

John J. Karasek
Alexandria, Virginia

March 4, 2024

Dear Members of the Phi Alpha Delta Nominations Committee:

With great enthusiasm and passion for serving our fraternity, I am seeking election to the office of International Justice (IJ) for Phi Alpha Delta Law Fraternity, International. I respectfully ask for your nomination for this position. Following decades of leadership in the fraternity as a chapter officer, as a member of the Tribunal, and as a member of the International Executive Board, and decades of leadership in my career in the Department of the Navy, I am excited for the opportunity to forge stronger bonds between our members, between our chapters, and especially between the International Executive Board (I.E.B.) and the entire fraternity.

Throughout my career in P.A.D. and the Navy, I have been an innovator—I led the efforts to launch a new licensing program in the Department of the Navy, with program offices in the Navy and Marine Corps. I have been a coalition builder—I have built consensus across the Department of Defense (DoD) for new transaction models. I have been a project leader—I led the team that rewrote the P.A.D. governing documents during the last biennium. Through my professional career and my experience as a in P.A.D., I have become adept at listening intentionally and communicating purposefully. I believe both are the cornerstones of leadership.

As IJ, I will apply the same skills I have gained and employed throughout my tenure with P.A.D. and the Navy to foster a renewed sense of enthusiasm and purpose throughout our membership. From the beginning of the next biennium, I will communicate one-on-one with each of our key volunteers, listening intentionally, and discussing P.A.D.'s mission, vision, and strategic plan, and work with each of them to find specific ways for our members to connect with P.A.D. and make meaningful contributions to our goals. I will discuss with each key volunteer their own goals for the biennium, and work with them to identify avenues for their own passions to advance the fraternity.

I believe that enthusiasm grows faster horizontally, across an organization, rather than vertically, from the top of an organization. Based on this belief, I will purposefully focus our organizational communications on the accomplishments of all our members and chapters. This will, of course, include highlighting the accomplishments of the full and growing diversity of our membership. Honoring and celebrating the achievements of all our members is key to building enthusiasm for our shared goals.

Within the framework of our shared goals—our mission, our vision, and our strategic plan—there is room for creativity, experimentation, and risk-taking. As IJ, I will encourage our members, our chapters, and our districts to take chances and try ways of doing things that haven't been tried previously. Innovation is one of our core values, and we cannot be innovative if we do not take risks. I will encourage innovation across all facets of our organization, and I will always foster innovation by giving our members the space to share their ideas. As IJ, I will ensure that no decision is made by the fraternity affecting any group of stakeholders in the fraternity—pre-law student, law student, alumni, auxiliary, or staff—without the active involvement and engagement of those stakeholders. And I will also always actively encourage all our members to share their creative ideas with the entire fraternity, to ensure they feel both included and that they are actively contributing to the success of our fraternity.

I have several key objectives for the new biennium. First, I will keep our focus on our strategic plan, which we have developed over the past biennium. I believe the key to the success of any plan is its execution. Plans do not execute themselves—they are executed by our members throughout the fraternity. To execute this important plan, it is essential for our members to feel a sense of excitement and pride in what P.A.D. is doing and to allow them to contribute meaningfully. I intend to foster that excitement and pride by listening intentionally, communicating purposefully, and giving our members space to contribute innovatively.

One of my key goals this biennium is to emphasize new ways to develop and celebrate the diversity of our membership. We have a great foundation in this area with our Growing Our Leadership Diversity (G.O.L.D.) mentorship program, which I intend to continue and grow in the new biennium. However, as IJ I will also charge our Diversity, Equity, and Inclusion (DEI) Advisory Council with proposing new ways to build engagement with the full scope of our diverse membership and to encourage DEI initiatives and a sense of belonging across our entire fraternity's membership.

As IJ, I will shift the focus of our organizational communications—principally our social media and our web page—to our chapters and members. Rather than using these channels mainly to disseminate information from the I.E.B. and the Executive Office, I will ensure that we provide communication channels and opportunities for our diverse membership to share their own P.A.D. stories and their ideas for the future of our fraternity.

As IJ, one of my key objectives will be to address the structure and cost of our Convention. I intend to (1) find new ways for our Convention delegates to participate in the execution of our strategic plan, and (2) identify ways to manage the cost of Convention, for the fraternity and for our members. To accomplish both, I will fully involve the membership in this decision-making process, because, as I have made my mantra throughout my career, “all of us are smarter than any of us.”

In closing, I will share my thoughts on the office of International Justice. As I see it, the IJ has two key roles. As chair of the board of directors, the IJ ensures that the business of the fraternity is conducted, that the mission, vision, and strategic plan of the fraternity are executed, and that the fraternity remains viable as a nonprofit organization. As the leading member of Phi Alpha Delta, the IJ must embody the values of Compassion, Courage, Diversity, Innovation, Integrity, Professionalism, and Service, and must inspire our members with the spirit of fraternalism that makes Phi Alpha Delta more than just another nonprofit legal organization. These two roles are equally important. I am running for the position of IJ because I am passionate about upholding our values and about ensuring that our fraternity remains a vital force for the legal profession far into the future. My pledge to you is that, if elected, I will devote my energies to these two roles. To that end, I will work tirelessly to ensure that the fraternity's core values are always honored and that every member of the fraternity has a voice and feels included as a member of the Phi Alpha Delta family.

Thank you for your consideration.

Faternally,

John J. Karasek

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Candidate for International Justice • Incumbent International Treasurer • Past International Executive Board Member-At-Large • Past Associate Tribune • Robert E. Redding National Capital Area Alumni Chapter • Admitted to Pennsylvania State Bar and United States Supreme Court Bar • Registered to practice before the United States Patent and Trademark Office

Professional Experience

Office of Naval Research (ONR) • Arlington, VA

July 2009 to present

Supervisory Intellectual Property Counsel.

- Supervise attorneys and staff practicing in the areas of patents, trademarks, trade secrets, and copyrights.
- Assigned by Department of the Navy (DON) Inspector General to the 2018 and 2022 management audit of the Naval Research Laboratory. Responsible for DON IP litigation, licensing of DON's IP, and administration of the DON patent secrecy program. Serve as content manager for DON's IP Community of Practice, and as administrator of DON's IP docketing and asset management system.
- Serve as DON's representative to the Department of Defense (DoD) Laboratory Quality Enhancement Program and to the Inter-Agency Working Group on Technology Transfer. Graduate of the Federal Executive Institute.
- Member of the DON Office of the General Counsel Leadership Development Committee.

Naval Research Laboratory • Washington, DC

October 1991 to July 2009

- Associate Counsel for Intellectual Property, 2000 to 2009. Served as principal advisor to laboratory management on all intellectual property matters. Supervised attorneys and staff in the intellectual property section of the counsel office.
- Patent Attorney, 1991 to 2000. Prepared and prosecuted patent applications on DON technology.

Phi Alpha Delta Experience

Fraternity-wide

- International Treasurer, 2020 to present. Serve as member of Executive Committee.
- International Executive Board (IEB) Member-At-Large, 2014-2020. Served as liaison to Alumni Advisory Council (AAC) from 2010-2012. Served as liaison to Convention Host Committee. Served as member of Executive Committee. Served as Vice Chair to Constitution and By-Laws Committee.
- Served as Associate Tribune from 2012-2014.
- Attended biennial conventions in 1998, 2000, 2002, 2004, 2008, 2010, 2012, 2014, 2016, 2018, and 2020; participated in Constitution and By-Laws, Audit and Finance, Rules and Resolutions, Alumni Relations, and International Relations Committees.
- Participated in international events, including serving as Mock Trial Judge for Law Mock Trial and Pre-Law Mock Trial Competitions; served as panelist at Pre-Law conference, at Leadership Summit, and at Biennial Convention.

Robert E. Redding National Capital Area Alumni Chapter / District XXIII

- Served chapter as Justice, Vice Justice, Clerk, and Marshal.
- Organized signature events for District XXIII, including Congressional and Judicial Receptions on Capitol Hill, and District-Wide Initiation at the United States Supreme Court.
- Participated in and organized community service events, social events, and professional development events within the district, including panel discussions, mock interviews, speed networking events, and résumé and cover letter reviews.