

## NALP LAW STUDENT PROFESSIONAL DEVELOPMENT SECTION BOARD REPORT

TO: Andrew Chapin, Board Liaison  
FROM: Susan Fine, Chair  
RE: First Quarter Report – NALP LSPD Section  
DATE: 6/18/2014  
CC: Fred Thrasher

### I. OVERVIEW AND LEADERSHIP TEAM

I am delighted to be serving as Chair of the Law Student Professional Development Section this year and have a truly dedicated team of volunteers. In addition to working together at the conference in Seattle and participating on the first quarterly Section call, I have been in regular contact with everyone on the team.

Long Range Strategic Planning Committee Liaison: Jeff Becherer, New York Law School

Vice-Chairs for AEC/Bulletin Article Planning: Marcia Levy, Cardozo, and Jennifer Leonard, UPenn

Vice Chair for Law Student and Lawyer Professional Development Sections Collaboration: Gerald Slater, Suffolk

Best Practices Guide Work Group: Rob Cacace, Georgetown, Christine Guard, Mercer, and Heather Karns, Toledo

Experiential Learning Requirements Work Group: Sabrina Nelson, George Washington

Vice-Chair for Membership Development: Luevenia Sterling, Miami

### II. SECTION MEETING APRIL 11, 2014

We had a good turnout for our Section meeting in Seattle at the Annual Education Conference. At that meeting, I introduced our leadership team and explained our charges. Those present introduced themselves and briefly described the professional development offerings at their respective schools. Some skills highlighted include: professional communication, interpersonal communications, relationship-building, technology skills, practice area education, receiving and applying feedback, project management and how to build and engage a professional network. Member schools offer programming in a variety of different structures, such as:

- **Required 1L Lawyering Course**
- **1<sup>st</sup> or 2<sup>nd</sup> Year Professionalism Day**
- **Career/practice area exploration programming**

- **Voluntary Programming**
- **Certificate in Professional Development**
- **Self-directed 45-hour professional development requirement for graduation**

We then brainstormed potential topics for RFPs and Bulletin articles with an eye toward creating resources that members can easily implement at their institutions, including videos or podcasts.

I also announced that NALP will be taking over publication of PD Quarterly from Gaye Mara beginning with the November 2014 issue. This will allow section members an additional venue for articles related to legal education and law student professional development.

Detailed minutes of the Section meeting are posted on NALPConnect.

### III. SECTION CALL MAY 15, 2014

Our Section had its first group conference call on May 15, 2014. The call was very productive and our Section is active and thriving. Detailed minutes are posted on NALPConnect. Here are the most salient points:

Luevenia Sterling proposed a book discussion group that she would facilitate every quarter on leadership, coaching or other issues of interest to members. Mary Beal suggested giving members the opportunity to write book reviews for the NALP Bulletin.

Christine Guard reported that the Best Practices Group is working on a draft of the first survey for law school members.

Sabrina Nelson reported that the State Bar Experiential Learning Work Group will be conducting a 50 state survey and produce a Bulletin article on the findings.

I reported that the Institute for the Advancement of the American Legal System's Educating Tomorrow's Lawyers initiative is launching a *Foundations for Practice* project to determine the foundational skills and competencies to begin a successful and rewarding law practice. (Alli Gerkman, the Director of Educating Tomorrow's Lawyers, and I have since submitted an AEC RFP to present the initial findings of this research. If the proposal is accepted, NALP members will be able to participate in the next research phase during the conference session.)

Jennifer Leonard and Marcia Levy then reviewed the conference RFP topics that had been provided to the committee to date. Call participants offered input on the topics and whether any might be better suited as Bulletin articles. We discussed whether topics that had been submitted for PDI might also be submitted for NALP and concluded that it really depended on the topic. (Several LSPD Section members will be presenting at PDI in December 2014). The final list of RFPs for both the NALP Conference and the Bulletin appears below.

The next Section call will be Thursday, September 11, 2014 at 1:00 pm ET.

#### IV. WORK GROUP UPDATES

##### A. RFPs for NALP/BULLETIN

###### **2015 Annual Conference:**

Jennifer Leonard and Marcia Levy did a fabulous job soliciting and reviewing the RFPs. The following 12 RFPs for the 2015 Annual Education Conference were submitted on behalf of the LSPD Section:

###### **Advancing Women’s Leadership in Law School and Beyond**

This interactive session will provide CSO administrators and law firms with innovative approaches to promoting women’s leadership through cultivation of student leaders and young associates and supporting the efforts and successes of senior women. Showcasing highly effective initiatives, this interactive session will present best practices for collaborating across CSOs, the judiciary, law firms, non-profits and government agencies. After presenting key strategies, presenters will facilitate small group discussions and guide participants in goal setting, identifying key players, and planning for potential obstacles and how to overcome them for successful implementation.

**Jill Green, Leah Terranova, Layke Stolberg, Lisa Martin**

###### **Be a “Force Multiplier” Through Partnerships with the Law School Community & Beyond**

“Doing more with less” is becoming a commonplace phrase. This program will provide CSO rookies and experienced veterans alike with ideas for creating successful partnerships with other school and community constituencies to increase CSO impact, as well as tips to encourage their involvement. These collaborations can help in obtaining student buy-in, expanding outreach, and \*gasp\* securing funding! The practices to be presented and discussed through facilitated interaction between speaker and participants allowed one small office to increase employer outreach by more than 200% and triple the student programming in only one academic year—all despite a 30% cut in funding!

**Amber Brugnoli**

###### **Being Mindful: Exploring Mindfulness Practices to Reduce Stress & Enhance Job Performance**

Scientific research supports practicing mindfulness to reduce stress, increase focus, and enhance job performance. Information about the benefits of mindfulness is emerging, yet there is still much to learn about how to actually implement mindfulness into our daily lives. In this extended workshop you will expand your knowledge about mindfulness, and take a deeper dive by spending time experiencing various practices, including mindfulness meditation. These practices will help you mitigate your own workplace stress and provide better counsel for the students and attorneys in your organizations.

Experiential learning will include exercises such as mindful communication, mindful listening, and mindful awareness.

**Luevenia Sterling, Christy Cassisa**

### **Connecting the Dots- Law School Professional Development and Employer Expectations**

Professional development: everyone seems to be doing it, but what is “it”? Panelists will provide an updated catalogue of law school PD programs based on results from a nationwide survey. This session will provide information to help you understand the state of PD training by providing a comparative perspective of different models and highlighting pitfalls and positive outcomes – information that can generate buy-in from faculty, deans, and students. The panel will also provide input from employers to highlight what training firm, public sector, and public interest employers each value.

**Christine Guard, Rob Cacace, Michele Bendekovic, Trisha Fillbach**

### **Doing More for Less: How Law Firms and Law Schools Can Work Together to Create and Deliver Professional Development Programs**

Whether you are on the law firm or law school side of preparing people for successful careers, you know that one way for your constituency to succeed is to engage them in a strong program of Professional Development. These days that includes programs in project and team management, leadership training, relationship building and understanding the business of law. While law firms have for a long time had professional development departments, law schools are just beginning to incorporate teaching professional skills through individual programs, coursework or centers for professional development. This interactive program will brainstorm the professional development skills that we should be teaching, and how law firms and law schools can work together to develop a professional development curricula and present it collaboratively, as a way to build relationships, learn from each other, and save on the cost of presenting programs. We will describe how one law school and law firm collaborated to develop a program that could be presented simultaneously or separately at each of their institutions.

**Susan Manch, Marcia Levy**

### **It's Just Lunch: Innovative Ways to Connect Your Students with Mentors**

Modern mentoring is so much more than traditional one-on-one matched mentor programs of the past. This session will explore innovative program ideas ranging from very informal to structured, covering new mentoring techniques (episodic mentoring, group mentoring, topic-based mentoring, etc.) that can be implemented at your law school. We will offer ideas on how to create programs that work with your school's students, alumni and local bar associations. This session will address the types of mentoring and

technological tools that you can use to grab the attention of millennial generation mentees without losing the attention of all other generations of mentors.

**Molly Stafford, Sarra Ziari, Jennifer Brown**

### **Millennialize Me: Developing and Delivering Millennial-Friendly Programs and Information**

Millennials learn and communicate differently than their counterparts in our multi-generational work force. Understanding these differences is key to our success as professionals. This panel will deliver tips and technology for schools and employers to successfully develop and deliver programs designed to bridge-the-gap between student and legal service provider and create engaging programs ensuring that conveyed information is learned and integrated into services millennials provide. The panel will also discuss programs encouraging millennials to “mentor up” on technology; identify, understand, and adapt to avoid inter-generational miscommunication; and engage in non-technology-based collaboration and communication to effectively provide service to clients.

**Christine Guard, Jennifer Leonard, Dina Billian, Sarah Stein**

### **Practicing Practice Ready: Designing Curricular & Post-Graduate Programs to Assist Graduates Entering Practice**

Law schools and bar associations are introducing exciting curricular and programmatic innovations to better prepare graduates for practice. These include specialized tracks of instruction, post-graduate residency and incubator programs. Some programs are designed to enable graduates to represent low and moderate income individuals and families caught in the justice gap, and others are designed to assist graduates to enter more traditional law firm and in-house practices. This program will examine differing curricular and post-graduate programs as illustrative examples of what is and can be done to assist graduates to become practice ready. Programs discussed include Suffolk University Law School’s Accelerator-to-Practice Program, IIT Chicago-Kent College of Law’s Solo & Small Practice Incubator, the Chicago Bar Foundation’s Justice Entrepreneurs Project, New York’s Pro Bono Scholars Program and Benjamin N. Cardozo School of Law’s Resident Associate Mentor Program.

**Gerald Slater, Marcia Levy, William Hornsby, Dawn Young**

### **Regional Alternatives: Research, Counseling, and Outreach on JD-Advantage Positions Nationwide**

The legal market continues to evolve, and so too has the market for JD-advantage positions nationwide – so much so that these “alternative” roles may well become the new normal for many students and graduates. Now is the time to develop resources, counseling, and outreach skills geared toward the JD-advantage market. To help with this effort, we have taken a regional approach that will highlight key JD-advantage opportunities in various geographic areas and required competencies for each. We will

explore regional markets for exciting roles in compliance, financial services, policy and lobbying, oil and energy, tech companies and startups, and healthcare. We will also describe emerging legal areas, such as knowledge management, legal risk management, online dispute resolution, and legal technology, as identified by Richard Susskind in the groundbreaking *Tomorrow's Lawyers*. The program will cover research, employer outreach, and professional development issues surrounding the market shift to JD-advantage and emerging legal roles.

**Kristen Uhl Hulse, Amy Jones Mattock, Kristine Bridges, John DeRosa**

### **The Evidence Is In: Findings from the Foundations for Practice Project of Educating Tomorrow's Lawyers**

What's the latest evidence on what prepares new lawyers to enter the profession? For those of us who counsel, train, and recruit law students and entry-level lawyers, the answer is a moving target. But a new national initiative has taken a significant step toward pinning this down. *Educating Tomorrow's Lawyers* is conducting a comprehensive study to evaluate what new lawyers need—with an end goal of aligning legal education with the needs of an evolving profession. The Director of *Educating Tomorrow's Lawyers* will present just released findings from the ambitious Foundations for Practice project and solicit input from session participants.

**Susan Fine, Alli Gerkman**

### **The Professional Development Pipeline – Training That Flows From Student Through Experienced Attorney**

The Professional Development Pipeline starts at law school and continues through employer training and continuing legal education programs. With rising pressure on law schools to create “practice ready” attorneys, and the growing difference in responsibility and experiences offered to new attorneys, it is increasingly difficult to provide timely and relevant training for everyone at all points along the pipeline. This cross-sectional session will discuss the accomplishments and challenges for current professional development programs. It will also provide findings of what students, new attorneys, trainers and judges feel is missing in professional development programming and what can be done to repair those “leaks” in the pipeline.

**Marcia Levy, Niki Moore, Jennifer Queen, Mark Drummond**

### **Today's Law Students are Tomorrow's Lawyers: Preparing Law Students To Thrive in a Shifting Legal Market**

Holy Cyborgs, Batman! The legal market is changing rapidly - and dramatically according to some predictions. How then do we prepare today's law student for the legal jobs of tomorrow? Starting with

the ideas posited by Richard Susskind in his book “Tomorrow’s Lawyers,” we will explore factors causing massive shifts in the delivery of legal services. Further, we will identify what the jobs of the future will look like; whom the employers will be; and what qualifications will help a candidate stand out from the crowd.

**Jeff Becherer, Courtney Fitzgibbons**

**Proposed NALP Bulletin Articles:**

Section members came up with 7 ideas for articles – some of which were also submitted as conference RFPs -- in order of proposed publication dates:

**Addressing the “Justice Gap” Through Innovations in Legal Education**, Gerald Slater (October)

**It’s Just Lunch: Innovative Ways to Connect Your Students with Mentors**, Molly Stafford, Sarra Ziari, and Jennifer Brown (November)

**Doing More for Less: How Law Firms and Law Schools Can Work Together to Create and Deliver Professional Development Programs**, Susan Manch and Marcia Levy (February)

**Be a “Force Multiplier” Through Partnerships With the Law School Community & Beyond**, Amber Brugnoli (Joint article with Newer Professionals Section) (March)

**Professional Development for Public Interest Students**, Francie Scott (April)

**Developments in State Bar Pre-Admission Requirements: Experiential Learning Credits**, Sabrina Nelson (May)

**Connecting the Dots: Law School Professional Development and Employer Expectations**, Christine Guard (and others) (June-July)

B. Vice-Chair Jerry Slater on Law Student and Lawyer Professional Development Sections Collaboration:

D. Casey Flaherty, corporate counsel at Kia Motors America, is partnering with Suffolk University Law School’s Institute on Law Practice Technology and Innovation to develop an online audit tool that tests how well lawyers leverage technology to help them spend their time (and bill their hours) more efficiently. Lack of technological competence can translate into wasted money and time, and the hope is that this tool can help current and future lawyers work more effectively and efficiently. This is of particular interest to professional development professionals at law firms and law schools. The Law Student Professional Development Section, in collaboration with the Lawyer Professional Development Section, will be developing a webinar for members of both groups, and other interested NALP members, on the tech audit. Professor Andrew Perlman, Director of the Suffolk Law’s Institute on Law Practice Technology and Innovation will provide details of the audit and how it can be used in law firms and law schools. The date is still to be determined.

C. Work Group on Experiential Learning, Sabrina Nelson

Sabrina Nelson has proposed a Bulletin article for March 2015 on "Developments in State Bar Pre-Admission Requirements: Experiential Learning Credits."

D. Best Practices Work Group

Christine Guard has proposed a two-part Bulletin feature article for the group to appear in the June and July issues reporting on the survey results.

E. Membership Development, Luevenia Sterling

We are looking forward to Luevenia Sterling's book discussion group that she announced on the Section call and hope to be able to report more on that soon.

V. ENVIRONMENTAL SCANNING

A. Section members' PDI proposals accepted:

**Doing More for Less: How Law Firms and Law Schools Can Work Together to Create and Deliver Professional Development Programs (re-submitted for NALP 2015)**

Whether you are on the law firm or law school side of preparing people for successful careers, you know that one way for your constituency to succeed is to engage them in a strong program of Professional Development. These days that includes programs in project and team management, leadership training, relationship building and understanding the business of law. While law firms have for a long time have had professional development departments, law schools are just beginning to incorporate teaching professional skills through individual programs, coursework or centers for professional development. This interactive program will brainstorm the professional development skills that we should be teaching, and how law firms and law schools can work together to develop a professional development curricula and present it collaboratively, as a way to build relationships, learn from each other, and save on the cost of presenting programs. We will describe how one law school and law firm collaborated to develop a program that could be presented simultaneously or separately at each of their institutions.

**Susan Manch, Marcia Levy**

## **Connecting the Dots- Law School Professional Development and Employer Expectations (re-submitted for NALP 2015)**

Professional development: everyone seems to be doing it, but what is “it”? Panelists will provide an updated catalogue of law school PD programs based on results from a nationwide survey. This session will provide information to help you understand the state of PD training by providing a comparative perspective of different models and highlighting pitfalls and positive outcomes – information that can generate buy-in from faculty, deans, and students. The panel will also provide input from employers to highlight what training firm, public sector, and public interest employers each value.

**Christine Guard, Rob Cacace, Michele Bendekovic, Trisha Fillbach**

## **Training for Non-Cognitive Skills: Practice-In-Action at GW Law School**

Developing lawyers exercise more than their legal skills in managing matters and teams. This interactive session will explain -- and demonstrate -- a collaboration of The George Washington University Law School's Inns of Court program and members of its Advisory Council. “Practice-In-Action” was designed to introduce students to a range of non-cognitive skills required for success in law practice. Participants will discuss true-to-life case studies on matter management in both the private and public sectors. Well-received by students and volunteer practitioners alike, this program could be replicated in other schools and offers legal employers an opportunity for substantive recruiting.

**Susan Fine, Nancy Rider, and Andy Hales**

### **B. Relevant Articles (FROM NALP WEEKLY DIGEST):**

- a. **"Future of Legal Education Debated at Pace,"** 05.27.14.  
The *New York Law Journal* reports on the [proceedings at a day-long program on the future of legal education](#) hosted by the Judicial Institute on Professionalism in the Law and the New York State Bar Association's Committee on Legal Education and Admission to the Bar.
- b. **"Stanford's FutureLaw: Why Lawyers Should Write Code. Panel urges law schools to teach students to think like lawyers and systems designers,"** 05.06.14.  
*Law Technology News* recaps the [highlights from a CodeX Future Law 2014 panel on rebuilding legal education](#).
- c. **"A New Direction in Legal Education,"** 04.30.14.  
The Connecticut Law Tribune responds to the hiring of new deans at the University of Connecticut School of Law (Timothy Fisher) and Quinnipiac School of Law (Jennifer Gerarda Brown): ["To their credit, both recognize that young lawyers require not only keen analytical talents, but also practical hands-on skills that will allow them to communicate effectively and advocate persuasively for their clients."](#)
- d. **"At Law Schools, Need for Reform is Obvious, the Means Less So,"** 04.24.14.  
*The National Law Journal* reports on the proceedings at yet [another event aimed at helping law schools identify how to successfully innovate](#), this one hosted by Colorado Law's Silicon Flatirons Center, which focuses on technology and entrepreneurship in the law.
- e. **"The Confidence Gap: Evidence shows that women are less self-assured than men - and that to succeed, confidence matter as much as competence,"** 04.14.14.

[An excellent article from \*The Atlantic\*](#), which has just now come to my attention (hat tip to Beth Moeller for passing this along).

C. Additional Items:

- a. The May 2014 issue of Law Practice Today, the Professional Development Issue, contains several good articles on law student professional development.  
[http://www.americanbar.org/content/newsletter/publications/law\\_practice\\_today\\_home/pt-archives/2014/may14.html](http://www.americanbar.org/content/newsletter/publications/law_practice_today_home/pt-archives/2014/may14.html)
- b. On May 7, 2014, IAALS, the Institute for the Advancement of the American Legal System at the University of Denver, announced "Foundations for Practice," a new multi-phase project led by Educating Tomorrow's Lawyers. Phase one of the project (funded by the William and Flora Hewlett Foundation) "will involve national surveys and a series of convenings that will bring together representatives from all corners of the legal profession to discuss the foundational skills, characteristics, and competencies that new attorneys need to begin a successful and rewarding practice. These foundations will be used to identify, assess, and implement new models for teaching law students, and also to provide tools for legal employers that can be used when evaluating recent graduates in the hiring process." (I mentioned this project on the May 15 Section call and subsequently contacted the Director about how NALP and the LSPD Section in particular might be involved. This led to the RFP noted above.) More information can be found at:  
<http://educatingtomorrowlawyers.du.edu/projects/foundations-for-practice/>
- c. The Future of Law School Innovation Conference was held in April 2014 at the University of Colorado. Information about the Conference can be found at:  
<http://www.siliconflatirons.com/events.php?id=1440>