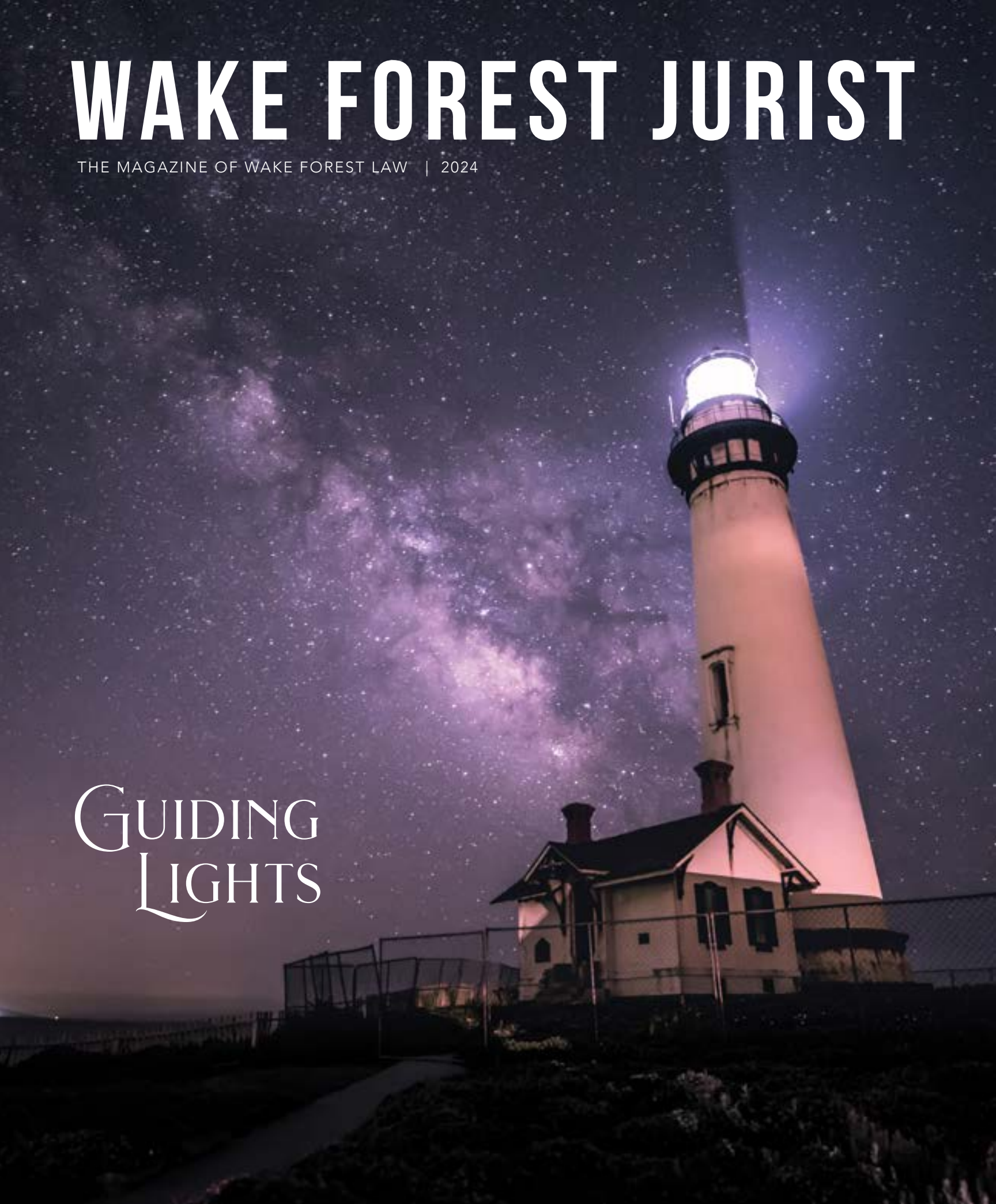
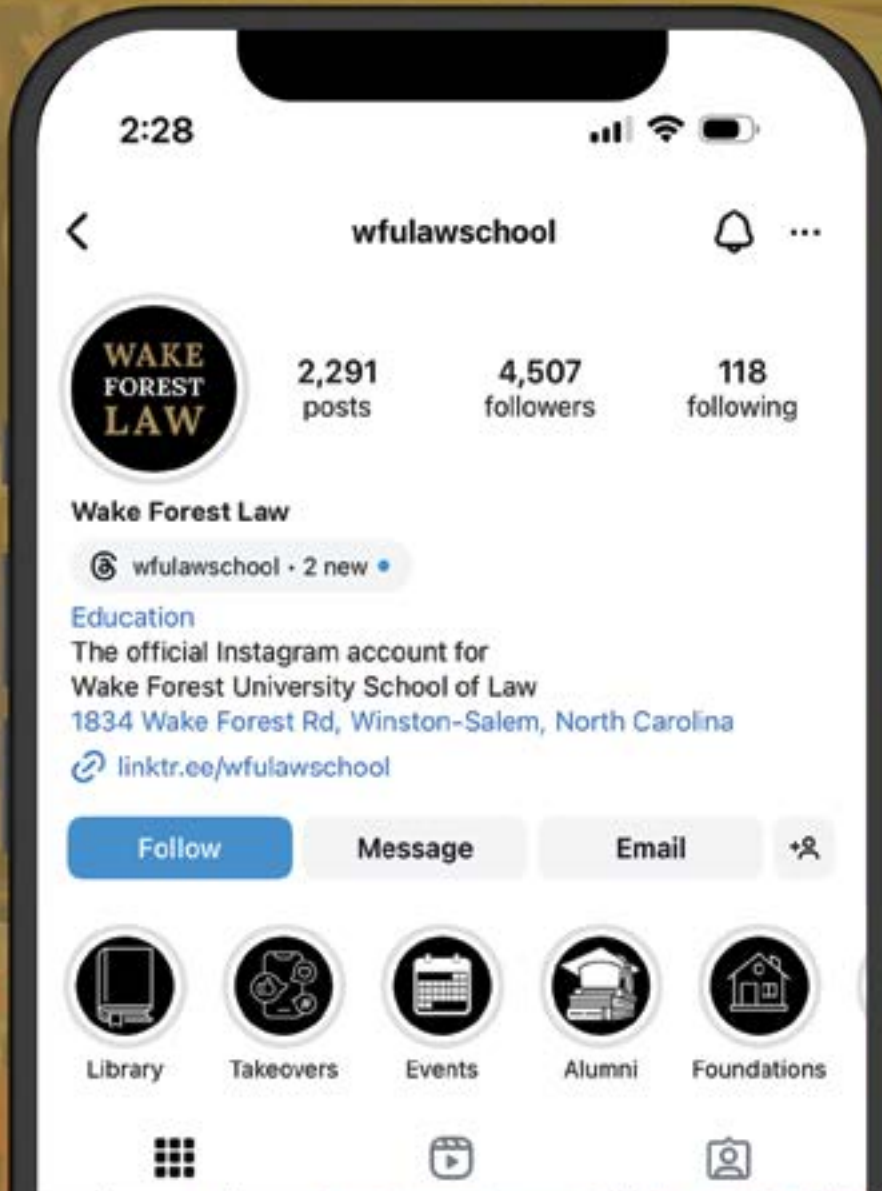


WAKE FOREST JURIST

THE MAGAZINE OF WAKE FOREST LAW | 2024

GUIDING
LIGHTS





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Learn the Law,
Lead the Future

2024 Volume 54

EDITOR-IN-CHIEF

Tara Ebrahimi

ASSOCIATE EDITOR
& ART DIRECTOR

Holly Swenson (MA '23)

ASSISTANT EDITOR

Victoria von Dohlen

CONTRIBUTORS

Taylor Hill

Suzi Morales

Megan Ratley

PHOTOGRAPHY

Ken Bennett

Robert Ross

Kaitlyn Ruhf ('18, MA '20)

Lyndsie Schlink

Holly Swenson (MA '23)

PRINTING

Solo Printing

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Send Class Notes to:

classnotes@wfu.edu

Or

Class Notes Editor

Wake Forest Magazine

PO Box 7205

Winston-Salem, NC 27109-7205

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THE MEANING OF MENTORSHIP

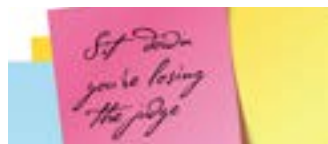
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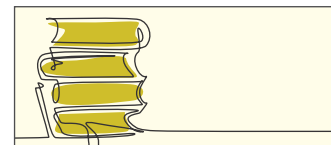
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Dear Wake Forest Law Community,

When I first came to Wake Forest in 2023, I quickly realized that the concept of *Pro Humanitate* was much more than just the University's motto—much more than just words that adorn the University's seal and campus buildings. *Pro Humanitate* is a guiding principle for how Wake Foresters move through the world. A key aspect of this ideal is servant-leadership. And one of the most important manifestations of servant-leadership is mentorship.

I was first introduced to the concept of servant-leadership by one of my own mentors, Jerry Bepko, who served as dean of the McKinney School of Law (my former institution) from 1981-1986. He later became the longest-serving chancellor of Indiana University Purdue University Indianapolis (IUPUI) (1986-2003) and interim president of Indiana University for a year before his retirement. Influenced by the scholar Robert Greenleaf, Jerry explained to me that servant leaders measure success not by their own accomplishments, but by the achievements of others who they have led. Jerry not only believed in servant-leadership as a concept, he lived it every day, in all of his actions.

When Jerry passed away in 2023, I had the honor of writing a tribute to him for the *Indiana Law Review*. In the piece, I shared how Jerry reflected that, “we are in a time where people too often equate leadership with notoriety; where people measure value with the number of clicks they get on social media; where too many people confuse cynicism with intelligence.” Jerry knew that none of that was true, and I could not agree more. Jerry was a servant leader and a mentor in the truest sense, and he touched many lives—mine included.

As you read through this issue of *The Jurist*, which centers around mentorship in its many forms, I invite you to keep at the forefront of your mind this quote from Robert Greenleaf, who originally coined the phrase servant-leadership: “[T]he best leaders . . . continually light the way, and in the process, let each person know that what they do makes a difference. The best test [of servant-leadership], and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?”

That, indeed, is the purpose of mentorship: to help someone grow, to enable them to become wiser, and to ultimately equip and inspire them to become servant leaders themselves.

Sincerely,



Andrew R. Klein
Dean, Wake Forest University School of Law

A night sky with the Milky Way galaxy visible over a rocky coastline. The sky is filled with stars and the galaxy's structure, with a soft glow on the horizon. The foreground shows dark, rocky terrain and water.

GUIDING LIGHTS

A mentor can change a person's trajectory.

From providing professional guidance, to sharing wisdom rooted in experience, to offering new perspectives, mentors can have a significant impact—not just on someone's career, but on their personal life as well.

According to a study conducted by Oracle, 97% of individuals with a mentor said they found the experience to be a valuable one and 89% of those who were mentored said they'd go on to mentor others. Within the legal field, a study conducted by Bloomberg Law showed that nearly three-quarters of newer attorneys (five or fewer years of experience) have a mentor.

But what exactly does mentorship mean?

Mentorship is more than just guidance. It can manifest in the support a professor gives a student. It can be the result of intentional programming at a top law firm. It can result in new ideas and mutually beneficial outcomes. It can be as simple as sharing insights or as crucial as shaping someone's future.

In this issue of *The Jurist*, we explore the profound impact of mentorship, celebrate the mentors who have made a difference, and share the stories of mentees who will inevitably pay it forward.



TIPPING
the
Scales

**Ashley DiMuzio (JD '19)
Brings Her Lifelong Love of
Litigation to Coaching Trial Team**

By Suzi Morales



When she was about eight years old, Ashley DiMuzio (JD '19) went to court for the first time. DiMuzio's father, a surgeon, was a witness in a case and brought his daughter along to the courthouse.

"It was fascinating to me watching everything. I got to watch a moving violation bench trial while I was waiting for the case that my dad was involved in," DiMuzio recalls. "That memory is so burned into my mind. And I remember finding the entire thing so fascinating as a little kid that I learned as much as I could about it." After that day, when her classmates said they wanted to become astronauts or princesses, she began saying that she wanted to be a trial lawyer.

Today, DiMuzio is a criminal defense attorney in the Winston-Salem office of Bell, Davis & Pitt. She is also an adjunct professor at Wake Forest Law and coaches the school's national trial team.

"I love being a lawyer, but if you ask me what is the most fulfilling thing that I do, what is my favorite thing that I do, it's teach these students," says DiMuzio.

Ashley DiMuzio (fifth from right) and Wake Forest Law Dean Andrew Klein (fourth from right) with trial team members preparing for the fall 2023 National Board of Trial Advocacy (NBTA) Tournament of Champions.



From left, trial team members Mark Parent (JD '19), Tracea Rice (JD '19), Virginia Stanton (JD '19) and Ashley DiMuzio (JD '19) pose with their coach Mark Boynton (JD '97) in celebration of their win at the Tournament of Champions (TOC) in October 2018.



Dedicated to Advocacy

In high school, DiMuzio learned about mock trial and joined her school's team, which was coached by a practicing criminal defense lawyer. The experience solidified her interest in becoming a litigator, particularly in criminal defense. She continued to compete in mock trial as she earned her undergraduate degree from American University in Washington, DC, where she studied communications, law, economics, and government.

Law school was a foregone conclusion, and DiMuzio was drawn to the strong community atmosphere at Wake Forest Law. From the moment she stepped onto campus her first year, she began what she laughingly calls an "aggressive" campaign to make the trial team. "My 1L year, I competed in all three competitions that they had available to 1Ls," she says. "I volunteered every opportunity I could to witness for the trial team or to show up when they asked for volunteers. I went to all the trial bar student-run events. I did everything I could to make sure that the people in charge of making those decisions knew my name long before I put my name on that signup list."

Not only did DiMuzio make the trial team, she was part of a team that won four national championships. But she says her coaches, Mark Boynton (JD '97) and Matt Breeding (JD '06), emphasized becoming ethical attorneys, not simply winning competitions, an approach DiMuzio herself takes now that she is a trial team coach.

"I love trial team. I love our students, but I tell them often—especially when I see them getting frustrated or upset at the competition aspect of it—we put so much time and love and sweat and tears into this but at the end of the day, it is a fake case with fake people in front of fake judges for plastic shiny things," she says. "And while that means something, the most important thing—and what really describes winning in our program—is coming out on the other side feeling like you are a confident, ethical advocate."

"You've got to show the bad with the good... because we, as lawyers, especially trial lawyers, we absorb secondary trauma every day."

—Ashely DiMuzio (JD '19)





Left: Ashley discusses rules of evidence with trial team members.

Below: Ashley with some of the newest trial team members preparing for the fall 2024 Premiere Trial Competition.



A Trusted Mentor



Since her graduation in 2019, DiMuzio has been a criminal defense lawyer, first for the Forsyth County Public Defender Office and now in private practice. She's worked on cases from speeding tickets to first-degree murder. She says that Wake Forest Law gave her a strong sense that everyone deserves to be helped.

But her work isn't easy, a fact DiMuzio never hides from the students she mentors. "You've got to show the bad with the good because if you throw someone who only knows the good half of things into a world, they're going to be beaten and broken down so quickly because they haven't built up the defenses to deal with the bad," she says. "Because we, as lawyers, especially trial advocates who are in the courtroom, we absorb secondary trauma every day."

During those difficult times as an attorney, DiMuzio's students keep her energized, and she hopes to do the same for them. "There's something for me about just helping build the future and knowing that [I] as one person can only do so much work with the time that I have," she says. "But every student that I have is another lifetime of positive impact in a world that so desperately needs it."

WISE INVESTMENTS

Building a Stronger, More Diverse Legal Community through Mentorship*

By Brenda Gibson

**Mentorship
is not easy.
Indeed,
effective
mentorship
requires
commitment
from both
mentors and
mentees.**

Mentorship in the legal academy, as well as the greater legal profession, plays a crucial role in the professional development, success, and well-being of aspiring lawyers. Effective mentorship has been transformative, particularly for members of underrepresented groups who face unique challenges and barriers in the profession. As an African American woman in the legal academy, I have found this to be so, and for that reason, I have been—and currently am—a mentor to many.

Though there is no widely accepted definition of “mentorship,” mentorship has been described as “a protected relationship”² in which a more experienced or knowledgeable person (mentor) uses their experience and knowledge to support the professional and sometimes personal development of a less knowledgeable mentee.³ In this protected relationship, the mentee’s concerns are paramount. Accordingly, the mentor’s role is to listen empathetically, share their experiences, engage in discussion and reflection, and develop insight about the best course of conduct for the mentee to fulfill their goals.

Mentors can assist mentees in navigating barriers to success that the more experienced mentors have already encountered. Throughout my life, and especially during my law career, I have had some incredible mentors who have shared their time, talent, and advice with me. Though there are many, two come to mind immediately—Justice (now Dean) Patricia Timmons-Goodson, for whom I clerked when she was a judge on the North Carolina Court of Appeals. She encouraged me as a young lawyer to grow my career, as a new mother to trust myself to parent my two sons, and to this very day, she avails herself for pep talks to keep me moving along the arc of success. Another person who has been instrumental in my law teaching career is Professor Mary E. Wright, former law dean and retired law professor, with whom I worked for almost 15 years at North Carolina Central University (NCCU) School of Law. She was instrumental in coaching me to be an effective professor and director of NCCU’s Legal Writing Program. Though she is now retired, and I am now on faculty at Wake Forest Law, we still have lunch

to catch up, chat about the world's problems, and most importantly for me, to check in and get some sage advice about my next article or other work issue.

Both of these wonderfully wise women are senior to me and are also African American, but there have been others—younger, and of different races and genders—who have patiently listened to me and guided me. For these reasons, I chose to be a mentor to assist others in navigating ever-present systemic challenges in our society and, similarly, the legal profession. As an African American academic, I can (and often do) serve as a support for both majority and underrepresented people who need advice in navigating the complexities of law school and the profession. My presence in the academy directly demonstrates to my students and colleagues the value added by diverse voices.

My presence in the academy directly demonstrates to my students and colleagues the value added by diverse voices.

Mentorship is not easy. Indeed, effective mentorship requires commitment from both mentors and mentees. Mentors must be willing to invest time, provide honest feedback, and use their influence to advocate for their mentees. Mentees, on the other hand, must be proactive in seeking out mentors, open to feedback, and willing to engage in continuous learning and development. Organizations and institutions also play a critical role in facilitating mentorship programs. To foster a more inclusive legal profession, law schools, bar associations, and law firms alike should establish formal mentorship programs that pair underrepresented members with experienced mentors who can provide the guidance and support needed for their professional growth. Such programs are crucial to counterbalance systemic challenges to underrepresented members of the profession and to support their career advancement.

In the end, both the more experienced or knowledgeable mentor and the less experienced or knowledgeable mentee benefit in an effective mentorship relationship. Actually, the entire legal community benefits. The mentor benefits from pouring into the next generation, paving a path forward for those who will follow, and the mentee gains knowledge, growing in their profession and developing their voice in their community. Both, thereby, are helping to build a stronger legal community.

By investing in mentorship, the legal profession ensures that talented young lawyers, including those from diverse backgrounds, can succeed and thrive. This, in turn, strengthens the profession as a whole, making it more representative of the society it serves.



Professor Brenda Gibson is an expert on legal writing. Her research focuses on the science of pedagogy and its intersections with social science, history, and the law.

^{1*} [Author's note]

See Brenda D. Gibson, "Affirmative Reaction: The Blueprint for Diversity and Inclusion in the Legal Profession after SFFA," 104 *Boston L. Rev.* 101 (2024). In that article, I referenced the essay, "A Plea for Affirmative Action," by law professor Mitchell F. Crusto, extolling the benefits of mentorship that helped him navigate the intricacies of Yale Law School as a minoritized student in the early '70s. *Id.* at 154. The article also points out the science that supports the importance of mentorship writ large, but particularly for underrepresented populations. *Id.*

² U.S. Dept. of Energy, What is Mentorship?, Berkeley Lab Computing Scis., <https://cs.lbl.gov/diversity-equity-and-inclusion/csa-mentoring-program/what-is-mentorship/> [<https://perma.cc/F9X3-DU8R>] (last visited Nov. 1, 2023), quoted in Gibson, *supra* note 1, at 152.

³ Gibson, *supra* note 1, at 152 (citing Lori D. Patton, "My Sister's Keeper: A Qualitative Examination of Mentoring Experiences Among African American Women in Graduate and Professional Schools," 80 *J. Higher Educ.* 510, 511-12 (2009) (noting that despite the documented benefits, there is "no widely accepted definition of mentoring").

Teachable Moments

*A Tribute to
Daniel W.
Fouts*

*By Margaret Shea Burnham
(JD '83)*



A Deacon mentor is a special breed of mentor.

The perfect example of one such mentor is

Daniel W. Fouts (JD '58, P '81).

**I know, because I was lucky
enough to be one of his mentees.**

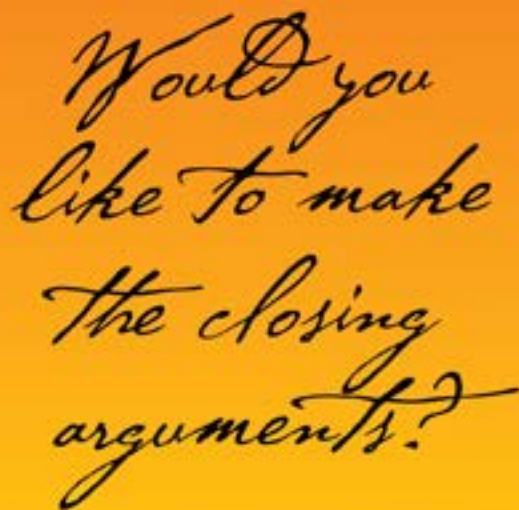


*Sit Down
you're losing
the judge*

Upon graduation from Wake Forest Law in 1983, I joined the firm then known as Adams Kleemeier Hagan Hannah & Fouts. Dan was the “Fouts.” A retired Brigadier General in the Army Reserve, he insisted that we all call him Dan—even though he was entitled by any measure of protocol to be addressed as General Fouts. That was the first sign that Dan was a humble “I’m-just-one-of-you” kind of guy at the office.

Teachable moments were something Dan never missed. If there was something Dan was learning about (a new statute? a new case? a new judge? a new anything...), he made sure I learned it too. If there was something interesting to observe, he made sure I had the same opportunity. If there was someone interesting to meet, he made sure I met the person, too. If there was something interesting to attend, he made sure to take me with him.

At my first court appearance, Dan sat right next to me to allay my fears. Given my predisposition to go on too long, Dan would pass me a yellow sticky note that said “sit down honey.” That meant wrap it up now—you’re losing the judge! Turns out Dan brought these notes with him every time I made an argument in court. After he died, I saved one of the sticky notes, both as a token of remembrance and a reminder to sit down.



Would you
like to make
the closing
arguments?



Just a few
nits...

Once, when Dan and I had a federal district court trial together, I remember the judge announcing at the end of the day that closing argument would be the next morning. Dan leaned over and asked me if I'd like to make the closing argument. Yes! Of course! Indeed, I wanted to make the best possible closing argument for the client, but I also wanted to make sure Dan knew he could count on me if I was entrusted with this responsibility. What a thrill for a young associate (thank heavens the jury agreed with our client's position). This was one of only two all-nighters in my 41-year career.

Another time, when Dan and I worked together on an appeal to the North Carolina Supreme Court, and oral argument was granted, he again asked if I wanted to make the argument. And again, I was thinking: Are you kidding me?! What an opportunity (that I seized)! Another senior lawyer could have easily decided to make the oral argument himself.

After I began making more and more court appearances, Dan suggested that I start a file for him of major court orders and decisions. I wasn't sure why, but it turned out that he wanted to be able to nominate young lawyers for membership in various prestigious organizations and this information would later be helpful to him.

As a novice associate, when I wrote a motion or a brief for Dan, I'd get it back with copious edits (always in red pencil). At the top of the draft he would write "just a few nits" to reassure me it was still a good draft (even if it was



Congratulations!

To whom
much is
given

much is
required

a major re-write). Years later, when I would bring him a draft, he would just sign “the top signature line,” above my signature line, without even reading it. It was such a compliment to have that kind of faith in my work product. I would beam for days.

Simple acts of kindness were a way of life for Dan. In the old days, law firms would mail formal announcements when an associate made partner. With each one Dan received, he’d send a personal note of congratulations (without regard to how many of these notes he would have to write so that each new partner at each Greensboro law firm received a personal response). As another example, to model “old school” manners, he made sure the young male associates noticed how he held the door open for women, how he let the women out of the elevator first, and how he showed simple courtesies to even the lowest level staffer.

If I ever needed Dan’s advice, I got the impression that there was nothing more important to Dan than whatever I had to say. And whenever I lacked confidence, he was my personal cheerleader—always building up my self-confidence. He made me feel like I was the luckiest hire the firm ever had (at least from Wake!). One of the ironies about Dan is that I didn’t learn until after he died that he made each one of us feel that way.

Another motto for Dan was the Bible lesson that “to whom much is given, much will be required.” He felt so blessed in

his own life with his wife, his children, his Army service, his law career, his law firm, and his life-long Deacon buddies (and when I say life-long Deacon buddies, they were literally life-long Deacon buddies). Mentoring was his “give back.”

Dan took considerable pleasure in his role as elder statesman at the law firm, where his style of Deacon mentoring was an extension of who he was. This Deacon mentoring helped make me who I am. He made me a better person and a better lawyer. He made me a better associate and a better partner. He made me a better law professor. He taught me what it means to be a Deacon mentor. We should all be so lucky to have a Deacon mentor like Dan. And we should all strive to be Deacon mentors like Dan.



Margaret Shea Burnham (JD '83) is a teaching professor at Wake Forest Law, and is an expert in real estate law.

A photograph of a basketball hoop and net, with an orange basketball resting on the court below. The background is a blurred wooden gymnasium floor and wall.

PAWS

FOR

THOUGHT:

Mentoring Students
through Shared Interests

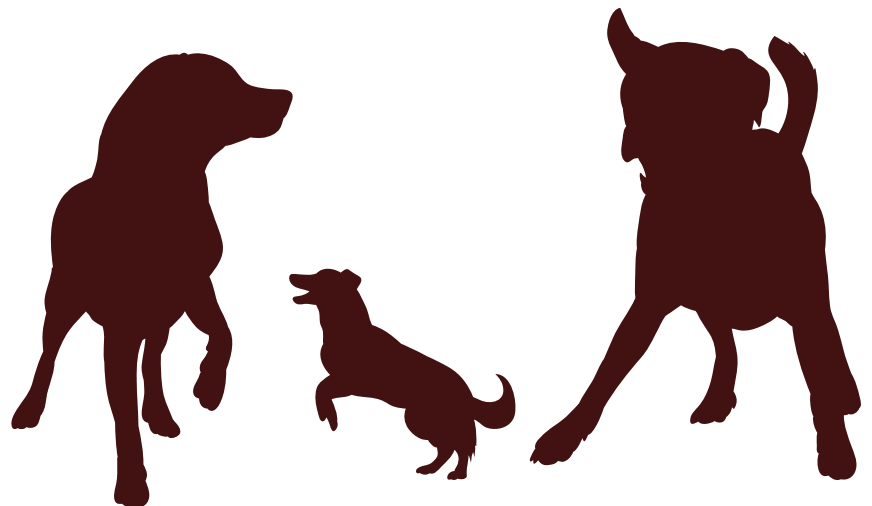
By Lance Burke & Jasmine Plott

While the time spent in law school can create happy memories and lifelong friendships,

it can also be a time of high stress and personal turmoil. In addition to rigorous classes, students (particularly first-years) may also be confronted with the creation of new friend groups, learning how to balance the demands of law school with personal life, and the stress of choosing courses and student organizations that will best align with long-term career goals.

As law librarians who teach Legal Research to first-year law students, we are uniquely positioned to serve as mentors to future attorneys. Our Legal Research classes meet once a week, and we are assigned the same section of students for the fall and spring semesters, which gives our classroom environment a “homeroom” feeling. Students often feel as though they can be more vulnerable around us, and our words tend to stick with them for this reason. Realizing the role we play in the first-year experience led us to consider how to best help students adjust to this environment and create a sense of belonging through mentorship.

To that end, the two of us created vastly different opportunities to connect in a deeper way with students: weekly basketball games and stress relief sessions with dogs.



Weekly Basketball with Professor Burke

In Spring 2022, college campuses nationwide were dealing with the fallout of the COVID lockdowns. As campus recreation facilities eased restrictions, I saw an opportunity to engage with students in my first-year Legal Research course by inviting them to play basketball on a random Thursday evening. From that first event with a handful of participants, a basketball listserv was created for people interested in playing on a regular basis. It has grown to over 50 students, and we play every Friday afternoon (with the occasional Sunday event thrown in as well).

There are a wide range of studies which show the positive impact physical exercise has on relieving stress. Exercise also provides a healthy outlet for the more competitive students, giving them a chance to exhibit their competitive nature in a socially acceptable environment away from the classroom. Although some of the games get competitive, I stress in the weekly email invitation that all skill levels are welcome. While the talent level fluctuates greatly, no one is excluded and everyone at least gets some cardiovascular conditioning, if not on-court glory.





Swirl Stress Relief Days with Professor Platt

I began my position as a Reference Librarian at Wake Forest Law in August 2023, only a few weeks prior to meeting my first class of first-year students for Legal Research. One thing that I was certain of was that I wanted to do something to foster a sense of community and wellness among my students.

I began creating this community by posting pictures of my Jack Russell terrier, Swirl, on the introduction slides of every class. I invited my students to share pictures of their pets as well, and we began a tradition of starting each class decompressing by talking about our pets. Beginning class this way sets the tone for a more focused, positive class session.

At the end of the Fall 2023 semester, I coordinated the first official pet meetup so my students could meet Swirl and bring their pets. It was a success! Even students without pets

came to watch the dogs play together; we were all able to relax with the pets and enjoy our time together.

Seeing how much it helped my students with their stress, I scheduled monthly Swirl Stress Relief Days throughout the Spring 2024 semester to encourage students to set aside some time for themselves. New students attended each session, and Dean Klein even brought his dog Parker in for a session!

I often tell my students that the habits they form in law school are habits that will follow them into the practice of law. Hosting these stress relief days has been a way to help my students put into practice how to become healthy lawyers who prioritize their mental and physical health, while also meeting their deadlines.

"I

often tell my students that the habits they form in law school are habits that will follow them into the practice of law.

Hosting these stress relief days has been a way to help my students put into practice how to become healthy lawyers who prioritize their mental and physical health, while also meeting their deadlines."



—Jasmine Plott



At-a-Glance Stats

Mental Health among Law Students

An ABA-sponsored Survey of Law Student Well-Being found that 69% of respondents reported that they needed help for emotional or mental health problems.

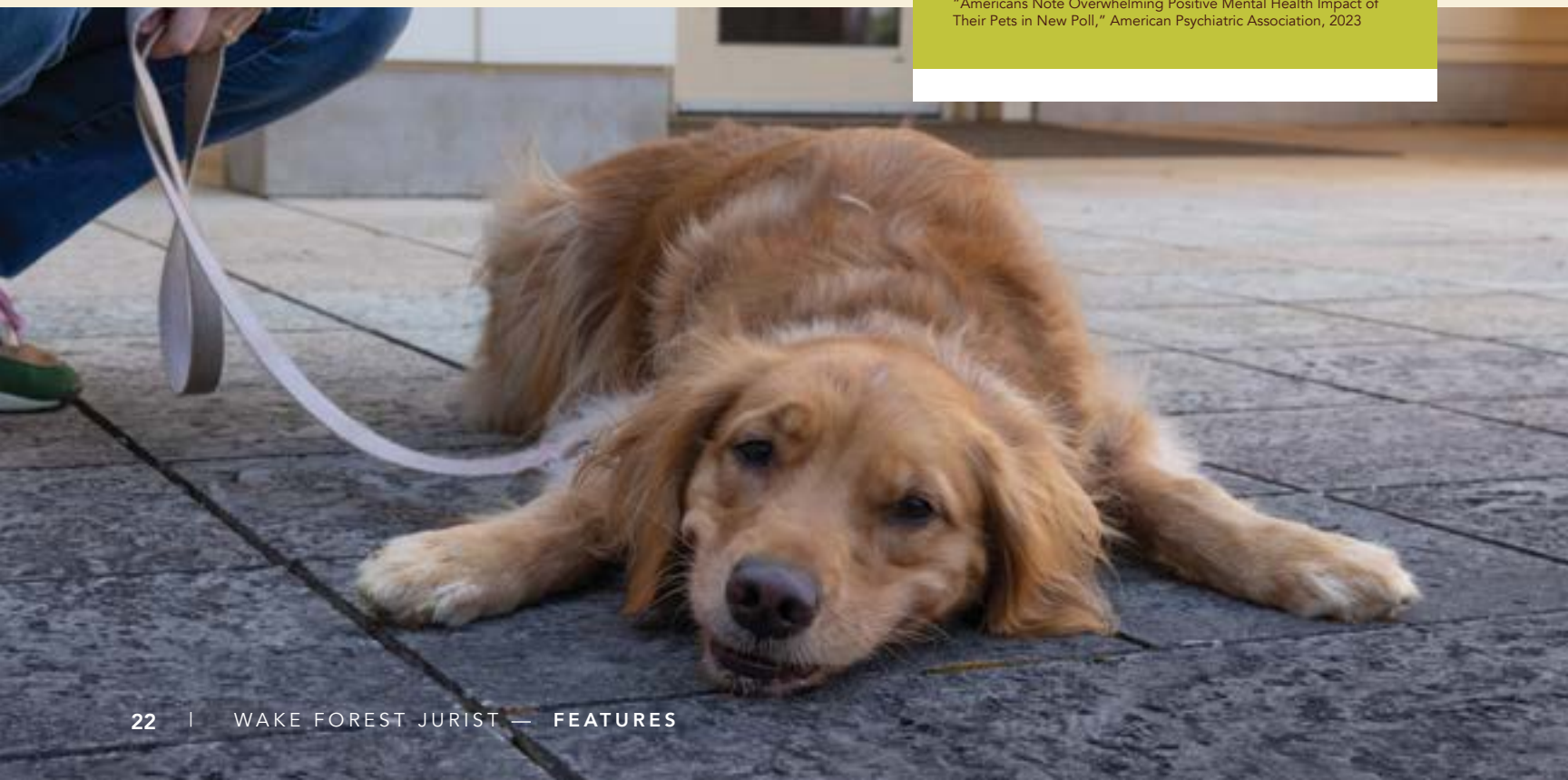
"It is Okay to Not Be Okay": The 2021 Survey of Law Student Well-Being, University of Louisville Law Review, 2022



The Positive Impact of Pets

A 2023 American Psychiatric Association poll shows that among pet owners, 86% say their pets have a mostly positive impact on their mental health, with 69% saying their pets specifically helped reduce stress and anxiety.

"Americans Note Overwhelming Positive Mental Health Impact of Their Pets in New Poll," American Psychiatric Association, 2023





Effects of Exercise

Researchers have found that on average, a person has 3.4 poor mental health days per month (stress, depression, emotional concerns). But among those who exercise, the number of poor mental health days dropped by more than 40%.

"Association between physical exercise and mental health in 1-2 million individuals in the USA," The Lancet, 2018

Future Plans

Our approaches in mentoring our students differ, but they share a common goal: creating a sense of community and mentorship outside the classroom. Making space for students outside the classroom with mentors who have previously been through the law school experience is integral to developing the character and well-being of future attorneys. Needless to say, we'll continue these experiences, as well as find new ways to connect with students in our respective communities!



Professor Jasmine Plott is a law reference librarian and teaches in the Legal Analysis, Writing, and Research program.



Professor Lance Burke is a law reference librarian and teaches in the Legal Analysis, Writing, and Research program. He also teaches North Carolina Advanced Legal Research and a research class in the Master of Studies in Law program.

Building Bridges Between Generations

By Laura Graham ('86, JD '94)

Our profession has always recognized the value of mentorship in the traditional sense—senior colleagues passing on to junior colleagues the wisdom and knowledge gained from experience.

When I describe my own professional journey to my students here at Wake Forest Law, I always show two photos of me and my first true mentor in the legal profession, Judge Ralph Walker ('58, JD '63). The first photo was taken in 1995 on my first day as a law clerk in Judge Walker's chambers at the North Carolina Court of Appeals; the second was taken just a couple of years ago at a Law Alumni Weekend tailgate where I had the joy of catching up with Judge Walker. I always tell my students that one of my fondest hopes for them is that they find mentors who will support and encourage them throughout their careers—mentors like Judge Walker.

Lately, though, as I've researched and written about how law schools can best serve the needs of Gen Z students (born between 1995 and 2010), I've wondered whether the traditional mentorship model will best serve these students when they join their colleagues in the legal workplace. With the arrival of Gen Z, it's possible that as many as five generations of law-



January 1995 on Laura's first day as a clerk.
From left: Anne Goco Kirby (co-clerk), Judge Ralph A. Walker ('58, JD '63), Debra Buchanan (Judge Walker's administrative assistant), and Laura Graham ('86, JD '94).



yers will be working together—Silents, Boomers, Gen Xers, Millennials, and Gen Z. Broadly speaking, each generation brings its own values and expectations into the workplace, and each has something worthwhile to teach the others. It seems to me that to facilitate this vital exchange, the traditional “top-down” model may need to yield to a more cross-generational model, where each generation is both mentor and mentee.

For example, we know that Gen Z is the first generation to grow up with smartphones at the ready. They’re true “digital natives,” and their ability to understand and use new technologies is unparalleled. In our profession, where global communication is now the norm and where artificial intelligence models are springing up and expanding constantly, the expertise of Gen Z lawyers will be invaluable. We should listen carefully to their ideas about leveraging technology more efficiently, effectively, and safely. But at

the same time, as experienced professionals, we have important insights about the limitations of technology in certain aspects of practice. Through cross-generational mentoring, employers can most easily find the proper balance in the realm of legal tech.

We also know that because many Gen Zers completed their legal education and entered the profession during or after the COVID-19 pandemic, they have different ideas about the nature of the “workplace” than their colleagues in predecessor generations. They may question the necessity of coming into the office every day for the entire day, and they may expect employers to offer some flexibility in this regard. These Gen Z lawyers have something to teach their colleagues about the potential benefits of working remotely, and they can share their strategies for doing so successfully. On the other hand, they may not have the same appreciation for the intangible benefits of being together with

From Left: Joseph Graham and Laura Graham ('86, JD '94), Judge Walker ('58, JD '63), and Randy Walker at the Law Alumni Weekend Tailgate in 2019.



With the arrival of Gen Z, it's possible that as many as five generations of lawyers will be working together—Silents, Boomers, Gen Xers, Millennials, and Gen Z... It seems to me that to facilitate this vital exchange, the traditional “top-down” model may need to yield to a more cross-generational model, where each generation is both mentor and mentee.

colleagues in a shared physical space that more seasoned attorneys do. Some cross-generational mentoring in this regard would be mutually beneficial, especially for employers who prioritize a healthy work-life balance.

And we know that Gen Zers, who belong to the most racially and ethnically diverse generation yet, bring into the legal workplace very definite expectations of diversity, equity, inclusion, and belonging in the profession. As legal employers—large and small, public and private, local and global—engage in necessary but sometimes difficult examinations of how to best align their workplace practices with these critical values, Gen Z attorneys can provide fresh insights and ideas to consider alongside those of their more experienced colleagues.

One of the hundreds of reasons I love Wake Forest Law is that we are intentional about creating opportunities for our students to connect with practicing attorneys; these opportunities often lead to long-lasting mentoring relationships. Many of you who are reading this article serve as mentors to our students and graduates; to you, I offer heartfelt thanks. I hope that as you and your colleagues from different generations welcome these exceptional new Gen Z lawyers into your workplaces, you'll embrace the benefits of cross-generational mentoring, so that you learn as much from them as they learn from you.



Laura Graham ('86, JD '94) is a professor of legal writing and the director of Wake Forest Law's top-ranked Legal Analysis, Writing, and Research program.





Striking the Right Chord

by Jordan Crosby Lee ('09, MA '13, JD '16)

“You’re going through a dark night of the soul,” said Colin.

Experiencing a particularly frustrating period of stagnation, I had just told him I was ready to quit playing and performing altogether. Colin is not my therapist. He is not my spiritual advisor. But he is more than just my guitar teacher. Colin is my musical mentor.

Colin the Guitar Teacher teaches skills like strumming syncopated patterns and using scales to solo. But Colin the Musical Mentor draws from his own experience to provide wisdom like, “a period of maturation and advancement always follows the dark night of the soul.” Teachers provide instruction. Mentors provide wisdom. Musicians need both. And so do lawyers.

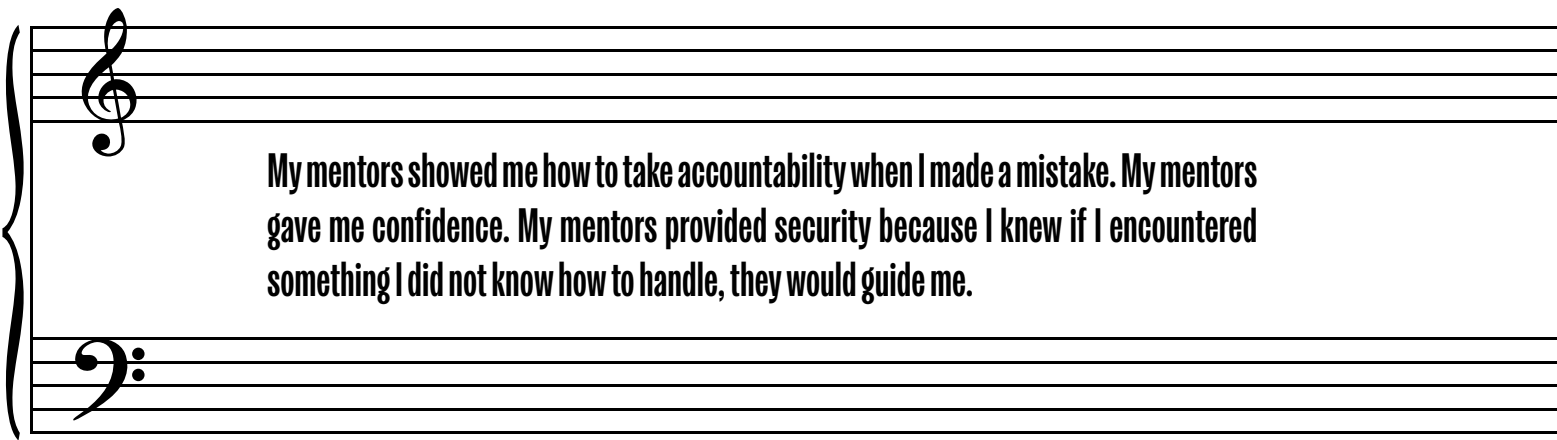
Mentorship is integral to a successful legal career. When I graduated law school in 2016, I was hungry. I had spent three years competing in mock trial competitions, and I was ready to take the fight into the real world. The first opportunity I had came quickly.

Shortly after licensure, my boss and mentor—Nik Mimari—took me to my first hearing at the Bexar County Courthouse in Texas. Opposing counsel had filed a motion to compel. When the presiding judge called our case, opposing counsel was not present to respond.

In law school, professors, cases, and statutes instruct students on the rules—rules of cases, rules of conduct, rules of civil procedure. I had just graduated from a fantastic law school. I had just studied for nine hours a day for 10 weeks. I had just taken the Texas bar exam. I had prepared that morning. I had been taught the rules. I knew the rules. And under Texas Rule of Civil Procedure 215, I wanted sanctions imposed on this tardy attorney because that is what the rules say. I was fired up. Nik smiled and explained that, yes, we could do that. But that every attorney and judge in

that presiding courtroom would remember it, and unless I was prepared never to be late in my entire career, maybe I should take a beat, call opposing counsel, and let him know that we were waiting on him. Opposing counsel walked through the door while the phone was still ringing. My professors and bar prep courses had taught me the rules. But mentorship prevented me from wielding them inappropriately.

Practicing law requires mentorship. Yes, mentorship can save a young attorney from embarrassing themselves in a room full of more seasoned peers, but mentorship also emphasizes the holistic development of the mentee, encompassing not only professional and academic growth but personal and emotional support. My mentors showed me how to take accountability when I made a mistake. My mentors gave me confidence. My mentors provided security because I knew if I encountered something I did not know how to handle, they would guide me. In fact, one mentor here at Wake Forest University School of Law shared his books and experience on meditation, a practice that changed every aspect of my life for the better.



My mentors showed me how to take accountability when I made a mistake. My mentors gave me confidence. My mentors provided security because I knew if I encountered something I did not know how to handle, they would guide me.

It is tempting to distance ourselves from one another—here, in 2024. Remote and hybrid options can allow us to work while wearing pajamas and sitting on our couches. Instant messaging lets us chat with our coworkers in a tightly sealed box. And AI chatbots seem to know, well, everything. The new attorney might reasonably think that reaching their professional and personal goals is possible entirely on their own. They are wrong.

No, I'm not a Luddite; all these advances are exciting and should be embraced. But there is still a need and a place for close-touch relationships. Mentorship is one of those needs, and that kind of relationship can be difficult to forge in solitude. Because mentorship considers the mentee's holistic growth—it takes actual trust on the part of the mentee and actual investment on the part of the mentor.

Those kinds of bonds are borne out of lived experience and face-to-face interaction.

Making the effort to avail yourself of this industry's mentors will redound to your benefit in ways that you can't predict. So go out and seek mentorship. Go and find your own version of Colin.



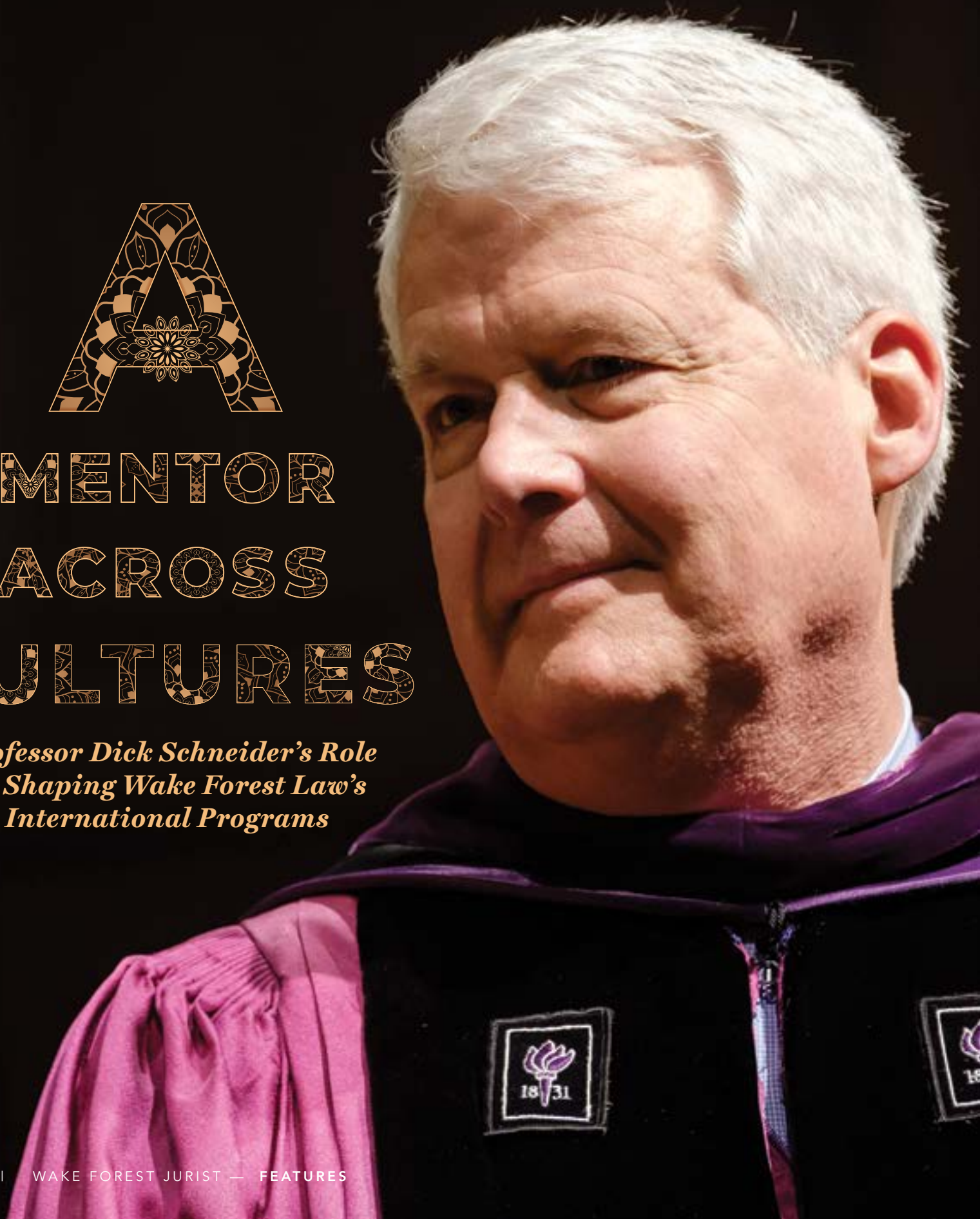
Jordan Crosby Lee ('09, MA '13, JD '16) is an associate director in Wake Forest Law's Office of Career and Professional Development. He graduated from Wake Forest Law in 2016 and practiced as an associate attorney in San Antonio, TX.





MENTOR
ACROSS
CULTURES

*Professor Dick Schneider's Role
in Shaping Wake Forest Law's
International Programs*





Professor Dick Schneider with the 2013-2014 international students.

When Professor Dick Schneider was recruited

to teach laws relating to international business at Wake Forest Law in the early 1990s, he never thought he'd eventually become synonymous with the Law School's international programs.

With a background in international transactions, and after working in Brussels, Russia, Mexico, and other countries, Professor Schneider was the first faculty member to teach international business law at Wake Forest. "When I came to Wake, it was not a very internationally-diverse place," he says. "Part of our goal was to bring international diversity to the Law School. We wanted to recruit a broadly diverse class in terms of geography, ideology, religion, and development-level of the country." Professor Schneider loved teaching and interacting with the international students.

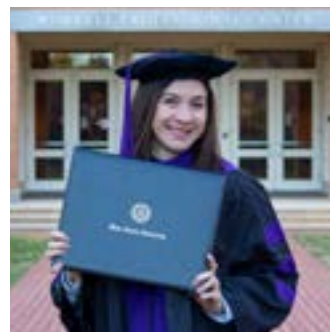
In 2012, after helping to establish the Master of Laws (LLM) and Doctor of Juridical Science (SJD) programs, Professor Schneider was appointed the first associate dean for international affairs by Dean Blake Morant. He held that role until 2023 when Professor Sarah Morath succeeded him. In addition to overseeing the LLM and SJD programs, he was also involved in the summer study abroad programs; he taught frequently in the Italy and London programs and founded the Vienna program in 2003. Professor Schneider also initiated two JD exchange programs with law schools in Padua, Italy, and Beijing, China.





Wake Forest Law's LLM program is unique in that it is small, students are in the same classes as JD candidates, and they have unparalleled access to professors. Law School faculty advise international students on their dissertations, mentor them, and share American culture with them—even hosting students for Thanksgiving. Studying in Winston-Salem, as opposed to a larger metropolitan area, also has its benefits. The small city has all of the advantages of a larger one, without the distractions and expense. Additionally, there is a strong mentorship component in the programs as each international student gets matched with a volunteer JD student for guidance. These relationships bring value to both the international and JD students in that they each gain a unique perspective, learn from one another, and often forge lifelong friendships.

Throughout his time as associate dean of international affairs, Professor Schneider developed partnerships with both public and private entities to provide international students who wanted to come to Wake Forest the opportunity to do so, even if they couldn't afford to. One partnership he forged was through the Department of Justice and Department of State to bring early- and mid-career prosecutors and judges from Kosovo to study at the Law School. Since the beginning of the partnership in 2012, approximately 35 Kosovars have graduated from Wake Forest Law. Professor Schneider has also worked with the Ford Foundation, the Open Society Institute, and a public-private partnership to bring law students from Afghanistan to study at Wake Forest Law.



Having international students at Wake Forest Law benefits the entire community. Not only does it foster a spirit of collaboration both inside and outside of the classroom, but JD students also learn that the US legal system isn't the only legal system in the world—in fact, the common law system is quite rare.



“One of my fondest memories of my time overseeing the international programs was when I went to Kosovo to meet the new students matriculating into the LLM program that year,” Professor Schneider says. “I traveled around the country for a few days, spent time in the city of Pristina, had lunch with LLM alumni, and so much more. It’s a small Muslim country, and it was the first time I’d been in a European city where I could hear the call to prayer throughout the day.”



Having international students at Wake Forest Law benefits the entire community. Not only does it foster a spirit of collaboration both inside and outside of the classroom, but JD students also learn that the US legal system isn't the only legal system in the world—in fact, the common law system is quite rare. “For example, in a property law class last year, a Chinese student shared how China handles property issues very differently than we do here in the United States. Students are always so fascinated to hear about these differences.”

Throughout his many years at the Law School, Professor Schneider has mentored a significant number of students. “My door was always open and I always wanted to make sure they were having a positive experience,” he says. “I liked to organize gatherings, go out for coffee with them, and learn about their cultures.” He also provided guidance on how best they could leverage their Wake Forest education when they returned home, as many international students use what they learn as lawyers, judges, and civil servants back in their home countries.



“I did Cross-Border Business Transactions with Professor Schneider in the fall semester of 2023,” says Tennille Alleyne (LLM '24), an alumna from Trinidad and Tobago. “What was truly impressive about Professor Schneider was his vast knowledge in international business which was seamlessly integrated with his practical experience in the industry. He had an effortless approach to teaching and took great interest in the international student community. It also doesn't hurt that he speaks several languages!”



"Our international students are unbelievable people because they come to a place and study law in a language that's not their first language. They come from diverse backgrounds to the small city of Winston-Salem... That's why it's so critical for each international student to have a mentor among the JD students, as well as faculty mentors."

—Dick Schneider

She continues: "Professor Schneider was also my thesis supervisor and took a keen interest in my topic area. I truly appreciated his ability to steadily guide me in refining my research until it was finished. I had a great time in his class and learned so much from him. He would always be an irreplaceable member of the faculty at Wake."

For Professor Schneider, the respect and admiration is mutual.

"Our international students are unbelievable people because they come to a place and study law in a language that's not their first language. They come from diverse backgrounds to the small city of Winston-Salem," says Professor Schneider. "They need mentorship, they need help with socializing, understanding American culture, understanding the culture of the Law School. They need guidance on things like opening a bank account or buying a car. That's why it's so critical for each international student to have a mentor among the JD students, as well as faculty mentors."

Professor Schneider is now in phased retirement and planning to fully retire in 2026, but the international programs at Wake Forest Law will always hold a special place in his heart.

"I hope they continue to grow. It's been a joy to watch so many international students come through the Law School throughout the years. I admire them so much for their courage, initiative, and hard work. I firmly believe that having international students at Wake enriches the entire Law School community."

International Programs at a Glance

Master of Laws (LLM)

This degree program is designed for foreign-trained lawyers who want to develop their professional expertise and advance their legal careers through intensive legal study in the US.

Doctor of Juridical Science (SJD)

This degree is designed for scholars and teachers of law who seek to produce a publishable dissertation that uniquely contributes to a specific area of law.

Visiting International Student Program (VISP)

This program is the gateway for highly qualified international law students to pursue for-credit coursework, often to enhance their academic record, build credentials for employment or further graduate study, or refine language and cross-cultural communication skills.

Visiting International Researcher (VIR)

This program offers scholars from around the world the opportunity to deepen their knowledge of US law, complete research for their dissertations, and bolster their curricula vitae.





New Partnership Agreements Expand Exchange Opportunities for Students

Wake Forest Law's partnership agreement with the University of Economics and Law (UEL), Vietnam National University - Ho Chi Minh City will form the basis for academic collaboration in teaching, research, and exchange. It also builds on Dean Andy Klein's existing contacts with Phuc G. Dao, director of the Institute of International and Comparative Law at UEL, as well as Professor Alan Palmiter's participation in the Environmental Protection and Climate Change Policies and Law conference in 2023, which was organized by UEL and two other leading Vietnamese law schools.

The partnership agreement in Ecuador is with Universidad de Las Américas (EC) (UDLA), the largest private educational institution in Ecuador and the only Ecuadorian university to hold institutional accreditation from a US regional accrediting agency, WASC Senior College and University Commission (WSCUC). Wake Forest Law looks forward to hosting UDLA law graduates in the LLM program and pursuing opportunities for further collaboration in student and faculty mobility and joint research.

Wake Forest Law will also partner with EBS Universität für Wirtschaft und Recht in Wiesbaden, Germany. With its location close to Frankfurt—Europe's financial hub and home of the European Central Bank and Frankfurt Stock Exchange—and its course offerings in transnational commercial law and European Union law, this partnership offers unparalleled opportunities for Wake Forest Law students to add a global and comparative aspect to their law school experience. Wake Forest Law will also host exchange students from EBS who will enrich our classrooms with a European perspective.

The new exchange agreements add to Wake Forest Law's existing exchange opportunities at the University of Padua in Italy and the University of International Business and Economics in China.

Wake Forest Law Students Spend the Summer Abroad in London

In partnership with the International Programs Office and the Humanities Institute, a group of Wake Forest Law students studied abroad this summer through the London Summer Program. The program consisted of two classes taught by Professor Jonathan Cardi—Comparative Advanced Torts and History of the Common Law—which included a number of Torts topics not covered in the typical 1L course. The group also traveled to Oxford University and Cambridge University to have joint classes with professors from those schools.

Each afternoon was an adventure in London. As a part of their experience, students toured the Old Bailey where they sat in on a criminal trial, and toured the ancient cells of Newgate Prison. They also participated in a scavenger hunt at the British Museum, took a trip to the British Library, and saw Sir Ian McKellen and Toheeb Jimoh in the play “Player Kings.”

The London Summer program is open to Wake Forest Law students, as well as law students from other US law schools, who have completed their first year of law school. The Program is offered every other year, alternating with the Venice Summer Program.



Beyond the Byline

In the academic world, co-authorship can be viewed merely as a means to an end—adding a line to a CV or fulfilling publication requirements. However, the collaborative writing process serves a much deeper purpose, particularly for students embarking on their academic and professional journeys. Co-authorship is not only a method of producing scholarly work; it is also a powerful form of mentorship that offers invaluable experiences for both faculty and students.

The Process of Co-Authorship

The co-authorship process can take many forms. Some co-authors focus on their area of expertise, while others divvy up the work in other ways.

Professor John Knox and his former student Nicole Tronolone (JD '21) co-authored “Environmental Justice as Environmental Human Rights” for the *Vanderbilt Journal of Transnational Law*. While at Wake Forest Law, Nicole served as the editor-in-chief of the *Wake Forest Law Review* and was also Professor Knox’s research assistant for more than a year.

“I conducted research on environmental racism, which eventually became the starting point for the article we co-authored,” says Nicole. It was a lengthy process, and actually began in earnest after Nicole had graduated from Wake Forest Law. “It was nice to leverage that initial research, expand upon it, and use that as the basis of the argument,” she says.

After Nicole graduated, Professor Knox reached out to her to gauge her interest in co-authoring an article based on some of the research she had done for him. Once she agreed, Nicole conducted research on domestic law, while Professor Knox focused on international law. Then they each wrote their respec-

tive sections, with Professor Knox providing feedback on Nicole’s section. Professor Knox then finalized the piece—ensuring that all of the pieces fit together and flowed and that it had a cohesive voice. They then submitted the piece.

For Professor Gregory Parks, the writing process can be different depending on the project and the student with whom he’s working. Sometimes he has done the research and has a solid idea and outline for the piece; he’ll ask the student to do additional research and bluebooking. Other times, he seeks more input from the student co-author. “I’ll ask, ‘What can you add? Are there points I’m missing? Where do we need additional research? What are some aspects of the topic I may not be thinking about?’”

Professor Parks collaborated with Sarah Spangenburg (JD '19, chair of the Rose Council) on a chapter in the book, *Supporting Fraternities and Sororities in the Contemporary Era*. “The process was extremely collaborative and instructive,” says Sarah. “Professor Parks was great about explaining his typical drafting process and creating opportunities for me to assist with that.”



Co-Authorship as a Form of Mentorship

The mentorship relationship that naturally arises through the co-authorship process benefits both the mentor and the mentee, or the professor and the student. Students not only gain value from the professors' extensive knowledge and expertise, but the process of collaborating with a professor results in a unique mentorship experience.

Professor Parks, who has co-authored articles and book chapters with both law students and undergraduates (many of whom aspire to attend law school), emphasizes the relational aspect of co-authoring with students. Each year, he identifies students who are sharp, professional, and hard-working and offers to mentor them. He approaches mentorship holistically, guiding them academically, supporting them throughout the job interview process, and even getting together with them socially. He also expects upper-level students to guide their peers. If an opportunity to co-author arises, Professor Parks seeks out a collaborator from this cohort.

For Sarah, co-authoring an article with a professor, “especially one as knowledgeable as Professor Parks,” was an honor and a special experience. “In law school, most of what you focus on are end-of-the-semester exams,” she says. “Having the ability to work on academic pieces that were published was an invaluable and unique opportunity.”

As Nicole notes, co-authoring can provide insight into what journals look for and how to navigate the submission and editing stages—a worthwhile experience that extends beyond the academic setting. Further, “the challenge of ensuring a seamless final product pushed me to refine my arguments and improve my writing,” she says.



Top to bottom: Sarah Spangenburg (JD '19) and Professor Gregory Parks

The Benefits of Co-Authorship

Similar to traditional forms of mentorship, co-authorship benefits both the student and the professor.

The process of co-authoring offers students a chance to hone their analytical abilities and develop a deeper understanding of their subject matter. The collaborative nature of writing also prepares students for the realities of legal practice, where teamwork and shared responsibility are essential, such as when working on a complex appellate brief or a presentation to a client. As Professor Knox points out, “Gaining experience working with a co-author mimics the collaborative processes common in the legal profession.” This experience helps students develop critical skills, including communication, teamwork, and even negotiating.

For students like Nicole, this experience can solidify their interest in academia or help to underscore the collaborative nature of legal work. Working with someone with different research strategies, writing style, and approach to the revision process ultimately made Nicole a better writer. “Seeing how someone else was doing it made me think critically about structuring legal arguments.”

The benefits of co-authorship extend beyond academic enrichment. Having a co-authored piece on their resume can be a significant advantage for students when they are applying for positions in the legal field. “It looks good on a student’s resume, especially if they are applying for a clerkship,” Professor Parks notes. Students can also gain firsthand experience in the complexities of academic publishing.

Co-authoring also provides an opportunity for a student to deepen and expand the relationship with a professor. “It also allowed me to maintain a connection with a professor whom I admire and respect,” she says, of Professor Knox. “I wouldn’t necessarily have been able to do that otherwise.”

Professors benefit as well, gaining fresh perspectives and additional insights, which ultimately enhance their own

scholarship. Students bring with them different ideas and philosophies, which not only help expand a professor’s viewpoint, but also helps the institution remain on the forefront of relevant issues. The collaboration allows professors to remain engaged with current research trends while simultaneously nurturing the next generation of scholars.

“It’s enjoyable to discuss the ideas with someone else and figure out which direction to take the work in,” says Professor Knox. “For the paper with Nicole, we were linking together two different areas of the law; it was reassuring to have someone who is immersed in a field and have their perspective as a check on the conclusions you’re trying to draw.”

There are practical benefits as well. “The potential to expedite publication is a great motivator,” Professor Parks says. “Students can bring so much to the table,” says Nicole. “They can help with the process, speed up the time that’s required for research, and provide insights into different arguments.”





Tips for Students Seeking Co-Authorship Opportunities

For students interested in pursuing co-authorship opportunities with professors, the key is to put in the work, then put in the ask.

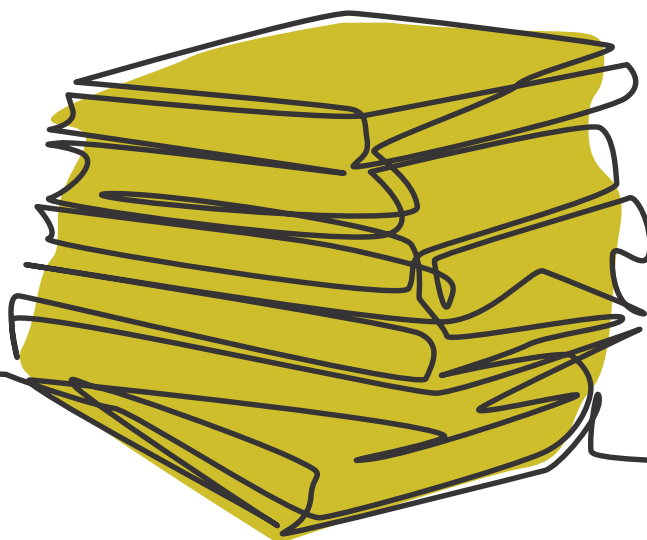
Both Professor Knox and Professor Parks agree that students must first build a relationship with their professors, perhaps through research assistant roles or existing mentorship relationships. Professor Parks also recommends being on a law journal and writing a student note.

Meanwhile, Professor Knox emphasizes the importance of having a genuine interest in the topic of the particular scholarly work. “Make sure it’s something you care about,” he advises. “Co-authoring takes a lot of time, and you want to ensure that you’re excited about the work.” He also states that students must feel good about having their name on the finished work. “Articles take positions,” he says. “The student needs to feel comfortable supporting that position.”

Nicole suggests that interested students have to just take the leap and ask. “Professors are continuously working on articles,” she says. “If there is a professor you have worked with or whose research aligns with what you’re interested in, just reach out.”

Sarah agrees: “Wake Forest Law professors want their students to succeed both at Wake and in the years after,” she says. “I’m confident they are open to the idea of mentoring their students through a co-authoring experience.”

Students bring with them different ideas and philosophies, which not only helps expand a professor’s viewpoint, but also helps the institution remain on the forefront of relevant issues. The collaboration allows professors to remain engaged with current research trends while simultaneously nurturing the next generation of scholars.



Left to right: Professor John Knox and Nicole Tronolone (JD '21)

RIPPLE

According to Chris Greco (JD '07), mentorship is a two-way street. “It shouldn’t be just on the mentor to work to develop the relationship with the mentee; the mentee also has to show an interest and make an effort,” he says. “When you find that person who could be a good mentor, you have to put the work in. That’s what ultimately makes them want to invest in you.”

Chris, a partner at Kirkland & Ellis in the Restructuring Group, has not only experienced firsthand the impact of mentorship, but is now also paying it forward. He has worked to create a pipeline of Wake Forest Law graduates into his firm.

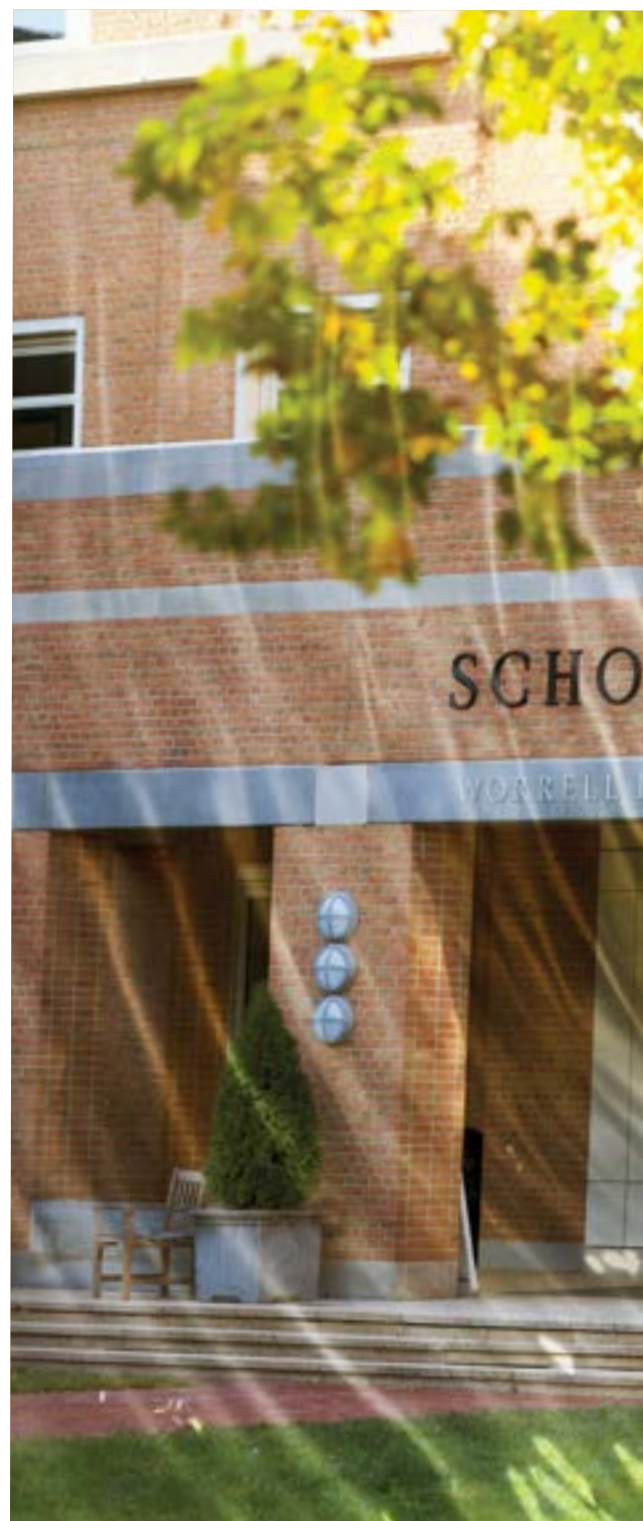
Originally from central New Jersey, Chris enrolled at Wake Forest Law in 2004. “I was drawn to Wake by its beautiful campus, the small class sizes, and the fact that professors seemed approachable and willing to build relationships with students,” he recalls. “Plus, my then-girlfriend (now-wife), was returning home after college to north Georgia, so that helped,” he says, with a smile.

After graduating from Wake Forest Law in May 2007, Chris wasn’t entirely sure what path to take. He started his career at another New York City-based law firm, focusing on capital markets and commercial mortgage backed securities (CMBS) (his clients in late 2007 included Lehman Brothers and Bear Stearns), but he quickly realized it wasn’t exactly what he wanted to do. So in March 2008, he transitioned to Kirkland & Ellis’ Restructuring Group.

“I had bankruptcy on my radar because of my close relationship with Professor Steve Nickles. At Wake, I took all of his classes and he was a great mentor to me,” Chris says. “After class, we’d chat in the courtyard, he’d share his ‘war stories’ and why he thought bankruptcy was a worthwhile practice area. There were no lawyers in my family. I had no other guidance on which area of law to pursue. So the fact that he took his time to mentor me was invaluable.”

When the Great Recession hit in 2008, bankruptcy became a highly-sought after area of the law. “Whereas a lot of my colleagues bounced around during this time, given my area of focus, I was incredibly busy as a junior lawyer,” Chris says.

Despite being busy with his restructuring work, Chris became interested in recruiting. Early on in his career, the partners at Kirkland appointed him to the firm’s recruiting committee. His charge was to seek out high-quality candidates and conduct interviews. After some time on the committee, Chris saw that there was some institutional bias toward certain schools. In other words, recruiting seemed to always target the same top-ranked schools. “There was a lot of talent we were leaving on the table by just hiring from the same places,” he says. “I knew there were exceptional candidates at Wake and other schools. So we branched out.”



EFFECT



"Kirkland has made a strategic recruiting decision over the past several years to continue 'expanding the map' when it comes to hiring..."

We don't get pushback on our recruiting strategy anymore, because people see that it works."

—Chris Greco (JD '07)



Casting that wider net proved to be a successful strategy. As Kirkland grew (in 2008 the firm had 1,500 lawyers and generated \$1.5 billion per year; now the firm boasts 3,600 lawyers and approximately \$8 billion per year in revenue), so too did Chris' influence at the firm. He took on more leadership roles and eventually became the firmwide co-chair of the recruiting committee, a role which he still holds.

“Kirkland has made a strategic recruiting decision over the past several years to continue ‘expanding the map’ when it comes to hiring,” he says. “The 500 summer associates we hire firmwide each year come from 80 different law schools. That’s a big change from how it used to be—and a very intentional one.”

The results speak for themselves. The summer hires and the young lawyers that have come from those schools have done incredibly well. And each year, 3-5 Wake Forest Law grads join Kirkland. “We don’t get pushback on our recruiting strategy anymore,” Chris says. “Because people see that it works.”

In addition to spearheading recruitment for Kirkland, Chris goes out of his way to mentor the Wake alumni who come to work at the firm. He has encouraged many of them to try their hand at restructuring, especially if they aren’t certain about what direction they want to go in. “Restructuring is a nice hybrid of litigation and transactional law,” he says.

Once at Kirkland, Wake Forest Law graduates benefit from a strong network of fellow Legal Deacs. “We all look out for one another,” says Chris. “We organize lunches and dinners, bring summer associates onto interesting projects or cases, and show the newer attorneys the ropes.” One of the best outcomes of Chris’ recruitment work is that he can now rely on the people he’s helped bring to the firm to pay it forward, perpetuating the pipeline of talent.

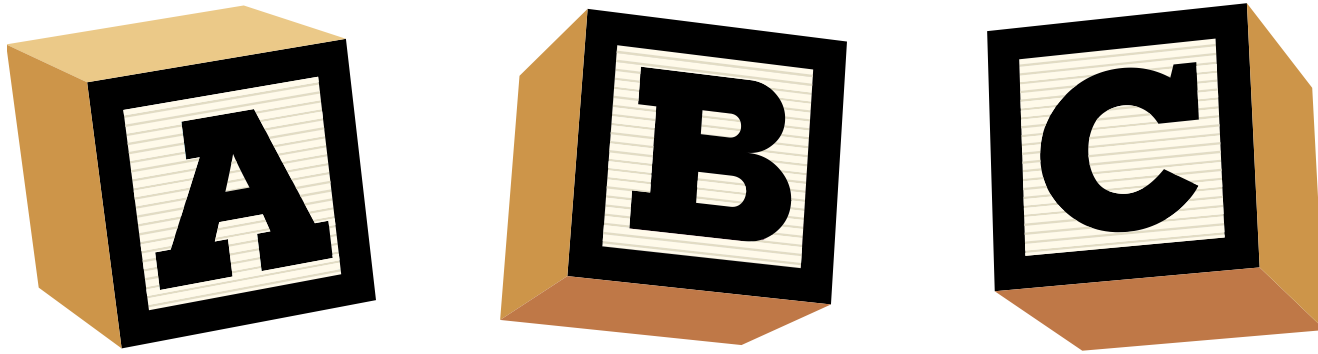
For Chris, that pipeline began with Professor Nickles, his own mentor.

Chris still keeps in touch with Professor Nickles. The two exchange emails when there’s a relevant bankruptcy issue or Professor Nickles will recommend his top students for Kirkland. “When I would have a big court hearing and the *Wall Street Journal* or some other media outlet would do a write-up, I would forward the article to my parents and grandparents—and Steve,” he laughs.

Chris recalls a particularly impactful story of the power of investing in others. Professor Nickles recommended that Chris connect with one of his LLM students, Anna Alekseeva (LLM ’22), as a potential candidate for Kirkland. Anna, who is originally from Ukraine, was a top student at Wake Forest Law. Sadly, the Ukraine/Russia War started while she was still studying at Wake and there were significant barriers to her getting hired. Fortunately, Chris was able to advocate for Anna at Kirkland and she was hired at the firm. Anna was then able to bring her mother and grandmother to the United States from Ukraine.

Professor Nickles invested in Chris. Chris then invested in Anna. Now Anna invests in others as an associate at Kirkland & Ellis and a member of Wake Forest Law’s Rose Council. And so the cycle continues.





Alumni Bar Coaching

RAISING THE BAR THROUGH MENTORSHIP

In July 2024, 80 Wake Forest Law graduates took the North Carolina bar exam for the first time, boasting a 90% pass rate.

Their success is a combination of a world-class education, countless hours of study time and preparation, and the ABC Program coaches who helped see the graduates to the finish line.

The ABC (Alumni Bar Coach) Program partners alumni with third-year students to provide mentorship, encouragement, and support for recent graduates taking the bar exam for the first time. “Being able to speak with someone who has recently gone through the stress [of taking the bar] is comforting,” says Stephanie Flynn (JD ’24), who participated as a mentee in the ABC Program.

The coach/mentee relationship also helps graduates build connections throughout the entire bar admission process—helping to promote equitable, inclusive, professional relationships.

Wake Forest Law’s Academic Excellence and Bar Support Program, which oversees the ABC Program, is responsible for recruiting, screening, and pairing coaches and mentees who share similar specialties or work in the same states—a key component of the program’s success.

“It was nice to be able to talk to someone who took my state-specific test because I did not know anyone from [Pennsylvania],” says program participant Kaylee Tillett (JD ’24).

The Academic Excellence and Bar Support Program also runs events, workshops, and panels to support the coach/mentee experience and help mentees learn about the bar process from multiple perspectives.

The program offers maximum flexibility to fit with busy schedules, and mentees can also reach out to their coaches as needed. “I liked the safety net and having someone willing to answer questions and provide advice,” says program participant Ben Wirzba (JD ’24).

Alumni coaches are expected to attend a meet-and-greet event and a virtual training, and communicate with their mentees once a week leading up to the bar exam in late July. Most mentors spend up to 30 minutes with their mentee each week, but some spend up to an hour—an invaluable commitment backed by results. In the End-of-Program Mentee Survey, all mentees felt supported throughout their experience and want to serve as coaches next year—a testament to their experience with their coaches.



To learn more about becoming an ABC Program coach, contact Liz Johnson, director of Academic Excellence and Bar Support at johnsoem@wfu.edu.

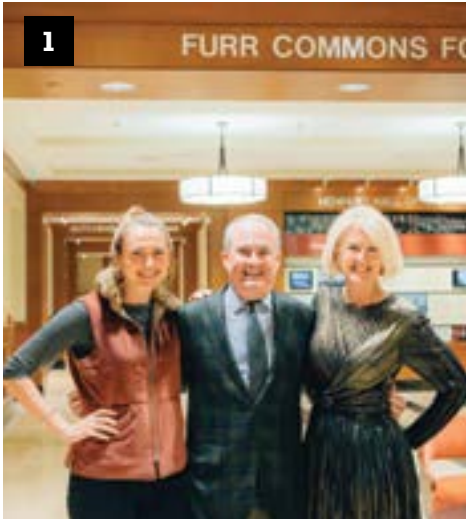
Samuel Brady (JD '23), an associate attorney at Falcon Rappaport & Berkman LLP in New York, recognized the value of the program and was eager to serve as a coach.

“The bar exam process is a completely unique and necessarily isolating experience,” says Samuel. “It’s a solitary climb up a mountain. I valued the insights of people who had been there before. If I could do that for others, I relished the chance.”

As a recent graduate, Samuel has a unique understanding of what mentees need to help them prepare for the bar. “A calming, reassuring voice telling someone to plan the work and work the plan can be a centering influence in an otherwise uniquely difficult summer. You have a fresh perspective on a privilege and challenge few people understand,” says Samuel. “Sharing that perspective can be immensely helpful.”

“I enjoyed seeing this challenge through others’ perspectives and seeing competent professionals rise to the challenge,” says Samuel. “I’m excited for the bright careers ahead of them.”



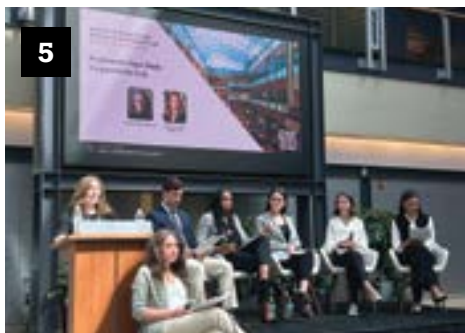


1 David Furr ('80, JD '82) Establishes Premier Scholarship

Wake Forest Law is pleased to announce a commitment of a \$2 million gift from alumnus David Furr ('80, JD '82). The commitment establishes the premier, endowed scholarship at Wake Forest Law, the David M. Furr Law Scholarship. The David M. Furr Law Scholarship will be awarded to students on the basis of merit, as well as their intention to practice in the following areas of law: transactional, tax, mergers and acquisitions, business, intellectual property, artificial intelligence, and cybersecurity. The scholarship, which will follow recipients through their law school careers, will provide full tuition, fees, living expenses, book expenses, and summer stipends—essentially ensuring that Furr Scholars, as recipients will be known, will graduate from Wake Forest Law debt-free. To contribute, visit wfu.law/furrscholarship.

2 Law Scholarship Established in Honor of Professor Emeritus Ralph Peeples

Wake Forest Law is excited to announce the Dr. Ralph Peeples Law Scholarship, established in memory of Professor Emeritus Ralph Peeples, who taught at Wake Forest Law from 1979-2018. "He was a professor who engaged the students before and after class," says The Honorable Ralph Walker ('58, JD '63), who made the lead contribution to the scholarship. "He really took the time to be involved with the students." The Peeples Scholarship will be awarded every year to a deserving student on the basis of financial need. So far, more than \$100,000 has been raised for the scholarship. To contribute, visit wfu.law/peeples.



3 1Ls Begin Law School with Foundations Week and the Highest Stats Ever

Wake Forest Law 1Ls began their law school journey with Foundations Week, an introduction to Wake Forest Law and a rite of passage for incoming law students. Students learned about opportunities and resources on and off campus, received lessons in teamwork and trust from the Program for Leadership and Character, were introduced to LAWR, and wrapped up the week with service opportunities throughout the community. The Class of 2027 boasts the highest admissions statistics to date, with a 166 median LSAT score and a 3.84 median GPA. The 1L class is composed of 6% first-generation college students and 84% first-generation law students. Eighty percent of students come to Wake Forest Law from outside of North Carolina, representing 107 undergraduate institutions and 37 states.

4 Bar Passage & Employment Rate

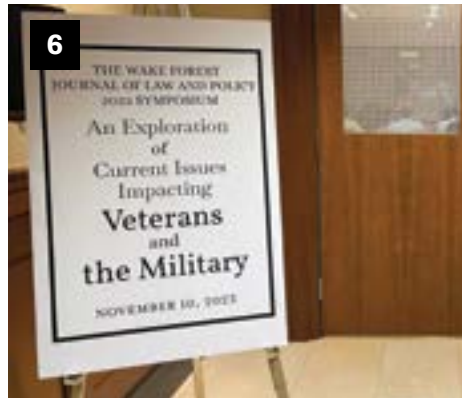
In July, Wake Forest Law's Class of 2024 took the North Carolina Bar for the first time, leading to a bar passage rate of 90%. The bar passage rate is nearly 11 points higher than the overall North Carolina first-time-takers success rate. Wake Forest Law's 2023 graduating class has a 98.9% employment outcome. Of that percentage, 92.1% of graduates are employed in full-time positions for which bar passage is a requirement, and 6.7% of graduates are employed in positions in which the JD is an advantage. Fifty-two percent of graduates are employed outside of North Carolina in 19 states and the District of Columbia.

5 Revolutionizing Wellness: Legal Frameworks and Implications Surrounding Regenerative Healthcare Symposium

The Wake Forest Journal of Business and Intellectual Property Law and Wake Forest's Center for Bioethics, Health & Society hosted "Revolutionizing Wellness: Legal Frameworks and Implications Surrounding Regenerative Healthcare Spring 2024 Symposium" on April 5, 2024 at Wake Forest Biotech Place. Symposium panelist experts discussed the FDA's Role in Regenerative Healthcare, Bioethics and the Law in Regenerative Healthcare, and Going to Market and the Future of Business in Regenerative Medicine.

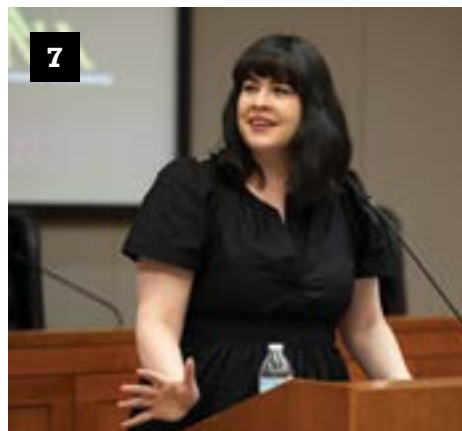
6 An Exploration of Current Issues Impacting Veterans & the Military Symposium

The Wake Forest Journal of Law and Policy hosted “An Exploration of Current Issues Impacting Veterans & the Military Fall Symposium” on November 10, 2023. The Symposium offered faculty, staff, and students the opportunity to hear from experts regarding the present and future of military justice, legal assistance issues for military personnel, the Camp Lejeune Justice Act, effects of race in the military, and mental health challenges for service members and veterans.



7 The Future of Death Care in America Symposium

The Wake Forest Law Review and the Cremation Association of North America (CANA) hosted “The Future of Death Care in America Symposium” on March 1, 2024. The Symposium brought together leaders in the death care industry, academics, and influential reformers with the intention to find common ground to help ensure the protection of consumers and expanded consumer choice.

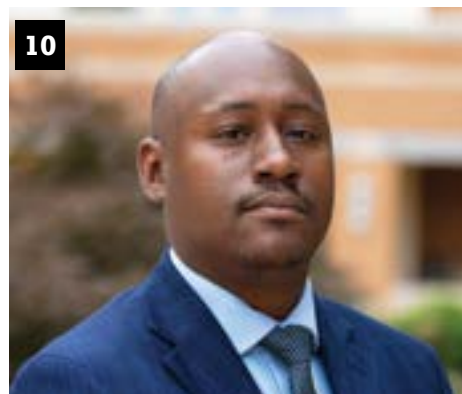


8 Wrongful Convictions Day

The Society for Criminal Justice Reform hosted an International Wrongful Convictions Day Panel on October 2, 2023. In alignment with the theme of “Resilience Within the Criminal Justice System,” the panel included Carson Smith (JD '16), assistant public defender and Wake Forest Law alum, and Kelvin Alexander, who faced a wrongful conviction. While attending Wake Forest Law, Smith worked in Professor Mark Rabil's Innocence & Justice Clinic, helping represent Alexander. Through this work and the work of the Innocence Commission, Alexander was freed from prison after almost three decades.

9 Wake Forest Law Welcomes US Court of Appeals for the Fourth Circuit

Wake Forest Law was honored to host the US Court of Appeals for the Fourth Circuit on October 31, 2023. Wake Forest Law students, faculty, and staff were given the opportunity to see attorneys present oral arguments in front of three judges, watch a table talk with the Federal Public Defender's Office and US Attorneys, and participate in a Town Hall with judges and clerks, moderated by Professor Audra Savage.



10 Wake Forest Law Welcomes Two New Faculty Members

Wake Forest Law is proud to welcome two new faculty members: Samir Parikh and Nathan Fleming. Professor Parikh joined Wake Forest Law from Lewis & Clark Law School in Portland, Oregon, where he served as the Robert E. Jones Professor of Advocacy and Ethics. He is currently teaching business law. Professor Fleming came to Wake Forest Law from DePaul University College of Law in Chicago where he was their inaugural Racial Justice Fellow. He now teaches constitutional law and election law.



JORDYN IGNONT

I'm originally from California, and my journey to law school has been deeply rooted in my commitment to advocating for racial justice. As the Chief of Staff for the Black Law Students Association (BLSA) and a 3L representative for the Society for Criminal Justice Reform (SCJR), I've found an incredible opportunity to integrate my passion for equity into my legal education. One of the aspects I value most about Wake Forest Law is the flexibility of the writing curriculum, which allows me to explore critical issues of race and equity through thoughtful research and analysis. In my leadership roles, I aim to create spaces where marginalized voices can be heard and uplifted. I believe in fostering meaningful conversations that challenge the status quo and bring about lasting change.

I am from Orlando, Florida and currently serving as an officer in the US Army Reserves. My interest in corporate law began with my undergraduate business studies and has since been reinforced through my experiences in law school, such as participating in the Trade & Development Clinic. In my role as a board member of the Business Law Society and the Transactional Law Competition, I aim to leverage my leadership experience in the Army to foster a business-oriented community at Wake Forest that provides meaningful opportunities for students to explore different aspects of business law.



RYAN KAINZ

I am deeply grateful for my time at Wake Law and with the Latino Law Student Association (LLSA). My conversation with the former LLSA president during my application process highlighted the strong sense of community at Wake Law, which drew me to this school. As the current LLSA President, I'm honored to play a part in fostering an inclusive and vibrant community. I'm excited about the future of this student organization and the impact it will continue to have on our law school experience for years to come. After graduation, I look forward to practicing corporate law at a firm in New York City.

**CHANCE VILLARREAL****MARY CATHERINE BAKER**

I am honored to lead a project that aligns my passions for public service and the law. The Pro Bono Project not only offers invaluable learning experiences for hundreds of students annually, but also dedicates thousands of hours in service of low-income individuals. The Pro Bono Project allows law students to leverage their unique privilege to connect people with essential resources and drive meaningful, tangible change in the community. My hope is that even after I leave, future students will value and prioritize pro bono work, regardless of their legal interests or background.



FAIZA ALI

As Chair of the Honor Council, I am grateful to be in a position to lead with integrity and a commitment to upholding the ethical values of academic excellence. From Somalia and Cary, NC, I grew up with parents who emphasized that no one can take your honor, but you can easily give it away. Therefore, my approach to leadership reflects the community that has led me. Through this role, I've been supported by other Honor Council members, ensuring that every decision reflects the high standards expected of our legal community. I've developed a holistic understanding of accountability and encourage others to remember that doing the right thing is never out of style.

I am a 3L hailing originally from Paradise Valley, AZ. After graduation, I look forward to pursuing a career in transactional law, specifically real estate development, land use, and natural resources. Wake's faculty, student body, and rigorous curriculum embody the *Pro Humanitate* spirit and have energized me to pursue interests and leadership experiences as a teaching assistant in the legal writing department, member of the Moot Court board, and a co-coordinator for the Wills Pro Bono Project. While studying the law is challenging and at times overwhelming, engaging with students and members of the community with a passion to serve as unwavering advocates has brought me great joy and fulfillment in my experience here.



ALEX HOSMAR

I am a third-year student from Greensboro, NC. I am passionate about trial advocacy and will be working in complex civil litigation upon my graduation in May. In addition to my studies, I have been very involved in the Student Bar Association at Wake over the past three years. I started off as a 1L Representative, then became Treasurer my 2L year, and I now serve as the SBA President. My goal for my presidency is to continue to foster a collaborative and inclusive culture within the Law School.

**CELIE ANDERSON****MARK LEE**

I was born in New York and grew up in Davidson, NC. I am interested in bankruptcy and financial restructuring and after graduation, I will be clerking for the Honorable Marvin Isgur of the United States Bankruptcy Court for the Southern District of Texas. Outside of law, I enjoy running, lifting weights, and fly fishing. As a member of the *Wake Forest Law Review* Board of Editors, I have the opportunity to work with some of the brightest and most dedicated individuals at the Law School to publish articles by both preeminent legal scholars and current students. It is an absolute privilege to be part of a group that represents Wake Forest Law to the broader legal community.

ANOTHER YEAR, ANOTHER RECORD FOR *Alumni Support*

Thanks to the support of alumni, donors, and friends—like you—this has been a banner year for Wake Forest Law's fundraising efforts! In fact, Fiscal Year 24 was the second best fundraising year on record. From contributing to new or enhanced scholarships, to supporting the Wake Forest Fund for the School of Law, to attending events, our alumni continually show their connection and commitment to our institution and its students.

Overall Support

\$10,398,379

in new commitments

131%

increase from
Fiscal Year 2023



\$3,479,779

in total cash received

74%

of all cash gifts received in Fiscal Year 2024 were \$1,000 and under. Everyone who supports the Law School can make a difference in the lives of students!

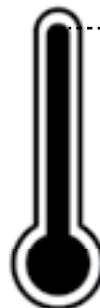
Annual Fund

\$1,251,565.54

cash raised for the Wake Forest Fund for
the School of Law

74.94%

Wake Forest Law maintains the highest renewal rate of dollars for the Wake Forest Fund for the School of Law among all units, with a 74.94% renewal rate of Fiscal Year 2023 donors to Fiscal Year 2024.



Annual Fund
continued

98
new or renewed, 5-year
Giving Society commitments
to the Law School
Annual Fund

36
brand new giving
societies

16%
of Wake Forest University
Advancement's 590 total
giving societies for all
University areas

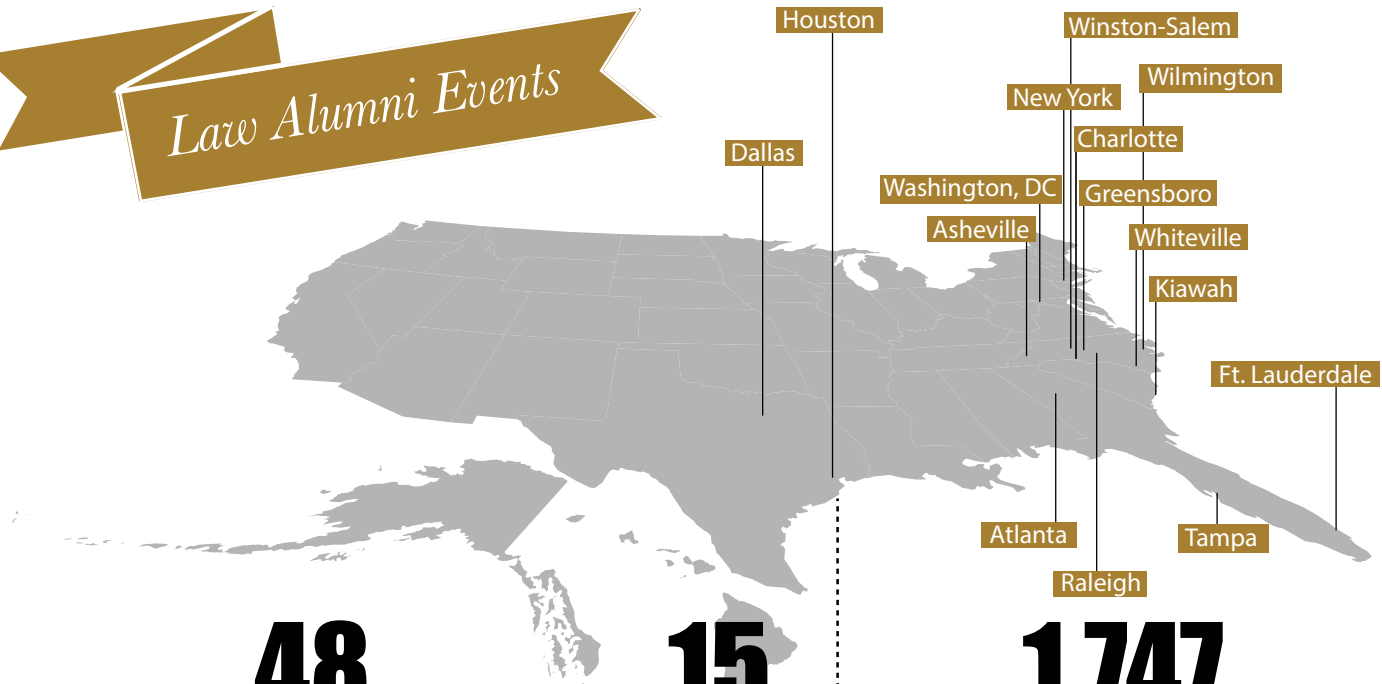
Scholarships

\$4,881,912
raised in scholarships

31
scholarships were
established or
enhanced

15%
Wake Forest Law School
accounts for 15% of all
scholarship dollars raised
across campus

Law Alumni Events



48
Law Alumni Events,
both in person and virtual

15
unique cities

1,747
people registered



DEACS DAYS OF LIVING: What are the most meaningful connections you made in law school?

"The most meaningful connections I made as a Wake Forest Law student were with classmates: I am lucky to be part of a group of five women who, despite living in cities around the country, still chat most days via group text and get together at least once a year. This group of women has been so impactful and supportive that I dedicated one of my texts *Modern Legal Scholarship* to them.

—Christine Coughlin (JD '90)

"The most obvious and accurate answer would be my husband, Bryan Scott (JD '04)! But the first runner-up is definitely Judge Sam Wilson (JD '74), the district court judge for the Western District of Virginia, who hired me as his law clerk. My year as a judicial clerk was hugely formative and Judge Wilson was the main reason for that—he taught me so much and took my writing from good to great (I have never again used "prior to" when "before" would work). I was and still am grateful for his mentorship."

—Francie Scott (JD '04)

"The most meaningful connection I made was meeting my wife, Emily Unnasch (JD '14), on the first day of our law school orientation. We recently celebrated our one-year wedding anniversary but have been together over 12 years since meeting at Wake Law."

—Kamay Lafalaise (JD '14)

"One of the most meaningful connections I made during my time at Wake Forest Law was with distinguished faculty member Alan Palmiter. Professor Palmiter's mentorship and commitment to fostering critical thinking had a lasting impact on my legal education and professional development. His guidance not only deepened my understanding of the law but also shaped my approach to navigating complex legal challenges."

—Brock Kannan (MSL '22)

"The most meaningful connections I made during my time at Wake Forest Law were all of the amazing friends that I made during my time there. Not only are they now a professional network, but they're also my confidants and support system."

—Ty Long (JD '24)

"My 1L section classmates."

—Kaylee Tillett (JD '24)

"My bestie, Donny Stewart (JD '24), and my favorite professor/mentor/friend Meghan Boone!"

—Jada Williams (JD/MDiv '24)

1950s

David "Pat" Patterson Mast Jr. ('53, JD '55) practices law from his home in Winston-Salem. He was an alumni representative for the class of 1953 at the inauguration of Wake Forest President Susan R. Wenthe in 2022. He has three children, five grandchildren, and six great-grandchildren.

1960s

Fred Morrison (JD '63) retired after 60 years of practicing law, mostly for the state of North Carolina. He served in the North Carolina Office of Administrative Hearings for 37 years and retired as senior administrative law judge. He lives in Raleigh.

Robert "Bob" E. Campbell (JD '67) retired after practicing law in Gettysburg, PA, for 56 years. He practiced for 51 years at Campbell & White and the last five years at Salzmann Hughes PC. He was also a public defender in Adams County (PA). He and his wife, Catherine Hanna Campbell ('67), live in Gettysburg and have four adult sons, including **Thomas Campbell ('92, JD '95)**, and 11 grandchildren.

Dallas Clark ('65, JD '68) wrote *The Mind of Dan MacAvoy*, his third Woody White legal thriller. MacAvoy returns from Vietnam, scarred by a horrible combat event, and then is charged with murdering his father. Clark's first two novels were awarded honorable mentions in the Los Angeles Book Festival.

1970s

Ben Farmer (JD '70) is a lawyer in Jamestown, NC. His law office is decorated with 19th-century antiques from Ireland: historical documents, includ-

ing a note signed by Abraham Lincoln and a 1760 document from King George III; lithographs of caricatures of judges and barristers from the British magazine *Vanity Fair* from the late 1800s to the early 1900s; and autographs and photographs of famous people, including composer Irving Berlin, author O. Henry, boxer Muhammad Ali, musician Count Basie, and actress Mae West. More at bit.ly/BenFarmer

Ronald Black (JD '72) was honored by The Florida Bar for practicing law for 50 years. He practices in Orange County, FL.

Howard Franklin Robbins Jr. (JD '72) was honored by The Florida Bar for practicing law for 50 years. He practices in Orlando.

R. Lee Farmer (JD '73, P '00) was honored by the North Carolina State Bar for practicing law for 50 years. He practices in Caswell County, NC.

James R. Foley (JD '73) was recognized as a member in good standing of the Alabama State Bar for 50 years. He lives in Huntsville, AL.

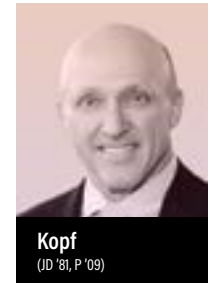
Dennis L. Salvagio (JD '73) was honored by The Florida Bar for practicing law for 50 years. He practices in Seminole County, FL.

Julian Philpott (JD '78) received the I.E. Ready Award from the North Carolina Community College System for his contributions to the state system. He has served on the board of trustees at Central Carolina Community College in Sanford, NC, for 16 years and has been chair since 2011. He has been an attorney for 44 years.

J. Randolph "Randy" Ward ('75, JD '78) received the North Carolina Bar Association's 2023 Peace Award. He was recognized for his contributions to the peaceful resolution of disputes as a commissioner on the North Carolina Industrial Commission and his service on the Duke Law Private Adjudication Center and the bar association's dispute resolution committee. He is a retired judge with the



Phillipot
(JD '78)



Kopf
(JD '81, P '09)

North Carolina Office of Administrative Hearings. He lives in Cary, NC, with his wife, retired NC State University professor Lynne Baker-Ward ('75). Their son, **Alexander "Alex" Hiram Ward ('09, JD '12)**, is a North Carolina assistant attorney general and third-generation alumnus.

1980s

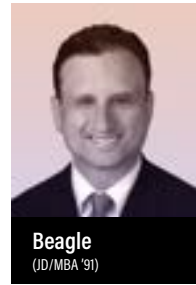
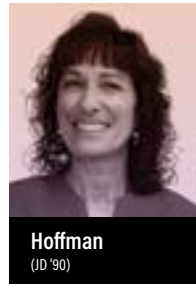
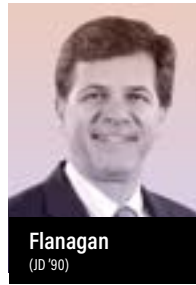
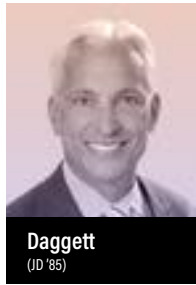
Doug Powell (JD '80) was appointed to the board of trustees at Susquehanna University, his undergraduate alma mater. Powell is an attorney at Powell & Associates in Atlanta. He served in the Judge Advocate General's Corps in the US Navy Reserve. He graduated in 2006 from the Art Institute of Atlanta in culinary arts and is a certified sommelier and wine judge.

Rick O. Kopf (JD '81, P '09) was recognized in the Chambers USA 2023 Guide in real estate law. He is a founding partner and shareholder in Munsch Hardt Kopf & Harr PC in Dallas.

Ted Smyth (JD '81) was named to the 2024 edition of The Best Lawyers in America for bet-the-company litigation, commercial litigation, insurance law, personal injury litigation (defendants), and personal injury litigation (plaintiffs). He was named Lawyer of the Year for insurance law in his region. He is of counsel at Cranfill Sumner LLP in Raleigh.

Michael Speas ('78, JD '81) paints for SpeasFIN-EART. His painting, "Standing Watch, Sharon at 15th," was featured at the de Young Museum in San Francisco during the de Young Open from September through January. He lives in San Francisco.

David Lennon (JD '82) retired as revenue section head at the North Carolina Attorney General's Office and received the Old North State Award from the governor. He is also a recipient of The Order of the Long Leaf Pine, North Carolina's highest award for service. Lennon is an award-winning artist and president of Clayton Visual Arts, and a



board member of the Johnston County Arts Council. He is a retired US Navy Reserve captain. He and his wife, Maria Limmen, live near Clayton.

Eric R. Spence (JD ’82) was named to the 2024 North Carolina Super Lawyers list and the 2024 edition of The Best Lawyers in America, both in commercial real estate law. He is of counsel at Ragsdale Liggitt in Raleigh.

Marcia Armstrong (JD ’83, P ’10, ’11, ’12) received the 2023 Chief Justice’s Professionalism Award from North Carolina Supreme Court Chief Justice Paul Newby. She is a partner at The Armstrong Law Firm PA in Smithfield, NC, and a past president of the North Carolina State Bar.

Michele Bartoli Cain (JD ’83, P ’11, ’13) was named to the 2024 edition of The Best Lawyers in America in medical malpractice law (plaintiffs) and personal injury litigation (plaintiffs). She is a shareholder in the law firm Shulman Rogers in Potomac, MD.

Katherine Kelly Burnette (’81, JD ’84) wrote a short story, “My Heart is Painted Black,” which appeared in *Mystery Tribune* magazine. She also wrote “The Recluse,” published in the *moonShine Review Journal*. Her debut novel, *Judge’s Waltz*, received a Pinnacle Book Achievement Award from the National Association of Book Entrepreneurs and a Feathered Quill Book Award. She is a North Carolina district court judge and a former state and federal prosecutor. She and her husband, **Tom Burnette (JD ’84)**, live in Oxford, NC.

David M. Warren (’81, JD ’84, P ’13) was inducted into the Order of the Eagle by Rocky Mount (NC) Academy for more than 30 years of volunteer service. He is a 1977 graduate of the school. Warren is chief judge of the US Bankruptcy Court for the Eastern District of North Carolina and an adjunct law professor at Wake Forest Law and Campbell University. He is a director of DiabetesSisters Inc. and a trustee for the Kappa Alpha Order Educational Foundation.

David Daggett (JD ’85) is the leadership development chair of the board of directors of the American Heart Association in the Triad. His son, Riley, had open-heart surgery. Daggett says that “early detection, follow-up, and timely intervention led to his story ending well.” Daggett is managing partner of Daggett Shuler Attorneys at Law in Winston-Salem.

Rob Griffin (’83, JD ’86) was certified as a Superior Court mediator with the North Carolina Dispute Resolution Commission. He is a partner at Cranfill Sumner LLP in Raleigh, chair of the firm’s trucking and commercial transportation practice group, and co-chair of the civil litigation section. He was named to the 2024 edition of The Best Lawyers in America.

Lee W. Gavin (’85, JD ’89) retired as a superior court judge after serving 24 years in the North Carolina judiciary. He lives in Asheboro, NC, with his wife, **Roberta Wood Gavin (JD ’88)**. He enjoys

reading, painting, golfing, and spending time with his new grandson.

David Rhoades (MBA ’88, JD ’89) was named to the 2024 edition of The Best Lawyers in America for workers’ compensation law (employers). He is a partner at Cranfill Sumner LLP in Raleigh.

1990s

Andy Avram (’82, JD ’90) was named to the 2024 edition of The Best Lawyers in America for workers’ compensation law (employers). He is a partner at Cranfill Sumner LLP in Charlotte.

Pat Flanagan (JD ’90) became a certified Superior Court mediator with the North Carolina Dispute Resolution Commission. He was also named to the 2024 edition of The Best Lawyers in America for civil rights law, employment law (management),

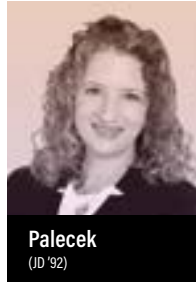
wfu.law/Hire

"Exactly the type of people you want to work with."

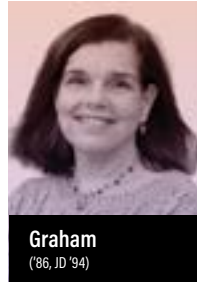
Hire from Wake Forest Law



Aghdami
(JD '92)



Palecek
(JD '92)



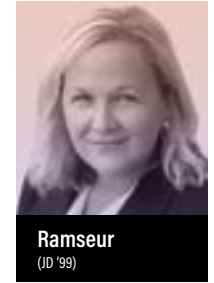
Graham
('86, JD '94)



Iskra
(JD '94)



Ramseur
('92, JD '95)



Ramseur
(JD '99)

litigation (insurance), litigation (labor and employment), and litigation (municipal), and was named Lawyer of the Year for civil rights law in his region. He is a partner at Cranfill Sumner LLP in Charlotte and chair of the municipalities and public entities practice group and vice chair of the employment practice group.

Dana H. Hoffman (JD '90) was named to the North Carolina Lawyers Weekly Power List for personal injury (defense). She also was elected to the American Board of Trial Advocates, a national association of trial lawyers and judges. She is a shareholder at Young Moore and Henderson PA, in Raleigh.

David W. Johnson (JD '90) became a special education teacher after working as an attorney for two decades. He also coaches the mock trial team and swim team at BASIS Chandler School in Chandler, AZ. He lives in Tempe, AZ.

Matthew E. Beagle (JD/MBA '91) was named executive vice president and chief wealth management officer of Journey Bank in Bloomsburg, PA. He is a certified financial planner and chair of the board of Geisinger Bloomsburg Hospital and GateHouse transitional housing. Beagle is also an adjunct instructor at Bloomsburg Commonwealth University and he writes about sabermetrics for the fantasy baseball site BaseballHQ.com.

Farhad Aghdami (JD '92) was named to Virginia Business magazine's 2023 Virginia 500 Power List. He is managing partner of the Richmond, VA, office of law firm Williams Mullen.

Ursula M. Henninger (JD '92) was named a fellow of the American College of Trial Lawyers. She is a partner at King & Spalding in Miami.

Diana Palecek (JD '92) received the Diversity, Equity, and Inclusion Award from the Commercial Real Estate Women (CREW) Network's Charlotte chapter and was named to the 2023 National Diversity Impact 50 list by *Career Mastered Magazine*. She is a partner in Fox Rothschild LLP's real

estate department and a member of CREW Charlotte and its DEI task force. She facilitated CREW Charlotte's inaugural meeting of "community cohorts" for professionals with disabilities.

Nick Valaoras ('89, JD '92) was named to the 2024 edition of The Best Lawyers in America for workers' compensation law (employers). He is a partner at Cranfill Sumner LLP in Charlotte.

Jonathan Hall (JD '93) joined Phelps Dunbar LLP as a partner in the firm's Raleigh office. He is a product liability lawyer and has handled over 100 bench and jury trials.

Timothy Rooks (JD '93) and his wife, Jeri Simpson Rooks, celebrated 30 years of marriage, "news that will shock classmates," he says. They live in Morganton, NC, have three adult children, and are expecting their first grandchild. Tim enjoys home improvement projects, hiking, and swimming. Tim says Jeri enjoys "being awesome, keeping me in line, and making me a better person."

Laura Payne Graham ('86, JD '94) is director of the fifth-ranked Legal Analysis, Writing, and Research Program at Wake Forest University School of Law. She has taught legal writing at the law school for 25 years and is a recent past-president of the Association of Legal Writing Directors. In 2022, she received the Association of American Law Schools' Legal Writing, Reasoning and Research Section Award.

Eric W. Iskra (JD '94, P '22) was named Lawyer of the Year in employment law (management) in Charleston, WV, in the 2024 edition of The Best Lawyers in America. He is a partner at Spilman Thomas & Battle and chair of the labor and employment practice group. He is also the employer vice chair of the governing council of the American Bar Association's Labor and Employment Law Section.

Ed Bogle (JD '95) was appointed District Court judge in Gaston County by North Carolina Gov. Roy Cooper. Bogle was a partner at Bogle & Antho-

ny PA in Gastonia, NC. He has argued before the North Carolina Supreme Court twice and wrote a humor book, *Letters to the District Attorney*.

Erica Bergman Lewis (JD '95) joined civil litigation firm Goldberg Segalla as a partner in the firm's North Carolina workers' compensation group. She has over 25 years of experience in workers' compensation, employment law, and appellate advocacy.

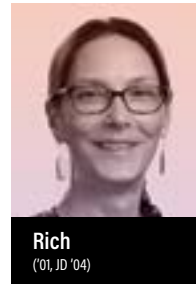
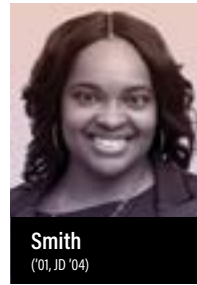
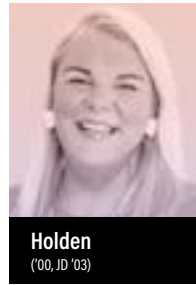
Robert "Bob" J. Ramseur Jr. ('92, JD '95, P '23) was appointed to a three-year term on the North Carolina Real Estate Commission by North Carolina House Speaker Tim Moore. Ramseur was previously appointed to the commission by Gov. Pat McCrory and was chair in 2017-2018 and vice chair in 2016-2017. He is a partner at Ragsdale Liggett in Raleigh and chair of its real estate department. He was named to the 2024 lists of The Best Lawyers in America, North Carolina Super Lawyers, and Business North Carolina's Legal Elite.

David E. Inabinett ('92, JD '96, P '22) was named to the 2024 edition of The Best Lawyers in America in Elder Law, Trusts, and Estates. He is the managing member at Brinkley Walser Stoner PLLC in Lexington, NC, and Greensboro, NC.

Dan Katzenbach (JD '97) was named to the 2024 edition of The Best Lawyers in America for construction law, litigation (construction), product liability litigation (defendants), and professional malpractice law (defendants). He was named Lawyer of the Year for professional malpractice law (defendants) in his region. He was also recognized in the 2024 Legal Elite listing in Business North Carolina in construction law. He is a partner at Cranfill Sumner LLP in Raleigh.

James Black (JD '99) was named to the 2024 edition of The Best Lawyers in America for workers' compensation law (employers). He is a partner at Cranfill Sumner LLP in Raleigh.

Patti West Ramseur (JD '99) was installed as the 129th president of the North Carolina Bar Associ-



ation. She will also serve in 2023-2024 as president of the North Carolina Bar Foundation. Ramseur practices employment litigation and counseling at employment law firm Ramseur Maultsby LLP in Greensboro.

Ryan Shurman (JD '99) was named to the 2024 edition of The Best Lawyers in America for medical malpractice law (defendants) and product liability litigation (defendants). He is a partner at Cranfill Sumner LLP in Raleigh.

2000s

Brian C. Doyle (JD '00) was appointed to the New York State Commission on Judicial Conduct. He is co-managing shareholder of the Long Island, NY, office of Greenberg Traurig LLP. He represents clients in real estate transactions and land use applications.

Jason R. Harris (JD '00) was named to the 2024 edition of The Best Lawyers in America for admiralty and maritime law and personal injury litigation (defendants). He was named Lawyer of the Year for admiralty and maritime law in his region. He is a partner at Cranfill Sumner LLP in Wilmington, NC.

Brad Evans ('98, JD '02) was named to Business North Carolina's 2023 Power List for the third consecutive year. He is co-managing director at Ward and Smith PA in Greenville, NC, and a certified Superior Court mediator specializing in commercial civil litigation.

Todd King ('98, JD '02) was named to the 2024 edition of The Best Lawyers in America for personal injury litigation (defendants) and product liability litigation (defendants). He is a partner at Cranfill Sumner LLP in Charlotte.

Virginia A. Gilbert (JD '03) was named director, global site agreements, at Merck, Sharp & Dohme LLC, a global healthcare company. She negotiates

clinical research agreements with a focus on Latin America. She lives near Doylestown, PA.

Shelley Slaughter Holden ('00, JD '03) was named to the Wake Forest Alumni Council and is serving as president. She is a fundraising development professional and community volunteer in Winston-Salem. She and her husband, David Holden ('99), have two daughters.

Raminder S. Madan (JD '03) joined the Office of General Counsel of the US Department of Veterans Affairs. He was an assistant public defender in Guilford County (NC). He lives in Winston-Salem.

Tyronia "Ty" Morrison Smith ('01, JD '04) was named assistant general manager of commercial revenue for Hartsfield-Jackson Atlanta International Airport, the busiest airport in the world. She oversees non-aeronautical revenue units, customer experience, and marketing and brand strategy.

Cassandra Rich ('01, JD '04) was elected president of the Monroe County (NY) Bar Association Board of Trustees. She received the MCBA President's Award for Professionalism in 2020 and is chair of the MCBA President's Commission on Anti-Racism. She is special counsel at Barclay Damon in Rochester, NY, and a member of the firm's real estate and trusts and estates practice areas.

Bradley Kline (JD '05) was named to the 2024 edition of The Best Lawyers in America for workers' compensation law (employers). He is a partner at Cranfill Sumner LLP in Charlotte.

Laura Miller (JD '05) was selected to the 2023 Outstanding Women in Business list by Triad Business Journal. She is a partner at Kilpatrick Townsend & Stockton LLP in Winston-Salem and Raleigh. She focuses her practice on branding, advertising, and brand protection and enforcement.

Patrick Kane (JD '07) received an Amicus Service Award from the International Municipal Law-

yers Association. He was honored alongside colleagues for preparing an amicus brief on behalf of IMLA to the US Supreme Court in *Conner v. Cleveland County* (NC), a lawsuit involving overtime compensation. Kane is a partner at Fox Rothschild in Charlotte and Greensboro.

Anna Warburton Munroe ('03, JD '09) was named a North Carolina Super Lawyer for the second time. She was also recognized in The Best Lawyers in America in family law and has been recognized yearly since 2018. Munroe is a shareholder in the law firm Allman Spry Davis Leggett & Crumpler PA in Winston-Salem.

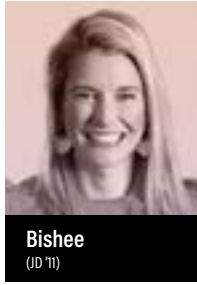
2010s

Christopher V. Anderson ('98, JD '10) joined employment law firm Jackson Lewis PC as a principal in its Greenville, SC, office. Anderson focuses his practice on international employment law. He and his wife, Cameron Gram Anderson ('99), live in Daniel Island, SC.

Jerri Simmons (JD '10) received the 2023 Distinguished Leader in Diversity and Inclusion Award from Cranfill Sumner LLP, where she is a partner in the Charlotte office. She was named to the 2024 edition of The Best Lawyers in America for workers' compensation law (employers) and to the 2024 North Carolina Super Lawyers list of Rising Stars for workers' compensation.

Jason Benetti (JD '11) was named the television play-by-play announcer for the Detroit Tigers. He was formerly the television play-by-play announcer for the Chicago White Sox. He also announces college football and basketball games and NFL and MLB games.

Meggan Bushee (JD '11) received the In-house Innovator Award in the Corporate Counsel Awards program from the Charlotte Business Journal. She is the first general counsel and chief compliance



officer at Crossroads Treatment Centers, a national behavioral health provider that focuses on substance use disorder and mental illnesses. She lives in Charlotte with her husband, Adam Shapiro, and their children, Harper, Holden, and Scarlett Jo.

Erin Marie Tanner Choi ('08, JD '11) was named a 2023 Texas Rising Star by Super Lawyers and was included in the 2024 edition of Best Lawyers: Ones to Watch in America in commercial litigation. She is counsel in the Dallas office of Weil, Gotshal & Manges LLP.

Marc Benjamin Langston (JD '11) released "Dupont Investigations," an audio drama that *Washingtonian* magazine ranked as a top podcast series to listen to on holiday travels. The plot follows a pair of private detectives as they investigate the suspicious death of a tobacco baron's heir in a fictitious North Carolina city, a veiled homage to Winston-Salem and the R.J. Reynolds tobacco empire. **Kenneth Patterson ('78, JD '81)** provides the voice of the tobacco baron.

Annie Reuben ('06, JD '11) was promoted to shareholder in the law firm Littler Mendelson PC in Seattle. She represents employers and companies in trade secret and noncompete litigation.

Stephen Bell (JD '12) was named to the 2024 edition of Best Lawyers: Ones to Watch in America in professional malpractice law and was named a Rising Star in business litigation in the 2024 edition of North Carolina Super Lawyers. He is a partner in the law firm Cranfill Sumner LLP in Wilmington, NC.

Marc Rigsby (JD '12) was promoted to member in the national law firm Bass, Berry & Sims in Nashville, TN. He focuses his practice on health-care transactions.

LISTEN AND WATCH



Listen to the latest episode of The Legal Deac podcast to learn about the Heirs' Property Project in the Wake Forest Law Environmental Law & Policy Clinic and how students and professors work together to help rural North Carolinians hold on to their land.



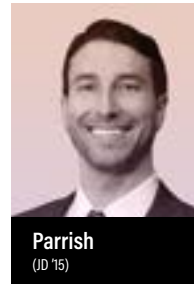
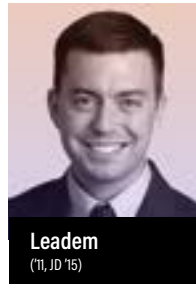


EXPERT ENCOUNTERS

AT WAKE FOREST LAW

Watch Professor Sarah Morath discuss her new book about plastics and the environment.





Michael Cardi (JD/MA '13) was named to the 2023 edition of Best Lawyers in America: Ones to Watch for the third consecutive year. He is a partner at Bowles Rice LLP in Morgantown, WV, concentrating on complex commercial disputes, financial services, and oil and gas.

Perrin B. Fourmy (JD '13) was named to the 2023 Texas Rising Stars list by Super Lawyers. He is a partner at Bell Nunnally & Martin LLP in Dallas.

Dana Mullen Graber (JD '13) was promoted to associate general counsel and senior director, legal and regulatory affairs, at FMI, The Food Industry Association, formerly the Food Marketing Institute. She joined the organization in 2016 as regulatory counsel and focuses on legal and regulatory requirements for food regulated by the US Food and Drug Administration and US Department of Agriculture. She and her husband, **Scott Graber ('10, JD '13)**, live in the Washington, DC, area.

Chris Hewitt (JD '13) was promoted to partner at Womble Bond Dickinson LLP, where he practices in the firm's Charlotte and Winston-Salem offices. He is a private wealth and tax-exempt lawyer, focusing on generational wealth transfer planning, trust and estate administration, and tax-exempt planning.

Linda E. Boss (JD '14) was promoted to partner at global law firm Mayer Brown. She practices banking and finance law in the firm's Charlotte office.

Jenica Cassidy (JD '14) joined Helsell Fetterman, a Seattle-based law firm, in the trust and estates litigation and estate planning practice groups.

Lucas Garber (JD '14) was named to Charlotte Business Journal's 2023 list of 40 Under 40. He is a partner and co-chair of the manufacturing business sector at law firm Shumaker, Loop & Kendrick. He lives in Charlotte with his wife, Allison, and their two young children.

Ruth Tisdale (JD '14) was named a 2023 Rising Star by the Minority Corporate Counsel Association.

She is senior counsel for Walmart Inc.'s health and wellness division and lives in Monroe, NY.

Alex Telarik (JD '15) joined Pray Walker law firm in Tulsa, OK, as a shareholder. His practice areas include complex commercial litigation, oil & gas, and appellate law.

John G. Hodnette (JD '15) joined Fox Rothschild LLP as counsel in the taxation and wealth planning department in the firm's Charlotte office.

Joshua "Josh" Adams (JD '15) was promoted to principal in the Charlotte office of employment law firm Jackson Lewis PC. He focuses on collective/class action wage and hour litigation and complex, single-plaintiff wage disputes.

Robert Daniel Gibson (JD '15) joined Davis Hartman Wright LLP as a partner in the firm's appeals and civil litigation practice groups. He lives in Durham, NC.

Alexis M. Iffert (JD '15) was promoted to shareholder at Robinson Bradshaw in Charlotte. Her practice focuses on mergers and acquisitions, employment and labor issues, health care, and general corporate law.

Evan T. Leadem ('11, JD '15) was named associate vice president and chief of staff at the University of Portland in Portland, OR. He has worked at the University of Portland and served as a member of the leadership cabinet since 2018.

Andrew R. Parrish (JD '15) was elected partner at McGuireWoods LLP in Charlotte. He specializes in debt financing and sports financing.

Brinson Taylor (JD/MBA '15) was named to Business North Carolina magazine's 2024 Legal Elite list in real estate. He practices with Longleaf Law Partners in Raleigh.

Alex Telarik (JD '15) joined GableGotwals as of counsel in the law firm's Tulsa, OK, office. He advises

clients in complex commercial litigation, oil and gas matters, and appellate law.

Alan H. Bowie Jr. (JD '16) joined Simon & Schuster as senior legal counsel. Previously, he was senior legal counsel for a global consumer products manufacturing company and a litigator and advisor for a Connecticut law firm. He lives in New Haven, CT.

Taylor Ey (JD '16) was promoted to partner at Womble Bond Dickinson LLP, where she practices in the firm's Research Triangle Park office in North Carolina. She focuses on data privacy and data security issues and commercial transactions involving technology, software, and related intellectual property.

Shawn Mihill (JD '16) joined real estate software company Yardi Systems Inc. as corporate counsel in the Boston office. He and his wife, **Vini Sharma Mihill ('10, MSL '16)**, and their young daughter live in New England.

Meredith Pace Brewer (JD '17) was elected partner at Dysart Willis PLLC. She has been with the Raleigh-based criminal defense law firm for over five years.

Meghan Holland (JD '17) was promoted to deputy general counsel for the Transportation and Infrastructure Committee of the US House of Representatives. She joined the committee in 2022 as senior counsel.

Nicholas A. Presentato (JD '17) joined Brinkley Walser Stoner PLLC in Lexington, NC, as an associate attorney. His practice focuses on family law, business and corporate law, and general civil litigation.

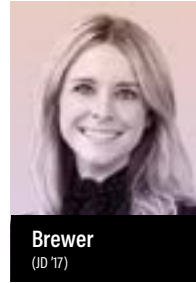
John Sears (JD '17) founded Innovators Legal in 2020 and merged the company in 2023 with Johnson, Marcou, Isaacs, & Nix LLC. Sears is senior partner at the merged firm, which focuses on intellectual property and corporate matters. He splits his



Telarik
(JD '15)



Bowie
(JD '16)



Brewer
(JD '17)



Huffman
('13, JD '18)



Ray
(JD '21)

time between Atlanta and his family homestead in Tennessee.

Tom Hickman (MSL '18) spoke on a retail trends panel at IFA 2023, a consumer electronics and home appliances trade show in Berlin. He is CEO of Nationwide Marketing Group, the largest buying and marketing organization for independent appliance, furniture and electronics, and rent-to-own dealers. He lives in Winston-Salem.

Mark Huffman ('13, JD '18) was named to the 2024 Best Lawyers: Ones to Watch list for commercial litigation. He is an associate at Munsch Hardt in Dallas.

Alex de la Torre (JD '18) has summited the highest point of every state in the continental United States. He climbed Gannett Peak in Wyoming in August to complete the goal and was listed as a "48 Finisher" by the Highpointers Club. He hopes to climb Denali in Alaska in the next five years. When not climbing mountains, he practices law in King, NC.

2020s

John N. Hutson III (JD '20) joined Young Moore as an associate on the law firm's business and estates team. He focuses on estate and fiduciary litigation, occupational licensing boards, and admin-

istrative law. After earning his law degree, he was a clerk to **Judge Richard Dietz (JD '02)**, then on the North Carolina Court of Appeals.

Phillip Jester (JD '20) joined Fox Rothschild in the Charlotte office as an associate in the taxation & wealth planning department.

James W. Ray (JD '21) joined Wagner Hicks PLLC in Charlotte as a member of the complex commercial litigation, labor & employment, and shareholder disputes & derivative litigation teams.

Jackson Vogel (JD '21) joined Carrington, Coleman, Sloman & Blumenthal LLP in Dallas as an insurance coverage group associate.

Samantha E. Hamilton (JD/MA '22) joined Davis Hartman Wright LLP in New Bern, NC, as an associate in the firm's environmental practice. She was sworn in to practice in the US District Court for the Eastern District of North Carolina.

Shannon M. Porterfield (JD '22) joined Rawle & Henderson LLP in Harrisburg, PA, as an associate and a member of the commercial motor vehicle practice group. At Wake Forest, she was the online editor of the *Wake Forest Law Review*.

Ashley Julianne Williams (JD '22) joined Smith Anderson in the law firm's banking and finance practice group in Raleigh. Previously, she was assistant vice president in the general counsel's office at Credit Suisse.

Marriages

James Joseph Hefferan Jr. (JD '03) and Nicole Ann Novotny, 5/20/23 in Belmont, NC, where they live. The wedding party included **Jason R. Shoemaker ('00, JD '03)**.

Zachary Kenneth Dunn (JD '15) and **Emily Catherine Jeske (JD '17)**, 3/4/23 in Winston-Salem. They live in Raleigh. The wedding party included **Davis Phillips (JD '15)** and **Kendra Stark (JD '17)**. The bride is the daughter of Michael Jeske ('81).

Shawna M. Abbatiello (JD '19) and **Jordan A. Castroverde (JD '20)**, 10/28/23 in Winston-Salem. They live in Jacksonville, FL. The wedding party included **Kelsey Hyde (JD '18)** and **Jaclyn Malmed (JD '19)**.

Erica Gisela Litvak (JD '19) and **Joshua Tyler Randall (JD '20)**, 8/10/23 in Newport, RI. They live in Morristown, NJ.

Carlo Ballesteros-Flores ('18, JD '23) and Maggie Alyssa Sandy ('16), 10/29/22 in Winston-Salem. They live in Durham, NC. The wedding party included Scott Smyre ('16, MS '19, PhD '23), Adam Hoxie ('17), Taylor Schronce Hoxie ('17), **Jon Beaty (JD '23)**, **Noelle Henry (JD '23)**, **Laura Merriman (JD '23)**, **Bruce Robinson (JD '23)**, **Dylan Shaffer (JD '23)** and **Caitlyn Wood (JD '23)**. Victoria Bass (MDiv '17) officiated.

Births

Alanna Zuchelli (JD '11) and Diego Espinoza (MBA '10), Arlington, VA: a daughter, Mila Alicia Espinoza. 9/22/22

Madison Kerry Benedict Wyche (JD '16) and Byron James Wyche ('07, MSA '08), Austin, TX: a daughter, Kerry Clayton Wyche. 11/2/23



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Deaths

Cecil Lee Porter (JD '51), Feb. 7, 2023, Wilkesboro, NC. He served in the US Army during World War II and in Korea. He was an attorney.

Leslie E. Browder (JD '54), Jan. 6, 2024, Holly Springs, NC. He was an attorney for 68 years, including 50 years at Womble Carlyle Sandridge & Rice in Winston-Salem, where he was a partner. At Wake Forest, he was general counsel and an adjunct professor in the School of Law. Survivors include son Chris Browder (MBA '86).

William "Bill" Bland Ray ('49, JD '55), Oct. 16, 2023, Wake Forest, NC. He served in the US Navy during World War II. He was an assistant attorney general in North Carolina.

L. Bruce McDaniel ('55, JD '58), May 29, 2023, Raleigh. He served in the US Air Force as an officer in the Judge Advocate General's Corps. He practiced corporate and securities law in Raleigh for more than 50 years.

James Norman Stephens ('58, JD '60), Oct. 12, 2023, Jonesboro, GA. He served in the US Army in the Judge Advocate General's Corps. He was a lawyer with the Department of Health and Human Services in Georgia.

William Wallace Aycock Jr. (JD '61), April 7, 2023, Elgin, SC. He served in the US Army Judge Advocate General's Corps. He practiced law in Tarboro and Fayetteville, NC.

Samuel Jerome "Jerry" Crow (JD '62), Nov. 6, 2023, Asheville, NC. He served in the US Army in the Judge Advocate General's Corps and was a lawyer in Asheville. Survivors include his son, Sam Crow Jr. ('87).

Clarence "Richard" Tate Jr. ('60, JD '62), Dec. 2, 2023, High Point, NC. He served in the US Marine Corps. He was a trial attorney in High Point and Guilford County (NC) for more than 50 years. He was chair of the Guilford County Board of Elections and president of the High Point Bar Association. Survivors include daughters Sarah Tate Warren ('84) and **Beth Tate Hondros (JD '93)**.

Warren Randolph McGraw (JD '63), June 14, 2023, Pineville, WV. He spent five decades in pub-

lic service, including as chief justice of the West Virginia Supreme Court, a state senator, and House of Delegates member. He retired in 2021 as a county circuit judge. Survivors include daughter **Helen "Suzanne" McGraw Dimlich (JD '91)**.

Charles "Charlie" Ewing Clement (JD '64), June 15, 2023, Boone, NC. He was a lawyer for more than 60 years and a longtime trustee of the North Carolina Natural Heritage Trust Fund.

William "Bill" Oliver King Sr. (JD '64), Oct. 5, 2022, Durham, NC. He was president of the Student Bar Association at Wake Forest Law and practiced law in Durham for 50 years. He was president of the North Carolina State Bar and the North Carolina Academy of Trial Lawyers and an adjunct professor at Campbell University's law school. He was inducted into the North Carolina Lawyers Hall of Fame in 2018.

George Manley Bell II ('61, JD '66), March 13, 2024, Winston-Salem. He served in the US Army and US Army Reserve. He was a retired attorney with the US Department of Veterans Affairs. He was preceded in death by his brother, Berdon M. Bell Jr. ('56).

Robert Battle Hocutt ('64, JD '67), July 20, 2023, Hilton Head Island, SC, and Atlanta. He was a lawyer with the law firm Nall & Miller in Atlanta for more than 30 years. Survivors include his son, **John Hocutt ('98, JD '01)**.

James Yewell "Jay" Reed Jr. (JD '67), Dec. 25, 2023, Greensboro, NC. He served in the US Air Force as an intelligence officer in Vietnam. He worked in insurance in Texas, Louisiana, and Mississippi.

Wayne Foushee (JD '68), Sept. 5, 2022, Winston-Salem. He served in the US Marine Corps during the Vietnam War. He practiced law for four decades at McLean Trucking Co. and in private practice.

Thomas William Jones (JD '68), Jan. 7, 2024, Sylva, NC.

Kenneth "Ken" Alden Smith ('65, JD '68), Oct. 24, 2023, Pilot Mountain, NC. He was a lawyer for 55 years and former mayor of Pilot Mountain. Survivors include his partner, Michael E. Thompson ('73).

Julian Bunn Wray ('65, JD '68), Dec. 26, 2023, Shelby, NC. He was a trial lawyer, assistant district attorney, and Cleveland County (NC) county attorney during his 50-year legal career.

David Vernon Liner ('63, JD '69), Dec. 9, 2023, Advance, NC. He was a retired lawyer.

Norbert John Pail Sr. (JD '69), Dec. 27, 2023, Ligonier, PA. He served in the US Navy and was a trust officer at a bank in Pittsburgh.

Robert "Bob" Keller Leonard ('66, JD '70), Jan. 18, 2024, Winston-Salem. He was a two-time first-team All-American basketball player at Wake Forest and is in the Wake Forest Sports Hall of Fame. He practiced law and was the youngest elected judge in North Carolina at age 27. Survivors include his daughter, Shannon Leonard McGehee ('98), and sons, Jonathan Leonard ('96) and Christopher Leonard ('00).

John Harvey Nicholson III (JD '71), April 9, 2023, Wadesboro, NC. He served in the US Army in the Judge Advocate General's Corps and practiced law in Statesville (NC) and Wadesboro.

Larry Grant Reavis (JD '73), May 28, 2023, Yadkinville, NC. He was a lawyer in Forsyth and Yadkin counties (NC) and former president and secretary of the 23rd Judicial District Bar.

Michael Andrew Schlosser (JD '73), Feb. 6, 2024, Greensboro, NC. He served in the US Army in Vietnam. He was a lawyer and a former district attorney in Guilford County (NC).

Clyde Franklin "Frank" Stanley Jr. (JD '73), Jan. 13, 2024, Tabor City, NC. He practiced law for nearly 50 years.

Gary Worth Williard ('70, JD '73), May 18, 2023, King, NC.

Laura Antoinette "Toni" Kratt (JD '74), Feb. 26, 2023, Charlotte. She worked in the city attorney's office in Charlotte. She was preceded in death by her brother, **Jim Kratt ('58, JD '61, P '84, '85)**.

Aaron Neal Clinard (JD '76), March 7, 2024, High Point, NC. He was a lawyer and received The Order of the Long Leaf Pine, North Carolina's highest award for service.

James Henry Dooley Jr. (JD '76), Dec. 28, 2023, Salisbury, NC. He served in the US Air Force for 20 years, retiring as a lieutenant colonel. He was awarded the Distinguished Flying Cross. He was an attorney and an assistant district attorney in Cabarrus and Rowan counties.

Randal "Randy" Wayne Koder (JD '76), Aug. 20, 2023, Kernersville, NC. He was a certified public accountant.

William V. Scholl Jr. ('73, JD '76), Feb. 27, 2024, Elizabeth Township, PA. He was a lawyer.

David Robert Tanis (JD '76), Aug. 1, 2023, Hampton, VA. He served in the US Army in the Green Berets and received a Purple Heart after he was seriously wounded in Vietnam. He spent 35 years as a lawyer, assistant district attorney, and District Court judge in and near Winston-Salem.

Leonard Michael "Mike" Dodd (JD '77), Nov. 15, 2023, Raleigh. He served in the US Army in the Judge Advocate General's Corps. He was a retired criminal defense attorney and special deputy attorney general. He was a member of the Wake Forest Legacy Society.

Willie "Lee" Lumpkin III (JD '77), March 6, 2024, Morehead City, NC. He was a retired district court judge.

John Wood Kiser (JD '78), March 24, 2023, Statesville, NC. He served in the US Marine Corps as a helicopter pilot in Vietnam. He practiced law in Statesville and taught negotiation classes at the Wake Forest School of Law. Survivors include his son, **John "Craig" Kiser (JD '02)**.

John B. Ross (JD '79), May 31, 2023, Baltimore. He served in the US Navy and was an attorney in the Baltimore area.

Ned Allen Stiles (JD '79), Feb. 26, 2024, Charlotte. He was a lawyer for more than four decades and a founding partner of Stiles Byrum & Horne LLP in Charlotte.

Wayne Thomas Arceneaux (JD '81), June 28, 2023, Dallas. He was a lawyer for more than 40 years.

Sherrie Lynn Roland Hodges (JD '82), Aug. 2, 2023, West Jefferson, NC. She was a lawyer in Ashe County (NC).

David Nixon (JD '84), Oct. 1, 2023, Bent Mountain, VA. He was a lawyer in Roanoke, VA, and former chair of the Roanoke City Fair Housing Board.

Bryant William Galbaugh (JD '85), April 8, 2023, Clemmons, NC. He was a sports copy editor and assistant sports editor at the *Winston-Salem Journal*.

Ronald Jay Short Sr. (JD '85), Aug. 4, 2023, Winston-Salem. He was a lawyer in Winston-Salem for 35 years and received a lifetime achievement award from the Forsyth County Criminal Defense Trial Lawyers Association. He competed in the Scottish Highland Games for 32 years and was a world record holder in the caber toss. Survivors include his son, Jay Short Jr. ('95).

Angela "Angie" Lynn DeMent ('85, JD '88), Sept. 4, 2023, Knightdale, NC. She practiced law alongside her father and brother in Raleigh. She was preceded in death by her husband, John William Ormand III ('84), and her father, **Russell W. DeMent Jr. ('62, JD '65)**. Survivors include her son, John William Ormand IV ('19), daughter, **Rachel Ormand Laughery (JD '22)**, brother, **Russell "Rusty" W. DeMent III ('94, JD '97)**, sister, Caren "Winnie" DeMent ('87), brother-in-law, Joe Walsh ('88), and sister-in-law, Lisa Ormand Taylor ('86).

Eric Franklin Schell ('85, JD '88), Jan. 26, 2024, Oakton, VA. He was a trial lawyer.

Mark Edward Gleason (JD '90), Jan. 7, 2024, Fernandina Beach, FL. He served in the US Army Judge Advocate General's Corps and was counsel at the US Navy Office of General Counsel at the Trident Refit Facility at Kings Bay (GA) for 18 years.

Elizabeth "Beth" Fay Dierauf (JD '94), Nov. 11, 2023, Pisgah Forest, NC. She was a longtime district attorney in western North Carolina and received the 2023 Courthouse Employee of the Year Award from the Chief Justice's Commission on Professionalism.

Richard "Rick" S. Mairone (JD '94), May 25, 2023, Linwood, NJ. He was a lawyer and past member of the New Jersey Supreme Court District 1 ethics

committee. He was a board member of the Greater Atlantic City (NJ) Chamber.

Tracey Glenn Tankersley (JD '94), March 11, 2023, Greensboro, NC. She was an artist.

Edward Harris Schuth (JD '95), Oct. 23, 2023, Charlotte. He started a club ice hockey team at Wake Forest and coached hockey teams in Winston-Salem and Greensboro, NC, while he was in school. He was a lawyer and youth baseball coach in Charlotte.

Corey D. Buggs (JD '97), Feb. 1, 2024, Lexington, NC. He was a lawyer and a former assistant district attorney.

Katy Elizabeth Aultman (JD '10), Oct. 24, 2023, Annapolis, MD. She was a former lawyer at Worth Jarrell LLC in Atlanta.

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Mickie Sue Ashburn Burrow, Aug. 4, 2023, King, NC. She retired from Wake Forest School of Law in faculty administrative support.

Nancy S. Moore, Jan. 17, 2024, Winston-Salem. She worked at Wake Forest for 40 years in the School of Law, the University legal office, and President's Office, and retired as executive assistant to President Nathan O. Hatch (LHD '21).

Ralph A. Peeples, May 12, 2023, Winston-Salem. He was professor emeritus of law at the Wake Forest School of Law. He taught business law, dispute resolution, torts, and other subjects for nearly 40 years until retiring in 2018. He was chosen by the Class of 2018 to speak at that year's hooding ceremony. He was also associate dean of academic affairs from 1995-2000. He received the school's Excellence in Teaching award four times and was known for his rapport with students and camaraderie with fellow faculty members. A native of Charleston, SC, he graduated from Davidson College and New York University School of Law. He worked for a law firm in Ohio before joining the Wake Forest Law faculty in 1979.

The advertisement features a background image of a black wrought-iron railing with a white and black patterned scarf draped over it. The scarf has a large 'WF' logo and fringed ends. In the top left corner, there is a repeating pattern of the Wake Forest University crest. A black, scalloped-edged callout box in the upper left contains the text 'WAKE FOREST GIVING SOCIETIES UNIVERSITY'. In the bottom right, a black rounded rectangle contains the main text and contact information.

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