

LORI KEATING

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EXECUTIVE SUMMARY: Visionary and strategic leader with 15+ years of experience designing, implementing, and facilitating professional development programs and mentoring initiatives. Recognized for creating impactful, equity-informed educational experiences. Skilled at aligning mission, strategy, and operations while leading collaborative teams, building external partnerships, and elevating programmatic visibility nationally.

Strengths: Strategic Program Leadership | Training & Professional Development | Internal & External Stakeholder Partnerships | Education Program Design & Facilitation | Mentoring Program Administration | Event & Conference Management | Financial Oversight | Diversity, Equity, & Inclusion Initiatives | Team Building & Development | Future-thinking

PROFESSIONAL EXPERIENCE

EXECUTIVE DIRECTOR | Ohio State Bar Foundation | Columbus, OH 2017 - 2024

- **Led a Nonprofit Organization with \$45M Endowment & \$2.5M Operating Budget:** Directed daily operations with full P&L accountability; teamed with the Treasurer/Audit & Finance Committee to monitor spending and align investment strategies.
- **Designed Educational Programs:** Co-developed hybrid (online, in-person) education programming addressing current challenges in the legal system. Collaborated with attorney members to identify key issues, recruit expert speakers, and craft impactful learning materials
- **Motivated, Mentored, and Managed a 6-Member Team:** Conducted weekly team meetings and 1:1 coaching to align team performance with the organization's strategic goals and mission.
- **Harmonized Strategies with Board Leadership:** Partnered with a 21-member board of directors to ensure alignment between organizational resources, initiatives, and mission priorities, fostering governance and operational success.
- **Drove Equity through Racial Justice Initiatives:** Spearheaded the Racial Justice Initiative, overseeing the allocation of grants to support organizations working to identify and dismantle systemic racism in the justice system.
- **Elevated Organizational Visibility through Public Speaking:** Represented the organization at national conferences and public events, delivering compelling presentations to strengthen stakeholder engagement and advance the organization's mission.
- **Executed Rapid Operational Separation from Affiliated Entity:** Successfully managed a 6-week transition, addressing IT systems, payroll processing, health insurance, 401(K) benefits, workers' compensation, and updated employee handbooks. Modernized financial reporting and accounting systems prior to separation.

ATTORNEY SERVICES COUNSEL / SECRETARY, COMMISSION ON PROFESSIONALISM | Supreme Court of Ohio
Columbus, OH 2007 - 2017

- **Addressed Professionalism Challenges in the Legal Field:** Identified key issues related to unprofessionalism and developed educational resources to address these challenges.
- **Expanded the Lawyer to Lawyer Mentoring Program:** Scaled from a pilot to a national model, recruiting and matching ~6,000 new lawyers with mentors. Partnered with bar associations, courts, law schools, and other entities to orchestrate statewide and local mentoring events.
- **Established a National Reputation for Expertise in Professionalism and Mentoring:** Appointed by the American Bar Association President to serve on the Standing Committee on Professionalism. Authored content for state-wide and national publications. Advised 30+ state courts, bar associations, and law schools in launching mentoring programs.
- **Designed and Delivered Educational Programming:** Taught at statewide conferences, including delivering 20+ courses at the Ohio Judicial College. Conducted numerous CLE sessions for law firms and bar associations. Partnered with the National Legal Mentoring Consortium to plan national conferences on legal mentoring in MN, CO, and OH.
- **Developed and Hosted Biennial Student to Lawyer Symposia:** Partnered with the Commission to create and execute the Symposium (2010-2016), fostering discussions on legal education and the transition from law school student to legal professional.

ADDITIONAL PROFESSIONAL EXPERIENCE

MAGISTRATE | Butler County Court of Common Pleas, General Division | Hamilton, OH

- **Presided Over Courtroom Proceedings:** Led hearings, bench trials, and jury trials with prudence and impartiality.
- **Managed Complex Civil Docket:** Oversaw cases involving foreclosures, workers' compensation, garnishments, stalking civil protection orders, and related civil matters.
- **Conducted Probable Cause Hearings:** Evaluated evidence and assessed claims for alleged probation violations.
- **Authored Judicial Opinions:** Drafted magistrate decisions for personal signature and judicial rulings for the judge's review.
- **Trained and Mentored New Magistrates:** Provided guidance on docket management and courtroom operations.

STAFF ATTORNEY | Twelfth District Court of Appeals for the State of Ohio | Middletown, OH

- **Executed Comprehensive Legal Research:** Performed in-depth research and drafted opinions for judicial signature.
- **Advanced to "Elbow Attorney" Role:** Achieved the rank of "elbow attorney," overseeing the management of an appellate judge's docket, ensuring adherence to procedural deadlines.
- **Supervised and Mentored New Attorneys:** Directed and reviewed the work of new attorneys responsible for drafting legal opinions for the judge's docket, providing guidance on procedural standards.

EDUCATION

- ▶ Juris Doctor | Washington and Lee University School of Law | Lexington, VA
- ▶ Bachelor of Arts in Liberal Studies (Great Books of the Western World) - Minor in Gender Studies, *magna cum laude*, Phi Beta Kappa | University of Notre Dame | Notre Dame, IN

PUBLICATIONS

- ▶ *The Relevant Lawyer: Reimagining the Future of the Legal Profession* (Co-author, Chapter: "Lawyer Mentoring: No App for That"), American Bar Association, 2015
- ▶ *Essential Qualities of the Professional Lawyer* (Co-author, Chapter: "Finding & Getting the Most Out of a Mentor"), American Bar Association, 2013; Teachers' Manual, 2017
- ▶ "Professionalism: Two Decades of Progress in Ohio's Courts," *Ohio Lawyer*, Sep/Oct 2012
- ▶ "How to Mentor Another Lawyer," *GPSolo Magazine* (American Bar Association), Jul/Aug 2010
- ▶ "Why Mentoring Matters Now," *Ohio Lawyer*, Sep/Oct 2008

PRESENTATIONS (HIGHLIGHTS)

- ▶ If I Can Use AI, You Can, Too, National Conference of Bar Foundations (NCBF) Annual Meeting, Washington, DC, Aug 2025
- ▶ The Future is Here: Leveraging AI to Transform Your Organization, NCBF, Webinar, March 2025
- ▶ Membership Has Its Privileges, NCBF Webinar, Jan 2025
- ▶ Increasing Fellows Engagement: Innovative Programming, NCBF Annual Meeting, Pittsburgh, PA, Sep 2023
- ▶ Educating the Public about the Courts: Federal Court Initiatives, Panel Moderator, NCBF Annual Meeting, Kansas City, MO, Aug 2022
- ▶ With Liberty and Justice for All: Ohio's Racial Justice Initiative, NCBF Annual Meeting, Chicago, IL, Jul 2021
- ▶ Bricker & Eckler's Ethics & Professionalism Seminar, Columbus, OH - Presented on various professionalism topics, 2015, 2016, 2017
- ▶ Promoting Professionalism On & From the Bench, Ohio Judicial College - Delivered 17 presentations to judges across various locations throughout Ohio, 2010-2016
- ▶ Proactive Professionalism: A New Approach, South Dakota State Bar Association Annual Meeting, Sioux Falls, SD, June 2016
- ▶ Assuring Professionalism: How to Avoid the Gentle, Gradual, Winding Path to Bad Behavior, Ohio Prosecuting Attorneys Association Annual Meeting, Columbus, OH, 2015 (presented on other topics in 2012, 2013, and 2014)
- ▶ Resilience for Attorneys: A Key Component of Professionalism, Ohio Lawyers Assistance Program Board Meeting, Nov. 2016
- ▶ Mentoring for Resilience & Success in the Future Practice of Law, National Legal Mentoring Consortium (NLMC) Annual Conference, Denver, CO, May 2016
- ▶ Innovation & Inspiration: New Educational Programs, National Conference of Lawyer Disciplinary Boards, San Diego, CA, Feb 2016
- ▶ The Mentoring of New Lawyers: Challenges, Rewards, and Best Practices, Connecticut Bar Foundation James W. Cooper Fellows Symposium, Hartford, CT, Nov 2015
- ▶ Importance of Mentoring, OSBA Leadership Academy, Columbus, OH, Mar 2015 (also 2010-2014)

- ▶ Pursuing Professionalism: Six Simple Ways to Enrich Your Professional Life, 2014 (multiple locations throughout Ohio)
- ▶ The 3Ls of Mentoring: For Law Student... to Lawyer... to Leadership, National Association of Bar Executives, Dallas, TX, Feb 2013
- ▶ Promoting Professionalism Across Generations: Mentoring & Other Strategies, Cleveland Marshall College of Law, Cleveland, OH, Apr 2012
- ▶ Using Technology to Facilitate Successful Formal Mentoring Programs, NLMC Annual Conference, Minneapolis, MN, Oct 2010
- ▶ Mentoring Programs – Creating a Professional Community, National Conference of Bar Presidents, San Francisco, CA, Aug 2010
- ▶ The Supreme Court of Ohio Lawyer to Lawyer Mentoring Program, Porter Wright Morris & Arthur Ethics Seminar, Columbus, Jan 2010
- ▶ Designing a Mandatory State Mentoring Program – Lessons Learned about Potential Issues and Hurdles, University of South Carolina School of Law, Columbia, SC, Mar 2008

PROFESSIONAL AFFILIATIONS | COMMUNITY ENGAGEMENT

- ▶ National Conference of Bar Foundations: Member (2017-present), Trustee (2020-present), Secretary (2022), President-Elect (2023)
- ▶ National Legal Mentoring Consortium: Member (2010-2017), Board Chair (2015-2017)
- ▶ ABA Standing Committee on Professionalism: Presidential Appointment (2013-2016)
- ▶ ABA Online CLE Committee: Member (2015-2017)
- ▶ ABA Diversity Committee: Member (2015-2017)
- ▶ ABA Consortium of Professionalism Initiatives: Member (2008-2017)
- ▶ Ohio State Bar Association, Women in the Profession Section Council: Member (2015-2024)
- ▶ Women Lawyers of Franklin County: Member (2008-present): Board Member (2012-2017)
- ▶ Ohio Civility Consortium: Member (2015-2018)
- ▶ Girl Scout Troop 1602: Leader (2015-2017)
- ▶ Children's Liturgy of the Word at Sts. Simon & Jude Church: Teacher (2015-2017)
- ▶ Sts. Simon & Jude Church: Lector (2025)
- ▶ Bradley High School, Parent Volunteer (2024-present)

AWARDS

- ▶ Award for 10 Years of Exemplary Service to the Supreme Court of Ohio Commission on Professionalism (given by the Commission on Professionalism), 2017
- ▶ Supreme Court of Ohio Professional Excellence Award, 2014