

NALP LAW STUDENT PROFESSIONAL DEVELOPMENT SECTION BOARD REPORT

TO: Andrew Chapin, Board Liaison
FROM: Susan Fine, Chair
RE: Second Quarter Report – NALP LSPD Section
DATE: 10/6/2014
CC: Fred Thrasher

I. SECTION CALL SEPTEMBER 11, 2014

Our Section had its second group conference call on September 11, 2014. This is a busy time of year for our members, most of whom work in career services. However, we are fortunate to have some active participants. Detailed minutes are posted on NALPConnect. Key items of note:

Board liaison Andrew Chapin reported that the Board will next meet on November 6-8 and requested that LSPD Section members send any issues for the Board's attention to Susan Fine or to Andrew.

Jeff Becherer, as the Section's liaison to the Long Range Strategic Planning Committee, reported that the next Section call on October 22 will focus on the report that will be submitted to the Committee on November 14. The Committee has identified five key topics for Section members to consider: (1) Data and Analysis; (2) Membership Expansion; (3) Keeping Up With Change; (4) Broadening Member Development; and (5) Revenue Generation.

Jerry Slater provided an update on the webinar collaboration with the Lawyer Professional Development Section: The Law Student Professional Development Section, together with the Lawyer Professional Development Section, will be producing a webinar about the Kia Motors Tech Audit to be held sometime in the spring.

Christine Guard provided an update on the Best Practices Group's survey of law school members' professional development initiatives. (See below.)

Jennifer Leonard reported that the LSPD Section had six RFPs accepted for the 2016 NALP conference and all of its bulletin article proposals were also accepted. (See below.)

Mary Beal noted that registration is now open for the Professional Development Institute, December 4-5, in Washington DC. The conference is of particular interest to LSPD Section members. (See below.)

The next LSPD Section call will be regarding the Long Range Strategic Planning Process and will be held on October 22 at 1:00 pm ET.

II. WORK GROUP UPDATES

A. RFPs for NALP/BULLETIN (Marcia Levy and Jennifer Leonard)

LSPD Programs Accepted: 2015 NALP Conference

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 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

LSPD Accepted Articles: Bulletin

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. Law Student and Lawyer Professional Development Sections Collaboration (Jerry Slater)

As reported in June, D. Casey Flaherty, corporate counsel at Kia Motors America, partnered 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. A webinar on the tech audit will be presented this spring by the Law Student Professional Development Section, in collaboration with the Lawyer Professional Development Section. The tech audit has received much attention in the press, including several of the articles listed under Environmental Scanning, below.

C. Best Practices Work Group (Rob Cacace, Heather Karns, Christine Guard)

The Best Practices Group’s survey of law school members’ professional development initiatives has been finalized, approved and should be distributed early this month. The Group will analyze the data over the next six weeks, including which key resources are being used by schools. The results will be shared at PDI and with the Section.

III. FOCUS ON LAW STUDENT PROFESSIONAL DEVELOPMENT AT PDI, December 4-5, 2014

I will lead the Law School Member Roundtable on Friday morning, December 5th at 8:00 am. Many programs should be of interest to Section members, including:

A. No Matter How You Slice It — Professional Development Programming Is a Must for Law Schools

Professional development in law schools is here to stay. How do we begin to institutionalize a trend that continues to evolve in its definition and implementation? Panelists will provide an up-to-date overview of law school PD programs nationwide. This session will offer tools to evaluate, develop, and market law school programs using comparative models and highlighting potential pitfalls and positive outcomes. Recognizing the challenges of gaining buy-in at your law school and finding time to build

programs, panelists will use survey data and qualitative information sliced several ways to help you make the case and create your own strong programs, with insights from the law firm side to identify “must-have” content.

Rob Cacace, Christine Guard, Heather Karns, Julie Mulhern

B. 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

C. 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, Andy Hales, Nancy Rider

A. ENVIRONMENTAL SCANNING

a. Relevant Articles (FROM NALP WEEKLY DIGEST):

“‘Get Gritty’ Is the new Career Advice for Women Lawyers,” 06.17.14.

The Recorder reports that the American Bar Association’s Commission on Women in the Profession has launched [an online toolkit called ‘The Grit Project,’](#) which focuses on grit and growth for women.

"Legal Educators Plot the Future of Real-World Learning," 06.17.14.

The National Law Journal reports on [a recent meeting of the Alliance for Experimental Learning in Law](#) (a group of 150 legal educators from 75 law schools) that met last week to take up the question of how best to prepare tomorrow's lawyers.

"On the Move: 'Actors Studio' for Mercer Law Students Wins Award," 06.25.14.

The Daily Report reports that "[an innovative way of teaching professionalism to first-year law students, modeled on 'Inside the Actor's Studio,' has won Mercer University School of Law a national award from the American Bar Association.](#)"

"Will the Rise of the Machine Bring Lawyers New Clients? Online legal documents and forms are not the end of lawyers, but a signal of change in the profession that requires a proper response," 06.24.14.

Law Technology News dabbles in [the question of what some consumer-based legal technology tools mean for the practice of law.](#)

Boston University to Offer Real-World Training to 1Ls," 07.02.14.

The National Law Journal reports that beginning next year all 1Ls at Boston University School of Law will be required to complete the school's Lawyering Lab, "[a weeklong, one-credit course in which they will learn transactional law by simulating a business deal.](#)"

Revamped Cardozo Courses Stress Practical Skills," 07.16.14.

The New York Law Journal reports that [the Benjamin N. Cardozo School of Law is rolling out a new and revamped curriculum this fall that emphasizes practical lawyering skills.](#)

This Is Law School? Socrates Takes a Back Seat to Business and Tech," 08.01.14.

The New York Times explores some of the ways that legal education is changing, with some schools putting [a greater emphasis on business and technology, and on advising entrepreneurs and startups](#)

Tech test could give law firms an incentive to make efficiency gains," 08.18.14.

This *ABA Journal* Legal Rebels piece argues that [law firms need to do much more technical training to make their lawyers truly tech-savvy.](#)

Interns Thrive in 'Boot Camp': Colorado Law trains them in tech business basics," 08.18.14.

The National Law Journal reports on [Colorado Law's Tech Lawyer Accelerator](#), which is designed to teach business skills and technology fundamentals before students begin internships at technology firms.

Suffolk Law Launches Legal Tech Audit," 09.03.14.

Law Technology News reports that Suffolk Law School will partner with Mitch Kowalski to launch [an audit service that will allow general counsel to assess the technical skills of their outside lawyers.](#)

10 Reasons You Won't Get Hired," 09.10.14.

A consultant and career coach, writing for *The Recorder*, provides [ten reasons that many](#)

[aspiring lawyers or career-changing lawyers don't get hired](#) (hint, it is not for a lack of available jobs).

Attorneys who can address clients' operational problems as well as their legal ones have an edge," 09.10.14.

Nicole Bradick, writing for the *ABA Journal's* Legal Rebels series, argues that [modern lawyers can provide competitive differentiation by becoming knowledgeable about their client's management related problems and how to solve them](#).

Tips for Successfully Launching Your Legal Career," 09.15.14.

Law Practice Today provides [some good advice for entry-level associates](#).

In Tough Times, Law Schools Focus on Jobs, Skills Training," 09.19.14.

The Recorder spoke with leaders at a variety of California law schools to find out what they are doing to cope with the crises facing legal education, noting that "[schools are simultaneously under pressure to offer new programs and cut the cost of attendance](#)."

If Unchanged, Legal Education Will Remain a Business in Decline," 09.25.14.

A provocative editorial by the Young Lawyers Editorial Board for *The Legal Intelligencer*, arguing that [law schools have failed to adapt their business and education models quickly enough to continue to thrive \(and maybe even to survive\)](#).

b. Additional Items:

- i. Report from Marcia Levy on September 11th Section call regarding Lawcountability, JD: Ari Kaplan has developed this web-based tool for lawyers and law students that hosts a series of brief weekly webinars on a variety of career and professional development topics, such as "Keys to Relationship Building." Lawcountability also sends its participants automated follow up reminders designed to make the student or attorney accountable for completing previously identified tasks. This may be a good professional development tool that other Section members may be interested in using. Marcia indicated she would share information about Cardozo's experience with this on NALP Connect.
- ii. A new legal talent blog - www.TalentThinkTank.com - founded by Caren Ulrich Stacy, Founder, Legal Talent Lab and OnRamp Fellowship, will host weekly posts by some of the country's most credible and respected thought leaders in the legal field on topics such as lawyer recruitment, career development, training, retention, engagement and satisfaction, evaluations, compensation, advancement, and diversity.

Blog Contributors

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