

This section focuses on alumni who are having early career successes that the pioneer alumni could have only dreamed of decades ago. These are alumni whose careers bear watching as they quickly maneuver through the public and private world to conquer the challenges that lie ahead and to encourage others to do the same.

## Rising Stars Recent Grads on the Move



### Jason Baxendale '99

Private banking and money management intrigued Jason Baxendale. While attending Washburn Law, Baxendale made the decision he did not want to practice law after graduation. Baxendale was a visiting student at UMKC during his 3<sup>rd</sup> year at

Washburn Law and earned an MBA while there to increase his marketability after graduation. Baxendale's first job landed him at UMB in Kansas City as a Trust Administrator. After UMB he became Associate Regional Director for the Boy Scouts of America in Chicago. Most recently Baxendale became Director of Gift Planning for the Chicago Community Trust, the third largest community foundation in the U.S. with over \$1.2 billion in assets. Baxendale works with affluent donors and their advisors to develop charitable estate plans.

Baxendale enjoys working with people who support philanthropy. "Working with donors developing charitable estate plans is very fulfilling when the final outcome is granting monies to worthy charitable institutions across the country," said Baxendale. Understanding fundraising, Baxendale realizes the importance of giving back to institutions from which people have benefited, and believes schools such as Washburn Law need as much support as possible from its alumni to continue to develop and grow.

Baxendale believes you can be truly successful if you believe in, and enjoy, what you are doing. He encourages students to think outside the box. "Don't be confined to just practicing law with your degree. There are a lot of ways you can use your degree outside the practice of law," said Baxendale

Baxendale plans to continue fundraising for the nonprofit sector or possibly going into money management or private banking.



### David Carpenter '94

Dave Carpenter's goal was to become a CEO of a large community hospital. He achieved that goal. Carpenter received a masters in Health Care Administration and

completed an Administrative Residency at Wesley Medical Center in Wichita, KS. He became an Assistant Administrator at Hadley Regional Medical Center in Hays and became its CEO at the age of 29. While in Hays, Carpenter helped merge two hospitals together in 1991, then decided to attend law school. After law school, Carpenter became Senior Vice President of Scottsdale Healthcare in Scottsdale, Arizona. He then joined North Kansas City Hospital in 1999.

Having a law degree has helped Carpenter better understand the many legal issues in health care today. Carpenter knew he would not practice law after graduating, knowing he wanted to return to hospital administration. He believes law school taught him how to "think" and "helped me learn how to break down complex issues and resolve them." Carpenter believes in getting a law degree. "It seems hard at the time, but it will really help anyone considering a business related career after law school. A law degree is a plus in any field," said Carpenter.

Carpenter enjoys the health care field and believes it is a "mission" as well as a career. "I like to think what I do helps improve the overall health of the community where I live," said Carpenter. His advice to others, "be as good a person as you can be to everyone you meet. Never burn any bridges. Lead by example. And common sense and the ability to get along with and work with people will get you a long way in life." It seems Carpenter lives by the example he teaches.



## Jill Crumpacker '94

Jill M. Crumpacker embraces the saying, “bloom where you are planted.” As Chief of Staff and Director of Policy and Performance Management for the *Federal Labor Relations Authority* (FLRA) in Washington, D.C., she is a member of the Senior Executive Service, the highest level of the career service in the Federal Government. Crumpacker believes her rise through the Federal ranks has been due, in part, to her ability to adapt to her environment and the willingness to take on new challenges. “Although a career-plan is great, don’t become so rigid in sticking to a plan, or someone else’s expectations of what you should accomplish, that you deny yourself opportunities for personal and professional development,” she said.

After law school, Crumpacker served as a *Legislative Liaison* for Gov. Bill Graves. In 1999, she served as a research attorney for the *National Labor Relations Board*, in Washington DC and later, in a senior labor relations position for the *IRS*. During this time, she also earned an LLM in employment and labor law, *with distinction*, from the Georgetown University Law Center. In her current position, Crumpacker drafts agency-wide policies, oversees human resources, and advises the FLRA Chairman on nearly all issues affecting the operations of an agency predominately made up of attorneys.

Crumpacker believes her law degree has enhanced her ability to expand her horizons beyond the traditional organizational “attorney” role. “I have served in primarily management or policy positions, but nearly everything I do in the workplace involves interpreting or applying a law, rule, or regulation,” she said. For Crumpacker, her experiences as editor-in-chief of the *Washburn Law Journal* have been especially helpful in her career. “The discipline involved in researching, writing, editing, and re-writing, not only my own work, but also that of others, is transferable to success in any professional endeavor,” she said.

Crumpacker credits her brother, Jack '85, and her mother, Dr. Martha Crumpacker, Washburn School of Business, with keeping her legal research and writing skills sharp. Crumpacker and her mother recently published an academic article analyzing change in human capital management within the Federal government and currently are working on several other writing projects addressing law and management issues.

## Rising Stars

### John Federico '94



John Federico lobbies for the interests of his clients. As the owner of Federico Consulting, A Public Affairs Group, he represents the interests of fourteen clients including General Motors, Harrah’s Entertainment, the Kansas Health Care Association, Kansas Cable Telecommunications Association to name a few. Federico protects their business interests by monitoring legislative activity and that of various state agencies in Kansas.

Federico knew going into law school that more than likely he would not practice law. “I attended law school for the purpose of honing specific skills that would benefit me in business and to get an advanced degree from a well respected school. As it worked out, lobbying is the perfect career for me as it marries my love of politics with my interest in the law,” said Federico.

During his last year of law school, Federico worked for former speaker of the House, Pete McGill at McGill and Associates, a lobbying firm in Topeka. In 1997 Federico decided to leave McGill and Associates and open up Federico Consulting. “My hope is that Federico Consulting will remain one of the most effective and successful lobbying firms in Kansas,” said Federico. He believes the most important aspect of his firm is the ability to influence the writing, and debate of legislation which will eventually become law that may ultimately impact all Kansans. He credits his mother with instilling in him, and his eight brothers and sisters, to “maintain a moral center and unquestionable integrity,” two vital components Federico incorporates in his particular career.

Federico encourages students to gather information about, and talk to, persons in the business they have an interest in early on in law school. “Keep your interests broad, and only narrow them as you complete your studies. Don’t be fooled into thinking your grades don’t matter or that you don’t have to learn as much as a practicing attorney might need. Whatever non-traditional career path you might take, you will still need to learn the law, learn to think, write and reason. Most importantly, take and pass the bar exam even if you never practice a day in your life,” suggests Federico.

With his love for politics and law, and his quest for integrity and success, Federico is sure to continue a successful business.