



Closing the Loop – Creating and Maximizing Professional Development Partnerships

Program Description

Thinking differently about how firms and schools can work together affords both an opportunity to develop uniquely fulfilling, beneficial, and better informed professional development programming. Firms and schools each have highly valuable resources that can benefit the other (and by extension, themselves), if leveraged properly. Learn through the case study of a law school and two law firms, how law student professional development can be maximized through collaboration that exposes students to professional development expectations unique to their market and how law firms can adapt their professional development initiatives to the unique skills and needs of new lawyers entering their market.

Learning Objectives

Understand how schools present firms with opportunities to influence and enhance the professional development of law students in order to ensure that graduates are market ready. Understand how firms present schools with opportunities to influence the expectations and programming required to ensure that graduates to meet the needs of the market. Understand how schools can utilize aggregated market feedback from firms in their market to present a unified and cohesive professional development program. Understand how firms can develop relationships that further the presence, reputation, and visibility of the firm within the school community through creative partnerships that showcase the firm's professional development capabilities.

Rumberger
KIRK & CALDWELL

SHUMAKER
Shumaker, Loop & Kendrick, LLP



STETSON LAW



Presenters

Kaye Daugherty



Director of Human Resources and Legal Recruitment

Rumberger Kirk & Caldwell, P.A.

kdaugherty@rumberger.com

Kaye Craft Daugherty is the Director of Human Resources and Legal Recruitment with the law firm of Rumberger, Kirk & Caldwell and has been with the firm since its inception in 1978. Although she has worn many hats throughout her career, as the firm grew and expanded into five cities, Kaye's focus narrowed, and she has worked primarily in the areas of attorney recruitment and human resources for the past 25 years. Kaye's firm-wide responsibilities include hiring through law schools' on-campus interviews, planning and coordination of the Summer Associate Program, recruitment of new graduates and lateral attorneys, development and oversight of the RKC Associate College, attorney performance evaluations, training and development, salary administration, bonuses, and benefits. She attends all partners' meetings and makes quarterly presentations providing updates on recruiting efforts and encourages effective mentoring by all partners. She also serves as a member of the firm's Diversity and Inclusion Committee. Kaye has enjoyed for a number of years participating in panel discussions and making presentations to law students regarding interviewing, resume preparation, and career options. She devotes time to strengthening relationships with law schools throughout Florida and is honored to be a member of Stetson's Employer Advisory Board. She has been a speaker at ALA and NALP conferences in the past. Kaye attended both the University of Kentucky and Rollins College.

Korey Henson



Associate Director of Career & Professional Development

Stetson University College of Law

khenson@law.stetson.edu

Korey Henson helps build happy and fulfilled lawyers. As a leader in the career and professional development strategy and advancement of law students and lawyers, Korey helps his clients find work and workplaces that give them the long term career satisfaction they need to thrive in their careers. For Stetson Law, he leads law firm employer relations efforts and the diverse and extensive On Campus Recruiting (OCR) program, co-leads ABA employment outcomes data collection, served as co-chair of the 2018 Professional Development Conference, and counsels students and graduates on fulfilling and successful career outcomes.

Linda Vandercook



Director of Professional Development & Recruitment

Shumaker, Loop & Kendrick, LLP

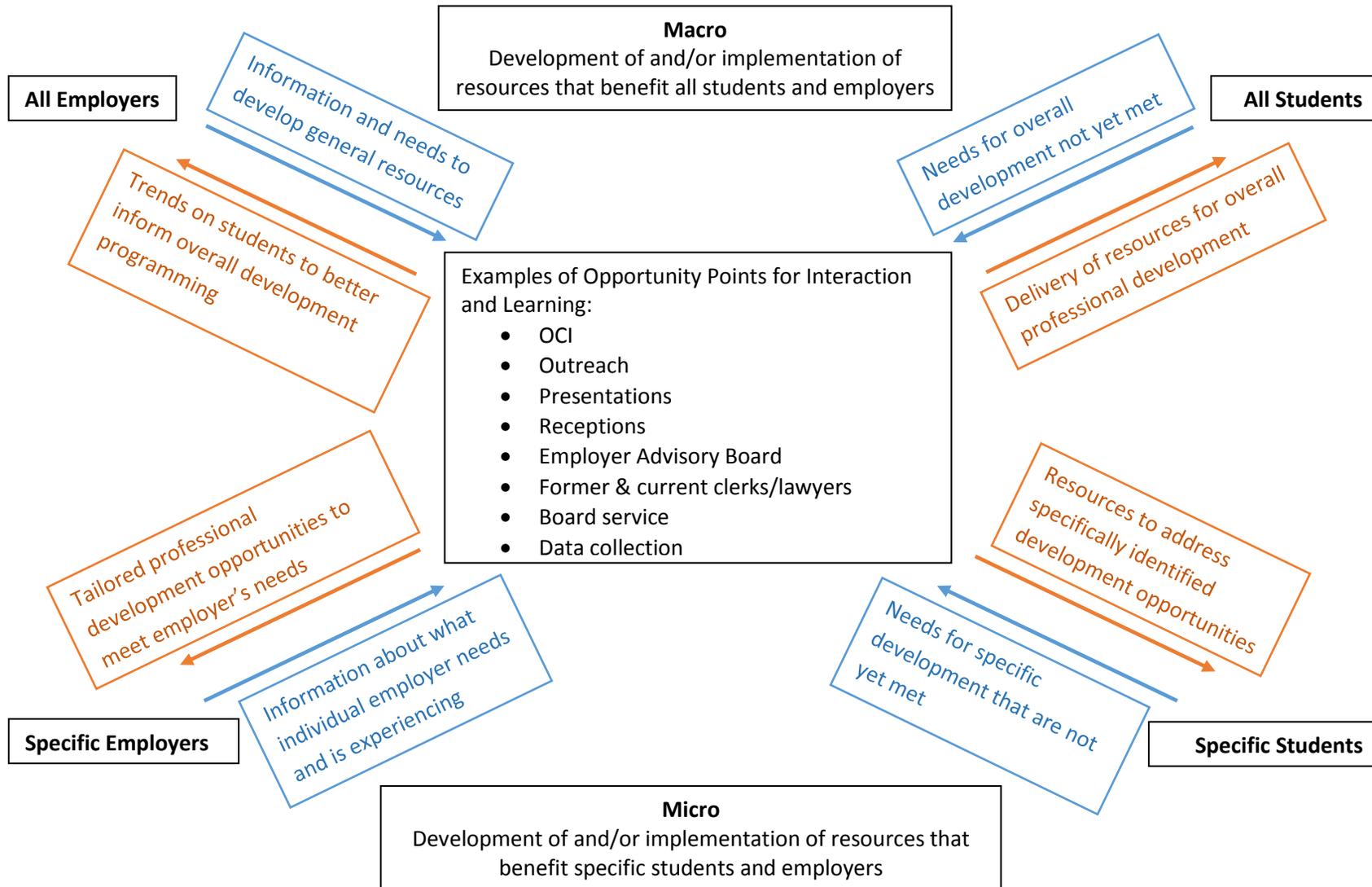
lvandercook@slk-law.com

Linda joined Shumaker, Loop & Kendrick, LLP in 2012 and is responsible for developing and implementing the strategic direction for firm wide associate recruitment, development and retention initiatives. Her work focuses on the summer associate program, associate training and development, performance reviews, law school relations, compensation recommendations, and analysis of market trends. She is also involved with the firm's diversity initiatives. She serves as the firm's main contact for law schools, search firms, and industry organizations, and she seeks to identify, recruit, hire, and develop attorneys at all levels of their careers, from summer and first-year associates to lateral hires with years of experience. To this end, Linda is supported by the firm's Hiring and Compensation Committee and she oversees the firm's summer associate and fall recruitment programs and assists with the orientation, training, mentoring, and evaluation programs of attorneys. Prior to joining Shumaker, Linda worked for over twenty years in physician recruitment. She is an Adjunct Instructor at Lourdes University.



The “Aggregated Market Feedback” Model

Utilizing macro and micro feedback to shape professional development programming and individual development





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Duckworth, Saver & Gross LLP

Contact: David Smith
Duckworth, Saver & Gross LLP
900 W. Davis St., Suite 3700
Tampa, FL 33607
dsmith@dsglaw.com

Recruiting Participation

Every fall. Always first fall session for summer 2L-3L summer associates.

Hiring Preferences

Top 20% (preferred)
Law Review (preferred)
Moot Court Board (preferred)
Dispute Resolution Board (preferred)
Prior business experience (preferred)

Document Preferences

Cover Letter

Address letters to the current hiring partner (always provided on registration form)
Positive feedback for tying in relevant prior experience in business-related fields

Resume

Positive feedback for traditional law resume format
One page maximum

Writing Sample

Strong preference for R&WII appellate brief
Will state a page limit and prefers to see the limited sample to start with the Argument section

Does not ask for unedited sample, so encourage candidates to polish accordingly

Transcript

Looks most carefully at R&W, contracts, and property grades

Hires

David Smith (Summer 2014)
Angela Turner (Summer 2015)
Mark Washington (Summer 2015)
Sarah Larson (Summer 2016)
Lara Davis (Summer 2017)
Chelsey Stevenson (Summer 2017)
Elizabeth Green (Summer 2018)

Notes

10/19/17 (KLH)

I just spoke via phone with David Smith and Anna McMurphy at Duckworth, Saver & Gross LLP, who called to provide an update and recap on their OCR process during Fall 2017 OCR.



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They ultimately hired **Elizabeth Green**, and a differentiating factor in her hiring was her prior professional experience at Ames Consulting.

They also called back the following, with the following feedback:

- **Anthony Mason** – They really liked him, but felt that compared to the other three candidates, he just needs a bit more polish.
- **Brittany Milton** – Brittany was their second choice and they thought she was outstanding (and do not look forward to eventually seeing her as opposing counsel), but they felt that Libby was just a better fit for the corporate litigation group, specifically.
- **Landon Lawson** – Landon did a great job connecting his prior experience at the firm he worked during his 1L summer. They were very impressed with his ability to personally connect, and specifically to connect his prior experience.

This firm consistently provides in depth feedback on their entire experience with the process and shared the following:

- They were highly positive about the management of our process in terms of ease of use and overall candidate preparation. They appreciate the consolidated materials delivery, as it allows them to look at everything together all at once.
- They raved about the quality of our candidates' cover letter and resumes. They find that the personal touch and connection of the candidates experience and skill set in the cover letter is helpful. They thought the resume formatting and presentation from our students is outstanding and makes it really easy for them to see what the candidates have to offer and makes their strengths stand out. Consistent with how many firms operate, they collect the full suite of materials (resume, cover letter, writing sample, and transcript), but only really look at the resume and cover letter, with the writing sample and transcript typically only reviewed at the callback phase.
- They shared strong praise about our candidates who interviewed (calling their preparation "outstanding"), and specifically commented on their polish, preparedness, and ability to make personal connections during their interview to their prior background. For this firm (like almost all others), "fit" is crucially important and the preparedness of the candidates allowed them to fully evaluate the right fit.

This firm has consistently been one of our most outstanding recruiting partners in terms of the professional development of our students. This firm is particularly good at identifying raw talent that needs development, giving them an outstanding experience while in law school, and setting our students up for success.

The firm has a possible opportunity for a 3L with a light schedule for a unique research clerk opportunity, through the end of this school year. If anyone knows of someone who would be a good candidate for this firm, please let me know and I will get their materials to David Smith.

26 Lawyer Effectiveness Factors (Skills)

The "Predicting Lawyer Effectiveness: Broadening the Basis for Law School Admission Decisions" study reports the results of a multiyear empirical study involving over 3,000 graduates from Berkeley Law School and Hastings College of the Law. The study sought to explore additional types of law school admission measures that can predict actual lawyering performance. Through interviews and focus groups involving lawyers, law students and faculty, judges, and clients, the professors identified 26 factors that are most important to lawyering effectiveness.

Review the factors below and circle the number that best represents your level of experience with each factor:

1 = Little to no experience 2 = Moderate experience with this factor 3 = Lots of experience with this factor

1 2 3	Analysis and Reasoning- Uses analytical skills, logic, and reasoning to approach problems and to formulate conclusions and advice.
1 2 3	Creativity/Innovation: Thinks "outside the box," develops innovative approaches and solutions.
1 2 3	Problem Solving: Effectively identifies problems and derives appropriate solutions.
1 2 3	Practical Judgment: Determines effective and realistic approaches to problems.
1 2 3	Providing Advice & Counsel & Building Relationships with Clients: Able to develop relationships with clients that address client's needs.
1 2 3	Fact Finding: Able to identify relevant facts and issues in case.

1 2 3	Researching the Law: Utilizes appropriate sources and strategies to identify issues and derive solutions.
1 2 3	Speaking: Orally communicates issues in an articulate manner consistent with issue and audience being addressed.
1 2 3	Writing: Writes clearly, efficiently and persuasively.
1 2 3	Listening: Accurately perceives what is being said both directly and subtly.
1 2 3	Influencing & Advocating: Persuades others of position and wins support.
1 2 3	Questioning & Interviewing: Obtains needed information from others to pursue issue/case.
1 2 3	Negotiation Skills: Resolves disputes to the satisfaction of all concerned.

1 2 3	Strategic Planning: Plans and strategizes to address present and future issues and goals.
1 2 3	Organizing and Managing (Own) Work: Generates well-organized methods and work products.
1 2 3	Organizing and Managing Others (Staff/Colleagues): Organizes and manages others' work to accomplish goals.
1 2 3	Evaluation, Development, and Mentoring: Manages, trains and instructs others to realize their full potential.
1 2 3	Developing Relationships within the Legal Profession: Establish quality relationships with others to work toward goals.
1 2 3	Stress Management: Effectively manages pressure or stress.

1 2 3	Community Involvement and Service: Contributes legal skills to the community.
1 2 3	Integrity & Honesty: Has core values and beliefs; acts with integrity and honesty.
1 2 3	Networking and Business Development: Develops productive business relationships and helps meet the unit's financial goals.
1 2 3	Passion & Engagement: Demonstrates interest in law for its own merits.
1 2 3	Diligence: Committed to and responsible in achieving goals and completing tasks.
1 2 3	Self-Development: Attends to and initiates self development.
1 2 3	Able to See the World Through the Eyes of Others: Understands positions, views, objectives, and goals of others.



Examples of creative and effective recruiting and professional development involvement efforts from employers with law schools



[@fsulawcareers](#)

1 months ago 20 likes 0 comments

Yesterday the Career Services Center welcomed Kaye Daugherty of Rumberger Kirk and Caldwell to speak at our Professional Development Workshop where she spoke about interviewing.

Working in Big Law: Stetson's Career Development Office hosts workshop

Stetson University College of Law's Career Development Office hosted professionals who lead summer associate recruiting from three large law firms on March 23 who volunteered their time to talk to first year Stetson law students.

The panelists, Kaye Daugherty of Rumberger Kirk & Caldwell, Eric Page J.D. '04 of Shutts & Bowen LLP, and Linda Vandercook of Shumaker, Loop & Kendrick LLP, joined Stetson Law Associate Director of Career Development Korey Henson to talk with students about what they need to know and what they can do to prepare to maximize their competitiveness for careers in large firms.

Stetson Law is home to an On Campus Recruiting program that brings many of Florida's largest and most prestigious law firms to campus to recruit and hire summer associate talent each year.



Career Development hosted a workshop with attorney recruiters from large law firms for students. Photo by Brielle Tucker.



Korey Henson
Associate Director of Career and Professional Development
2d

Thank you to Captain **Matthew Schuyler** and everyone at MacDill Air Force Base for the gracious hospitality in hosting our students interested in Air Force JAG on our amazing tour of the base! The opportunity to tour one of the 310th Airlift Squadron's Gulfstream GV's was certainly a highlight!



Korey Henson
Associate Director of Career and Professional Development
3d

"We are Stetson and we stick together!"

Stetson Law kicked off preparation for the Fall 2018 OCI cycle with the annual Summer Associate Student Panel, where our 2Ls and 3Ls offered their insights and tips to success to our 1Ls. So proud to see the sharing and caring nature of our students on full display! Special thanks to **Robert Barton** (Rumberger Kirk & Caldwell), **Michaela Kirn** (Rumberger Kirk & Caldwell), **Dalton Allen** (Hill Ward Henderson), **Brielle Tucker** (Bush Ross), **Annie Boyle** (Trenam), **Thomas J. Banks** (Hill Ward Henderson), **Brian Paul** (Peterson & Myers), and **Cymoril White** (Gunster) for offering your amazing insight to those who are following down the path that you have all blazed so well!





STETSON UNIVERSITY

Employee Advisory Board Meeting

April 6, 2018

Stetson Law | SC 201

Agenda

- | | |
|---------|---|
| 11:45am | Lunch |
| 12:15pm | Welcome
<i>Assistant Dean Cathy Martin</i> |
| 12:30pm | What has Changed: An Admissions Perspective
<i>Assistant Dean Laura Zuppo</i> |
| 1:00pm | What has Changed: A Career Development Perspective
<i>Assistant Dean Cathy Martin</i> |
| 1:20pm | What has Changed: An Employer Perspective- Discussion
<i>Employer Advisory Board Members</i> |
| 1:40pm | What is Coming: What you need to know about Gen Z
<i>Assistant Director Beth Casey</i> |
| 2:00pm | Closing Discussion |
| 2:30pm | Adjourn |



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Rumberger's Kaye Daugherty Invited to Stetson Employer Advisory Board

12.01.15

Rumberger, Kirk & Caldwell is pleased to announce that Kaye Daugherty, Director of HR and Recruiting, has been invited by Stetson Law School to join its newly established Employer Advisory Board.

Stetson's Career Development Office utilizes a process of aggregated market feedback to better advise its students and graduates and serve as a resource to legal communities in Florida and around the country. To more fully formalize this feedback process and improve services, programs, and curriculum, Stetson has established an Employer Advisory Board composed of representatives from each segment of its employer community. The advisory board members will engage with Stetson's law school leadership, faculty, and the Career and Development Office in discussion and collaboration to improve current programs and originate new co-curricular programming.

Kaye has been a continuous leader in recruiting on campus at Stetson and many other law schools in Florida. She truly enjoys helping law students recognize and reach their career goals in any way she can.

Congratulations to Kaye on this well-deserved accomplishment.

Enter Search Text Here

GO!

Conference Agenda

Friday, Jan. 19, 2018 | Gulfport Campus

11:00 a.m.-7:30 p.m.



Realize your fullest potential and reach your educational, life, and career goals. Join us at the **2018 Professional Development Conference** and strengthen your knowledge and skills in the following competency areas:

- Resilience
- Time Management
- Professional Standards of Conduct
- Decision-Making
- Planning
- How to Disagree
- Self-Assessment
- Mentoring

REGISTRATION

11:00-11:45 a.m.

Participants will be able to register in the foyer outside the Great Hall.

LUNCH AND OPENING KEYNOTE WITH GREGORY COLEMAN

11:45 a.m.-12:30 p.m.



Opening Keynote Speaker:

Gregory W. Coleman B.A. '85, J.D. '89
Partner | Critton, Luttier & Coleman LLP

Greg Coleman will share his perspectives and experiences navigating his professional journey, and offer advice for how to use those experiences (the good and the challenging) in learning to lead.

- Past-President of The Florida Bar
- Three-time President's Award winner, given to lawyers by The Florida Bar
- Member of the Florida Judicial Qualifications Committee
- Florida Super Lawyer, AV-Rated by Martindale-Hubbell, named in *Florida Trend's* Legal Elite

» [Learn more about Greg Coleman](#)

BREAKOUT SESSION 1

12:40-1:35 p.m.

PROGRAM A

Presentation:

Boldly going where no (wo)man has gone before: Building confidence for difficult conversations.

Description:

One of the key professional competencies for an attorney is knowing how to be very good at -- and comfortable with -- a whole range of professional communications, including what are sometimes called "Difficult Conversations." As part of this session, we will discuss how confrontation, handled well, can be both constructive and positive. We will also address how to identify, plan for, reflect on, and follow-up on, difficult conversations in a variety of situations.

Speakers:

[Kristen Adams, Professor of Law](#)

[Tammy Briant, Assistant Dean of Student Affairs](#)

Competencies:

Resilience • Professional Standards of Conduct • How to Disagree • Self-Assessment

Location:

Classroom D

PROGRAM B

Presentation:

It's More Than A Place to Put Appointments: Using Your Calendar for Time Management

Description:

Calendars can help you keep track of appointments and due dates, but they can also be an effective time management tool. This hands-on session will give you the opportunity to experiment with your calendar to make it more effective in helping you manage your time.

Speakers:

[Kirsten Davis, Professor of Law, Director of the Institute for the Advancement of Legal Communication](#)

Competencies:

Time Management • Planning • Self-Assessment

Location:

Classroom F

PROGRAM C

Presentation:

Pay: How to Answer the Offer

Description:

In a competitive job market, it is an accomplishment to win a job offer from a firm, agency, or other organization you want to work for. But what do you do when you get an offer you believe is too low? What happens if you ask for more money? Do you have any negotiating power? How do you conduct yourself to your best advantage? In this session, participants will learn the rules about money, pay, and positioning in the employment process.

Speakers:

[Cathy Martin, Assistant Dean for Career and Professional Development](#)

Competencies:

Time Management • Professional Standards of Conduct • Decision-Making • Planning • Self-Assessment

Location:

Classroom G

BREAKOUT SESSION 2

1:40-2:35 p.m.

PROGRAM A

Presentation:

Yes, I can! Silencing Self-Doubt

Description:

Have you ever felt that your success was a fluke? Have you ever had trouble believing someone when they told you how great you are? Come to this program for an open and interactive dialogue on the law school epidemic known as *The Impostor Syndrome*. This program will help you recognize when you are experiencing these effects and will provide you with tools and on-campus resources to help you overcome self-doubt. Attendees will leave the program with a Confidence Kit!

Speakers:

[Kam Clark, Assistant Director for Career and Professional Development](#)

[Ashley Cease, Assistant Director of Academic Success and Bar Prep](#)

[Sarah Seigrist, Mental Health Counselor](#)

Competencies:

Resilience • Decision making • Self-Assessment • Mentoring

Location:

Classroom D

PROGRAM B**Presentation:***How to Disagree***Description:**

Expressing disagreement appropriately, respectfully, and strategically is an important skill all lawyers must have. How do you respond when your colleague suggests a different strategy than you imagined? What do you say when opposing counsel proposes something unreasonable for your client? How do you convince a reluctant client to take a plea deal to avoid a greater possible sentence? This workshop will offer a discussion on how to approach these situations and how effective communication strategies can yield radically different results.

Speakers:[Paul Boudreaux, Professor of Law](#)**Competencies:**

Professional Standards of Conduct • How to Disagree • Decision making

Location:

Classroom F

PROGRAM C**Presentation:***How to Maximize your Law Firm Summer***Description:**

You have decided that you want to work for a law firm this summer. How do you make the most of this experience? How do you ensure you are showcasing your talents to the firm? What can you do now to ensure you have the technology skills needed to be successful in a firm? This program will feature representatives from law firms, a former summer associate, and Stetson's Coordinator of Legal Practice Technology to discuss how you approach your summer with the right mindset to ensure you are on the path to a successful law firm experience.

Speakers:[Korey Henson, Associate Director for Career and Professional Development](#)[Linda Vandercook, Director of Professional Development & Recruiting, Shumaker, Loop & Kendrick, LLP](#)[Ashley Krenelka Chase, Coordinator of Legal Practice Technology](#)**Competencies:**

Resilience • Professional Standards of Conduct • Time Management • Mentoring

Location:

Classroom G

BREAKOUT SESSION 3**2:50-3:55 p.m.****PROGRAM A****Presentation:***What Do You Advocate For, and How Do You Do It?***Description:**

This program begins with a self-reflection and self-assessment of your advocacy strengths and weaknesses. Then you will receive insight into some of the potential paths available to students at Stetson who are interested in developing their ability to persuade others. You will leave this workshop feeling more in control of your learning and will have a clearer understanding of what steps you need to take to make your subsequent choices in law school meaningful.

Speakers:[Charlie Rose, Professor of Excellence in Trial Advocacy and Director, Center for Excellence in Advocacy](#)[Julia Metts, Professor of Practice and Director of Trial Teams](#)[Erika McArdle, Assistant Director of Centers for Excellence in Advocacy](#)**Competencies:**

Resilience • Time Management • Professional Standards of Conduct • Planning • Self-Assessment • Mentoring

Location:

Classroom D

PROGRAM B**Presentation:***Cross-Cultural Lawyering: Helping our Students Recognize Diversity in Their Attorney Client Communications***Description:**

How do you self-identify? How does that identity compare to your potential clients? How will you engage your clients and build trust if they have a differing race, gender, religion, ability, or socio-economic background? This presentation will address issues of cross-cultural competency and communication. You will engage in self-reflection about your own identity, learn how to be

cognizant of your role as a lawyer in addressing issues of diversity, and learn the importance of self-reflection in the context of cultural sensitivity.

Speakers:

[JR Swanegan, Assistant Dean for International Programs](#)

[Jason Palmer, Professor of Law](#)

Competencies:

Professional Standards of Conduct • Self-Assessment

Location:

Classroom F

PROGRAM C

Presentation:

Why does our profession not require all students to have a live-client experience? How to maximize your law school experience integrating experiential education.

Description:

Every other profession requires interaction with the population they will eventually serve. Law however allows students to escape the curriculum without interacting with a live client. How should you anticipate this as a problem before you graduate? How should you reconcile this tension with the need to study for the bar exam? How should you structure your law school experience to utilize experiential education to assist with the transition to practice? The presentation will help answer some of these questions and provide decision-making prompts, planning guides, and resources to inspire you to explore different areas of law. Walk away with an action plan on how to capitalize on the rest of your time at Stetson and focus your law school experiences on your interests.

Speakers:

[Chrissy Cerniglia, Director of Clinical and Experiential Education](#)

[Ryan Hoyle, Assistant Director of Clinical and Experiential Education](#)

Competencies:

Resilience • Time Management • Decision-Making • Planning • Self-Assessment

Location:

Classroom G

BREAKOUT SESSION 4

3:50-4:45 p.m.

PROGRAM A

Presentation:

How to Make Pro Bono Work

Description:

Maximizing your pro bono experience is not only beneficial to you and the organization, but it can also be of great service to your career. Hear from experienced pro bono lawyers and Professor Ann Piccard on why they do pro bono and what they are looking for in pro bono volunteers. You will leave this session equipped with best practices on completing pro bono, a better understanding of how to be intentional about your pro bono experiences, and how to ensure they add value to our community (and your career!).

Speakers:

[Ann Piccard, Wm. Reece Smith Jr. Distinguished Professor of Law](#)

[Adriana Dinis, Immigration Law Group of Florida](#)

[Julie Ann Emler, Bay Area Legal Services](#)

Competencies:

Time Management • Professional Standards of Conduct • Decision-Making • Planning • Self-Assessment

Location:

Classroom D

PROGRAM B

Presentation:

Student Leader to Bar Leader: How to Make the Transition

Description:

Student leadership roles at Stetson do more than give you great law school experience and good resume talking-points, they can also help prepare you for service to the legal profession via Bar Service. Learn from current leaders of the St. Petersburg Bar Association and the Pinellas Chapter of the Florida Association for Women Lawyers (PFAWL) as well Jenna Kelly, Associate Director of Student Affairs on the most effective ways to translate your campus leadership experiences to your career.

Speakers:

[Greg Hoag, President-Elect, St. Petersburg Bar Association](#)

[Jenna Kelly, Associate Director of Student Affairs](#)

[Carmen Johnson, President, Pinellas Chapter of the Florida Association for Women Lawyers](#)

[Joann Grages Burnett, Associate Director of Career and Professional Development](#)

Competencies:

Time Management • Professional Standards of Conduct • Decision-Making • Self-Assessment • Mentoring

Location:

Classroom F

PROGRAM C

Presentation:

Polishing for Professionals: An Expected Skill

Description:

There are four stages to the writing process--prewriting, drafting, revising, and polishing. Because written documents make an impression on the reader, the "polishing" of a document is extremely important. With that said, the polishing stage is the stage that most professional writers skip. This presentation will explain the importance of polishing and provide students with tools to self-"polish" and peer-"polish" documents.

Speakers:

[Brooke Bowman, Professor of Law and Director of Moot Court Board](#)

Competencies:

Resilience • Decision-Making • How to Disagree • Self-Assessment • Mentoring

Location:

Classroom G

CLOSING KEYNOTE WITH BEMETRA L. SIMMONS

4:50-5:20 p.m.



Closing Keynote Speaker:

Bemetra L. Simmons

Senior Private Banker | Wells Fargo

Bemetra Simmons has built her own brand — a skill she shares with budding professionals who value making a difference in their community for themselves and others.

- Co-founder of *Corporate Homie*, a community that helps women and minorities to be successful in corporate America
- Finalist, Tampa Bay "2017 Business Woman of the Year"
- Board of Trustees for Christian Brothers University, Community Tampa Bay, City of Tampa's Police Review Board
- Commissioner, Tampa Housing Authority

» [Learn more about Bemetra Simmons](#)

JOINT RECEPTION WITH STETSON LAW BOARD OF OVERSEERS

5:20-7:30 p.m.

Participants will gather for a reception in the Mann Lounge with members of the [College of Law's Board of Overseers](#).



Key Tips for Employers

Commit - Be committed to the students, to the law school, and to the employers. All perspectives are a little different, but we're either committed or we are not.

Establish and grow relationships - Developing a real relationship with the career services professionals at your OCI schools can be the difference between success and failure – never lose sight of the fact that CSO professionals know the students and the students you're after will likely have other options. Those CSO professionals will be counseling them through those options, and it can never hurt to have a strong relationship. Schedule a call, a lunch, or just talk after an OCI visit - no matter whether you start small or big, just start building the relationship somewhere.

Communication is key, always - Increasing and improving the communication between the law schools and the recruiting professionals strengthens the relationship, which in turn improves the recruiting results. It's a win for the students, a win for the law schools, and a win for the law firms or other legal employers.

Invest the time - Having the right people in the right positions who are willing to invest the time needed (travel, phone calls, participating in special events on campus and at the law firms, actively attending conferences) is critical. The law schools where your firm recruits are your talent pipeline and if you don't make the effort to develop and maintain the relationships with the schools' career services professionals someone else will (likely to your detriment).

Gain support - The decision-makers (and those who approve expenditures) at the law schools and law firms must "buy in" to the importance of establishing opportunities for being present and participating in activities at the schools and at the law firms. It works both ways.

Tell them what you're seeing - If you're experiencing something with your summer associates and newer attorneys that is concerning, tell the CSO professionals at the schools where you recruit. Increasingly, CSO professionals are having greater influence in professional development programming and initiatives and your feedback is crucial to ensure that your incoming talent is as ready as possible.



The Importance of Purpose

The key to making lasting changes is ensuring that your purpose aligns with the work you are doing. Far too often we jump right to the nuts and bolts of practical implementation (the “what” and “how”), without first ensuring that we understand the reason we are doing something. We encourage you to take 18 minutes and watch the classic Ted Talk by author Simon Sinek. We promise that you’ll be better for it and your students and lawyers will be, as well.



To view, (1) click on the black play triangle in the bottom left corner, then (2) click play again. If the video doesn’t appear in your attachment, it can be viewed by clicking here:

https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action

Credit: Sinek, Simon, *How Great Leaders Inspire Action*, TedxPuget Sound (2009)