

“Pursuing Diverse Talent in Legal and Professional Services: Research within and across Professions,  
Organizations, and Societies”

Second Annual Conference of the Research Group on Legal Diversity

May 10-11, 2013

American Bar Foundation

Rubloff Building, 375 E. Chicago Ave.

Chicago, IL

All conference sessions held in Rubloff 150

**Friday, May 10**

11:15 am – 12:00 pm: Lunch available (catered): outside Rubloff 150

12:00 – 12:05 pm: Introduction: Rubloff 150

Robert L. Nelson: *Director and MacCrate Research Chair, American Bar Foundation; Professor of Sociology and Law, Northwestern University*

12:05 – 12:15 pm: Opening remarks

Judge Bernice B. Donald: *U.S. Court of Appeals for the 6<sup>th</sup> Circuit; President, ABF*

Dwight A. McBride: *Dean of the Graduate School and Associate Provost, Daniel Hale Williams*

*Professor of African American Studies, English, & Performance Studies, Northwestern University*

12:15 – 1:45 pm: First session: Pursuing Diverse Talent at the Top

Chair: Sarah “Sally” Olson: *Chief Diversity Officer, Sidley Austin LLP*

“Globalization, Law, and Emerging Economies”

David Wilkins: *Lester Kissel Professor of Law; Director, Program on the Legal Profession; Vice Dean for Global Initiatives on the Legal Profession, Harvard University Law School*

“Diversity and Talent at the Top: Lessons from the Boardroom”

Lissa L. Broome: *Wells Fargo Professor of Banking Law; Director of the Center for Banking and Finance, University of North Carolina School of Law*

John M. Conley: *William Rand Kenan Jr. Professor of Law, University of North Carolina School of Law*

Kimberly D. Krawiec: *Kathrine Robinson Everett Professor of Law, Duke University School of Law*

“Diversity and Prestige among Elite American Law Firms”

Laura N. Beny: *Professor of Law, University of Michigan Law School*

“Understanding Social Exclusion and the ‘War for Talent’ in the UK’s Elite Professional Service Firms”

Louise Ashley: *Lecturer of Human Resource Management and Organizational Behavior, University of Kent Business School*

Laura Empson: *Director of the Centre for Professional Service Firms; Professor, Cass Business School, City University London*

Comments

Sheila Cheston: *Corporate Vice President and General Counsel, Northrop Grumman Corporation*  
Verna Myers: *Principal, Verna Myers Consulting Group, LLC*

1:55 pm – 3:25 pm: Second session: Talent and Organizational Success

Chair: Gerald Pauling: *Partner, Seyfarth Shaw LLP*

“Successful Lawyer Skills and Behaviors”

William Henderson: *Professor of Law and Val Nolan Faculty Fellow; Director, Center on the Global Legal Profession, Maurer School of Law, Indiana University*

“Lawyer Diversity, Networks, and the Client Generation Process”

Forrest Briscoe: *Associate Professor of Management, Smeal College of Business, Penn State University*

“Career Mobility and Legal Diversity in Law Firms”

Christopher Rider: *Assistant Professor of Organization & Management, Goizueta Business School, Emory University*

Adina Sterling: *Assistant Professor of Strategy, Olin Business School, Washington University in St. Louis*

“The Interaction between Geographic Heterogeneity and Human Capital Heterogeneity”

Leonard Bierman: *Professor of Management; Mays Research Fellow, Mays Business School, Texas A&M University*

Michael A. Hitt: *Distinguished University Professor, Mays Business School, Texas A&M University*

Asghar Zardkoohi: *T.J. Barlow Professor, Mays Business School, Texas A&M University*

Subrata Chakrabarty: *Assistant Professor of Management, University of Nebraska-Lincoln*

Comments

Arin Reeves: *President, Nextions*

Susie Lees: *Executive Vice President and General Counsel, Allstate Corporation*

3:35 – 5:05 pm: Third session: Keeping Diverse Talent

Chair: Dylan Penningroth: *Associate Professor of History and McCormick Professor of Teaching Excellence, Northwestern University; Research Professor, American Bar Foundation*

“To Achieve Diversity in the Professions, Mentoring is Not Enough: A Randomized Controlled Trial of a Novel Coaching Model Created from Social Science Theories”

Richard McGee, Jr.: *Associate Dean for Faculty Recruitment & Professional Development; Professor of Medical Education, Feinberg School of Medicine, Northwestern University*

Jennifer L. Richardson-Stovall: *Research Assistant Professor of Gender and Women’s Studies, University of Illinois at Chicago*

Michelle Naffziger-Hirsch, Bhoomi Thakore, and Simon Williams: *Scientific Careers Research and Development Group, Feinberg School of Medicine, Northwestern University*

“Gendered Pathways: Choice, Constraint, and Women’s Job Movements in the Legal Profession”

Juliet Aiken: *Deputy Director, Center for the Study of the Legal Profession, Georgetown University Law Center*

Milton Regan, Jr.: *Co-Director, Center for the Study of the Legal Profession; McDevitt Professor of Jurisprudence, Georgetown University Law Center*

“Elite MBAs and the Curse of the Smart (Single) Woman: How Marital Status and Talent in Math Affect Early Career Promotions”

Jennifer Merluzzi: *Assistant Professor of Management, Freeman School of Business, Tulane University*

Damon Phillips: *James P. Gorman Professor of Business Strategy, Columbia University Business School*

“Strategies of Persistence among Minority Women in Engineering: Coping with the ‘Double Bind’ of Racism and Sexism”

Carroll Seron: *Professor of Criminology, Law & Society, and Sociology and Law; Social Ecology Equity Advisor, School of Social Ecology, University of California, Irvine*

Comments

Barack Echols: *Partner, Kirkland & Ellis LLP*

Peggy Davis: *Executive Director, Chicago Committee on Minorities in Large Law Firms*

5:15 – 5:45 pm: Cocktail reception – Woods Conference Room, 4<sup>th</sup> Floor, Rubloff Building

6:00 – 8:00 pm: Dinner at Devon Grill (Bernadine Room)

**Saturday, May 11**

8 – 8:20 am: Breakfast available (catered): outside Rubloff 150

8:20 – 8:25 am: Day 2 welcome

Robert Nelson: *Director and MacCrate Research Chair, American Bar Foundation; Professor of Sociology and Law, Northwestern University*

8:25 – 8:30 am: Opening remarks

Jimmy K. Goodman: *Director, Crowe & Dunlevy*

8:30 – 9:30 am: First session: Diversity in Legal Education

Chair: Theresa Cropper: *Chief Diversity Officer, Perkins Coie LLP*

“Diversity and Success in the Legal Academic Labor Market”

Tracey George: *Tarkington Chair in Teaching Excellence; Professor of Law and Political Science; Director, Cecil D. Branstetter Litigation & Dispute Resolution Program, Vanderbilt University*

Albert Yoon: *Professor of Law, University of Toronto Faculty of Law*

“Diversity in Action: The Role of Diversity in Explaining Law Students’ Experiences”

Carole Silver: *Professor of Law, Maurer School of Law, Indiana University*

Gabriele Plickert: *Research Social Scientist, American Bar Foundation*

“Typecast Socialization: Race, Gender, and Competing Expectations in Law School”

Yung-Yi Diana Pan: *Assistant Professor of Sociology, Brooklyn College*

Comments

Kim Borowicz: *Staff Attorney, Access Living*

9:40 – 10:55 am: Second session: Diversity and Change in the Professions

Chair: Shaun Ossei-Owusu: *PhD Candidate, Department of African American Studies, University of California at Berkeley; Doctoral Fellow, American Bar Foundation*

“The New ‘Professionalism’ in England and Wales: Talent, Diversity, and a Legal Precariat”

Hilary Sommerlad: *Professor of Law, Centre for Professional Legal Education and Research, University of Birmingham Law School*

“Women in the Legal Profession, 1970-2010: A Study of the Global Supply of Lawyers”

Ethan Michelson: *Associate Professor of Sociology and Law, Maurer School of Law; Associate Professor of Sociology and East Asian Languages and Cultures, Indiana University*

“Minority Bar Associations: Separate but Equal or Separate and Equal?”

David Wilkins: *Lester Kissel Professor of Law; Director, Program on the Legal Profession; Vice Dean for Global Initiatives on the Legal Profession, Harvard University Law School*

Eli Wald: *Charles W. Delaney Jr. Professor of Law, Sturm College of Law, University of Denver*

“Follow the Yellow Brick Road: The Pathways from Law into Business”

Ronit Dinovitzer: *Associate Professor of Sociology, University of Toronto; Faculty Fellow, American Bar Foundation*

David Wilkins: *Lester Kissel Professor of Law; Director, Program on the Legal Profession; Vice Dean for Global Initiatives on the Legal Profession, Harvard University Law School*

11:05 – 12:35 pm: Third session: Persistent Inequalities in Legal Careers

Chair: Myles Lynk: *Peter Kiewit Foundation Professor of Law and the Legal Profession, Sandra Day O’Connor College of Law, Arizona State University*

“Leveling the Playing Field? Developmental Practices and Minority Representation in Law Firms”

Elizabeth Gorman: *Associate Professor of Sociology, University of Virginia*

Fiona Kay: *Professor of Sociology, Queen’s University*

“The Intersectionality of Race, Gender, and Social Isolation in the Retention of American Lawyers in Private Law Firms”

Monique Payne-Pikus: *American Bar Foundation Affiliated Scholar*

Robert Nelson: *Director and MacCrate Research Chair, American Bar Foundation;*

*Professor of Sociology and Law, Northwestern University*

John Hagan: *John D. MacArthur Professor of Sociology and Law, Northwestern University; Co-Director, Center on Law & Globalization, American Bar Foundation*

“Status Consistency Theory and Treatment of Mothers and Fathers within the Practice of Law”

Joyce Sterling: *Professor, Sturm College of Law, University of Denver*

Nancy Reichman: *Professor of Sociology and Criminology, University of Denver*

Gabriele Plickert: *Research Social Scientist, American Bar Foundation*

“Access to a Career in the Legal Profession in England and Wales: Race, Class, and the Role of Educational Background”

Lisa Webley: *Professor of Empirical Legal Studies, University of Westminster School of Law*

Liz Duff: *Head of Department, Academic Legal Studies, University of Westminster School of Law*

Daniel Muzio: *Professor of Organisation and Leadership, University of Manchester Business School*

Hilary Sommerlad: *Professor of Law, Centre for Professional Legal Education and Research, University of Birmingham Law School*

Jennifer Tomlinson: *Professor of Gender and Employment Relations, Leeds University Business School*

“Retaining Associates of Color: Understanding the Core Reasons for Turnover and Strategies for Improving Retention”

Sunil Ramlall: *President, Strategic HRM Consulting, LLC*

Valerie Jensen: *Executive Director, Twin Cities Diversity in Practice*

Matthew Buechner: *Associate Director, Twin Cities Diversity in Practice*

Comments

Lisa Braganca: *Legal Director, Access Living*

12:35 – 12:50 pm: Lunch (catered): outside Rubloff 150

12:50 – 1:35 pm: Fourth session: Research on Equal Justice

Chair: Judge Bernice B. Donald, *U.S. Court of Appeals for the 6<sup>th</sup> Circuit; President, ABF*

“Jury Representativeness in the Modern Era: Patterns and Challenges”

Mary Rose: *Associate Professor of Sociology and Law, University of Texas*

“Symbolic Compliance and Judicial Inference in Federal EEO Cases: How ‘Best Practices’ Win and Employees Lose”

Linda Krieger: *Professor of Law, William S. Richardson School of Law, University of Hawaii*

Rachel Kahn Best: *Robert Wood Johnson Foundation Scholar in Health Policy Research, University of Michigan*

Lauren Edelman: *Agnes Roddy Robb Professor of Law and Associate Dean, Jurisprudence and Social Policy Program; Professor of Sociology; Director, The Program in Law and Organizations, University of California, Berkeley*

Comments

Rachel Arfa: *Staff Attorney, Equip for Equality*

1:45 pm – 2:00 pm: Closing comments

Daniel I. Linzer: *Provost; Professor of Biomolecular Sciences, Northwestern University*

2:00 – 2:45 pm: Conference wrap-up and future directions discussion

Moderators

Ronit Dinovitzer: *Associate Professor of Sociology, University of Toronto; Faculty Fellow, American Bar Foundation*

David Wilkins: *Lester Kissel Professor of Law; Director, Program on the Legal Profession; Vice Dean for Global Initiatives on the Legal Profession, Harvard University Law School*