

CAREN ULRICH STACY
VOLUNTEER ACTIVITIES, PUBLICATIONS & SPEAKING ENGAGEMENTS
(UPDATED 1-19-16)

LEADERSHIP & VOLUNTEER ACTIVITIES

- DirectWomen, Board of Advisors (2015-present)
- Judicial Performance Commission, 20th Judicial District Commissioner (2014-present)
- Colorado Supreme Court Chief Justice's Commission on the Legal Profession, Member (2013-present)
- NALP Pro Bono/Professional Development Task Force, Chair (2012-2013)
- Law Firm Leaders Pre-Conference, Lateral Partner Hiring & Retention, West LegalEdcenter, Chair (2012)
- Virginia Bar Association, Executive Council (2010-2014)
- National Institute of Trial Advocacy (NITA) Law Firm Advisory Group, Chair (2009-2014)
- Professional Development Consortium, Board of Directors (2004-2006; 2006-2008), Summer Conference Chair (2007), Fall Planning Committee (2007), Resources Chair (2005-2006) & Membership Vice-Chair & Chair (2004-2005; 2007-2008)
- The American Lawyer - Recruitment, Professional Development & Diversity Officers Conference, Co-Chair (April 2006 & October 2007)
- Lawyer Development Institute, Lateral Attorney Integration, Conference Planning Committee (June 2007)
- Association of Law Firm Diversity Professionals, Program Committee Member (2007-2009)
- NALP Foundation, Professional Development Research Panel (2007-2010)
- Georgetown University Law Center, Legal Research & Writing Academy, Advisory Board (2005-2010)
- Washington, DC Professional Development Group, Member (2003-present) & Chair (2004-2007)
- NALP Long Range Strategic Planning Committee (2004-2005)
- Law Firm Associate Management Forum: Recruiting, Integrating & Retaining Associates, Chair (June 2004)
- NALP Attorney Development Committee, Member (2002-2009), Chair (2004-2005) & Vice Chair (2003-2004, 2005-2006)
- Virginia Bar Association, Law Practice Management Division, Professional Skills Committee (2002-2006)
- Association for Continuing Legal Education, Member (2002-2009)
- American Society for Training and Development, Member (2002-2009)
- NALP/ALI-ABA Professional Development Institute, Planning Committee (Fall 2002)
- Washington, DC Area Legal Recruitment Administrators' Association, Member (2001-2007)
- Bay Area Legal Recruitment Administrators, Member (2000-2001)
- Recruitment Administrators of Dallas, Member (1998-2000)
- NALP Research Committee, Member (1998-1999)
- Houston Association of Legal Recruitment Administrators, Past President (1997-1998)
- National Association for Legal Career Professionals (NALP), Member (1996-present)

PUBLICATIONS

BOOKS

- Contributing Author, *"Innovations in Talent Management"* (American Bar Association, Summer 2016)
- Foreword Author, *"The Articulate Attorney"* (Crown King Books, June 2013)
- Contributing Author, *"The Six-Minute Marathon: A Guide to Life as a Lawyer"* (NITA, June 2010)
- Contributing Author, *"Partners in Transition: The Five Phases of an Effective Partner Integration Program"* (NALP Foundation, January 2010)
- Contributing Author, *"Identifying Effective Evaluations Criteria"* (NALP Foundation, June 2006)
- Co-author, *"Loyalty By Design: A Practical Guide For Developing an Effective Associate Integration Program"* (NALP Foundation, July 2005)

- Contributing Author, *“Professional Development Best Practices: Avoiding Missteps and Mistakes – Conducting an Effective Needs Assessment”* (American Bar Association, October 2004)

ARTICLES

- Professional Development Quarterly, *“Closing the Gender Gap One Women at a Time”* (February 2016)
- Talent Think Tank Blog, *“Gender Diversity: A Little Less Talk and A Lot More Action”* (September 2014)
- NALP Bulletin, *“Keeping the Keepers: Focusing on Lateral Associate Hires”* (January 2014)
- Law Practice Management, ABA, *“Solving the Multimillion-Dollar C Player Problem”* (May 2013)
- NALP Bulletin, *“Behavioral Interviewing 2.0: Using Structured Panel Interviews to Identify High Performers and Eliminate Bias in Lawyer Interviewing”* (February 2012)
- Bloomberg Law, *“Everything You Think You Know About Lawyer Recruiting Is Wrong: The New Science of Evidence-Based Hiring Practices”* (November 2011)
- The American Lawyer and Law.com, *“Moneyball for Law Firms”* (October 2011)
- West LegalEdcenter Newsletter, *“Emerging Trends in Lawyer Development & Advancement”* (December 2009)
- DC Bar Young Lawyers Newsletter, *“Networking Tips for Young Lawyers”* (October 2009)
- NALP Bulletin, *“Moving From Lockstep to a Merit-Based Competency System”* (September 2009)
- NITA Newsletter, *“The Positive Impact of Associate Development on Retention”* (September 2007)
- Legal Marketers Association Newsletter, *“How Networking Can Benefit You and Your Lawyers”* (January 2006)
- NALP Bulletin, *“Incentivizing Partners to Partake in Professional Development Efforts”* (August 2004)
- Law Practice Management, American Bar Association, *“Career Development for Attorneys”* (April 2004)
- Assoc. of Legal Administrators, *“Designing the Ideal Development Program for Your Firm”* (April 2004)
- NALP Bulletin, *“Professional Development Resources: Finding What You Need When You Want It”* (April 2004)
- Assoc. of Legal Administrators, *“Orientation: The Key to Successful Attorney Integration”* (January 2003)
- Assoc. of Legal Administrators, *“A Resource Guide for Recruiters Who Do More than Recruit”* (August 2002)
- NALP Bulletin, *“Orientation: The Key to Successful Attorney Integration”* (July 2002)
- NALP Bulletin, *“Breaking New Ground: A Resource Guide for Recruiters Who Do More than Recruit”* (March 2002)

SPEAKING ENGAGEMENTS

- *Gender, Age, Culture: Changing the Face of the Workforce*, Law Without Walls (March 2016)
- *Innovative Initiatives Advancing Women in Legal & Beyond*, Thomson Reuters Leadership Summit (March 2016)
- *The Mindset, Skills, and Behaviors of High Performing Women*, Association for Corporate Counsel (February 2016)
- *Attracting the Best Talent*, Bloomberg BNA Diversity & Inclusion Forum (November 2015)
- *New Perspectives & Practices for Hiring, Developing & Retaining the Best & Most Diverse Talent*, NALP Foundation Legal Innovation Summit (October 2015)
- *The Science of Networking for Lawyers*, Boston College Law School (October 2015)
- *Innovations in Talent Management & Diversity*, Harvard Law School (October 2015)
- *Building the Pipeline of Women Lawyers*, Women’s Transformative Leadership Forum (September 2015)
- *The Science of Networking for Lawyers*, University of Colorado Law School (September 2015)
- *Best Practices In & Outside of the Legal Profession for Advancing Women*, Chambers (June 2015)
- *Changing Mindsets: Innovative & Effective Ways to Retain Women*, Canada Managing Partner Summit (May 2015)
- *Achieving & Maintaining Judicial Diversity*, Center for Legal Inclusiveness (May 2015)
- *Innovative Ways to Recruit & Retain Women*, Women’s Power Summit on Law & Leadership (April 2015)
- *Groundbreaking Research on the Behaviors & Skills of High-Performing Women*, NALP Conference (April 2015)
- *How Women & Men Can Work Together to Change the Outdated Pyramid Structure*, Ark Group (February 2015)
- *Returning to the Workforce After Taking a Leave*, Harvard Law School Alumni Program (February 2015)
- *Attorneys in Transition: Returnships*, Coalition of Women’s Initiatives in Law (January 2015)

- *Lessons Learned for the Inaugural OnRamp Fellowship: Integrating & Developing Women Lawyers Re-Entering the Workforce*, Professional Development Institute (December 2014)
- *How to Adapt to and Prepare Lawyers for a Changing World*, Bench & Bar Conference (October 2014)
- *The Science of Networking for Law Students*, University of Colorado Law School (September 2014)
- *The Role of Moneyball Studies in an Evidence-Based Profession*, DRI Diversity Conference (June 2014)
- *How to Give and Receive Feedback to Improve Lawyer Performance*, Center for Legal Inclusiveness (May 2014)
- *Ground Breaking Research: Skills and Behaviors of Successful Lawyers*, Colorado Women's Bar Assoc. (May 2014)
- *How to Maximize Lawyer Selection, Integration, and Mentoring Using Assessments*, NALP Conference (April 2014)
- *Critical Leadership Skills for an Ever-Changing Legal Environment*, Penn Law School (April 2014)
- *How to Succeed and Stand-Out as the Go-To Associate*, BARBRI Associate Edge Bootcamp (January 2014)
- *Repositioning Your Associate Evaluations for the New Normal*, Prof. Development Institute (December 2013)
- *The Science of Networking for Law Students*, University of Colorado Law School (September 2013)
- *Advanced Interviewing Techniques: Mastering the Behavioral Interview Process*, University of California, Berkeley School of Law (July 2013)
- *Using Moneyball Techniques to Improve Talent Acquisitions*, Center for Competitive Management (May 2013)
- *What It Takes to be a Rainmaker*, Center for Legal Inclusiveness (May 2013)
- *Managing Legal Talent for the Client's Benefit*, NALP Annual Conference (April 2013)
- *The Rainmaking X Factor: How to Get It and Teach It*, DRI Women's Conference (March 2013)
- *The Major Barriers to Success for Diverse Associates*, Hiring Partner Roundtable (March 2013)
- *Identifying the Top Traits of High Performers in the Selection Process*, Hiring Partner Roundtable (March 2013)
- *How to Engage and Retain Mid-Level Associates*, Hiring Partner Roundtable Regional Meetings (January 2013)
- *The Top Skills of Successful Rainmakers*, Client Focus Women's Rainmaker Conference (January 2013)
- *Assessing the Assessments*, Professional Development Institute (December 2012)
- *The Science Behind Rainmaking*, ABA Women's Leadership Conference (December 2012)
- *The Top Traits of High Performing Lawyers*, Center for Legal Inclusiveness (November 2012)
- *Moneyball Studies and Other Data-Driven Tools for Finding, Developing & Promoting Diverse A-Player Lawyers*, NALP Diversity Summit (June 2012)
- *Moneyball Studies and Other Data-Driven Tools for Finding, Developing & Promoting Diverse A-Player Lawyers*, Center for Legal Inclusiveness (May 2012)
- *Evidence-Based Methods for Talent Management*, Lex Mundi Leaders Conference (May 2012)
- *Recruiting & Marketing Departments Working Together on Lateral Integration*, NALP Annual Conf. (April 2012)
- *Traits of Law Firm Leaders*, University of Pennsylvania Law School (March 2012)
- *Perfect Symbiosis: Why Professional Development and Pro Bono Need Each Other*, NALP and ALI-ABA Professional Development Institute (December 2011)
- *Using Moneyball Principles to Improve Lawyer Recruitment & Selection*, West LegalEdcenter (November 2011)
- *Advanced Interview Methods: A Roadmap for Law Students*, University of Colorado Law School (August 2011)
- *Identifying, Selecting, and Development Diverse High Performing Lawyers*, Center for Legal Inclusiveness (June 2011)
- *Innovative Trends in Lateral Lawyer Selection & Integration*, West LegalEdcenter (June 2011)
- *Innovative Methods for Selecting & Development Lawyers in Law Firms*, Lex Mundi Presentation (May 2011)
- *Leveraging Your Lateral Partners: Integration Methods to Maximize ROI*, Annual NALP Conference (April 2011)
- *The Most Important Trends in Talent Management*, Annual NALP Conference (April 2011)
- *Data-Driven Methods for Selecting & Developing Talent in Law Firms*, Annual NALP Conference (April 2011)
- *Innovative Methods for Talent Management in Law Firms*, HR Roundtable (April 2011)
- *Evidence-Based Methods for Lawyer Recruitment & Development*, Chicago Recruitment Administrators (April 2011)
- *Traits of Law Firm Leaders*, University of Pennsylvania Law School (March 2011)

- *Networking Skills for Law Students*, Massachusetts Law School Consortium (March 2011)
- *The Critical Skills Legal Employers are Looking for in Students*, Univ. of Colorado Law School (February 2011)
- *Using Core Competencies to Integrate Your Law Firm Talent Management*, US Law Firms Group (January 2011)
- *Understanding and Achieving a Law Firm's Competencies*, University of San Diego Law School (November 2010)
- *Linking Competencies to Your Firm's Recruiting Efforts*, San Diego Legal Recruiters Assoc. (November 2010)
- *Linking Competencies to Your Firm's Recruiting Efforts*, Houston Area Legal Recruiters Assoc. (November 2010)
- *Mentoring the Next Generation of Lawyers to Grow Your Business*, Personal Injury Lawyers Conf. (October 2010)
- *The Art of Networking for Career Development*, UCLA Law School (September 2010)
- *Diversity and Inclusion Best Practices*, Colorado Campaign for Inclusive Excellence Member Firms (July 2010)
- *Career Planning, Counseling, and Outplacement in Law Firms*, West LegalEdcenter (July 2010)
- *The Emergence of Chief Talent Officers & Committees in Law Firms*, West LegalEdcenter Webinar (June 2010)
- *Connecting with Law Firm Alumni for Business and Career Development Purposes*, West LegalEdcenter (June 2010)
- *Emerging Trends in Talent Management*, Charlotte Law Firms (June 2010)
- *Building & Nurturing Mentoring Relationships*, Colorado Bar Association (June 2010)
- *Using Core Competencies to Link Your Law Firm's Hiring, Development, and Advancement Efforts*, Denver Association of Legal Recruiters (April 2010)
- *Evaluating & Measuring the Effectiveness of Professional Development Programs*, NALP Annual Conf. (April 2010)
- *The Art of Networking*, NALP Annual Conference (April 2010)
- *Recruiting and Professional Development to Benefit the Firm's Bottom Line*, Virginia Bar Association Annual Conference, Managing Partners Roundtable (January 2010)
- *Social Networking & Interviewing Skills*, University of Colorado Law School (January 2010)
- *Integrating Lateral Partners*, West LegalEdcenter Webinar (January 2010)
- *Getting Your Money's Worth: Evaluating & Measuring the Benefits of Professional Development Programs*, Professional Development Institute (December 2009)
- *The Art of Networking*, Professional Development Institute (December 2009)
- *Leadership Development for Younger Lawyers*, Minority Corporate Counsel Association (November 2009)
- *Effective Work Assignment Allocation Systems*, Professional Development Consortium (November 2009)
- *Loaning Lawyers Through Secondments*, West LegalEdcenter Webinar (November 2009)
- *Business Development Training: Transforming Associates into Rainmakers*, Center for Competitive Management (November 2009)
- *Networking to Build Career Connections*, Colorado Bar Association (November 2009)
- *Apprenticeships: The New Model for Training Associates*, West LegalEdcenter Webinar (September 2009)
- *Cost-Effective Business Development Training*, Professional Development Consortium (August 2009)
- *The Future of Lawyer Recruitment, Development & Advancement*, NALP/NALP Foundation (June 2009)
- *Leadership Training for New Partners*, Lawyer Development Institute (June 2009)
- *Networking Tips & Techniques for Lawyers*, Minority Attorney Networking Series (June 2009)
- *Mentor & Mentee Orientation: A Plan for Success*, Colorado Bar Association (June 2009)
- *Lateral Attorney Integration*, NALP Annual Conference (April 2009)
- *Mentoring Best Practices*, NALP Newer Professionals Forum (February 2009)
- *Creating a Culture of Learning*, NALP Newer Professionals Forum (February 2009)
- *Core Skills for Professional Development Administrators*, Professional Development Institute (December 2008)
- *The Role of Practice Groups in Associate Development*, Hildebrandt Virtual Webinar (November 2008)
- *New & Lateral Attorney Integration Best Practices*, NALP/ALI-ABA Webinar Series (January 2008)
- *Investing in Star Associates: Retention Best Practices*, Professional Development Institute (November 2007)
- *Professional Development 101 & 102*, NALP/ALI-ABA Webinar Series (October 2007)
- *Analyzing Attrition & Creating a Successful Retention Plan*, The American Lawyer Conference (October 2007)
- *The Power of Pro Bono as a Training & Development Tool*, Professional Development Consortium (July 2007)
- *Maximizing Your Attorney Integration Plan*, Lawyer Development Institute (June 2007)

- *The Four Fundamentals of Lateral Attorney Integration*, Lawyer Development Institute (June 2007)
- *Skills Training for IP Litigators – A View from the Bench*, IP Institute, Colorado Bar Association (May 2007)
- *The Elements of a Successful Mentoring Program*, DC Bar Assoc., Law Practice Management Section (April 2007)
- *Associate Retention Best Practices*, Institute of Management & Administration (March 2007)
- *The Intersection and Integration of Pro Bono and Professional Development*, Pro Bono Institute (March 2007)
- *Leading From the Middle*, Association for Continuing Legal Education Conference (January 2007)
- *Professional Development 101 & 102*, Professional Development Institute (December 2006)
- *Attorney Networking Tips & Techniques*, Arnold & Porter LLP Minority Attorney Summit (September 2006)
- *Career Development Planning & Goal Setting*, Department of Treasury, Comptroller of Currency Legal Group (September 2006)
- *What Law Firms Can Learn from Corporations & What Truly Translates*, Practicing Law Institute (July 2006)
- *Career Development Counseling*, Institute of Management & Administration (June 2006)
- *Professional Development Best Practices*, Department of Treasury, Comptroller Legal Group (June 2006)
- *Performance Management Models & Core Competencies*, Lawyer Development Institute (June 2006)
- *Integrating New Attorneys into Law Firms*, NALP Annual Conference (April 2006)
- *Training & Integrating First Years Into the Firm Culture*, The American Lawyer Conference (April 2006)
- *Associate Retention: Linking Your Recruiting & Development Efforts*, IOMA (March 2006)
- *Associate-Partner Communications: Why Can't They Say What They Really Mean?*, NY City Bar Association, Committee of Minorities in the Profession (March 2006)
- *Bridging the Gap Between Recruiting & Professional Development*, DC Recruitment Administrators (March 2006)
- *Integration Programs: Loyalty by Design From Day One*, Professional Development Institute (Dec. 2005)
- *Orientation & Integration: How to Build a Successful Program*, Institute of Management & Admin. (June 2005)
- *Intellectual Capital: Recruitment & Development as the Cornerstone of Firm Success*, The American Lawyer Conference (March 2005)
- *Networking 101: The Art of Developing Relationships*, Virginia Bar Association Meeting (February 2005)
- *Career Counseling, Exit Strategies and Outplacement*, Professional Development Consortium (January 2005)
- *Networking 101: The Art of Developing Relationships*, AmLaw 100 Firm (January & March 2005)
- *The Building Blocks for Curriculum Development*, Professional Development Institute (December 2004)
- *The Ideal Professional Development Program for Your Firm*, Los Angeles Assoc. for Legal Admin. (Nov. 2004)
- *Networking Your Way to Business Development Success*, Virginia Bar Association Meeting (July & October 2004)
- *From Recruitment to Professional Development: Bridging the Gap*, NALP Annual Conference (April 2004)
- *Culture Counts: Making Rankings Work for You & Your Firm*, NALP Annual Conference (April 2004)
- *Designing a Professional Development Curriculum*, Professional Development Consortium (January 2004)
- *How to Optimize In-House Training for New Associates*, Institute of Management & Admin. (December 2003)
- *The Right Start for Your New Partners*, Professional Development Institute (December 2003)
- *Designing & Implementing Attorney Training Programs*, NALP Annual Conference (April 2003)
- *Schmoozing 101: Networking for Business Development Success*, Virginia Bar Association Conf. (January 2003)
- *From Recruitment to Development: Bridging the Gap*, Professional Development Institute (December 2002)
- *Attorney Development: Take-Home Essentials*, Professional Development Institute (December 2002)
- *Successful On-Campus Interviewing*, AmLaw 100 Firm (August 2002)
- *Supporting Your Associates' Climb to Success*, NALP Annual Conference (April 2002)
- *Developing Professional Development Programs*, Connecticut Legal Professionals' Meeting (January 2002)
- *Interviewing Workshop Speaker & Panelist*, University of Houston Law Center (August 1998 & 1999)
- *Mock Interviewer*, University of Texas & University of Houston Law School (September 1998, 1999 & 2000)