

Debra A. Henley

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EXPERIENCE

Florida State University College of Law Career Services and Professional Development Office Associate Dean

Tallahassee, Florida

2017-Present

Leads a team of career advisors and staff assisting students and alumni with job search strategies. Enhances student engagement through orientations, programming, workshops and events. Update comprehensive career search manuals and enhance resources offerings available to students for job search and professional development. Collaborates with departments of the law school and faculty to serve students. Oversees employer outreach to strengthen relationships and expand recruitment opportunities for students and alumni.

Coordinates student advising and programming with alumni to engage them in student success. Partners with student organizations including BLSA, CABA, the Hispanic Law Students, Women's Law Symposium, the Federal Bar Association, and the Business Law Society, and Public Interest Law Students on events and promotion of opportunities.

Continually improve FSU Law graduates 10 month employment outcomes and "at grad" outcomes through a team approach to advising and shared information on student career goals. Achieved high percentages on 10-month employment outcomes for the last three years, enhancing the national ranking of the law school. Increased employer participation in the OCI process and developed programs and materials to showcase employers. Created marketing materials for potential employers on FSU Law certificate programs for business, and environmental law, and public interest clinics. Coordinated internship opportunities in government, industry, associations, and interest groups.

Legislative Practice Professor

Created and teach a practical skills training course featuring bill drafting and analysis, legislative advocacy, and mock committee hearings. Engage members of the Florida Legislature in mock committee exercises. Supervise students engaged in self- directed experiential legislative opportunities for law school credit.

Florida Justice Association Executive Director

Tallahassee, Florida
2010-2016

Directed a 3,000-member statewide volunteer bar association representing plaintiff trial lawyers and their clients. Managed a team of 35 employees and served as an officer of several entities. Partnered with a 70-member board of directors, task forces, and member volunteers, to achieve the goals of the association. Responsible for the development, funding, and implementation of multimillion dollar operational, foundation, and political budgets. Delivered 6 years of budget surpluses, reduced debt and tripled the assets of the association.

Exceeded budget goals for CLE and conventions by developing new profitable programs and online courses. Established the Law School Outreach Program, Women's Caucus Retreat, and Young Lawyer Track programming. Organized local "member appreciation receptions" and visited firms to cultivate relationships and to understand the challenges facing member practices. Increased diversity on the board of directors, executive committee, and staff. Conducted outstanding annual leadership retreats and created training programs for board members. Upgraded IT resources including a redesign of the website and implementation of a new data management system.

Legislative Director/Deputy Executive Director

1991-2009

Developed and executed proactive and defensive legislative strategies. Directed a team of professional lobbyists, and recruited, trained, and organized member volunteers. Coordinated task forces and allies. Established relationships with legislative leadership, the Executive Office of the Governor, and Florida's congressional

delegation. Served as a media spokesperson. Responsible for lobbyist and political expenditure compliance. Human Resources responsibilities included policy development, restructuring, and recruitment.

Connor and Martinez, P.A. Tallahassee, Florida
Civil Trial Associate 1989 -1991

Achieved distinction as the top trial practice student and was hired by FSU Law adjunct professor as an associate in one of Tallahassee's premier law firms. Areas of practice included: medical malpractice, product liability, auto insurance, premises liability, administrative and appellate law.

Florida House of Representatives Tallahassee, Florida
Legislative Analyst Committee on Insurance 1986-1988
Legislative Intern Community Affairs Committee 1985-1986

Walt Disney World Company Orlando, Florida
Employment Assistant/Training Lead 1982-1985

Screened and hired cast members for WDW parks and resorts. Conducted between 12 and 80 interviews daily. Trained cast members on customer relations and operations for one of the world's most successful companies.

EDUCATION

Florida State University College of Law Tallahassee, Florida
Juris Doctor with High Honors
 Book Awards: Trial Practice, State and Local Tax, Florida Administrative Practice, Florida Civil Procedure
 Awarded Florida Bar Local Government Law and Young Lawyer Scholarships

University of Florida College of Law Gainesville, Florida
Juris Doctor Candidate

University of Central Florida Orlando, Florida
Bachelor of Science Organizational Communications and Minor in Political Science
Summa Cum Laude

CERTIFICATES AND SERVICE:

Florida Bar CLE Committee
 Legal Services of North Florida Dancing with the Stars "People's Choice Award" and "Volunteer of the Year"
 Certification, U.S. Chamber of Commerce Institute for Organizational Management
 Florida Justice Association: "President's Award" for outstanding service (2 years)
 Professor Mickey Smiley Award for Young Lawyer Mentoring
 Ethics Commissioner and Hearing Officer, Florida Commission on Ethics

MEMBERSHIPS:

The Florida Bar- License # 772208
 National Association of Law Placement
 American Bar Association
 American Society of Association Executives
 Florida Society of Association Executives
 Tallahassee Bar Association/Tallahassee Women Lawyers