



Morgan L. Smith

Chief Legal Talent Officer

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As the Chief Legal Talent Officer at FBT Gibbons, Morgan is responsible for creating and implementing a comprehensive strategy to attract, develop and retain top-tier lawyer talent and support a progressive workforce. She is a strategic problem-solver who drives organizational growth through structured innovation. Prior to joining the firm in 2021, she worked in professional development, legal recruiting, diversity and legal personnel at other Am Law firms.

Other Info About Morgan

Education

William and Mary Law School, J.D., 1993

Mount Holyoke College, A.B. Politics, 1990

Recognition

NALP's 2011 President's Award for outstanding contribution to the association and industry

Professional Affiliations

Professional Development Consortium (PDC), 2010 – present

National Association for Law Placement (NALP), 1994 – present

Firm Committees

Legal Personnel Committee, Convenor

Partner Personnel Committee, *ex-officio* Member

Associate Personnel Committee, *ex-officio* Member

Diversity, Equity, Inclusion & Belonging Committee, Member

Presentations

Professional Development Institute, Dec 2022

"Recruiting & Retaining Team Members in a Shifting Landscape," co-presenter

NOVA Network, Alum Yum Lunch, April 2022

"Tips on Gender Stereotypes + Upward Communications," presenter

ACLEA Conference, July 2018

"Seize the Opportunity as More States Require Diversity and Inclusion, Mental Health, and Substance Use Disorder Credits," co-presenter

NLMC Conference, April 2018

"Law Firm Mentoring Programs/Best Practices," panelist

ACLEA Annual Conference, August 2015

"In-House Legal Training Deconstructed: The Show and The Mirror," speaker

Dykema Gossett PLLC, Mid-Level Associates Retreat, April 2015

"Individual Development Plans," co-presenter

NALP Newer Professionals Forum, February 2015

"Associate and Partner Hiring – What You Need to Know," co-presenter

NALP Newer Professionals Forum, February 2015

"Building a Culture of Learning – How to Design & Implement Lawyer Training Programs," co-presenter

CALL Institute Day, May 2014

"Bridging the Gap Between Law School and Practice: Skills Necessary for Producing Practice-Ready Attorneys," panelist

NALP Newer Professionals Forum, February 2014

"Associate and Partner Hiring – What You Need to Know," co-

presenter

NALP Newer Professionals Forum, February 2014

"Building a Culture of Learning – How to Design & Implement Lawyer Training Programs," co-presenter

Leadership Interviews, NALP Leadership Development Task Force, November 2013

NALP Newer Professionals Program, June 2013

"Working with Committees," co-presenter

Dykema Gossett PLLC, Mid-Level Associates Retreat, April 2013

"Individual Development Plans," co-presenter

CALPA, March 2012

"Designing & Implementing a Mentoring Program," co-presenter

Major Publications

ABA Law Practice Magazine, March/April 2021

Quoted interviewee

Law.com, An Unexpected Road to Profits: Corporate Health and Wellness, February 2021

Quoted interviewee

NALP Bulletin, December 2020

Cross-Racial Friendship in 2020, co-author

2Civility's Reimagining Law Conversation, December 2020

Succeeding in the New Professional Development Environment, co-interviewee

NALP Bulletin, October 2020

NALP at 50: Leading the Legal Profession Forward on LGBTQ+ Rights

NALP Bulletin, April 2020

NALP's Liaison Network: Making Connections with Other Legal Organizations

PLI PD Insider Interview, September 2019

Mentoring, sponsorship and coaching, co-interviewee

NALP Bulletin, August 2017

Mentoring: One Size Does Not Fit All...

NALP Bulletin, August 2014

Key Takeaways from a National Legal Mentoring Conference

NALP Bulletin, January 2013

Learn from the NALP Masters – 2013 NPF Features Extraordinary Faculty

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