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Competition for Lawyers Remains Strong; Shumaker adds Colleen M. Miller as Director of Associate Recruitment

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TOLEDO, OH – As law firms find it increasingly difficult to hire and retain associates, Shumaker adds Colleen M. Miller as Director of Associate Recruitment to lead firm-wide associate recruitment and retention initiatives. She will be responsible for all aspects of law school recruitment, including outreach to law schools, the Shumaker summer associate program, associate integration, and professional development. Additionally, Colleen will manage the firm's Patent Agent and Diversity Scholarship Programs.

"It is an incredibly competitive market when it comes to hiring associates," said Paul Favorite, Shumaker's Chief Operating Officer. "Associates want to align with law firms that share their values, and law firms want associates that will prosper with the firm. Colleen's recruiting experience will enable us to be intentional and proactive as we strive to recruit and retain the best talent to support our clients for years to come."

Prior to joining Shumaker, Colleen spent six years working for various recruitment process outsourcing (RPO) organizations. She worked primarily for large financial companies, conducting campus and experienced hire recruiting across the Americas and the Europe, Middle East, and Africa (EMEA) region.

"We are excited to have Colleen joining our team. She will be instrumental in recruiting and advancing top legal talent for the firm," said Tom Dillon, Shumaker's Chairman of the Management Committee and Toledo Managing Partner.

“Having a team dedicated and solely focused on recruitment and retention efforts is critical for the success of a company. I look forward to helping the firm hire and retain some great talent, while continuing to build the Shumaker legacy,” Colleen said.

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