

Formstack Submission For: 2026 DRI Declaration of Candidacy

Position Sought: National Director

If you have declared your candidacy for Second Vice President and are not the successful candidate, will you consider the Secretary - Treasurer Officer position?:

Name: Rachael Leigh Rodman

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How long, in years, have you been a member of DRI?:	21
Areas of Practice:	Intellectual Property Litigation; Commercial Litigation
Please provide your employment history in chronological order beginning with the current position.:	• Partner, Thompson Hine LLP - July 1, 2025 to present • Partner, UB Greensfelder LLP (fka Ulmer & Berne LLP) - November 5, 2018 to June 30, 2025; IP Litigation Practice Group Chair 2023-2024 • Partner, Dinsmore & Shohl LLP - January 1, 2013 to October 31, 2018 • Associate, Dinsmore & Shohl LLP - May 1, 2008 to December 31, 2012 • Associate, Chernesky, Heyman & Kress LLP (merged with Dinsmore effective May 1, 2008) - August 18, 2003 to April 30, 2008 • Staff Attorney to the Honorable William H. Wolff, Jr., Ohio Court of Appeals, Second District - September 4, 2001 to August 8, 2003
Please describe your previous involvement in DRI, including but not limited to, leadership positions held, projects contributed to, committee memberships, presentations given, and written materials authored. Special accomplishments should also be noted.:	INTELLECTUAL PROPERTY LITIGATION COMMITTEE • Current Chair - 2024 to 2026 • Vice Chair - 2022 to 2024 • Annual Meeting Chair - 2024 • Program Chair - 2019 • Program Vice Chair - 2018 • Networking Chair – 2014 to 2018 (continuing unofficially until my appointment as Vice Chair) • Seminar Planning Committee, 2015 to present • Seminar Marketing Committee, 2015 to present I was an inaugural member of the IP Litigation Committee and have played a

role in every aspect of it over the past 12 years since its inception, whether or not those roles had official titles. I've spoken at numerous seminars. I led the publication of the Defense Library Series installment on IP remedies, including drafting one chapter, assisting in ghostwriting several more, and editing all chapters for consistency, grammar, and style. I've been a member of the seminar planning and marketing committee for almost every seminar the IP Litigation Committee has put on, whether individually or jointly with the Business Litigation Committee as the current Super Conference. I've also attended every IP Litigation seminar since the inception of the committee and numerous Business Litigation seminars before that, actively participating in the sessions, networking events and logistics. I increased IP Litigation participation in the NFJE Committee Challenge to a new high in 2025, just barely coming in second to Workers Compensation in the small committee category and earning an honorable mention from DRI for being in the top four committees. (And we are committed to competing again this year!)

I've also attended every annual meeting but one since around 2017, actively participating in or leading programming for several of them. Since 2024, that has included attendance at the Leadership Conference.

My proudest accomplishment in all of my IP Litigation involvement and leadership has been my success in bringing new people in--not just to the committee but to leadership and involvement. I make it my personal mission to make every new member and seminar attendee a long term committed leader in the committee, and I am deeply proud of the numerous

examples of my success and the way those committed leaders themselves become cheerleaders for the committee. We have an extremely involved and diverse steering committee with members of all generations from Z to Baby Boomer, from across the U.S. and from Canada and Europe, representing all aspects of IP litigation, and representing gender, racial, sexual orientation, and other diversity. That diversity is also reflected in our seminar speakers, and we like to think our speaker diversity is comparable to that of the committees dedicated to diversity such as Women in the Law or Diversity. Our committee works hard to be a big tent where everyone can find welcome, and we succeed. Speakers become members and friends. Board liaisons and LI liaisons who do nothing related to IP litigation report that our seminars are interesting and engaging even to non-IP litigators. At the same time, our seminars are high level IP litigation discussions--we like to say that we don't do 101 sessions. Our leadership is creative and enthusiastic, and as a leader I work hard to support that creativity and enthusiasm while working with DRI as a whole to make sure our ideas are feasible and to inform our members of the benefits of DRI and the reasons for the policies of DRI.

WOMEN IN THE LAW COMMITTEE

- Steering Committee Member
- Liaison to IP Litigation Committee – Current
- Presenter at 2020 seminar
- Attended numerous Women in the Law seminars and remain active with the committee, its leadership, and its initiatives even despite the overriding commitment of my leadership in IP Litigation.

List any significant leadership commitment and involvement within the legal field other than DRI, including but not limited to other legal organizations. :

PUBLICATIONS

- Editor-in-Chief, Defense Library Series, Remedies in Intellectual Property Cases – 2018
- Contributor, Defense Library Series, Trade Secret/Restrictive Covenant 50 State Compendium - early 2010s

PRESENTATIONS

- "Can You Keep a (Trade) Secret?", DRI Business and IP Litigation Superconference, May 2021
- "IP 101: The Nuts and Bolts of Intellectual Property," DRI Webinar, July 2021
- Moderator, "Leveling the Playing Field," DRI Women in the Law Seminar, January 2020
- "Implicit Bias: A Discussion on Gender and Multicultural Bias in the Legal Market," DRI International Seminar, June 2018
- "The Use of Forensic Analysis in Trade Secret Cases," DRI IP Litigation Seminar, May 2016

I'm a member of numerous other committees in which I've had some involvement over the years, including Business Litigation, Trial Tactics, and Appellate Advocacy, but my primary focuses have been IP Litigation and Women in the Law.

IPO

In addition to DRI, I have held leadership roles in the Intellectual Property Owners Association (IPO). IPO is an organization of corporate IP owners and counsel representing IP owners that works to educate on IP and to lobby the government on issues important to its corporate members. My leadership roles are as follows:

TRADE SECRETS COMMITTEE

I currently serve as Vice-Chair of the Trade Secrets Committee (2025-present), in which role I assist in analyzing and furthering resolutions for IPO, drafting white papers, submitting presentation topics for IPO's in person meetings and webinars, and leading some of the monthly calls. I attend and frequently speak at two national conferences a year- the Spring Summit and the Annual Meeting. I also represent the Trade Secrets Committee at the Leadership Conference, presenting its annual plan and collaborating with other committees on potential joint projects and presentations.

WOMEN IN IP COMMITTEE

I have been a member of the Women in IP Committee since its inception in 2014. In addition, I served as a Vice-Chair of that committee from around 2018 through 2024. In that role, I handled the same tasks for Women in IP that I now do for Trade Secrets. In addition, I led a subcommittee devoted to authoring white papers and co-authored several white papers on topics relating to diversity in the profession, including on the economics of diversity and implicit bias in the legal profession. I led the mentoring subcommittee for two years, and I worked on a toolkit for increased diversity in inventorship, which led to hearings before a Senate subcommittee on diversity in innovation.

DEI COMMITTEE

I have been a member of the DEI Committee since its inception. In that role, I co-authored a toolkit on the hiring and retention of diverse talent in the legal profession and presented on that toolkit in numerous in person and

webinar presentations. I assisted in leading a workshop on diversity solutions attended by over 200 people that led to concrete proposals for the organization to improve diversity, equity, inclusion, and belonging.

WELLNESS COMMITTEE

I am an inaugural member of the Wellness Committee, helping to promote its formation a few years ago, presenting on mental health at the annual meeting, and assisting with defining the goals of the committee.

OTHER

In addition to DRI and IPO, I engage in other leadership roles, including:

- All Ohio Annual Institute on Intellectual Property - I am a member of the steering committee planning this annual seminar that draws over 300 attendees, and I have spoken at the seminar several times.
- Mentoring - I serve as an official mentor through the Ohio Supreme Court's new lawyer training program, through which I am assigned a mentee each year and meet with them throughout the year. I also serve as an official mentor through my firm and through a program at the Ohio State Moritz law school.
- Firm Leadership - At my prior firm, I served as a practice group chair for IP, on the Nominating Committee, on the Marketing Committee, and on the Women's Committee, all at various times. At my current firm, which I moved to a year ago, I am active in recruiting and in local office initiatives.
- Community - I have been the president of my neighborhood association since 2022 and have previously served on various non-profit boards, including for local Humane Society, YWCA, and Ronald McDonald House boards.

AWARDS (IP specific)

- Included in Lawdragon 500 Leading Global IP Lawyers, 2026
- Gold-band ranking in World Trademark Review 1000, 2025-26; silver-band 2021-24
- Recognized as World Trademark Review Global Leader, 2025

While all of these represent time commitments over the years, DRI has always been my primary organizational focus and would remain so if I were elected to the Board.

Why do you wish to join the board of directors or become an officer and what skills, abilities and attributes identified in the Board of Director/Officer Competencies can you bring to the role?:

I have been a member of DRI since 2005, when I attended a silica medicine seminar because I was handed a docket of silicosis cases. DRI made silica medicine interesting, and I was hooked. Since 2005, I've attended at least one seminar every year, with the exception of a year or two when I was pregnant or had infants at home. Beyond silica medicine, those included seminars on electronic discovery, trial tactics, women in the law, business litigation, and IP litigation. Every seminar delivered value, and I began to contribute to those seminars and the solid programming provided by DRI. It's that education component that hooked me, and it contributes to keeping me engaged. But the real reason I am passionate about DRI is the people. Whether in IP Litigation, Women in the Law, connections made through leadership or at the Annual Meeting, the core commitment to community keeps me invested. Ultimately, I love this organization and want to continue to contribute to its success as I roll off being chair of IP Litigation.

A perspective I can bring to the Board is that of one of the committees that

doesn't represent a true "defense" bar. IP Litigation doesn't have plaintiff and defense bars. We find ourselves on both sides of cases. We do, however, represent businesses and their interests in litigation. We fit under the big DRI tent, but there can occasionally be a bit of a conflict in messaging that makes it difficult for committees like ours to grow. I think the Board would benefit from that perspective, and I think my primary committee--IP Litigation--would benefit from feeling represented in the broader organization. I would like to work toward a greater sense of connection between some of the less traditional committees like IP Litigation and DRI as a whole so we can increase involvement of those committees' members beyond their committees. One of my strengths is connecting people and finding areas of understanding and collaboration that increase belonging and commitment. I work very hard to make people feel heard and understood even in the face of disagreement.

Regarding the competencies I could bring to the Board, I have a demonstrated history as a successful leader and a long history of service to DRI and support for DRI's initiatives and programs. I bring diversity in my practice as an IP litigator, particularly given the increasing importance of intellectual property in our economy, and as a woman in a practice area dominated by men. I think it's clear from my involvement in DRI and other organizations that I don't know how to not be completely committed to anything I do. I would bring that dedication to the Board and its priorities.

What suggestions would you make to move the

As discussed in my previous answer, DRI has a communication gap with some of

organization forward?:

its committees. I see with IP Litigation a frustration of not being able to recruit new people to our committee because the marketing of DRI can seem inconsistent with what we do as IP litigators. DRI committed a long time ago to have committees like Commercial Litigation and IP Litigation under its umbrella, but the marketing hasn't consistently supported that. The newer marketing of "Lawyers Defending Business" was exciting, as it was something that IP Litigation could really promote. We do represent business, and we do "defend" business interests in protecting their IP or defending against threats of litigation. But so much of the organization is still fundamentally tied to the traditional defense bar, and messaging defaults to that language. There are other committees like governmental liability who have similar tension because they tend to represent individuals. I would like to see DRI intentionally bring all of its committees under its tent with its messaging. Doing so will ensure that all members are enthusiastic about promoting DRI, not just their individual committees, leading to increased membership and attendance at events and moving past the disconnect that's existed for years.

I started my involvement with DRI on a broader basis than IP Litigation. I was involved for nearly a decade before IP Litigation even existed. As such, I have always had a commitment to the organization, not just IP Litigation. My relationships with staff and leadership, my attendance at the Annual Meeting and Leadership Conference, and my involvement with other committees mean that I understand how DRI benefits its members and why it makes certain decisions. But I am only one person, and

Describe one transformational/defining experience in your professional life you have been involved with and what you learned from that experience. :

one-on- one conversations are not going to move the needle on resolving the disconnect. A broader leadership focus on how to communicate the mission of the organization would have those far-reaching effects.

This is pretty recent. I was frustrated by a feeling of impotence in the face of a changing national landscape. So I began handling pro bono cases for noncitizen habeas petitioners referred by Legal Aid. Being able to help an asylum seeker who "did everything right" but has been detained for months obtain release on bond and go back to his family and his eight-year-old son was life changing. Even where we could not obtain a release for someone--a noncitizen who agreed to a voluntary deportation back to Honduras--being able to provide him with guidance and dignity was meaningful. As a lawyer who has spent my entire career litigating on behalf of businesses where the biggest concern is money and corporate well-being, working on behalf of these individuals for whom deportation can truly mean harm or death has been transformational. I love what I get paid to do in representing companies in IP litigation, but recognizing the good I can do for a single family reminded me of how amazing the practice of law is. It forced me to learn new skills in immigration law. It pushed me to try to remember my high school and college Spanish so I can communicate more effectively with the clients, so now I'm doing daily Duolingo Spanish lessons. It puts me in contact with lawyers who devote their entire lives to public service. I've done pro bono work before, of course, including criminal appellate work, but this has been a truly transformational experience.

Describe the greatest challenges and opportunities that lie ahead for DRI over the next five+ years.:

Like every organization, DRI is likely to continue to be challenged by a post-Covid economy in which law firms are less likely to support the involvement of their attorneys. That reduces the involvement of younger attorneys who are the lifeblood of DRI's future. We have done a good job combatting this in Intellectual Property by pulling younger lawyers into leadership so they can justify the cost to their firms. We give them titles and real responsibilities and opportunities, and they keep coming back. I have two 18-year-olds and a 12-year-old, so members of Gen Z and Gen Alpha. I do not believe the negative press about younger generations. I do not believe the rhetoric that younger attorneys and generations are not interested in involvement in organizations or passionate about their work. Our younger attorneys are enthusiastic and committed to the practice of law and their careers. They just want their involvement to be meaningful. They aren't interested in involvement for the sake of involvement. They aren't interested in long paths to meaningful involvement, and there's no real reason there should be long paths in an organization like DRI. They made not be able to jump in as committee chairs, but we have to find the paths to help them justify and feel excited about their involvement. When they led the Women in the Law committee, Lana Olsen and Heidi Friedman would say, "if you want a job, we will give you a job." I thought that was brilliant at the time and embraced it for IP Litigation along with my own passion for pulling people in. As a result, engagement is what Intellectual Property does well, and DRI could do it well on a broader scale.

DRI strives to be governed by a diverse board of directors—in terms of race, ethnicity, age, gender, religion, sexual orientation, disability, location, and/or professional level, and other facts that enhance diversity and inclusion --- who can and will help advance DRI's goals through the power of collaboration. In what ways have you demonstrated a commitment to Diversity, Equity and Inclusion in your work, and how will your DE&I experience inform your contributions as a Board member?:

I have spent my entire career devoted to increasing diversity, equity, inclusion, and belonging in the legal profession. As can be seen from my responses above, I've had meaningful roles in DRI and IPO focused on improving diversity in the profession. I've drafted white papers, created toolkits, and led dozens of presentations and discussions regarding these topics. I've presented on mental health. I've mentored dozens of younger women lawyers and law students. I've supported and encouraged women and minority attorneys to stay in the profession despite struggles. I staff my cases with diversity in mind. I prepare seminars and presentations with diversity in mind. Diversity, equity, inclusion, and belonging are core principles in my practice, in my involvement in DRI and other organizations, and in my service to the community. The actual work I have done for the past 25 years demonstrates that constant commitment. That would be true of involvement in the Board as well. DEIB makes every organization better, stronger, and more effective.

Is there anything else you would like to add that has not already been previously stated?:

I thought for a long time about whether to put myself forward as a candidate for the Board. My practice and my life are very busy, and I understand the time commitment involved and that it will require me to reprioritize some other commitments that I also find meaningful. Ultimately, I decided to move forward because I love this organization. It has been a cornerstone of my professional career since I was a very young associate, and I owe DRI all the support that it has given me. I'm honored to be considered for the Board of Directors and hope to serve, but I will continue in my commitment to the organization regardless. Thank you for your consideration of my candidacy.

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