

MEMORANDUM

To: Andrew Chapin, Board Liaison

Cc: Fred Thrasher

From: Susan Fine, Co-Chair
Gerald M. Slater, Co-Chair

Date: January 29, 2016

Re: Third Quarter Report- NALP LSPD Section

The following is the third quarter report of the Law Student Professional Development Section. Much of our work this quarter focused on sharing information and developing best practice models for law student professional development curricula and programs.

I. Section Meetings

We held two section meetings this quarter, a lunch meeting at the Professional Development Institute (PDI) in Washington, D.C. on Friday, December 4, 2015, and a section call on Thursday, January 21, 2016.

We had 33 people attend the Law Student Professional Development Section lunch meeting at PDI on December 4th. Members received updates on the work of the Best Practices Working Group (see below) and the development of our section newsletter, and received reports on a variety of professional development programs at seven law schools. Reports on these programs were given by the following:

Francie Scott, Wake Forest University School of Law
Allison Hickey Regan, University of Houston Law Center
Elizabeth Peck, Cornell Law School
Amber Brugnoli, West Virginia University College of Law
Ramona Sein, William & Mary Law School
Erin Walczewski, Harvard Law School
Santee Magliozzi, Santa Clara University School of Law

The various models discussed included required PD survey courses (Wake Forest), problem solving skills courses (Harvard), mandatory modular programming (University of Houston), mandatory 1L PD orientations (Cornell), and curricular competency models (Santa Clara).

Our third quarter section call was held on Thursday, January 21, 2016. Jerry Slater provided a summary of the presentations at the PDI lunch and Heather Karns of University of Toledo College of Law provided an update on the employer PD survey being conducted by the Best Practices Working Group (see below). The majority of the call was dedicated to a lively

discussion of *The Happiness Advantage: The Seven Principles of Positive Psychology That Fuels Success and Performance at Work* by Shawn Achor led by Laura Torchio and Nicole Moncayo of Pace University School of Law.

II. Best Practices Working Group

The Best Practices Working Group led by Christine Guard of Mercer University School of Law, Rob Cacace of Georgetown Law School and Heather Karns of University of Toledo College of Law have continued to work on the second phase of a data collection project, surveying employers on their PD programs and needs. Following their PDI presentation (*No Matter How You Slice It, Part II*), the group is looking ahead to the NALP Annual Conference in Boston when they plan to identify trends and “lessons learned” from the employer survey.

The group needs more employer information as well as greater diversity in employer information. Right now the majority of the completed data is from large law firms. Thus, the group is attempting to target smaller and mid-size employers as well as other government entities. To do this, the group facilitated another survey reminder through NALPconnect and included a message career services offices can use as they pass on the survey to those smaller offices and government employers. Heather Karns also will conduct outreach to CSO directors making a personal request. Using this survey to reach out to small and mid-size employers will allow us to involve an employer base we have been trying to bring into the NALP conversation. Each CSO office can leverage its relationships and use this survey as an outreach tool to engage smaller firms and other employers.

III. Environmental Scanning- Newsletter & PD Developments

Katelynn McBride of the University of Notre Dame Law School, LSPD Section Reporter, continues to survey developments in lawyer PD (see below) and has created the section’s quarterly newsletter (second edition attached hereto). The newsletter includes three regular columns: (1) a profile of a school’s PD program, (2) a feature relevant to the time of year, and (3) a feature on professional development for section members. Members continue to comment on how much they appreciate this additional resource.

IV. Membership Development

Angela Cruseturner of Baylor Law School continues to lead membership development efforts and reports continued growth in section membership. Each new member receives an email welcoming them to the group with an offer to set up a call to provide information about the section and to learn about how the section and NALP can support the individual member. In addition, Angela is taking the lead in supporting section members in developing RFPs for next year’s PDI.

Law Student PD-Related Articles- 3rd Quarter Update

- a. **What explains the BigLaw happiness gap? It's exhaustion, law prof says,** 09.10.15.
The *ABA Journal* reports that new research by a Yale law professor makes the case that [Big Law lawyer unhappiness can largely be attributed to exhaustion — the result of billable hours and "associate exploitation."](#)
- b. **"Save the Practice of Law, Professionally Speaking,"** 09.23.15.
Two Dentons partners, writing for *The Recorder*, take on the declining professional reputation of lawyers and the legal profession, [challenging lawyers to meet higher standards of professionalism and civility.](#)
- c. **"ABA committee for third time proposes eliminating ban on academic credit for paid externships,"** 09.22.15.
The *ABA Journal* reports that the ABA Standards Review Committee "[for the third time in less than two years...has proposed lifting the ban in the law school accreditation standards on students receiving academic credit for paid internships.](#)"
- d. **"Unpaid Intern Update,"** 10.02.15.
A Skadden partner and colleague, writing for the *New York Law Journal*, provide this [thorough update on the law surrounding unpaid internships](#), including a roundup of all of the recent circuit court decisions.
- e. **"Learning to Live in the Moment as a Young Associate,"** 10.01.15.
A litigation associate, writing here for *The Legal Intelligencer*, [offers younger lawyers advice and insight about trying to find their way in an ever-changing legal landscape.](#)
- f. **"Maximize Your LinkedIn Profile,"** 09.30.15.
Julie Brush, writing for *The Recorder*, provides [tips and advice for getting the most out of your LinkedIn profile.](#)
- g. **"All the Wrong Career Moves, and How to Avoid Them,"** 09.29.15.
[A reblog from Corporate Counsel on avoiding Career Limiting Moves.](#)
- h. **"Law Schools Special Report: Staying Sane, Before and After Graduation,"** 09.28.15. *The National Law Journal* publishes a special "[how to" for students and lawyers starting their careers.](#)
- i. [How to Clinch That 'A' and Not Lose Your Mind,](#)" 09.28.15. (*National Law Journal*)
- j. ["Before Going to Law School, Live Your Life,"](#) 09.28.15. (*National Law Journal*)
- k. ["Soft Skills' Are What Make Good Lawyers Great,"](#) 09.28.15. (NALP's very own Beth Moeller, writing here for *The National Law Journal*.)

- l. [“Stressing Out in Law School Is a Matter of Choice,”](#) 09.28.15. (*National Law Journal*)
- m. **“Network, Network, Network. And Make Friends. You'll be Better at Your Job,”** 09.28.15.
Corporate Counsel also offers some career advice, [advocating more networking for everyone](#), and citing Amy Gallo's *Harvard Business Review* article. (See "[How to Build the Social Ties You Need at Work](#)," by Amy Gallo, *Harvard Business Review*, 9.23.15.)
- n. **“3 Reasons Millennials Are Getting Fired: A backlash to Millennials’ mindsets at work is causing some to get fired, Here's Why,”** 08.04.15.
[This August article from Inc.com bubbled up on social media this week and I couldn't help myself.](#)
- o. **“Why What You Learned in Preschool Is Crucial at Work,”** 10.16.15.
The New York Times’ Upshot column takes a look at the fact that [“skills like cooperation, empathy and flexibility have become increasingly vital in modern-day work,”](#) noting that the only jobs showing consistent wage growth in recent years are those requiring both cognitive and social skills.
- p. **“Making the Most of Mentorship,”** 10.28.15.
 This piece in *The Recorder* [provides advice on how to find mentors as a junior attorney.](#)
- q. **“The Smartest Ways to Network at a Party: Reading a room is a skill that can be learned,”** 09.14.15.
 This article that provides [practical advice on networking in social settings](#), originally published by *The Wall Street Journal* in September, bubbled up again on the social media this week. (Subscription required.)
- r. **“A growing advantage to the law school degree,”** 11.04.15.
Indiana Lawyer takes a look at [the upside to the growing percentage of law school graduates who are finding JD-Advantage jobs.](#)
- s. **“Universities Set Up Legal Clinics to Help Student Innovators,”** 11.08.15.
The Chronicle of Higher Education reports on the rapid growth of university-based legal clinics focused on innovation, cyber law, and intellectual property, highlighting [an innovative joint venture between MIT and the Boston University School of Law in which law students from BU guide MIT student entrepreneurs as they navigate the legal complexities of setting up a business or commercializing their ideas.](#) (Subscriptions required.)
- t. **“Best Alternative Careers for Unhappy Lawyers,”** 11.30.15.
 This piece in *The Recorder* provides "[a list of careers where reformed lawyers have found happy homes.](#)"
- u. **“Is LinkedIn All It Was Cracked Up to Be?”** 11.23.15.
 A great blog post from Slaw, Canada’s online legal magazine, [on why LinkedIn seems to have lost its luster.](#)

- v. **“Proposal to eliminate ban on academic credit for paid externships moves forward,”** 12.07.15.
The *ABA Journal* reports that "[the governing council of the ABA Section of Legal Education and Admissions to the Bar has approved for notice and comment a proposed change in the law school accreditation standards that would eliminate the current ban on students receiving academic credit for paid externships.](#)"
- w. **“The Relevance of Law Schools,”** 12.15.15.
A good Huffington Post piece on the **“new normal”** in legal education: “[L]aw schools are balancing the Socratic method with market-driven, practical approaches. These approaches include: intentionally small class sizes, required experiential learning, competencies beyond lawyering skills (such as business development, emotional intelligence, and financial literacy), exposure to international and transnational law, specialized coursework, and practical training to equip students to pass the bar and work in diverse career settings.”
- x. **“DC Weighs Allowing 3Ls to Take the Bar Exam,”** 01.06.16.
The *Legal Times* reports that [“the District of Columbia Court of Appeals is considering a proposal to allow third-year law students to take the bar exam months before they graduate, a policy that only a handful of states have adopted.”](#)
- y. **“Penn Law’s Center on Professionalism Programs Acquaints Students with the Latest Legal Tech,”** 01.05.16.
LegalTech News reports on a new program at Penn that is designed to [“ensure that graduates have a mastery of executive technology.”](#)
- z. **“Duke Law School Pairs Up with Judicial Education Group,”** 01.12.16.
The National Law Journal reports that reports that next year [“Duke Law School..will begin co-hosting the Appellate Judges Education Institute’s annual summit,”](#) an effort aimed at fostering closer ties between bench and bar.
- aa. **“Why Lawyers Need To Learn Basic Marketing Practices More Than Ever Before,”** 01.11.16.
Forbes probes [why business development is more important for young lawyers than ever before.](#)
- bb. **“Future Lawyers Are Hiding Depression and Drug and Alcohol Use,”** 01.08.15.
Natalie Kitroeff, writing for Bloomberg, looks at the findings from a new report that shows [“law students with addiction and mental health issues may be afraid to report the problems because they think that doing so would jeopardize their chances of being admitted of the bar or getting a good job after graduating.”](#) The report, published in the December 2015 issue of *The Bar Examiner*, can be found [here](#) (PDF).
- cc. **“Loretta Lynch to Law Students: ‘It’s Hard to Leave the Accepted Path,’”** 01.21.16.
The National Law Journal reports on remarks made by US Attorney General Loretta Lynch at her alma mater Harvard Law School last week, when she spoke about the importance of public service legal work, and [urged law students to not give up their passions by giving in to pressures to follow traditional career paths.](#)

- dd. **“Incorporating Skills-Based Learning Throughout Law School,”** 01.15.16.
A law student guest blogger for Slaw [makes the case that all students should be required to take an advanced legal writing course.](#)

Additional Items

- a. Delece Smith-Barrows published an article in U.S. News & World Report on January 26, 2016, [“Law Schools Carve a Niche for First-Generation Students.”](#)
- b. Mainline Media News published an article on January 26, 2016, [“\\$25 million gift, largest ever, designated for Villanova University School of Law,”](#) discussing Villanova’s new strategic plan “focusing on the academic, practical and professional skills needed to succeed in 21st century legal practice.”
- c. Marybeth Herald published an article on Ms. JD’s Blog on January 5, 2016, [“Your Brain, Law School, and Law Practice: Meet your Brain.”](#)
- d. Alyson Palmer published an article in the Daily Report Online on September 24, 2015, [“The ‘Mindful’ Law Student: Georgia State Kicks Off Series to Address Stress, Distraction.”](#)
- e. Jacob Gershman published an article on the Wall Street Journal Law Blog on July 13, 2015, [“New Study Tries to Predict Law School Grades.”](#)



Law Student Professional Development Section Quarterly Call Agenda & Newsletter

Welcome to the Law Student Professional Development Section's second newsletter!

This newsletter contains 3 topics and keeps with the newsletter's regular features, including a spotlight of a school's professional development program, a law student professional development topic germane to the current season, and a member professional development topic. Our hope is that the issues in these quarterly newsletters will spark new ideas for your CSO, generate discussion for LSPD section quarterly talks, and of course, contribute to inculcating a culture of professionalism in law schools today.

Like the inaugural newsletter, the second was written by me, Law Student Professional Development Section, Reporter, Katelynn McBride, Program Director for Public Interest & Chicago Initiatives at Notre Dame, and I am always open to hearing your comments about past newsletter topics and ideas for new ones. My email is Katelynn.McBride@nd.edu and I am happy to hear from any LSPD section member. Thank you.

Sincerely,

Katelynn

LSPD Quarterly Call

Thursday, January 21, 2016 1 P.M. ET

1-888-346-3659 Passcode: 3018

Agenda

- I. **Welcome-** Jerry Slater
- II. **Reports**
 - 1. PDI Recap-
Jerry Slater
 - 2. Best Practices Working Group-
Heather Karns
 - 3. Membership Development-
Angela Cruseturner
- III. **Member Discussion-** Laura Torchio
and Nicole Moncayo, Pace University
School of Law

PD Spotlight

Baylor Law School's Mandatory Practice Ready Professional Development Program

Every law school wants its students to be ready for the workplace. Since they don't teach workplace readiness in torts or property law, most of us can only teach these crucial skills by setting up lunchtime programs, wedged in between first-year classes. All too often, we are disappointed by attendance as students decide they are not as enthusiastic about attending a voluntary professionalism program as those of us putting the programs on are to teach them about it. Baylor Law School has circumvented the lunchtime program attendance problem by making its [professional development program](#) mandatory for graduation.

Modeled after the State of Texas' requirement that all attorneys earn 15 CLE hours per

When You Come to a
**FORK IN THE ROAD,
TAKE IT:**
Insights and Advice on Finding One's
Way in the Legal Profession

1:00 P.M.
NOVEMBER 13
BAYLOR LAW SCHOOL
SHEILA & WALTER UMPHREY
LAW CENTER, ROOM 127
—LUNCH WILL BE PROVIDED—

Visit the Professional Development
Program Website to RSVP today!
Co-sponsored by Baylor Law Women's Legal Society.

MODERATED BY: Hon. Ed Kinkeade
Judge, United States District Court for the Northern District of Texas

& FEATURING

 Jerry Clements
Chair, Locke Lord LLP

 Melissa Essary
Professor and former Dean,
Campbell Law School

 Hon. Priscilla Owen
Judge, United States
Court of Appeals for the
Fifth Circuit

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year, Baylor requires all students to take 18 seminar hours on professional development skills over the course of their law school careers. The goal of Baylor's Practice Ready program is to "produce professionals who are truly 'practice ready' and prepared to succeed." The seminar hours focus on teaching skills such as client relations, law firm economics and financial management, legal billing and time management, legal marketing and networking, professional organizations and leadership opportunities, navigation through common ethical issues, job search strategies, and professional writing.

To teach this wide variety of skills, seminars consist of topics with eye-catching titles such as "How I Found My Job," "Addictive Behavior," and "Winning with Integrity: Getting What You Want Without Selling Your Soul". These seminars typically take place during the lunch hour or afternoons with the occasional evening seminar. The speakers for these seminars are an impressive group of people. The "Addictive Behavior," seminar, for example, is taught by an attorney who suffered from addiction before getting help from the Texas Lawyer's assistance program while the "Winning with Integrity" seminar is taught by Leigh Steinberg, whom Forbes calls "the greatest sports agent in history" (he represented Steve Young and Troy Aikman).

Baylor allows law students to earn professional development seminar hours outside of the classroom as well. Students can earn 2 hours of credit by attending a CLE and 1 hour by participating in a clinic or the school's Pro Bono Litigation or Transaction Team. Students can take

whichever seminars they wish but are required to spread the seminar hours out over their three year law school careers rather than taking them all in one quarter.

Some seminar topics are so important that Baylor requires all law students to take them, including three seminars in the first quarter of law school, which are scheduled as part of the Introduction to Law and the Legal Profession class. Baylor also requires all students to attend the “Career Development Orientation” and “Effective Business Communications” seminars. Baylor tracks seminar hours by requiring students to swipe their Baylor school ID card at each seminar they attend.

If you are looking to create a mandatory professional development program for your law school, then Baylor’s Practice Ready program is a great place to look for ideas. Rather than creating a separate professional development class, Baylor teaches the vital professional development skills we all want our students to learn over the lunch hour in a mandatory format. By giving students three years to earn 18 hours of professional development credit, Baylor creates a culture keyed in on professionalism, without making law students feel like they have to spend every spare lunch hour attending programming.



Keeping Students Focused on Professionalism in a Grade-Obsessed Culture

Welcome back for the Spring Semester/Quarter and every law school career professional’s favorite time of year: the first set of 1L grades coming out! In the midst of 1L grade panic, it can be extremely difficult to remind students that grades are not the be all and end all of their existence. But how to do it?

Launch an alumni mentorship program at your school that connects students with alumni practicing in their geographic and practice area of interest. The program can be formal or informal but hosting a spring happy hour that connects with alumni with students can do wonders to help ease 1L minds. Meeting established professionals reminds 1Ls that they are people and not just paper and that cultivating a professional image and engaging in strategic networking can be as big a boon for their job searches as stellar grades.

At **Notre Dame**, we launched a mentorship program pairing individual students with alumni in 15 different markets and hosted winter happy hours to serve as a designated event where mentors and mentees could meet. In my experience, 1Ls who met with a mentor felt more relaxed about their grades and overall position in school because their mentors rarely talked about grades but instead focused on how valuable the alumni network was to their own job search. When I stopped and reflected on this, it made sense. Mentors who opted into the program chose to do so because they wanted to give back to current students what the Notre Dame community had given to them years ago. If 1Ls caught up in the grade panic need anything, it is perspective and attorneys who are even one year removed from law school can provide that.

Host a Winter event to get students reengaged with your career center. After winter break, 1Ls arrive back on campus with a new (often fearful and negative) outlook about law school and

varying levels of engagement with their job searches. A great way to avoid losing your 1Ls after winter break is to remind them about the resources your career center offers by hosting a winter event.

The **University of Michigan** hosts a two-day “Winter Expo Prep” in late January, which is a mini career fair as well as an event where students can drop in for employer resume review, career advising sessions, and free professional headshots.



M | STUDENT LIFE | **THE CAREER CENTER**

Winter Expo Prep!

1/13: Drop-in Resume Review Night from 5:00-7:30pm
1/14: Drop-in Resume Review Night from 5:00-7:30pm
1/15: The Great Expo-PREP-Tacular from 11:00am-3:00pm
1/19: Drop-in Advising from 12:00-5:00pm
1/19: Employer Resume Review 3:00-5:00pm
1/19: Career Crawl from 6:00-7:30pm

Leading to:
Winter Career Expo on 1/20 and 1/21
Check out events on Handshake for more info!

@CareerCenter @TheEmployerBuzz Facebook.com/careercenter.umich careercenter.umich.edu

Students do not always schedule career center appointments or read emails when they need to so reaching them can require engaging with them in new ways. One such way is to **start a career center blog**. This is a long-term project to be sure but if you launch a blog with interesting and readable material, you could really increase the spread of your career center’s message. However you structure you career center’s blog, [writing a successful blog requires making your point clear and ending the blog post with a call to action.](#)

Member PD: 3 Reasons You Should Join a Professional Organization

Last week I was having lunch with a few alumni when I happened upon The Professional Women’s Club of Chicago’s monthly luncheon and immediately regretted not already being a member. Joining a professional organization is one obvious way that students can build up their personal brand, meet people, and get engrained in the legal community. But as career services professional, we stand to gain a great deal by joining professional organizations ourselves. Consider joining a professional organization in your city because:

1. **You will maintain a tie to your community.** All of us know the power of networking and meeting people so follow your own advice and build new connections. When a student asks for networking advice, you will be able to rely on your own personal experience.
2. **You will get advice to freshen your counseling message.** Counseling students every day, it is easy to get stuck giving the same advice. Meeting other professionals is a great way to get new advice and freshen your message to students.
3. **You will have experience with an organization to personally recommend to students.** The only way to know if a professional organization is active and useful is to personally experience it. If you join an organization and discover that it truly is an active, engaged community, then you can confidently recommend to your students that they join that organization.

Join the Conversation

Thank you for reading the second edition of the Law Student Professional Development Section's Quarterly Newsletter. Please email Katelynn at Katelynn.McBride@nd.edu if you have ideas for topics for future newsletters or would like your law school's professional development program to be spotlighted.