



Won't You Be My Neighbor?

Partnering with Local Law Schools

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Meet your neighbors!

- Introductions
- Who is in the audience?
- Program overview



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Why partner?

- Resource sharing
- Broader reach for employers, network connections, and community
- Idea sharing
- Serves your students and grads
- Benefits employers
- New contacts/expands your network
- Covid created a need for more virtual programs
- Less staff, fewer resources for many schools; can achieve things you might not be able to on your own
- It's fun!

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Creating Meaningful Partnerships

Getting Started!

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Getting Started: Local Consortia

- Law Schools only Consortia
 - POWER
 - Pennsylvania, Ohio, West Virginia Employment Resources
 - Born at a NALP conference from a desire to connect with regional, like-minded colleagues for the benefit of our offices and our students
 - Meet each semester, take turns hosting (or virtual)
 - Professional development for members
 - Agenda typically includes best practices, market trends, program ideas, brainstorming for students, sounding board for ideas, other timely topics
 - Developed "Nuts and Bolts: The Job Search": video library on various career-related topics, accessible to all of our students – leveraged technology
 - [POWER Nuts & Bolts: The Job Search - YouTube](#)

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Getting Started: Local Consortia

- Law Schools and Law Firms Consortia
 - CALA
 - Cleveland Akron Law Association (3 schools, 10 firms)
 - Meet approximately 3 times per year (sometimes invite speakers)
 - Collect nominal dues annually
 - Discuss current market trends, on-campus interviews/recruiting, entry level market, summer program plans and needs
 - Share feedback on recruiting efforts and student performance
 - Discuss hiring needs
 - Brainstorm programs for students
 - Co-host joint summer program for all the firms' summer classes. Past events have included tour of theater district, tour of Cleveland neighborhoods and lunch with community partners, speaker on public speaking/body language

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Getting Started: Local Consortia

- Partnered with local office of national law firm, Thompson Hine
 - Has the potential to expand and include other firms and schools!
- Inaugural initiative was Covid-19 Project: supporting diverse law students and junior attorneys to mitigate the impact of the pandemic on diversity in the Ohio legal market
- Programs held:
 - Virtual Job-searching and Networking
 - Wellness through Uncertainty
 - Virtual Recruiting and Interviewing Panel
 - What Junior Attorneys Should Do in a "Virtual World"



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Getting Started: Local Consortia

- Had regular, monthly meetings (planning meetings)
- Launched virtual mock interview program
- Facilitated informal mentor program/contact database/matching based on practice area and career interests
- Created webpage with events and shared online resources
- For students and graduates
- Each law school contributed time and resources and took lead on different initiative
- Goal moving forward is to enhance diversity and inclusion in the profession, specifically in our local market



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No consortia? No problem!

- Hold an informal meeting or lunch to gather potential partners
 - Connect here at the AEC!
- Utilize NALP resources
 - Regional Leadership Council Representatives
 - Regional Calls
 - Member Directory
- Geographic considerations
 - Are there other law schools in your city? In your state? In your region?
- Right-size the group, especially since in-person meetings and events are ramping up
 - Suggestion: minimum of 3 schools
 - 12-15 members is ideal
 - Combination of public and private schools allows for diverse perspectives

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Partnership Strategies



Local Bar Associations

Co-presented on job searching and networking for the Cleveland Metropolitan Bar Association

- Virtual program
- Was open to all law students and bar members
- Goodwill for the Bar
- Important content for our students and alumni
- Divide and conquer the preparation

Created joint resources/handouts;
can update annually



State Bar Association

Contact Membership Director

Contact New Lawyers section chairs

Rural Clerkship Program

Diversity Pipeline Programs

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- Joint student information sessions
 - o Cleveland Metropolitan Bar Association/Akron Bar Association Minority Clerkship Program information sessions (virtual)
 - The two metropolitan bars combined summer programs about 5 years ago
 - o Local firm events for students from all schools (ex. Jones Day, Benesch, Hahn Loeser)
 - Holiday virtual receptions
 - In-person panels and receptions
 - Virtual information sessions
 - Helped market and promote to students and we attend if possible
 - o Northeast Ohio Association for Corporate Counsel "A Day in the Life of In-House Counsel" panel
 - o Helps increase student attendance
 - o Alleviates burden on organizers to host the same program multiple times, to gather multiple speakers, and expend resources (food, travel), and multiple schools/panelists appreciate the captive audience and stream-lined event

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- Joint Legal Career Fair
 - o For 3Ls and recent graduates
 - o Held each fall, after Ohio bar results
 - o 2021 was 4th annual!
 - o Invite employers (merge networks)
 - o Typically between 20-30 employers attend
 - o Combination of table talk and interviews
 - o Held at Cleveland Metro. Bar Conference Center
 - o Divide responsibilities and action items and all attend
 - o Share the costs – cost-savings!

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- Sharing Resources
 - o Handouts
 - o Program and Event ideas
 - o Best practices in counseling
 - o Vet programs, resources, software, subscription services
 - o Why re-invent the wheel on resources and programming?
 - o Help with ABA reporting questions

Tip: Be intentional with asks and be reciprocal

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Benefits and Considerations

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Benefits

- **Employer Benefits:**
 - Grateful they could meet with and have programs for all of our students at once
 - Efficient
 - Effective
 - Helps with reaching more and diverse candidates
- **Student Benefits:**
 - Meet students and alumni from other schools
 - May be colleagues at summer job or after graduation
 - Expand their professional network
 - Repetition of important lessons/information from multiple career services professionals
 - Diverse career services perspectives
 - Academic enhancement: Ex: Akron and CSU cross-list courses so students may take specialty seminar classes and have the credits transfer

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Considerations

- How to balance collaboration vs. “competition”
 - Some aspects of our work must not be shared – approach any partnership with that understanding
 - Manage and protect your time – internal vs. external commitments
- Getting administrative support to partner – buy-in from stakeholders
 - Open communication with your Dean(s)
 - Share the benefits
 - Highlight the innovative aspects
 - Best interest of your students and alumni
 - Benefits to your office staff/CSO team
- Advocating for your students and school while sharing resources
- Sharing your expertise, experience, and talents

Considerations

- | | |
|--|---|
| <ul style="list-style-type: none">• Professional<ul style="list-style-type: none">• Connection to your profession• Collegial environment• Empowering | <ul style="list-style-type: none">• Personal<ul style="list-style-type: none">• Provides support• Sympathetic ears• Colleagues “who have been there”• Goodwill |
|--|---|

Sharing/Brainstorming

How have you partnered with law schools in your market?

How do you envision a potential partnership?

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QUESTIONS?

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Tips for Law Students: Managing a Virtual Job Search and Networking

Virtual Networking

- Build Relationships: employers may not have a job to offer at the moment, but they likely have time or can schedule time in the coming weeks.
- Update (or create) your network list (Who do you know? Who do you want to meet? Who can connect you?) Build a pipeline of professional connections and prospective employers.
- Connect with Mentors.
- Connect with alumni of your law school. Career Services can provide you a list.
- Join local and state bar associations in your desired market.
- Host virtual coffee/lunches.
- Conduct informational interviews via phone, Zoom, Skype, Google Chat, BlueJeans, or other online platforms (explore free trials/current offers).
- Volunteer! Stay engaged with your community, even remotely (Ex.: volunteer to lead a committee or assist with a virtual board meeting.) Remote pro bono opportunities are also available.

Job Searching

- Stay engaged with employers that you have already been in touch with/interviewed with. Send follow-up emails and outreach emails, share relevant articles, or pick up the phone and check in but do so with patience and understanding that hiring may be delayed.
- Suggest virtual interviews rather than postponing when possible.
- Work with Career Services.
- Consider summer externships, clinics, research assistantships and fellowships.
- Work with Legal Recruiters. Beyond knowledge of job openings, they may offer tips on updating resumes and trends in the legal market.
- Consider JD Advantage Positions – there are thriving companies and growing industries hiring.
- Consider virtual/telework positions. Think beyond local jobs.
- Be creative. Reach out to employers and offer remote services:
 - Online research
 - Writing, editing, and proofreading
 - Technical assistance with virtual communications, file organization or firm management
 - Designing PowerPoints or Prezi presentations
 - Creating e-newsletters or client alerts on current legal issues
 - Annotating documents
 - Electronic document review
 - Short-term/interim assistance, i.e. upcoming trials or large-scale projects

Building Your Brand

- Update your LinkedIn Profile and connections. Upload your resume.
- Keep your resume up to date: highlight transferrable skills, include interim/remote work assignments.

- Fine-tune your writing sample.
- Use your time to perfect your personal pitch and interview skills.
- Conduct virtual mock interviews with Career Services.
- Keep track of and reflect upon your transferrable skills (think: multitasking, adaptability, time-management, work ethic, handling adversity.)

Becoming an Expert

- Attend CLEs, Facebook Live presentations, or webinars to stay current on legal trends and to make new professional connections. Connect with presenters thereafter.
- Take courses (many are free) to increase technology proficiency OR to become well-versed in practice areas likely to grow: health care, tax, business re-organizations, bankruptcy, estate planning, elder law, cybersecurity, benefits and labor/employment.
- Consider writing a blog or short article on a current legal topic.

Manage your time. Set daily and weekly goals. Dedicate quiet and focused time to your job search, limit distractions, set up a workspace at home and REMAIN POSITIVE!



Ohio Legal Diversity Consortium

The Ohio Legal Diversity Consortium (OLDC) is an alliance developed to empower diverse law students and junior attorneys in their legal careers and provide them with opportunities to advance their professional development. The OLDC brings together law schools, employers and diversity, equity and inclusion allies to provide resources, mentorship and programs to support the continuing personal and professional development of diverse legal talent.

Member Mission Statements:

- Case Western Reserve University School of Law: <https://case.edu/law/our-school/diversity-inclusion>
- Cleveland State University Cleveland-Marshall College of Law: <https://www.law.csuohio.edu/meetcmlaw/noroomforsilence>
- University of Akron School of Law: <https://www.uakron.edu/law/about-us/diversity.dot>
- Thompson Hine LLP: <https://www.thompsonhine.com/about/diversity-equity-inclusion>

Events:

Virtual Recruiting and Interviewing

Monday, October 5 | 5:30 – 6:30 p.m.

This workshop will feature tips and strategies on virtual interviewing as well as an outlook on virtual recruiting. Despite the strain on the job market from COVID-19, many doors have opened and/or will open by way of virtual engagement. Join us as we continue our discussion of employment in our “new world.”

PANELISTS:

- **Delanté Spencer Thomas**, Director of JD Advantage Advising & Outreach, Case Western Reserve University School of Law
- **Alex Schoultheis**, Manager of Legal Talent, Thompson Hine LLP
- **Valissa Howard**, First Assistant Deputy Inspector General and Chief Diversity Officer, Agency of Inspector General, Cuyahoga County of Ohio

View recording [here](#).

Wellness Through Uncertainty

Wednesday, September 16, 2020 | 5:30 – 6:30 p.m.

Please consider joining the OLDC for a wellness break with noted yoga instructor, Tara Owens Antonipillai. This well-being program will focus on stress-reduction techniques, including breathing



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exercises, mindful movement and mindfulness exercises. Absolutely no experience is required - this program is designed to help everyone find a little peace and calm in your day! Tara specializes in well-being training and programs. Tara received her J.D. as well as her undergraduate degree from Georgetown University. Tara is a certified yoga instructor and meditation teacher, as well as a graduate student in the Applied Positive Psychology program at the University of Pennsylvania.

View recording [here](#).

Virtual Job Searching

Wednesday, September 9, 2020 | 5:30 – 6:30 p.m.

Get advice for navigating a successful virtual career search! This workshop will be helpful whether you are looking in markets outside of your current city, navigating the current remote-work market in your own backyard, or both.

PANELISTS: **Alisa N. Benedict O'Brien**, Assistant Dean for Career Services, The University of Akron School of Law; **Sarah Dylag Beznoska**, Assistant Dean for Student and Career Services, Cleveland-Marshall College of Law; and **Mary Beth S. Moore**, Assistant Dean of Career Development, Case Western Reserve University School of Law

View recording [here](#).

What Junior Attorneys Should Do in a “Virtual World”

Thursday, August 27, 2020 | 5:30 – 6:30 p.m.

Are you a (i) junior attorney who is seeking ways to remain visible and gain experience while working remotely, or (ii) a junior attorney who is seeking to grow your network, (iii) or a law student who is seeking ways to connect with employers and attorneys virtually? Join Thompson Hine attorneys Marla Butler (Partner) and Tarnetta Jones (Senior Counsel) for a targeted discussion about their experiences with developing their legal practices through the 2008/9 recession and ways that you can be effective and get connected in the current economic climate where nearly everything is virtual.

PANELISTS: [Marla Butler](#), Partner, Thompson Hine LLP and [Tarnetta Jones](#), Senior Counsel, Thompson Hine LLP

Watch recording [here](#).

OLDC COVID-19 Project

[Click here](#) to view the recent article, "New Tack to Solve D&I Shortcomings - Consortium Aims to Solve Old Problem" published in *Crain's Cleveland Business*.



Ohio Legal Diversity Consortium

The OLDC is committed to supporting diverse law students and junior attorneys, particularly with regard to mitigating the impact of the COVID-19 pandemic on diversity in the legal profession. It is well-established that the legal profession is among the least diverse professions and challenging economic times have historically only decreased diversity in the law. Notably, the 2008 economic downturn disproportionately impacted diversity efforts and the legal profession took many steps backward in terms of gender and racial/ethnic diversity. Many minority lawyers dropped out of the profession entirely and representation of some demographic groups, specifically African Americans, took more than a decade to return to pre-recession levels. The OLDC recognizes that if the legal industry does not remain focused on, and committed to, diversity, equity and inclusion, we will repeat the mistakes made in 2008 and erase another decade of progress.

The OLDC will provide support in three core areas: (1) employment; (2) professional development; and (3) connection.

For more information about the OLDC contact us at Diversity@ThompsonHine.com.

OLDC Virtual Mock Interview Program

The OLDC is pleased to announce the launch of our 2020 Virtual Mock Interview Program. This program is designed to give you an opportunity to hone virtual interview skills in advance of the upcoming recruiting season. Attorneys from Thompson Hine and other Ohio area firms, in-house counsel, and law school career advisors, will provide 1:1 opportunities for interview practice in a virtual world. Sign up for a mock interview to gain real-time feedback on ways to connect, highlight your unique skills and experience, and stand out in a virtual interview format.

When: Mock interview matches will be made during the last week of October 2020.

How it works: Law student participants will be matched with attorney and/or career advisor mock interviewers. Matched interview pairs will be connected to coordinate a mutually agreeable date and time for 30 minute mock interviews. Each interview will include 20 minutes interviewing, followed by 10 minutes of feedback.

How to participate:

- Attorney registration will open in mid-September 2020
- Student registration will open in early October 2020

Student Registration Link

Students will be matched on a first come, first served bases so please register early! The deadline to register is **Friday, October 23, 2020**.