active member of WALRAA since 2003 and has served on WALRAA's Board of Directors from 2010 – Present. She has held numerous Board of Directors positions and is currently serving as WALRAA's Immediate Past President. Katie received her B.S. with Honors in Politics from Catholic University of America in 2003.

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. Leah 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.

Lianne Krakauer is a Career and Leadership Coach with 20 years of experience in professional services, law, education and the public sector. Lianne 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. Lianne 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. Lianne has a Bachelor of Laws and a Master of Education (Counselling Psychology), both from the University of Toronto, and a Graduate Certificate in Executive

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Coaching from Royal Roads University. She has specialized training in Solutions Focused Coaching and is certified to administer the Myers-Briggs Type Indicator®. Lianne 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. Lianne currently runs a coaching and consulting business in Toronto with domestic and international clients.

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. Rachel served on the Executive Committee for the Family Law Section of the Los Angeles County Bar Association. Currently, she is serving 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, Rachel has served on the planning committee for the 2011 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; 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 is serving 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 University of Miami School of Law.

Jennifer Lau is the Associate Director of Career Services at the University of British Columbia Faculty of Law. Jennifer's involvement in NALP includes service as the former Canadian Section chair and the former Vice-Chair and current member of the Canadian Section's Summer and Articling Working Group. Jennifer obtained her Interdisciplinary B.A. in Chinese Migration and Race Relations from UBC in 2003 and pursued graduate coursework 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. Jennifer 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 counselling. Prior to law school, Jennifer 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 of the Federation of Asian

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Canadian Lawyers (BC). When not working in Career Services, Jenn 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. 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 all aspects of career development issues and job search matters, oversees the orientation process for new students, manages the Visiting Scholars Program and the incoming exchange students. From 2007-10, 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 the National Association for Law Placement (NALP). as an appointed memb on the 2009-10 NALP Commission on Recruiting in the Legal Profession and was also elected to the 2008-09 NALP Nominating Committee. She has spoken at previous NALP Annual Education Conferences and other professional programs. 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, W.Va., 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, D.C., 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.

Tim Leishman is a principal of Firm Leader Inc., a consulting firm that specializes in training and development in law firms. Tim designs advanced training programs for partners and associates in leadership, business development, and managerial skills, such as delegation, supervision, coaching, and project management. Tim 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, Tim 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 the her team to record breaking recruiting and productivity. In 2011, Haley was named her office's recruiter of the year. Haley 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

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chaired the Judicial Clerkship Section. She is currently in her second year as member of NALP's Board of Directors.

Jennifer Leonard joined Penn Law's Career Planning & Professionalism Office as the Director of the Center on Professionalism and Associate Director for Professional Development in 2013. Jennifer is a 2004 graduate of Penn Law School and a 2000 graduate of Penn State University, where she earned a Bachelor's Degree with high honors in Political Science and a minor in Spanish. Before returning to Penn Law, Jennifer served as the Chief of Staff for the City of Philadelphia Law Department, a full-service law office that provides civil legal representation to the Mayor's Office, Philadelphia City Council and dozens of other City departments and agencies. Before working for the City, Jennifer was an associate with Montgomery, McCracken, Walker & Rhoads in Philadelphia, where her practice focused on complex commercial litigation. After she graduated from Penn Law, Jennifer served as a law clerk to Justice Russell M. Nigro of the Pennsylvania Supreme Court.

Marcia Levy, Associate Dean of Career Services and Professor of Professional Development, has more than 25 years of experience working with students and new lawyers in both the public and private sectors, helping them to reach their career aspirations and to develop into thoughtful and skilled professionals. Levy's distinguished legal career includes experience as a professor, clinical director, program administrator and practicing attorney. From 2007 to 2011, Levy worked at Sullivan & Cromwell LLP as Special Counsel for Pro Bono and Professional Development, overseeing eight staff members. She directed the professional and associate development programs for the firm, which has over 750 lawyers. Levy was responsible for overseeing the firm's policies and practices in mentoring, associate review, upward reviews, assignments, training and continuing legal education. She presented numerous panels, workshops and conferences on oral advocacy, international training programs and developing competencies from law school to practice. As Special Counsel for Pro Bono, Levy developed and supervised litigation and transactional pro bono opportunities for the entire firm.

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 for the firm. During her career, she has managed the training opportunities for 8 summer programs and redesigned the summer program curriculum for the Chicago office. Amy 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 year Amy is Vice-Chair of the RFP process for the Recruiting Section.

Natalie Loeb is the founder and lead coach for Loeb Consulting Group, LLC, a certified woman owned business. She is a leadership coach and facilitator with over 20 years experience in employee relations, training program design and facilitation and executive coaching. Clients include top tier legal services firms and other large and mid-sized organizations that place a priority on employee and leadership development. Working together, Natalie's team and her clients identify and build training and development plans to enhance the communication, management and leadership skills of new and

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seasoned leaders. While employed for over ten years at the global law firm of Skadden, Arps, Slate, Meagher & Flom LLP, Natalie held various positions within the Human Resources Department. Combining her experience in employee relations and training and development, Natalie coached managers and provided in house training helping managers develop their competence and confidence for coaching and developing their staff members. The visible result being collaborative work teams exceeding performance expectations in challenging work environments. Today, Natalie and her team of facilitators, consultants and coaches consult with over 40 of the Am Law 100, individual clients and mid to large sized organizations. Using their talent management, training expertise and executive coaching services, Loeb consultants develop specific training programs and coaching processes to meet the various needs of their clients.

Michael Loterstein is a trial attorney with the Chicago Office of the U.S. Dept. of Justice, Antitrust Division. Michael 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, Michael has prosecuted domestic and international antitrust cartels and criminal fraud cases, and has served as the lead attorney on various large-scale criminal antitrust investigations.

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. Morgan 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 conference. Before Georgetown, Morgan provided legal services to 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.

Sadie Madole is a member of Garrison & Sisson's Associate Division and focuses her practice on law firm and in-house placements. Sadie joined Garrison & Sisson as an attorney search consultant in 2006, after gaining 10 years of experience practicing law in both the private and public sectors. Before her career in legal recruiting, Sadie served as Senior Counsel in the Office of the General Counsel of the Treasury Department. Sadie advised the Office of the Assistant Secretary for Management on procurement and appropriations, privacy, employment law and health and pension benefits. Prior to public service, Sadie spent five years as an associate in a litigation boutique in Northern Virginia where she specialized in ERISA and health law matters. Sadie also worked as an editor for NBC Network News where she covered national news. Sadie is a 1994 graduate of Catholic University, Columbus School of Law, where she served as Associate Editor of the Journal of Contemporary Health Law & Policy. She received her B.S. in Political Science, cum laude, in 1991 from Arizona State University.

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

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American Association of 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 1200 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 CareerS 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 non-profit 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 program in the country. Mr. Maligno has a nationwide 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 Mallow has twenty years of experience in the field of career and professional development for attorneys and has practiced law in both the public and private sectors. Her areas of experience include career planning, career transitions, time management, communication, achieving performance goals and building confidence. Before opening Mallow Consulting, Mallow was Manager of Professional Development at Proskauer Rose LLP in Los Angeles; Managing Director for the West Coast office of The Shannon Group, a consulting firm specializing in the professional and career development of legal professionals; Assistant Dean for Career Services at UCLA School of Law; and Assistant Director in the

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Office of Career Services at Georgetown University Law Center. Mallow frequently speaks at local and national organizations as well as law firms and law schools. Mallow practiced law as an associate at Kirkland & Ellis and was a staff attorney in the Enforcement Division of the U.S. Securities and Exchange Commission. Mallow has a Master Coach certification from the Behavioral Coaching Institute, is qualified to administer the Meyers-Briggs Type Indicator, and has completed coaching coursework through the Coaches Training Institute and the American Society for Training and Development.

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 Amlaw 100 firm, where she was responsible for attorney recruiting and development. Dana has been an active member of NALP and the Los Angeles Legal Recruitment Administrators Association (LAALRA) since 1998. Her contributions to NALP include service as the Vice-Chair of the Annual Education Conference in Seattle in 2014, a West/Rocky Mountain representative to the Nominating Committee in 2011-2012, and a West/Rocky Mountain Regional Coordinator for the 2011 Annual Education Conference. Her active involvement in LAALRA includes service as a previous elected member of the Board of Directors and service on the LAALRA Diversity Committee. Dana 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, Lauren worked at an international firm located in Charlotte, NC, and a firm in Chicago, IL. During her career, she has planned and implemented eleven successful summer associate programs in the roles of assistant, coordinator and manager. She is a current member of WALRAA where she serves on the Board of Directors and serves as Treasurer. Lauren is also the 2014 – 2014 Chair of the Recruiting Section for NALP, has attended many NALP conferences and was a speaker during the 2013 Annual Conference in Tampa. Lauren received her BA from the University of North Carolina at Chapel Hill.

Victor Massaglia has extensive experience in leadership, career and organizational development in both the public and private sectors. Currently, he is a career counselor and adjunct associate professor for the University of Minnesota Law School, where he provides career path, job search strategy, and life-work balance counseling for law students, alumni, and foreign-trained attorneys. He has facilitated multiple strategic planning initiatives as well as teaches and coaches leadership development for emerging international professionals.

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, 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 postgraduate 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

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and Policy, 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, 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, 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 8 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. Irena is responsible for law student, associate and other attorney recruitment for all of Hogan Lovells US 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. Irena 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. Irena has served on a variety of NALP Committees and Working Groups in elected, appointed and volunteer roles. This year she will serve as a member of the planning Committee for the 2015 Recruiting Summit and on the Past Presidents Council. From 2006-2012, Irena 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. Irena 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 firmwide 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 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 firmwide 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" by the Human Rights Campaign and was included in the inaugural list of the best law firms for women in Working Mother magazine. Kristine 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

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

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 non-profit organizations that are interested in recruiting diverse law students. In addition to her work at GW, Kristen is the 2014 Co-Chair of the Washington Area Legal Recruitment Administrators Association's Diversity Committee and is also an active member of the National Association for Legal Placement's Diversity Committee. Kristen 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.

Sharon Meit Abrahams is the National Director, Professional Development for the international law firm, Foley & Lardner LLP. Dr. Abrahams has twenty plus years of experience in the training and education field specializing in client relations, marketing, communication and management/leadership development training. She has conducted seminars for the American Bar Association, local bar associations, Harvard, Yale, Cornell, Northwestern, University of Virginia, University of Chicago and Duke Law Schools. She often speaks at national and regional conferences for the Association of Legal Administrators as well as for various non-profit organizations. Dr. Abrahams is a prolific writer, publishing articles and books related to professional development within the legal profession. Her most recent book "100 Plus Pointers on Business Development" along with her other books, "100 Plus Pointers for the New Partner" and "100 Plus Pointers for New Lawyers on Adjusting to Your Job" are 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 served as an adjunct professor in the doctoral program "Organizational Leadership" at Nova Southeastern University

Lisa Montanaro is a Productivity Consultant, Success Coach, Business Strategist, Speaker and Author. She is the founder & CEO of Lisa Montanaro Global Enterprises, LLC, based out of Northern California but servicing clients globally on site and virtually. Lisa 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 that work with them in professional development roles,

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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, Lisa 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 & 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. Katy 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. Katy received her B.A. from Loyola University New Orleans and her J.D. from Georgetown University Law Center. Immediately following law school, Katy clerked for a Federal district court judge and practiced in the D.C. office of a New York law firm. After practicing law, Katy traveled to Baoding, China where she taught legal courses at Hebei University. Upon her return to D.C., Katy joined the Office of Career Services (OCS) as the evening student counselor and clerkship advisor. After spending over two years with OCS, Katy joined Major, Lindsey & Africa, the world's largest legal search firm, as a Managing Director. In that capacity, Katy specialized in law firm associate and selected in-house placements. Katy 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.

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 transition-to-practice training and coaching for law students and attorneys, Niki has developed several trainings programs, including

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seminars and workshops to help diverse and first-generation students and associates to succeed as attorneys. Niki oversees the development and implementation of various 3L+ diversity initiatives, including the Diversity Scholarship Sponsorship Program and social media projects to raise awareness on 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, Niki 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+, Niki 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. Niki 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. Niki 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, Dana 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, Dana has held several leadership positions in NALP, serving on the 2009-2011 Board of Directors, Strategic Planning Taskforce and Nominating Committee; serving as Chair of the Diversity Section, as Mid-Atlantic Regional Coordinator and as NALP's Liaison 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.

Robin Nackman recently joined NYLS's Office of Career Planning after spending 4 years as Director of Employer Relations at 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, in-house counsel to a Wall St. broker/dealer and a solo practitioner. Her current "niche" is acting as liaison to the legal community on behalf of her students and alumni, managing NYLS's Fall and Spring OCI, 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.

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

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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-BIO NEEDED

Swati Parikh recently transitioned to a new role as the Director of Public Service Careers at New York Law School. In her previous role, she was the Associate Director for Recent Graduate Advising at NYLS. As the recent graduate advisor, Swati developed an expertise in counseling alumni on careers in compliance, a very popular career path for NYLS grads. She worked closely with the NYLS Compliance Working Group, an alumni/student group, to plan numerous events on careers in compliance, including two panels on hot alternative legal careers. Swati worked with fellow panelist Christian Focacci to develop and execute a very successful Anti-Money Laundering Job Fair at NYLS that had over 20 employers and recruiters participating, and over 200 attendees. Swati has a background in law school and pro bono administration, as well as practice experience in poverty law. Previously, she was the Assistant Director of the Center for Public Service Law at Cardozo Law School and the Pro Bono Coordinator for the law firm Chadbourne & Parke. She began her career as a tenant's rights attorney at the affordable housing non-profit, Housing Conservation Coordinators. Swati has served as the President and on the Board of Directors of the South Asian Bar Association of New York. She is a graduate of the American University Washington College of Law.

Matthew L. Pascoello 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. Matthew 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, appeared on radio and television, and has been quoted in several books, newspapers, and online publications. Prior to his work at American, Matthew practiced corporate and international trade law in New York and served as in house counsel to the US offices of a Parisian-based multinational assistance services company. Mr. Pascoello earned his BA from Boston University, 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 14-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 4 years of experience in law career services. Prior to joining Northwestern, Puja worked as an Assistant Attorney General at the Illinois Attorney General's Office and as an Associate at a labor & employment boutique firm. Puja 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 of 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

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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 their Technology Committee. 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.

Catherine Pattanayak BIO NEEDED

Tammy Patterson is the CEO and President of the NALP Foundation for Law Career Research and Education, a 501(c)3 non-profit 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 interest 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.

Nick Peacock-BIO NEEDED

Molly Peckman has over 25 years of experience in law firms including 12 in professional development and 10 as a practicing attorney. She is the global director of legal talent at Dechert LLP and previously served as the firm's Director of Professional Development. At Dechert, Molly is responsible for building and oversight of an integrated Legal Talent Department, including attorney training and development, mentoring, orientation and integration; the associate evaluation and compensation processes; the partner upward review program; the Exceptional Teachers' Awards and the income partner development program. Molly is a frequent writer and lecturer on lawyer talent management and law firm life. Prior to joining Dechert, Molly led another firm's professional development program for five years and, before that, she was a trial lawyer at several Philadelphia law firms, practicing in the areas of commercial, personal injury and employment litigation. Prior to her legal career, Molly worked in the field of public relations. She is a graduate of Temple University School of Communications and Theater, B.A., 1986, Cum laude, and Temple University Beasley School of Law, J.D., 1992. Molly maintains a pro bono practice and is also involved in a number of organizations dedicated to community service. She is a former board member of both the Homeless Advocacy Project and the Support Center for Child Advocates, which recognized her with its Distinguished Child Advocate Award.

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, Jennifer 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.

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Melanie Priddy is the Learning & Development Manager for Bingham McCutchen LLP in Washington, DC. In this role she is responsible for developing and maintaining a curriculum of development programs for associates, counsel and partners; creating and managing training for established programs and academies; 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 Group and was a speaker at the 2014 NALP Annual Conference in Seattle. She has also served as Chair of the Diversity Section ; a member of the 2013 Diversity Summit planning committee; as Chair of the Recruiting Section; a member of the Leadership Development Task Force; and was a speaker at the 2012 NALP Annual 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.

Jennifer Queen is responsible for the firm wide management and oversight of law school and lateral recruitment programs, as well as managing all aspects of the firm's lawyer development, training and education programs at BakerBotts. Previously at McKenna Long & Aldridge, she was responsible for leading the firm's attorney recruiting and hiring efforts, as well as overseeing the professional development program. Working closely with senior firm management she developed long-term lateral recruitment and retention strategies that supported the growth and expansion plans of practice groups. Ms. Queen also created the Professional Development department that was responsible for the associate evaluation process, the mentor program and the wide-range of training the firm provided to attorneys, lobbyists and other professionals. She also organized the firm's Hiring & Professional Development Task Force that focused on strengthening the firm's retention and development efforts.

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. Ann 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, Ann was the Director of Legal Personnel at Faegre & Benson LLP where she created the firm's Attorney Development Program. Ann has additional law firm and law school career services work experiences. Ann enjoys collaborating within the firm, teaching and spending time with her team of Talent Services professionals. She is a frequent presenter at local law schools, NALP programming, Minnesota Women Lawyers and other organizations. Ann is a graduate of Chicago-Kent College of Law and admitted to practice in Illinois.

Sara Rakita is the Associate Director of the Public Interest Law Center at NYU School of Law, where she specializes in international public interest law and administers a summer funding program for over 400 students. Sara has lectured and published on a variety of international public interest topics, including how to land a job with the UN. Sara has also worked extensively on human rights and the rule of law, primarily in Africa. Before joining PILC in 2006, she served as a long-term consultant to the Ford

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Foundation, where she was responsible for piloting and setting up TrustAfrica, a new African grant-making foundation that is now based in Senegal. Sara spent five years as an Africa Researcher at Human Rights Watch, including two years as the organization's representative in Rwanda. Sara has also consulted for Amnesty International, Global Rights, USAID, and the Austrian development agency. She has published numerous articles, reports, and chapters on issues related to human rights and Africa. Sara holds a J.D. from NYU, an M.I.A. from Columbia University, and a B.A. in international studies from The American University. She is fluent in French and has a working knowledge of Spanish and Russian.

Jayne Reardon as Executive Director of the Illinois Commission on Professionalism, Jayne Reardon 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 75 sponsoring organizations and over 2,500 attorney participants. Jayne is responsible for developing and promoting professional responsibility educational programs that result in changed attorney behavior, which is the overall mission of the Commission. Jayne 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*. Jayne 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, Jayne 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. Marsha's expertise is in taking complex issues and helping her clients tell the stories behind them. For the last 15 years, Marsha 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, Marsha 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. Marsha's experience spans practicing law, broadcast news reporting and graduate level teaching. • She practiced law at Gibson, Dunn & Crutcher and Mazzarella Dunwoody, a women-owned litigation boutique. • She was an award-winning consumer and investigative reporter on television. Her on-air news career spanned nearly ten years in television in major markets. • She was a faculty member of the Smith School of Business at the University of Maryland, where she taught Business Communications to MBA students full-time for two years.

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 publishers' 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 Arin 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 (www.nextions.com), where she consults and leads research studies on all aspects of leadership and inclusion. Prior to her position at Nextions, she practiced law for several years and served as an Adjunct Faculty at Northwestern University.

Larry Richard is recognized as the leading expert on the psychology of lawyer behavior. He has advised the majority of the AmLaw 200 law firms on leadership, change management, and related issues such as teams, building lawyer resilience, talent selection, assessment, 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 was the Chair of 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.

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 non-profit, 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. Denise 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 & inclusion professional, including as the former Director of Diversity & Inclusion for O'Melveny & Myers and former Diversity Officer for the International Monetary Fund. Denise'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. Denise 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

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to expand on her experience with bringing contemplative practice into the workplace to help professionals develop positive responses to stress and raise self-awareness. Denise 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. Denise 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 a Career Counselor at the University of Minnesota Law School. Her role includes individual student career and professional development counseling, program instruction and facilitation, employer relations, and external communications. Sarah also owns her own career development consulting practice, Career Empower, LLC, where she individually consults 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. Sarah then was employed by national legal staffing agencies as a senior recruiter before joining the University of Minnesota Law School. For many years Sarah 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. Sarah is also an active leader in Minnesota and serves on the Board of Directors of the Hennepin County Bar Association and Minnesota Women Lawyers.

Kate Rooney Thomson is the Legal Recruiting Manager at the Washington, DC office of Bingham McCutchen LLP where she is responsible for the entry level and lateral recruiting efforts. Kate has been with Bingham McCutchen for 10 years. She began her career in 2004 as the Legal Recruiting/Marketing Assistant at Swidler Berlin LLP which combined with Bingham McCutchen in 2006. Kate also has experience in professional development and worked with the Bingham's Attorney Development Department for five years before focusing exclusively on recruiting. Kate is the Vice-President of the Washington Area Legal Recruitment Administrators Association (WALRAA) and sits on the Board of Directors. She received her B.A. in Media Studies from The Catholic University of America in 2003.

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 Judge Benson Everett Legg in the U.S. District Court for the District of Maryland. She then returned to Chicago to join LAF, where she has remained ever since. Her current work focuses on cases that help people living in poverty to keep decent, safe and affordable housing.

Melanie Rowen is an Associate Director for Public Interest Programs in the Career Development Office at Berkeley Law, where she counsels students pursuing public interest careers and develops and presents programming related to public interest and social justice work. Prior to joining the Berkeley Law CDO, Melanie practiced LGBT civil rights impact litigation and public policy advocacy as a staff attorney at the National Center for Lesbian Rights (NCLR). She is currently a member of the Board of Directors of the Transgender Law Center. Earlier in her career, Melanie was a litigation associate in the

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San Francisco office of Latham & Watkins LLP, and she received her B.A. and J.D. from the University of Chicago.

John Schultz was named Executive Vice President and General Counsel for Hewlett-Packard Company in April 2012. Prior to his role as General Counsel, John 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, John 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. John holds a J.D. degree from the University of Pennsylvania Law School and his undergraduate degree from Albright College.

Samorn Selim is the Director of Employer Outreach and Associate Director for Private Sector Counseling and Programs for Berkeley Law, where she leads outreach efforts to small and mid-size firms, presents career-oriented programs, provides one-on-one counseling to students, and supports diversity and inclusion initiatives. During her one-on-one counseling sessions, Samorn helps students by guiding them through self-assessments, conducting mock interviews and providing feedback, and strategizing with students to develop effective "elevator pitches." Prior to joining Berkeley Law, she worked as a litigation associate for Manatt, Phelps & Phillips in San Francisco, where she was active in the firm's recruiting efforts and also provided pro bono legal services, helping refugees, children, and elderly dependents. Samorn received her B.A. in Legal Studies and Social Welfare with high honors and J.D. from the University of California, Berkeley. While in law school, Samorn externed for the Honorable Edward M. Chen of the Northern District of California, interned for the Federal Trade Commission, D.C., and advocated for clients in the California Asylum Representation Clinic.

Tiffany Sepulveda is an Assistant Director and the point person for recently admitted transfer students at The George Washington University Law School (GW Law). Prior to joining GW Law's Office of Professional Development and Career Strategy, Tiffany was the Director of Career Services at Cornell Law School. At Cornell Law School, Tiffany counseled current students and alumni in the development of unique job search strategies, initiated soft skills programming, and conducted employer outreach. Tiffany previously practiced at a large law firm in New York City, where her practice focused on Executive Compensation and Employee Benefits. She also served as a legal associate at a large corporation in New York City, where she assisted in-house counsel with various legal matters. Tiffany received her JD from Cornell Law School and her BS in Policy Analysis and Management from Cornell University.

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 twenty-five years. Prior to re-joining OCS, Marcia 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, Marcia served for nearly a decade as a career counselor in

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the Office of Career Services at the Law Center. Marcia 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, M.Ed. from the University of Cincinnati, and is a certified master coach. Marcia serves as a faculty member for the Newer Professionals Forum, as well as currently serving as the Chair of NALP's Law School Innovations Working 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. Wendy 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. Wendy's role encompasses a wide range of services which 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. Wendy also oversees the Employer Relations function and the OCI process. Wendy 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.

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 non-profit development in San Francisco.

Diane Silverman is currently the Recruiting Team Leader at Bain & Company. Previously, she spent four years as the Assistant Director of Recruiting at Columbia Law School, almost two years at Allen & Overy as the Legal Recruitment Coordinator, and nine months at Pepper Hamilton. (Diane is currently on her honeymoon and we were unable to get her formal bio in time)

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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, Laura's team received the NALP Award of Distinction for Technology for creating and developing OSCAR. Laura 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, the guaranteed summer funding program and serves as a public interest and government career advisor. Prior to joining Social Justice Initiatives, Kiran was Assistant General Counsel at Success Academy Charter Schools, a non-profit organization that runs charter schools in New York City. For five years, Kiran served as an Assistant District Attorney at the Manhattan District Attorney'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. Kiran 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, Neil spent two years working with grassroots development organizations in Burma (Myanmar).

Gerald M. Slater is Assistant Dean for Professional & Career Development at Suffolk University Law School in Boston, MA. In this capacity, Jerry oversees all professional and career development services for approximately 1300 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. Jerry 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, Jerry 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, Jerry 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.

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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, D.C. offices. Before assuming his current position, Don spent five years as a corporate attorney in the New York office of Fried Frank and the Washington, D.C. 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, Don is currently a board member of Advocates for Justice and Education, a Washington, DC based nonprofit specializing in legal advocacy on behalf of special needs youth. Don received a B.A. from the University of California, Berkeley and J.D. from Howard University School of Law. Don is an active member of the Professional Development Consortium (PDC) and the National Association of Law Placement (NALP).

S. Christian Smith has been the Associate Dean for Professional Development at Elon University School of Law since 2009. Prior to that he served as the Director of Employer Relations for Elon University for three years and has previous experience in human resources and recruiting. Currently Chris serves as a Regional Representative for the Southeast and as President of the Triangle Association of Legal Recruitment Administrators. He previously served as Chair of the CSO Employer Outreach Section and co-edited the first edition of NALP's Employer Outreach Best Practice's Guide.

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. Stuart 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, Stuart worked in the Legal Counsel and the Appeals divisions. Stuart has also taught American law at a French law school in Paris and was the recipient of the National Association of Law Placement's 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. Warren's recruiting practice focuses on providing strategic advice relating to the successful recruitment of partners, general counsel and senior associates locally, nationally, and internationally. Warren 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, Warren 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, Warren 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.

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Deborah Snow Walsh 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. Deborah served as Vice President-Head of Strategic Talent at Zurich Financial. Before serving at Zurich Financial, Deborah 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.

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 worldwide. Clara 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, Danielle worked as an executive recruiter at the Peak Organization in New York City where she developed and maintained hundreds of relationships with executive client and candidates. Danielle 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. Danielle received her JD in 2004 from George Washington University and her BA in Government in 2000 from Cornell University.

Susan Staab is the Associate Director of Career Services at The University of Chicago Law School. She is an active member of the Judicial Clerkship Section and currently serves as the Vice Chair of the OSCAR Work Group. Prior to joining the Law School in 2005, she served as Director of Administration at Robert Morris College (Illinois). Susan received a BS in Public Affairs/Public Policy from Indiana University and a MBA with a concentration in Human Resources from the Keller Graduate School of Management.

Caren Ulrich Stacy has over 20 years of experience in lawyer recruitment, development, and diversity with law firms across the country, including Arnold & Porter, Cooley, Weil Gotshal & Manges, McGuireWoods, and Jenkens & Gilchrist. In addition to working in-house at top law firms, she has consulted with more than 60 AmLaw 200 firms and legal departments on lawyer hiring, integration, training, engagement, satisfaction, diversity, retention, performance reviews, and advancement. After

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working in law school career services and at major law firms for two decades, Caren founded a successful consulting firm, Lawyer Development Strategies, in 2009. She then partnered with other industry experts in late 2010 to form Lawyer Metrics. As a co-founder and investor, Caren worked with specialists in legal labor markets, quantitative analysis, and organizational psychology to design and implement a data-driven, Moneyball approach to lawyer hiring and development. In her role as President, Caren led the strategic vision of the company and developed and serviced more than 20 clients. She also facilitated ground-breaking research to better understand the traits and behaviors of successful lawyers, including rainmakers. Caren stepped down as President of Lawyer Metrics in late 2013 to create and manage the OnRamp Fellowship. As a noted expert in the field of lawyer selection and development, Caren was awarded the National Association of Legal Professionals (NALP) Mark of Distinction in 2009 and elected as a Fellow of the College of Law Practice Management in 2010 – an honor awarded to fewer than 200 individuals in the country.

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. Molly 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. Molly has written an article for the NALP Bulletin and presented at last year's NALP conference. She is the co-chair of the NALP State Judicial Clerkship section, and 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.

Sarah Stein as Lawyer Development Specialist, concentrates on firm-wide attorney orientation, integration, training and development at Crowell & Moring LLP. Prior to coming to Crowell & Moring in 2010, Sarah was the Legal Personnel and CLE Coordinator for 3 years in the DC office of Cleary Gottlieb Steen & Hamilton LLP. Sarah has been a member of WALRAA since 2007 and a member of NALP since joining Crowell & Moring in 2010. Sarah received her B.A. in Spanish and Communication Studies from Susquehanna University in 2006. She also served as President of Kappa Delta Sorority while at Susquehanna. In 2010, Sarah completed my M.S. in Organizational Development and Knowledge Management at George Mason University's School of Public Policy. Recently, Sarah was certified to administer the Myer's Briggs Type Indicator (MBTI) and has led group and one-on-one coaching sessions using this very robust tool. Currently, Sarah's main focus is on the firm's training programs; including our year-long leadership development curriculum with 360 degree feedback, a week-long trial advocacy class with a mock trial, and the firm-wide training for all associates, counsel and summer associates. As a millennial herself, Sarah is very interested in our diverse workforce and the challenges we have in collaborating.

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, April advised J.D. students on all

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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 1200 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, April 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, April worked for the International Trade Administration at the Department of Commerce. April 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, D.C. (currently inactive). April 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 statewide advocacy coordinator at both the Northwest Justice Project and Columbia Legal Services where she coordinated civil legal aid advocacy in the areas of family law, youth and education, housing, elder law, 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. 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. 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, legal drafting and legal profession. 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.

Julieta Stubrin is the Director of Attorney Recruiting and Diversity at Fenwick & West where she is responsible for identifying top attorney hires, on-boarding, training, fostering professional development and creating successful retention programs. From attracting lateral partners to all ranges of associate candidates, Julieta has nearly 15 years of experience leading the search process through its full life-cycle

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and supporting the integration of new attorneys. She is adept at helping senior management address both short and long-term needs through the creation and implementation of hiring and diversity plans in alignment with firmwide strategies and goals. Julieta is also responsible for Fenwick's attorney diversity and inclusion program which includes managing the firm's Diversity Leadership Initiative, hosting a bi-annual diversity retreat, creating a diversity newsletter, planning diversity training and partnering with firm leaders to develop business processes and measurements to meet diversity goals. Prior to joining Fenwick, Julieta worked in recruiting at Sedgwick where she focused on creating a summer associate program and developing interview procedures, all of which built on her earlier recruiting work at Gunderson Dettmer. She is an active member of the Bay Area Legal Recruitment Association (BALRA) where she is the immediate past president. In addition, Julieta is the regional representative of the National Association for Law Placement (NALP). She earned a B.A. from Santa Clara University and a Master of Human Resources & Organizations Development degree from the University of San Francisco.

Kelly Tauges is the CBF's Director of Pro Bono & Court Advocacy. Kelly 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. Kelly 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, Kelly was an associate at Vedder Price P.C. for six years, where she represented clients in complex civil litigation. Kelly 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. Kelly 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. Kelly 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

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, Dean 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

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cases, as students assist with the legal work. Dean Timmer presented at the 2010 and 2014 national conferences on legal mentoring and was a panel presenter on mentoring at the NALP 2012 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. Lynne has 30+ years of experience in attorney recruitment which has included every level of attorney hiring from summer associate programs through partner acquisitions in California, Arizona and Texas. She is a frequent speaker at law schools on the topic of professional presentation and workplace transition skills, and writes on these and other topics for several publications. Lynne 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 was a member of the NALP Timing Guidelines Task Force in 2003-4. She chaired the Recruitment Practices Committee for two years (2004-2006), and was a member of the Part V Timing Guidelines Task Force in addition to begin the first chair for 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 the 2009 Award of Distinction for Writing.

Karen Trojanowski has worked with the Career Development Office at the University of Colorado Law School for over eight years. As the Director for Alternative Careers and Graduate Advisor, she specializes in educating students about the growing number of careers in the public and private sector where a law degree is highly valued, but where the work is outside of the traditional practice of law. A few examples include work in: advocacy, alternative dispute resolution, banking and finance, consulting, compliance/risk management, contract drafting/facilitation, court administration, energy, entrepreneurship, healthcare, human resources, higher education teaching and administration, law enforcement, non-profit administration, policy/politics, real estate, and technology. Karen is also certified in the Strong Interest Inventory and uses this as a means to help students determine their career direction. Karen also directly works with the individual members of each graduating class before graduation, after graduation and throughout the following year to assist them with their job searches. This includes sending them a bi-weekly newsletter highlighting job opportunities and job search tips, doing one-on-one career advising, reviewing application materials, and facilitating graduate networking opportunities. Originally from Princeton, New Jersey, Karen is a graduate of the University of Michigan (2000) and University of Colorado Law School (2004). She is an avid Bruce Springsteen fan; served as a volunteer attorney for Boulder County Legal Services for over five years; enjoys creative writing; and loves working with students.

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 Theis. Yadi then

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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.

Kristen Uhl Hulse is Associate Director, Private Sector Counseling and Programs, at the University of California, Berkeley, School of Law, where she advises students and conducts research and outreach for the law firm, in-house, and alternative career markets. Prior to her current role, she advised international and domestic LL.M. students and alumni at Berkeley Law and at Georgetown University Law Center. She was a financial services associate with Dechert LLP's offices in Washington, DC and London, England, where she was active in the firm's recruitment, retention, and pro bono efforts.

Andrea Verwey Career and PD Consultant/Coach for Lawyers and their Employers Green Valentine Andrea has been evangelizing about the importance of great learning opportunities for lawyers for almost two decades. She practised labour and employment law in Canada and Australia for a decade before moving into legal management. Andrea 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. Andrea lives on Bowen Island, an emerald gem just a hop and skip from Vancouver, BC.

Charlotte Wager BIO NEEDED

Michele Ward is the Sr. Manager of Attorney Resources and Recruitment for Winston & Strawn Los Angeles. Prior to joining Winston & Strawn, Michele was the Southern California Recruiting Manager for Jones Day and Global Managing Coordinator of Attorney Recruiting for Paul Hastings. For many years, Michele 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 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. Michele 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. Mark is an active member of NALP, the Association for Legal Career Professionals and has held numerous leadership positions within the organization including serving on the Board of Directors, the Long Range Strategic Planning Committee, and Chairing the Nominating Committee. Mark received his B.S. in Accountancy from the University of Illinois and his J.D. from the University of Illinois College of Law.

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Benjamin Weinberg as pro bono partner, he works with the firm's Pro Bono Committee and firm leadership to manage the firm's substantial pro bono program. In particular, Ben helps develop new pro bono initiatives with leading pro bono providers throughout the United States. Ben 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. Ben also helps develop and support pro bono and community service partnerships with firm clients. Ben 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, Ben was an equity partner at Jenner and Block in Chicago. Prior to joining Jenner and Block, Ben 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. Ben 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, Trisha oversees all facets of legal hiring including summer associate, entry level, lateral partner and lateral associate recruiting. Before joining Shearman 10 years ago, Trisha worked at Banc of America Securities recruiting for their Investment Banking analyst program. Trisha earned a B.A. from Boston College and is a member of NALP and NYCRA.

Vivian Wexler joined Bingham McCutchen in October 2012 as the Senior Manager of Learning & Development- Corporate where she oversees talent management, training and provides in-house career counseling for corporate area attorneys across both domestic and international offices. Prior to joining Bingham, Vivian 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. Vivian 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 Meyers-Briggs Type Indicator, as well as the Predictive Index. In her spare time, Vivian 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 nontraditional career paths. He also works closely with the school's Alumni Center on alumni programming and networking. Prior to Boalt Hall, Mr. White acquired substantial experience as a corporate attorney at the law firm Jackson Tufts Cole & Black, LLP and as Senior Counsel at Wells Fargo Bank. 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

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coaching. He is a graduate of Morehouse College (BA in English), the University of Kent at Canterbury, England (BA in African & 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 practised commercial litigation on Bay Street for five years. Ms. Willson holds a BA in Psychology and LLB from Queen's University. In 2002, Ms. Willson completed the Advanced Program in Human Resources Management at 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. 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 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, Jennifer 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, Jennifer worked with leaders of the state's efforts to increase the number of underrepresented attorneys within the profession. Jennifer currently serves as the Director of the OnRamp Fellowship, which aims to facilitate the re-entry of women attorneys who have chosen to step

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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. Jennifer 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 AmLaw 100. Eva has conducted over 600 training programs on topics that include Interviewer Training, Business Development Skills, Time Management and she has also placed over 600 recruiting and PD professionals. In 2010, Eva developed a core competency model for law firm recruitment professionals. She has presented at NALP conferences since 1996.

Ashley Withers has been the Associate Director of Employer Relations at Texas Tech University School of Law since 2012. Ashley actively develops relationships with employers by traveling Texas and beyond to meet with employers about their hiring needs. Ashley advises law firms on how to best market their organization to candidates and options for how to structure positions they seek to fill.

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 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.

Dawn K. Young is Director of Institutional Projects at IIT Chicago-Kent College of Law in Chicago, Illinois. In her role, Dawn provides counsel to the Dean on matters pertaining to policy development, programmatic changes, and proposed new programs. She also assists with short- and long-term strategic planning for the law school, and provides guidance to law school faculty with proposal and presentation development for federal and non-federal grant projects. Dawn was instrumental in planning, developing, and implementing IIT Chicago-Kent's Solo & Small Practice Incubator (SSPI) – the first law school in Illinois to launch a post-graduate incubator model. She currently leads all aspects of SSPI, including creating innovative programming, moderating panel discussions, and advising and counseling participants on career and professional development. Prior to joining IIT Chicago-Kent, Dawn opened a law practice in Wilmette, Illinois where she advised clients in real estate, business, and domestic relations matters. Dawn K. Young holds a B.A. in English from Boston University, J.D. from Syracuse University College of Law, and LL.M. from Boston University School of Law.

Natasha Zech is the Director of Attorney and 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

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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 5 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. Sarra 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. Sarra has chaired the board of the Sacramento County Bar Association for 2 years, facilitating student attendance and mentor relationships between local law students and county bar members. Sarra was the 2012 Chair of the Bay Area Legal Recruiters Association (BALRA) professional development "mini-conference." Formerly a NALP member, Sarra has authored or co-authored 3 articles for the NALP Bulletin. Prior to working for McGeorge, Sarra 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, UK and Beijing. Gowlings has been recognized as one of the Best Employers in Canada for 2013 by Aon Hewitt. Natalie 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. Natalie has presented frequently in various law school forums on recruitment preparation and interviewing techniques. Natalie was a summer student and completed her articles with Smith Lyons. Following the completion of her articles and Smith Lyons' merger with Gowlings, Natalie joined the Gowlings' Toronto Employment and Labour practice group as an associate in 2002. In her role as an associate, Natalie 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, Natalie 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, Natalie was the Acting Director of Student Programs. Natalie assumed the role of Director of Student Programs in a full time capacity in June 2011. Natalie holds a Bachelor of Social Work from McGill University and a LLB from Osgoode Hall Law School. She is also the proud mother of three daughters (twins plus one).