LAW360® Pulse

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Shumaker Recruitment Leader Takes On Expanded Role

By **Rose Krebs**

Law360 (October 5, 2023, 9:55 AM EDT) -- Shumaker Loop & Kendrick LLP has promoted its director of associate recruiting and retention to now steer all attorney recruiting for the national firm.

Colleen M. Miller has been appointed Shumaker's director of recruitment and will be tasked with helping the firm continue to compete for talent and meet growing client demands, Shumaker announced Tuesday.

"Shumaker's client base continues to grow, creating additional demand for legal and advisory services," Paul Favorite, Shumaker's chief operating officer, said in a statement. "In addition, the Shumaker platform is recognized by lateral attorneys as being very attractive given the entrepreneurial nature of the firm's culture, values, and quality of our clients. All of this underscores a focus on growth that Colleen will play a significant role in helping to facilitate."

Miller's promotion comes a year after she took over in Shumaker's newly created director of associate recruiting to lead firmwide associate retention and recruiting programs.

She takes on her additional duties during a time Shumaker says it has experienced "a surge in demand across all service lines, driven by a combination of client growth and lateral attorney interest in joining the firm."

Last October, Shumaker **announced** it created the director of associate recruiting post to help the firm compete for talent and promoted Miller to serve in the post. She previously worked as a legal administrative assistant in the firm's wealth strategies department.

Now, in her new director role, Miller's expanded responsibilities include lateral recruitment, and "she will work closely with each office's managing partner and their hiring partners to develop and implement the strategic direction for lateral recruitment and retention," Tuesday's announcement said.

"I'm excited to continue with our leaders to develop a strategic director of growth for the firm," Miller told Law360 Pulse.

Those efforts will include looking to add attorneys in existing offices or expand to new locations. The firm opened offices this year in Akron, Ohio, and Bloomington, Minnesota, Miller said. The firm now has 11 offices in Ohio, Minnesota, Florida, North Carolina and South Carolina, its website says.

As director of associate recruiting for Shumaker for the past year, Miller was already responsible for the firm's outreach to law schools, managing its summer associate program and steering the integration and professional development of associates.

As she settles into her expanded duties, Miller told Law360 Pulse that, among her immediate goals, she will look to improve the firm's hiring practices and attract more attorneys from diverse backgrounds to join Shumaker.

The director of associate recruiting role was officially created in August 2022, and the announcement of Miller's promotion came shortly after **the firm unveiled** a new attorney development officer to focus on helping associates with professional development.

Prior to joining Shumaker in 2020, Miller worked as a senior recruiting specialist at ADP for more than five years, according to her LinkedIn profile. She also previously owned her own photography business, the profile says.

--Additional reporting by Emma Cueto and Adrian Cruz. Editing by Alyssa Miller.

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