



# DUKE LAW ADVOCATE

SPRING 2016 | A DEVELOPMENT NEWSLETTER FOR DUKE LAW ALUMNI AND FRIENDS



## Duke Faculty Endowment Challenge Donors establish new distinguished professorships



**T**WO NEW PROFESSORSHIPS HAVE BEEN CREATED in recent months, spurred by The Duke Law Faculty Endowment Challenge.

A \$2.5 million gift to the Law School from JM Family Enterprises, Inc., will endow a new professorship in the name of Colin W. Brown '74. Brown is the company's president and chief executive officer, a member of its board of directors, and the presiding trustee of its majority shareholder.

A \$1.25 million commitment from Yibing Mao '89 and David Zhang of Hong Kong, the largest-ever gift to the Law School by donors outside the United States, establishes the David T. Zhang Professorship.

The Duke Endowment is providing matching support for each gift through the challenge it established last fall with a \$5 million grant. » (continued on page 4)

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# STAR MATCHING CAMPAIGN



## Inspiring a community

**T**HE GENEROSITY STANLEY AND ELIZABETH STAR have extended to the Law School over the course of the Duke Forward campaign has been transformative. Through two campaign leadership gifts the Stars funded financial aid and professorship matching-gift challenges, inspiring alumni and friends — including Nancy and me — to establish five endowed professorships and 41 new scholarship funds. This remarkable cascade of support ensures our doors are open to deserving students and ensures our trajectory of excellence in research and teaching.

To Stanley and Elizabeth and to the members of our community who have answered their challenges, thank you for your friendship and generosity. This is philanthropic leadership of the most remarkable sort.

*David F. Levi*  
Dean David F. Levi

## Professorships created

Jeffrey and  
Bettysue  
Hughes Chair

Bernard M.  
Fishman Chair  
(Mark and Jill Fishman)

Candace M. Carroll  
and Leonard B.  
Simon Chair

Karl W. Leo  
Chair  
(Karl and Fay Leo)

Robert G. Seaks  
LL.B. 1934 Chair  
(Terry Seaks)



## Scholarships and fellowships created

Judge David and Hildred Allard Scholarship  
Anonymous (Scholarship)  
Richard N. Baer and Anne Carson Baer Scholarship  
Alan R. and Joyce S. Bender Scholarship  
Daniel F. and Dale S. Bernard Scholarship  
Mark and Marsha Bookman Scholarship  
Paul Everett Carlton Scholarship (J. Porter Durham)  
George C. Christie Scholarship (multiple donors)  
Jack Cooney Scholarship  
Jerome M. Culp, Jr. Scholarship (Bruce Rogers)  
Robert N. Davies Scholarship  
Adrian E. and Anne L. Dollard Scholarship  
Ross C. Formell and Susanne I. Haas Scholarship  
Ronald W. Frank Fellowship  
Thomas and Catherine Giegerich Scholarship  
Caroline B. and Michael R. Gottschalk Scholarship  
Jeffries Family Scholarship (Tony Jeffries)  
Thomas Jordan Memorial Scholarship  
(Nora Jordan and Allen Reiser)  
Kirkland L. Hicks Scholarship  
Class of 2013 Andrew T. Katbi Memorial Scholarship  
(multiple donors)

Glenn Ketner Family Scholarship (Glenn E. Ketner, Jr.)  
Michael H. Krimminger and Deborah A. Phillips Scholarship  
George R. Krouse, Jr. Scholarship  
Stephen Labaton and Miriam Sapiro Scholarship  
David F. Levi and Nancy R. Ranney Scholarship  
Jeffrey and Andrea Lomasky Scholarship  
Cosmas and Kelli-Anne Lykos Scholarship  
Alan and Susan Mansfield Fellowship  
Jerry J. McCoy Scholarship  
Celeste Norris Mitchel Scholarship (Robert Turken)  
Paul J. Pantano, Jr. and Cheryl L. Keamy Scholarship  
William R. Patterson Scholarship (Al and Sarah Adams)  
Happy R. and Cheri W. Perkins Scholarship  
Robert D. and Susan G. Phillips Scholarship  
James S. Rowe Scholarship  
Gregory J. Ruffa and Lisa M. Gallagher Scholarship  
Safley Family Scholarship (James Safley)  
Andrew G. and Amy C. Slutkin Scholarship  
Robert C. and Linda Weber Family Scholarship  
Zimmer Family Scholarship (Herbert Zimmer; Bradley Zimmer)  
Zipp Family Fellowship (Bob Zipp)

Pictured, L-R: Glenn (Bo) E. Ketner, III '06  
and Glenn Ketner, Jr '63; Ross Formell '87 and  
Susanne Haas LL.M '85, JD '87; Herbert, Ronna,  
and Bradley '03 Zimmer; Kirkland Hicks '97



## New distinguished professorships

Continued from page 1

The challenge provides matching funds for donor commitments toward a new endowed faculty chair, professor of the practice, or clinical professor position.

“A strong faculty is the foundation of a great law school,” said Dean David F. Levi. “Endowed professorships support and attract distinguished scholars to Duke. Their scholarship generates intellectual excitement and new understandings of our legal system and substantive legal rules. New professor of the practice and clinical professorship positions

will help us continue to build our superb professional skills and experiential learning faculty while infusing professional values, including service to the community and access to justice, into the daily life of the Law School.

“We are grateful to have this tremendous support for our goals from The Duke Endowment and excited to see donors responding to the opportunity to have their gift matched through the Duke Law Faculty Endowment Challenge.” ♡

## Brown Professorship honors visionary business leader

**D**EERFIELD BEACH, Fla.-based JM Family Enterprises has pledged \$2.5 million to establish the Colin W. Brown Professorship Fund at Duke Law. Matching funds from The Duke Endowment bring the total endowment to \$3.5 million.

Brown is the company’s president and chief executive officer, a member of its board of directors, and the presiding trustee of its majority shareholder.

“This generous gift by JM Family Enterprises is a great tribute to Colin Brown, who is an exceptionally devoted and admired alumnus of Duke Law School,” said Levi. “We are grateful to the company, its board of directors, and its trustees for choosing to honor Colin in this special way.”

JM Family Enterprises is a \$14.5 billion diversified automotive corporation ranked No. 21 on *Forbes’* list of America’s largest private companies and has been ranked on *Fortune’s* “Best Companies to Work For” list for 18 consecutive years. Its principal businesses focus on vehicle distribution and processing; financial services, finance, and insurance products; retail sales, marketing, and consulting; and dealer technology products and services.

Brown joined the family-owned business in 1992 as vice president and general counsel and was later appointed chief

operating officer. He became president in 2000 and chief executive officer in 2003, the first non-family member to hold either title. In 2011, the *Sun Sentinel* newspaper named him “Broward County Business Leader of the Year.” In 2015, *Florida Trend* magazine named Brown “Floridian of the Year,” citing, among other factors, his initiative in 2015, “with no fanfare or press release,” in implementing a \$16-an-hour minimum wage for all employees and corresponding raises for many others.

Prior to JM Family, Brown held general counsel positions at Fuqua Industries, Inc. and Cannon Mills Company. After graduating from Duke Law, he joined Simpson Thacher & Bartlett in New York.

“I am grateful JM Family has honored me in this special way that will benefit Duke Law,” Brown said. “My education started me in my career and my continued affiliation with Duke has always been very meaningful. Thanks to the generosity of JM Family, it’s humbling to know that a new generation of law students will realize their dreams in part because of this professorship.”

Brown has supported Duke University with his philanthropy for many years. He is a member of the Law School’s Board of Visitors and was honored in 2014 with the Law Alumni Association’s Charles S. Rhyne Award, which recognizes graduates whose careers exemplify the highest standards of professionalism, personal integrity, and commitment to education or community service. All three of Brown’s children are also graduates of Duke: Courtney JD/MA ’07, Alec F’14, and Seth E’09, who is currently pursuing a joint graduate degree at Duke’s Fuqua School of Business and Sanford School of Public Policy. ♡



“My education started me in my career and my continued affiliation with Duke has always been very meaningful. Thanks to the generosity of JM Family, it’s humbling to know that a new generation of law students will realize their dreams in part because of this professorship.” — Colin Brown ’74



“In our heart, Duke obviously occupies a very central place, not just in Yibing’s career but also in our son’s. This gift is a gesture on our part to give back to Duke and hopefully Duke can continue its engagement with China and promote greater interaction between the two countries.”

— David T. Zhang



## Zhang Professorship reflects global support, reach

THE \$1.25 MILLION COMMITMENT from Yibing Mao and David Zhang establishes the David T. Zhang Professorship. Matching funds from The Duke Endowment bring the total endowment to \$2.5 million.

“Our family has benefitted greatly from our education and our experience at Duke,” said Mao.

“David and I were both very inspired by the matching program and we also thought it was a very worthy cause for us to support.”

Mao and Zhang also are longtime philanthropic supporters of Duke University. The couple has made gifts in support of student scholarships and annual funds at schools across Duke. Their son, Alexander, earned his bachelor’s degree from Duke in 2011.

“In our heart, Duke obviously occupies a very central place, not just in Yibing’s career but also in our son’s,” said Zhang. “This gift is a gesture on our part to give back to Duke and hopefully Duke can continue its engagement with China and promote greater interaction between the two countries.”

Mao, a member of the Law School’s Board of Visitors and Global Leaders Scholarship Program selection committee, is the general counsel and senior vice president of asset management and owner relations for Marriott International. She joined Marriott in 1996 following five years in private practice with McGuire Woods, Slaughter and May, and Milbank, Tweed, Hadley & McCloy, respectively. In addition to her Duke JD, she holds an LLM from Peking University and an undergraduate degree from Jilin University.

Zhang is the senior corporate partner in the Hong Kong office of Kirkland & Ellis. His practice focuses on securities offerings and mergers and acquisitions, mostly involving Chinese companies. He has also represented private equity funds, multinational corporations, and sovereign wealth funds in connection with transactions in China and parts of Southeast Asia. In 2014, Zhang was named the International Deal Maker of the Year by *China Law & Practice*. Zhang graduated from Tulane University Law School and Beijing Foreign Languages Institute.

“Duke Law School is extremely grateful to Yibing Mao and David Zhang for endowing this new professorship,” said Levi. “The support of our international alumni is so important to our future. We hope that this gift will inspire others around the world to contribute to the excellence of our faculty and student body.”

The commitments from The Duke Endowment, JM Family Enterprises, and Mao and Zhang advance the University’s \$3.25 billion *Duke Forward* fundraising campaign. The campaign, which will conclude in June 2017, supports priorities across Duke’s 10 schools, Duke Medicine, and a range of university programs and initiatives. To date, Duke Law has raised over \$100 million in the campaign in support of its faculty, students, and programs. ♣



For more information about the Duke Law Faculty Endowment Challenge, please contact Interim Associate Dean Kate Buchanan T’92, JD at (919) 613-7217 or [buchanan@law.duke.edu](mailto:buchanan@law.duke.edu).



L-R: Elizabeth Noble, '05, Gayle Noble, and David Noble '66

## Noble Foundation gift expands reach and impact of Duke Law's human rights program

**A** \$500,000 GIFT TO THE INTERNATIONAL HUMAN RIGHTS CLINIC from the Donald and Alice Noble Foundation has allowed Duke Law to build upon the early accomplishments in its human rights program and to expand experiential and real-world learning opportunities to students, while also broadening Duke Law's impact in the community. In making the gift, David D. Noble '66, president of the Noble Foundation, told Dean David F. Levi that it was "a privilege" to support an expansion of the program and that "it is hard to imagine any more important work."

In particular, the support, through the hire of Sarah Adamczyk as human rights clinical fellow and supervising attorney last fall, has enabled expanded enrollment in the clinic, a new Advanced International Human Rights Clinic, increased mentoring and career advising to students, as well as an expanded Human Rights Practitioner Series run by the clinic and the Center for International and Comparative Law.

Both the regular and advanced clinics, which are directed by Clinical Professor Jayne Huckerby, enable students to critically engage with compelling human rights issues, strategies, tactics, institutions, and law in both domestic and international settings.

"The International Human Rights Clinic, Advanced International Human Rights Clinic, and International Human Rights Advocacy Seminar attract students dedicated to human rights and social justice," said Huckerby. "By expanding the program we can cater

to students oriented towards human rights careers both in and out of government, as well as those going into private practice for whom public interest and service are a critical part of their professional identity."

### Adamczyk brings extensive experience in human rights fieldwork

Before joining the clinic faculty, Adamczyk worked with the Norwegian Refugee Council for four years, running legal and humanitarian programs in the Gaza Strip, Jordan, and Ukraine, which included coordination of legal assistance to displaced populations as well as research, advocacy, and strategic litigation. She has experience managing projects with U.S. legal clinics, supervising students in fieldwork, and a track record of partnerships with local and international human rights institutions, including U.N. agencies. Her research and advocacy have primarily focused on refugee law and forced migration, humanitarian assistance, legal status, and access to housing, land, and property rights.

Earlier in her career Adamczyk, who received her JD from the University of California-Berkeley and holds an MSc in human rights from the London School of Economics and an LLM in human rights law from Queen's University Belfast, worked in bankruptcy litigation at Sidley Austin and maintained an active pro bono practice. Adamczyk called her clinic work at Duke "immensely rewarding."

"It has provided opportunities to work with and mentor students as they explore their interests in human rights while maintaining an active engagement and practice in real-world advocacy," she said.

## Students develop skills essential to human rights advocacy

Launched in January 2014, the clinic offers students experiential learning opportunities in human rights law and advocacy. Through weekly seminars, fieldwork, and travel, students develop a range of practical tools and skills needed for human rights advocacy — such as fact-finding, litigating, reporting, and messaging — that integrate interdisciplinary methods and new technologies. Students also develop competencies related to managing trauma in human rights work, as well as the ethical and accountability challenges of human rights lawyering. The clinic partners with a number of entities, including grassroots organizations, non-governmental groups, and intergovernmental institutions like the United Nations. “Clinic fieldwork provides great learning opportunities, often involving regions where human rights have not been strong,” Huckerby said. “There’s a lot of strategic thinking that goes into the work undertaken by clinical students, along with legal and factual research.”

Amy Cattle JD/LLM ’16 said she greatly appreciated the opportunity to perfect her research and writing skills and to gain critical experience working on a project with real-world significance. For Cattle, who worked at Human Rights First in Washington, D.C., prior to starting law school, the clinic’s partnership with the U.N. Special Rapporteur on trafficking in persons, especially women and children, on the topic of due diligence and human rights in the fall 2015 semester, offered “an inside look at how international human rights law is created.” Participation in an expert consultation on the topic at the U.N. in Geneva, Switzerland, in particular “was a fascinating opportunity to view how our research contributed to the global framework of international human rights law,” she said. “It was also intellectually challenging to consider the practical impacts that our report would have on individual states while thinking through the ways in which we could make it as robust and effective as possible.”

Sara Salama LLM ’16 called the experience “an indispensable part” of her career advancement. “The International Human Rights Clinic was the deciding factor in my choice to enroll at Duke Law and it did not disappoint,” said Salama, who holds an LLB from BPP

University College in the U.K. and a French civil law degree from Paris Descartes University, and interned at the U.N. High Commissioner Office for Refugees in Abu Dhabi in 2010. “The opportunity to work on a real project with real clients, attend meetings at the U.N. and with NGOs, all while improving my legal research and writing skills has given me invaluable insight into all of the various elements involved in the practice of international human rights law. The possibility to be enrolled in the advanced clinic has solidified the skills I learned in [my first semester] and allowed me to take more of an active and autonomous role. Additionally, the feedback I received from both Professor Huckerby and Professor Adamczyk has been incredibly



Clinical Professor Jayne Huckerby, left, and Senior Lecturing Fellow Sarah Adamczyk

helpful to my personal and professional growth and has vastly shaped the way in which I engage with international human rights law.”

## “It is hard to imagine any more important work”

In making the gift to support expansion of the International Human Rights Clinic, David Noble told Dean Levi that he and his daughter, Elizabeth Noble ’05, were pleased to learn of strong student interest in human rights at Duke Law School, linking an appreciation for human rights with high ethical standards.

Noble, who specialized in trial litigation through a long career in practice, has been active in Democratic Party politics as well as community development. In a 2013 article in the Wooster, Ohio, *Daily Record*, a friend described him as a compassionate “defender of those who are not blessed with a lot of resources.” Elizabeth Noble, who started her career at Sullivan and Cromwell in Los Angeles, focuses on contracts, corporate, securities, and investment law in her own practice in Camden, Maine, and also works as a fine art photographer. Her brothers Matthew, a Noble Foundation trustee, and Scott also are Duke University alumni.

“We are incredibly grateful for the support the Noble Foundation has provided to strengthen our international human rights clinical curriculum as well as our programming for students interested in that field,” said Levi. “In addition to providing experiential learning opportunities, the clinic serves as a hub for increased mentorship for Duke Law students interested in human rights and international law. We are grateful for the Nobles’ support of our students’ education and in finding solutions to significant human rights problems around the world.”

In addition to addressing the Law School’s goals of strengthening its clinical program during the ongoing *Duke Forward* fundraising campaign, the Noble Foundation gift to the International Human Rights Clinic also counts towards the 50th reunion gift of the Class of 1966. ♡



International Human Rights Clinic faculty and students outside the U.N. offices.



## Hardin '54 honored with endowed scholarship

**F**RIENDS OF PAUL HARDIN III '54, T '52, Hon. '94, have endowed a new student scholarship honoring the distinguished Duke Law alumnus who was a member of the faculty from 1958 to 1968 and later served as a Duke University trustee. The scholarship recognizes Hardin's career in service to higher education, as well as the positive impact he had on his former students and the administration at Duke University.

"Paul Hardin's remarkable record of leadership began as a student at Duke and it continued as a teacher and a trustee here, so it is fitting that he is being honored with a scholarship in his name," said Dean David F. Levi. "We are grateful for the donors whose generosity ensured that future generations of Duke Law students will know the many contributions Paul made to higher education."

The son of a Methodist minister and bishop, Hardin was born in Charlotte and graduated Phi Beta Kappa from Duke University. At Duke Law, he finished first in his class and was editor-in-chief of the *Duke Law Journal* (*DLJ*). The day after graduation, he married Barbara Russell Hardin WC '54.

Four years later, following service in the military and a short stint in private practice in Birmingham, Ala., Hardin accepted an offer from Dean Elvin R. "Jack" Latty to return to Duke Law. He taught a variety of classes during his 10 years on the faculty, including Torts, Evidence, Trial Practice, and Jurisprudence.

"Paul was a favorite professor for many of the members of our class," said Lanty L. Smith '67, a member of the Law School's Board of Visitors and a benefactor to the Paul Hardin III Scholarship. "He was relatively young, he was not that far away from practice, and he had been a successful litigator. He was extremely personable, always available to students. Many years later we renewed our friendship when we served together on the Duke Board of Trustees. His exceptional personal qualities and values were the

same, and he was an outstanding trustee for the university."

From 1960 to 1963, Hardin was faculty advisor to *DLJ*, and he was the recipient of four research fellowships from the Ford Foundation, which enabled him to spend the summers of 1965 to 1968 in, respectively, Scotland, Jamaica, Canada, and Nigeria. He also served as a lay leader in the Methodist Church.

In 1968, Hardin became president of Wofford College. His tenure saw the hiring of the first African American administrator, the first athletic contests against historically black colleges, and the first women admitted as day students, according to a biography on the college's website. Hardin would go on to lead Southern Methodist University for two years, followed by 13 years as president of Drew University.

Hardin returned to his home state in 1988 when he was chosen to lead UNC-Chapel Hill. His tenure as chancellor coincided with the celebration of the bicentennial of the university and the raising of a \$320 million fundraising campaign. He retired in 1995, but continued to teach in the UNC School of Law.

Hardin remained active at his alma mater, as well. In 1994, he received an honorary degree from Duke University. The next year, he joined the Board of Trustees, and he remains a trustee emeritus. He and Barbara live in Chapel Hill.

"Paul has two great loves of wonderful institutions — Duke and UNC," said Smith, who is CEO of Tippet Capital in Raleigh. "I hope the people who hold the scholarship will get to know Paul and get to know what he represents, what he's contributed to the world." ♣



To learn how you can support the Paul Hardin III Scholarship, please contact Interim Associate Dean Kate Buchanan T'92, JD at (919) 613-7217 or [buchanan@law.duke.edu](mailto:buchanan@law.duke.edu).

# SUPPORTING THE ANNUAL FUND



*“I am incredibly grateful that law students like me have the opportunity to access such a high-quality education and the Duke experience, regardless of our financial abilities.”*

— Christian Vazquez '17



## *Dear Friends,*

I chose to come to Duke because of its incredible reputation, collegial environment, school spirit, and small class size. The manner in which all the classes actually build on and complement one another has been eye-opening.

I've also been surprised at how great my experience has been working on the *Alaska Law Review*. Along with a number of other 2L law review editors, I had the amazing opportunity to travel to Alaska over fall break to meet with lawyers who rely on the journal in their practices. I was really impressed with the impact that the journal has on the people in that state.

My experience at Duke has been made richer by faculty like Professors James Boyle and Joseph Blocher, who are two of the most engaging instructors I've ever had. In their respective Torts and Property classes they helped me envision how everything fit together with larger societal issues. I've also taken courses with Professor Rachel Brewster, who I think does an incredible job at marrying the policy issues with the actual practice of the law.

Outside the classroom, I don't think any event can beat being in Cameron Indoor Stadium during the UNC game last year when the Blue Devils defeated the Tar Heels in overtime — even though I waited six hours in the snow to get in. And watching the Blue Devils win a fifth national title inside Cameron and then celebrating with my classmates around the bonfire in the Quad were among the happiest moments of my life.

I am incredibly grateful that law students like me have the opportunity to access such a high-quality education and the Duke experience, regardless of our financial abilities.

Please consider contributing to the Annual Fund in support of Duke Law. Your gifts help fund new courses and programs that prepare students like me for successful careers and extend Duke's commitment to knowledge in service of society through public interest programs. Law students provide nearly 70,000 hours of free legal services to North Carolinians each year through clinics, externships, and other pro bono projects.

*Thank you!*  
**Christian Vazquez '17**



On the fall editorial trip to Alaska »

Every  
**\$2,500**  
gift to the Annual Fund  
is the equivalent of  
**\$50,000**  
of endowment  
funds.

“I like seeing [Duke students] get their initial jobs and then continuing to thrive in their careers, wherever they land. Nothing makes my day more than an email that starts, ‘Hey, Sylvia, I just wanted to let you know how things are going.’” — Sylvia James '96



## *Volunteer profile:*

### **Sylvia James '96**

OFFERING CAREER ADVICE TO A CLASSROOM full of Duke Law students on a late January afternoon, Sylvia James stressed one point in particular: Relationships matter. “Everything is about relationships,” she told more than two dozen members of the Black Law Students Association (BLSA), which hosted the lunchtime event with James, diversity counsel for Baker Botts, and her counterpart at Proskauer Rose. She placed being “visible” on the job, even for summer associates, almost on par with diligence in completing assignments and billing hours. “Get out of your office, introduce yourselves to colleagues, volunteer for projects, and join the office softball game,” she said. “That’s how you get work and that’s how you find mentors.” Relationships become particularly important during performance reviews, she added. “You need allies in the room who will fight for you.”

James has been that sort of ally to Duke Law students ever since her own graduation — as a recruiter, mentor, and friend to many. A member of the Law Alumni Association (LAA) board, she has also spearheaded her firm’s support for a range of student programming and Career Center initiatives.

James regularly conducted on-campus interviews at Duke during 10 years as a labor and employment lawyer and member of the hiring committees first at Akin Gump — where she and several classmates were recruited by Duke Law alumni — and then at Holland & Knight. Since joining Baker Botts in 2006, she has forged a partnership between her firm and the Women Law Students Association (WLSA) that helps prepare first-year students for the summer job market. And each fall she leads a contingent of colleagues to conduct in-depth mock interviews and resume reviews with any students who sign up, which often means almost half the 1L class.

James stays in contact with many of the students she interviews, offering them guidance and support as they settle into their careers, often laying the groundwork for long-term relationships. Last year alone, she received three wedding invitations from Duke Law alumni she first met as 1L interviewees.

“I like seeing them get their initial jobs and then continuing to thrive in their careers, wherever they land,” she says in a telephone interview. “Nothing makes my day more than an email that starts, ‘Hey, Sylvia, I just wanted to let you know how things are going.’”

“Sylvia has been a wonderful mentor to so many of our students in many ways,” says Bruce Elvin '93, associate dean for career and professional development. “She is always available to offer students perspective and advice on how to succeed in their summer jobs, whether or not they are working at her firm. And her deep commitment to enhancing diversity and inclusion at her firm and in the profession is remarkable.”

James’ role at her firm is to help recruit, retain, and develop women and “minority-diverse” lawyers: members of racial and ethnic minority groups, LGBT and disabled indi-

viduals, and veterans. In addition to mentoring associates in these groups and tracking their progress, James advances a culture of acceptance and inclusion at Baker Botts so that, she says, all lawyers enter “a welcoming environment where they can come in with their whole selves and be able to advance and build good careers.” She trains attorneys and staff about the unconscious biases that everyone holds around such issues as race and gender, which often dissipate through simple self-awareness.

“We have found that training to be very effective,” James says. “We see that we all hold biases and nobody is being ostracized or demonized. It sparks real conversations and efforts to minimize bias.” One check the firm has put in place to negate bias in reviewing summer associates’ work is a form of blind evaluation of similar writing samples.

“If we have a student who has gotten a poor review, we take the names and identifying information off the written work and have that work product evaluated a second time by an uninvolved, very fair grader, along with other student work deemed to be good,” she says. “Sometimes that confirms the first assessment, but sometimes it doesn’t. For a summer student, a good review or a poor review on a written assignment can make the difference between getting a job offer or not, so if the second review can remove potential biases and create opportunities, it’s worth it.”

All Baker Botts lawyers involved in recruiting for the firm go through unconscious bias training as part of their annual preparation for conducting on-campus interviews at Duke or elsewhere, James says.

A self-described “diversity nerd,” James has held a number of leadership posts in the Association of Law Firm Diversity Professionals, an association of peers at more than 100 law firms who share information and best practices, and is on the advisory board of the Institute for Inclusion in the Legal Profession. She also is a member of the newly formed Diversity and Inclusion 360 Commission of the American Bar Association.

“My work and my firm’s diversity initiatives are not just to help Baker Botts, but to enhance diversity in the legal profession overall,” she says. “Of course we hope to increase our yield of diverse attorneys at the firm, but we all benefit from greater diversity in the talent pipeline.” She is frustrated to see the collective progress of African American lawyers stagnate to some extent in recent years. “The recession did a lot of damage,” she says. “African Americans were laid off in large numbers at law firms across the country and haven’t really been able to recover, particularly since summer class sizes have remained somewhat small. With less opportunity, too often people are only hiring students with whom they have a particular affinity.” Through her professional affiliations she supports pre-law initiatives that help prepare minority students for success in law school and, thus, for recruiting success, as well as broader initiatives to combat bias against them.

James, who served as a 20th reunion co-chair for her class, is unapologetic about her own “affinity-group bias” towards members of the Duke Law community.

“I had a great experience at Duke,” says James, a Long Island native who had never been to the South before she visited Duke Law on a warm March weekend during her “brutally cold” senior year at Vassar. “I liked the class sizes, I liked my professors, I liked my classmates and I made a lot of lifelong friends. I liked the fact that Duke was collaborative. Duke had the philosophy that we can all make it — that we didn’t have to stab each other in the back.” Even though she was the first student called on in three consecutive classes on her first day of law school, James enjoyed getting to know her professors, particularly appreciating the outreach of the late Professor Jerome Culp to African American students. “He was much more than a professor to us,” she says. “He welcomed us into his home. He was a very important part of my law school experience.”

Duke opened doors for James that she quickly resolved to help open for others, which is why she enjoys partnering with Elvin and his staff on professional development activities like the 1L mock interview initiative and the January meeting with BLSA students, one event

“Sylvia has been a wonderful mentor to so many of our students in many ways. She is always available to offer students perspective and advice on how to succeed in their summer jobs, whether or not they are working at her firm.”

— Bruce Elvin '93, associate dean for career and professional development.

in a Career Center series on navigating a life in law as a diverse attorney. She credits those connections with motivating her broader engagement with the alumni community and the school through her LAA service and her firm’s support for such programming as a recent conference on the future of civil rights. She is quick to say that her firm benefits from the relationship.

“We want to recruit students from top schools, like Duke, so name recognition on campus helps develop student interest in applying to the firm,” she says. “Last year we had 11 Duke Law students in our summer associate class, and that’s terrific. But we also want to get behind anything that helps students, including minority students, be better prepared to go into firms for the summer and for their careers after they graduate.”

One more personal benefit James derived, indirectly, from her relationship with Duke: While in Durham to hold mock interviews for 1Ls in the fall of 2012, she met her future husband in her hotel lobby. They were married last Thanksgiving.

“From day one he knew how much I love Duke,” James says. ♡

*“Duke provided a supportive and encouraging community for learning and a foundation for the future, and has helped shape who I am as a person and a professional.”*

## *Planned giving*

helps you meet your financial and philanthropic goals while helping Duke Law meet its goal of maintaining the highest standards of legal scholarship and teaching. Everyone wins.

### **David E. Morrison JD'77**

#### **Bequest to establish scholarship fund in parents' honor**

David E. Morrison found a way to combine an expression of his appreciation to Duke Law School and to his parents: creating the L.E. (“Gene”) Morrison and Eleanor R. Morrison Scholarship Fund. He first established this testamentary gift in 2004 and recently increased its amount substantially. Dave says his parents greatly valued education, with his late father having been a school superintendent and his 93-year old mother having managed a nursing school. Dave’s mother has visited Duke many times and is an ardent Duke basketball fan. Dave, who practiced corporate law in Texas and recently retired from Norton Rose Fulbright, now enjoys living in Charleston, S.C.

*“I am grateful for the legal education I received at Duke, and for the professional and personal opportunities it afforded me. My parents instilled in me the value of education, and my mother shared my appreciation for Duke Law School — and also for Duke basketball!”*

David '77 and Eleanor Morrison

## Dara DeHaven T'73, MA'74, JD'80

**Charitable remainder unitrust for unrestricted support to Duke Law, and a bequest to support the Katharine T. Bartlett Professorship, Duke Law, and Trinity College of Arts & Sciences**

Dara DeHaven's long history with Duke stems from three Duke degrees and continued active volunteerism. Dara, a shareholder at Ogletree Deakins in Atlanta who specializes in employment discrimination litigation, assists both local and national non-profits. She serves on the Duke Law Board of Visitors and was a co-chair for her 35th reunion. Dara's charitable remainder unitrust will provide unrestricted support to the Law School and her bequest will support various university priorities at the Law School and elsewhere.

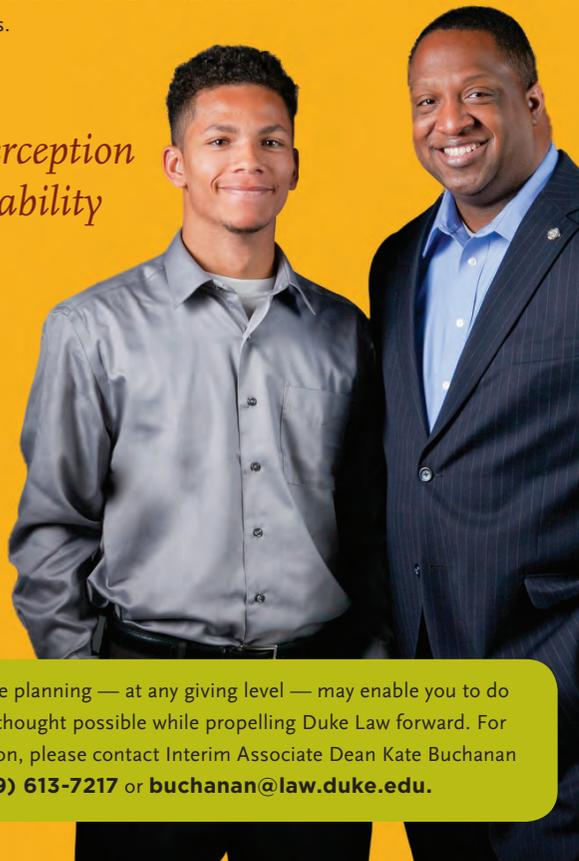


## Terry Tucker MBA'98, JD'04

**Bequest to support scholarships for social entrepreneurs and students interested in social mobility issues**

Terry Tucker acknowledges Duke for shaping the person he is today. Terry, the chief strategy officer of City of Refuge and national director of City of Refuge Communities, included Duke in his estate plans to help provide financial aid scholarships to budding social entrepreneurs. Terry recognizes that choosing a university is a life-changing experience. He hopes that Duke continues to attract the "change-makers" of the world — individuals who want to transform the world in significant ways.

*“Duke changed my perception of the world and my ability to create change. It wasn't about the individual. There was a greater goal.”*



Terry Tucker, right, and his son, Shaquille, a rising Duke junior



Smart charitable planning — at any giving level — may enable you to do more than you thought possible while propelling Duke Law forward. For more information, please contact Interim Associate Dean Kate Buchanan T'92, JD at **(919) 613-7217** or **buchanan@law.duke.edu**.

## IRA ROLLOVERS:

### An easy and effective way to support Duke Law

Want to make an impact at Duke Law? Using the charitable IRA rollover provision, which is now permanent, you can make a tax-wise gift to Duke Law to support students, faculty, or programs that you care about. This gift opportunity can provide benefits whether you itemize or take the standard deduction.

IRA owners age 70 or older can make a direct, tax-free transfer of up to \$100,000 each year from their individual retirement accounts to a public charity like Duke. Some of the benefits of making an IRA rollover gift include:

- » Reduce your taxable income.
- » Count your donation toward your IRA's required minimum distribution (RMD) for the year.
- » Use tax-deferred assets to satisfy multi-year pledges.
- » Create or add to a permanent endowment in your name or in memory of a loved one.

Alternatively, a donor can make a testamentary gift of an IRA by naming Duke University as a primary or contingent beneficiary of the IRA on a Beneficiary Designation Form available from the IRA's plan administrator. You can then direct your retirement account gift to support Duke Law.

For questions or to notify us about plans to make a charitable IRA rollover gift to benefit Duke Law School, contact Interim Associate Dean Kate Buchanan, T'92, JD, at **(919) 613-7217** or **Buchanan@law.duke.edu**



# GATHERINGS



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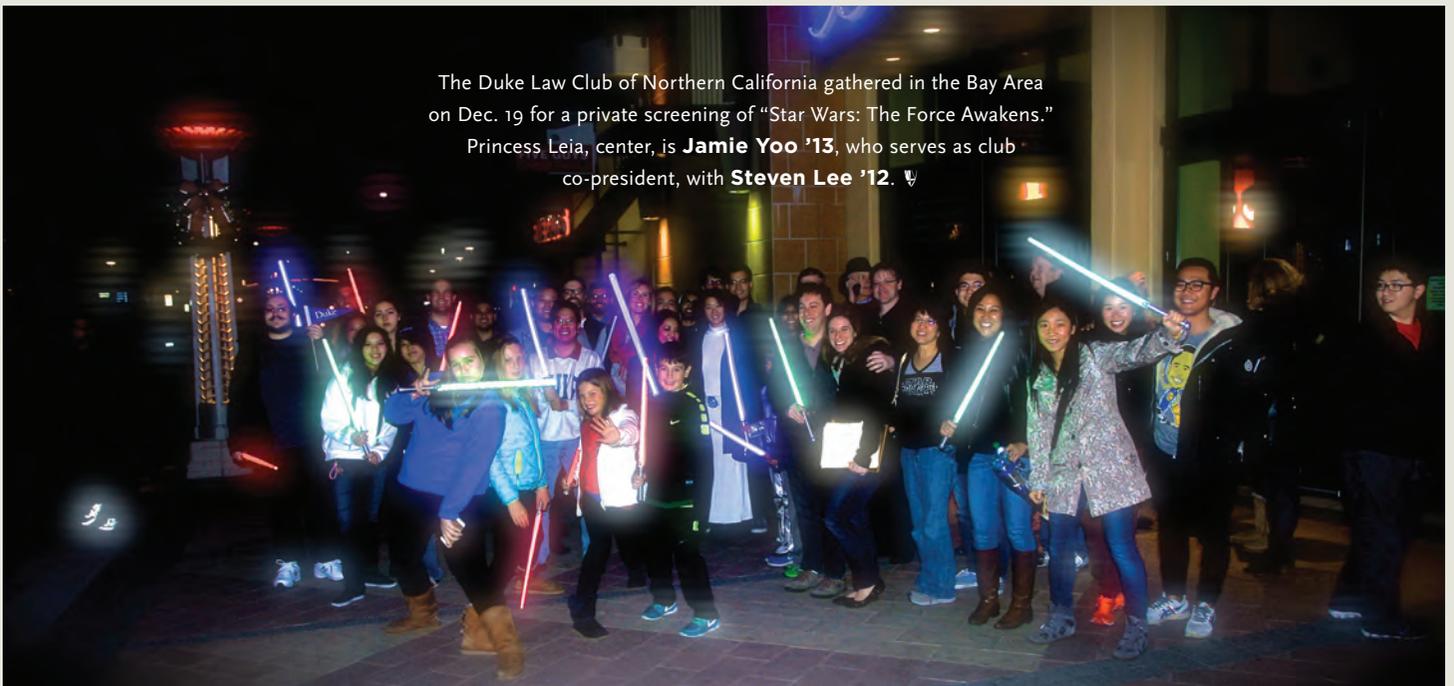
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## Seventh Annual International Alumni and Student Dinner New York City, Jan. 28, 2016

Duke Law alumni, friends, and LLM students gathered on Jan. 28 for dinner at The Netherland Club of New York and a panel discussion on private equity with **Amy Hassanally '99**, a partner at Collier Capital; **Peter Naismith '05**, deputy general counsel of Reservoir Capital Group; and **Evert Vink**, chief legal officer at AlInvest Partners. **Gitanjali Workman '02**, counsel at Paul, Weiss, Rifkind, Warton & Garrison, moderated the discussion. The dinner followed a reception hosted by Wachtell, Lipton, Rosen & Katz, held in conjunction with the Law School's International Student Interview Program. ♣

The Duke Law Club of Northern California gathered in the Bay Area on Dec. 19 for a private screening of "Star Wars: The Force Awakens." Princess Leia, center, is **Jamie Yoo '13**, who serves as club co-president, with **Steven Lee '12**. ♣





Members of the classes of '52, '56, and '61



## Reunion 2016

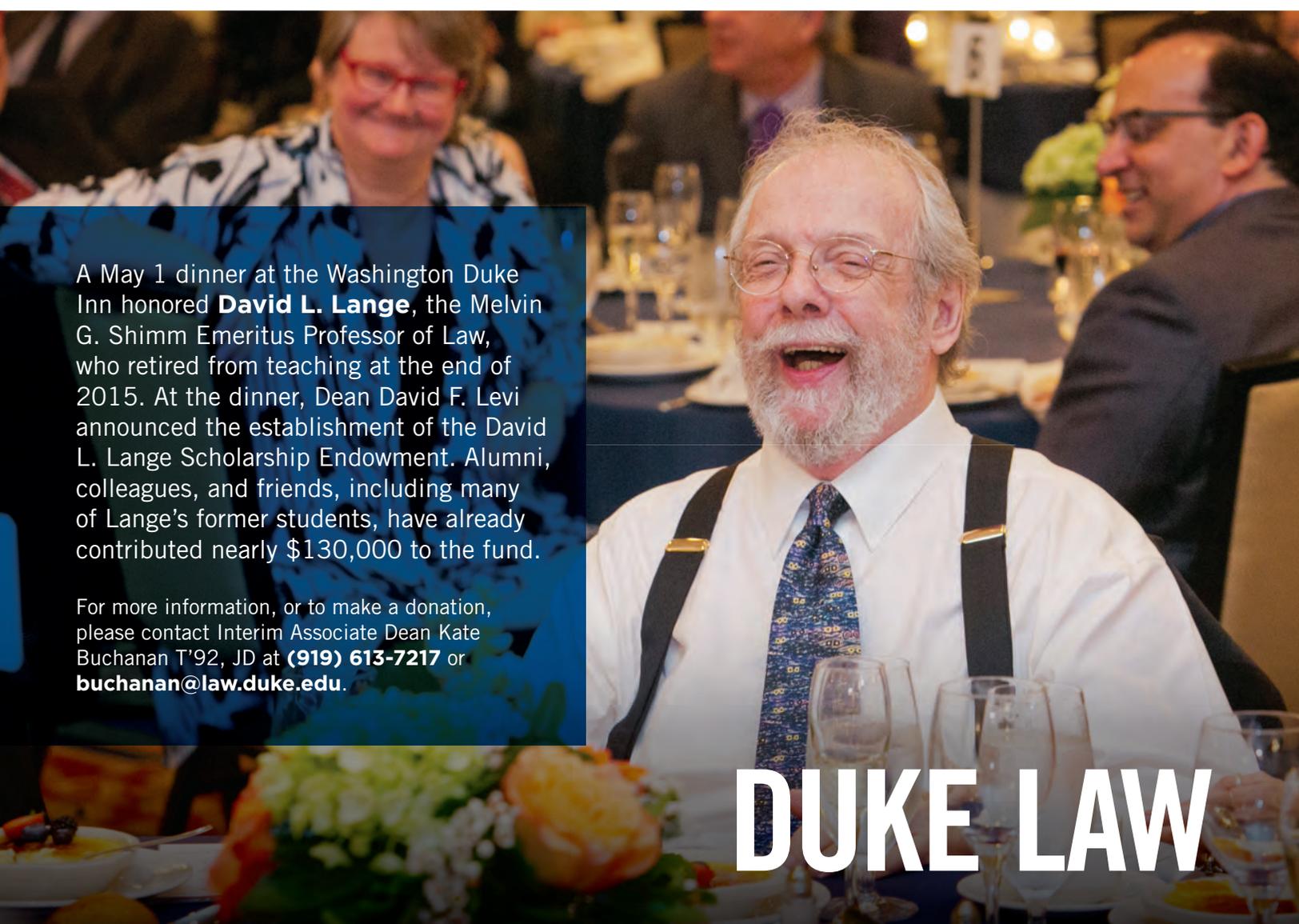
Alumni from classes ending in "1" and "6" and members of the Half-Century Club celebrated their reunions April 15–17. The dean and the Law School Alumni Association honored **Anthony S. Harrington '66**, **Robert C. Weber '76**, **Marcella Harshbarger Sampic '02**, **Rodney D. Bullard '01**, and **The Hon. Allyson K. Duncan '75** for their exceptional career achievements and service to Duke Law School. Professor **Paul Haagen** received the A. Kenneth Pye Award for Excellence in Education. 🐾



Duke University School of Law  
210 Science Drive  
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A May 1 dinner at the Washington Duke Inn honored **David L. Lange**, the Melvin G. Shimm Emeritus Professor of Law, who retired from teaching at the end of 2015. At the dinner, Dean David F. Levi announced the establishment of the David L. Lange Scholarship Endowment. Alumni, colleagues, and friends, including many of Lange's former students, have already contributed nearly \$130,000 to the fund.

For more information, or to make a donation, please contact Interim Associate Dean Kate Buchanan T'92, JD at **(919) 613-7217** or [buchanan@law.duke.edu](mailto:buchanan@law.duke.edu).

**DUKE LAW**