

## MEMORANDUM

**To:** Andrew Chapin, Board Liaison

**Cc:** Fred Thrasher

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

**Date:** June 29, 2015

**Re:** First Quarter Report- NALP LSPD Section

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The following is the first quarter report of the Law Student Professional Development Section. We are delighted to be serving as co-chairs of the section and are equally excited by the important contributions being made by our extraordinary team of volunteers.

To date, we have appointed our leadership team, conducted two section meetings (one in person, one by phone), developed RFPs for next year's Annual Education Conference (AEC) and proposals for Bulletin articles, strengthened our membership cultivation and involvement efforts, and continued to expand the work of the best practices working group and lay the groundwork for greater collaboration with the Lawyer Professional Development Section, including co-sponsoring of a plenary proposal for next year's AEC.

### **I. Leadership Team**

AEC/Bulletin Article Planning: Jeff Becherer, New York Law School

Membership Development: Angela Cruseturner, Baylor Law School

LSPD-LPD Section Collaboration: Michael Ende, William & Mary Law School

Best Practices Working Group: Rob Cacace, Georgetown Law School, Christine Guard, Mercer Law School, Heather Karns, University of Toledo College of Law

Experiential Learning Requirements: Sabrina Nelson, GW Law

Environmental Scanning: Katelynn McBride, University of Notre Dame Law School

### **II. Section Meetings**

The section held two meetings. The first meeting, attended by 28 members, was held at the AEC in Chicago on April 22, 2015. Susan Fine reviewed the section charges and solicited volunteers to work on and/or serve as vice chairs for each, and Jerry Slater discussed the format and content of quarterly calls that he would schedule and lead. Rob Cacace, Christine Guard and

Heather Karns discussed the continuing work of the Best Practices Working Group. They informed the group that results of prior school-focused research on PD programming had been posted on NALP Connect and that the next stage of their two-year research project would continue with an employer survey this fall. The second half of the meeting was a discussion of possible RFPs for the 2016 AEC led by Jeff Becherer who volunteered to serve as Vice-Chair for AEC/Bulletin Article Planning. Susan and Jerry encouraged group members to reach out to their peers to develop additional topics for AEC sessions, Bulletin and *PD Quarterly* proposals. The second meeting was a section call on May 12, 2015, devoted to the development of RFPs and identification of speakers for the AEC. Nine specific proposals were discussed, as were ideas for additional panelists. This effort resulted in the submission of one plenary and 12 concurrent session section-sponsored proposals.

### **III. AEC & Bulletin Proposals**

As noted above, Jeff Becherer led outreach and group discussion efforts focused on developing topics for Bulletin articles and proposals for the 2016 AEC. A full list of AEC and Bulletin article proposals is attached to this memorandum, including a joint plenary proposal with the Lawyer Professional Development Section and concurrent session proposal with the Public Service Section.

### **IV. Membership Development**

The NALP Board recently approved a modification to the language of this charge. The charge now reads: Conduct outreach to grow membership in section, including cross-section collaboration, and engage members in section activities. Support Chair and Vice-Chairs by connecting members to existing and/or new opportunities for involvement. Promote the benefits of section engagement and continue Book Group.

Angela Cruseturner has included an invitation in the welcome email sent to all new members to schedule a phone call to discuss how the LSPD section can help with their work and how they can participate in the section's work and activities. Several new members have taken her up on the offer and she referred members interested in conference RFPs and Bulletin articles to Jeff Becherer. She will also connect volunteers with the Best Practices Work Group to help with soliciting employer participation in the second phase of the survey. Angela also organized the section's book group discussion for the January call, which will be led by Laura Torchio and Nicole Moncayo, both of Pace University School of Law. We will read *The Happiness Advantage: The Seven Principles of Positive Psychology That Fuel Success and Performance at Work* by Shawn Achor. Angela and Katelynn McBride are also brainstorming ideas for group discussion and resource sharing related to identified PD topics of interest to section members.

### **V. LSPD-LPD Collaboration**

Mike Ende worked with his William & Mary colleague, Cinnamon Baker, who currently is serving as the liaison from the Lawyer PD section to the LSPD section, to try and identify opportunities for the LSPD and the Lawyer PD sections to submit joint RFPs for the annual conference. Both groups sponsored the plenary proposal- Innovators Forum – Changing Legal Education and Lawyer Training to Meet the Needs of 21<sup>st</sup> Century Clients. Cinnamon Baker left

William & Mary last week to take the position of Director of Talent Management for the regional law firm, Williams Mullen, in Richmond, VA. Mike will continue to work with her to identify opportunities for at least one jointly presented webinar and perhaps a Bulletin article.

## **VI. Best Practices Working Group**

Last year, the working group compiled data from member schools related to PD programming and curricula. This year, as part of their two year data collection plan, the group will be collecting data from legal employers. The working group plans on finalizing the employer survey now to send it to section leadership and liaisons to test by mid-July. The working group will be calling for additional volunteers to assist in outreach to a wide range of employers regarding the survey scheduled to be rolled out to employers in late July.

The existing working group focused on the aforementioned data collection project would like to create a related work group of volunteers interested in the development of law student professional development best practices. This work group will be tasked with conducting research on what other professional graduate schools are going in this field (e.g. business, divinity, medical schools) and on what to include in any best practices guide or product. As the volunteer count increases, this group will engage section members in follow-up regarding programs learned about in the school survey as well as others of possible interest. Rob Cacace will be working on a short guidance document for the work group's volunteers and sending that to the section leadership.

## **VII. Environmental Scanning & Additional Efforts**

Sabrina Nelson is continuing to monitor the introduction of experiential learning requirements throughout the country. Katelynn McBride is monitoring innovations and developing topics in the area of law student professional development. The following is a list of articles related to law student professional development since the last section board report and accepted PDI proposals from section members.

### **1. Law Student PD-Related Articles**

"**Columbia Dean Promotes Global World View**," 03.31.15.

[The New York Law Journal talks to Gillian Lester, the new dean at Columbia Law School](#), who talks about how the school is trying to innovate its curriculum and expand its international perspective.

"**Law Schools and Industry Show Signs of Life, Despite Forecasts of Doom**," 03.31.15.

A law professor from a top tier school, writing for *The New York Times'* DealBook column, [makes the case that law schools and law firms are not finished just yet](#).

"**Misreading the Legal Sector's Outlook**," 04.03.15.

Steven J. Harper, writing for the Am Law Daily, [pushes back against last week's NYT op-ed](#) by a Berkeley law professor who was making the case that everything is going to be just fine for law firms and law schools.

**"Law profs design course to combat student anxiety,"** 04.09.15.

The *ABA Journal* reports that [three law professors have designed a two-hour course for 1Ls that uses behavioral therapy to promote emotional health among law students](#) and reduce stress and anxiety.

**"ABA Offers Law Students Free Memberships,"** 04.07.15.

*The National Law Journal* reports that the ABA, in a bid to stanch falling membership numbers, is trying to secure the loyalty of future lawyers by [offering all law students at ABA accredited law schools free membership in the association](#).

**"Georgetown Law teams up with 2 firms to create 'low bono' law firm,"** 04.16.15.

The *ABA Journal* reports that [Georgetown Law has announced that it will team up with DLA Piper and Arent Fox to create a new nonprofit law firm designed to help low income individuals with their civil law needs](#).

**"Ten Things to Toss: Third year of law school,"** 04.14.15.

David Lat, writing for *The Washington Post*, [makes the case for eliminating the third year of law school](#).

**"Next Generation of Lawyers' Social Media Use Could Impact Future Practice: New study found that teens report massive dependency on Internet use,"** 04.13.15.

*Law Technology News* takes a look at some [new Pew Research Center research on teen use of social media](#), and speculates about what such findings may mean for the way that future generations of lawyers will practice law.

**"In Cambridge, Lawyers Debate Future of Their Profession,"** 04.10.15.

Bloomberg BNA reports on [a program on the future of the legal profession that was held last week at Harvard](#) Law School's Center on the Legal Profession.

**"Business Development Is an Essential Skill to Cultivate,"** 04.22.15.

The *Daily Report* provides [business development advice for associates](#).

**"What Makes an Outside Counsel a 'Trusted Adviser'?",** 04.21.15.

A consultant, writing for *Corporate Counsel*, provides [insights about how outside counsel become the trusted advisors of in house lawyers](#).

**"Special Report: Law Schools,"** 04.20.15.

[The New York Law Journal](#) publishes its annual Law Schools special report for law students, that includes the following articles:

- a. **"Changing the How But Not the Why,"** 04.20.15.  
[A law school dean writes about some of the changes taking place in law schools](#).

- b. **"JD Advantage Versus JD Required: The Old Rules No Longer Apply,"** 04.20.15.  
[A law school career services professional takes a look at the rise of JD Advantage jobs.](#)
- c. **"The Writing You'll Do, and the Writing They'll Read,"** 04.20.15.  
[A consultant offers tips for becoming a better legal writer.](#)
- d. **"Think Outside the Box to Showcase Skills Firms Really Seek,"** 04.20.15.  
[A career management consultant offers career and job-seeking advice to recent grads.](#)
- e. **"Networking Your Way to a Great Legal Career,"** 04.20.15.  
[A consultant provides networking tips for law students.](#)
- f. **"Note to Law Schools: Show Your Work on JD Advantage Jobs,"** 04.23.15.  
[Kyle McEntee, writing for Law.com, responds to Jill Backer's JD Advantage piece that appears in the \*New York Law Journal\*, above.](#)

**"Performance, evaluations, and emotional intelligence,"** 04.21.15.

A Law.com contributor reflects on [the connections between emotional intelligence and success as a law firm lawyer.](#)

**"Law School Transparency offers podcasts focusing on different legal jobs,"** 05.01.15.

The *ABA Journal* reports that [Law School Transparency has launched a new podcast series about different law jobs called \*I Am the Law\*.](#)

**New York State to Adopt Uniform Bar Exam,"** 05.06.15.

The *New York Law Journal* reports that [New York has become the 16th state to adopt the UBE as its bar examination.](#)

- a. **"New York will use Uniform Bar Exam to test bar applicants, starting in July 2016,"** 05.05.15.  
[More on this from the \*ABA Journal\*.](#)

**"Lawyers With Lowest Pay Report More Happiness,"** 05.12.15.

The *New York Times* reports that new research published in the *George Washington Law Review* suggests that [lawyers in high-income jobs in large law firms do not report anywhere near the happiness and satisfaction levels reported by lawyers in public service jobs that pay the lowest salaries of all.](#)

- b. **"Disappointed with earnings after law school? You're in good company, lawyer happiness study says,"** 05.13.15.  
[More on this research from the \*ABA Journal\*.](#)

- c. **"What Makes Lawyers Happy?: A Data-Driven Prescription to Redefine Professional Success,"** by Lawrence S. Krieger with Kennon M. Sheldon. You can read the GWLR article in its entirety [here](#) (PDF).

**Four US Law Schools and UnitedLex Launch Legal Residency Program,"** 05.28.15.

*Legaltech News* reports on the launch of [a new joint venture between four law schools \(Emory, Miami, Ohio State, and Vanderbilt\) and UnitedLex](#), a Kansas-based provider of legal outsourcing and business services, including e-discovery.

**Research and Writing Will Help you Beyond Law School,"** 06.11.15

A law firm associate, writing for *The Legal Intelligencer*, [makes the case for the importance of young lawyers writing for publication](#) — from blog posts to industry newsletter to journals and magazines.

**"Plan to Allow Paid Law Student Externships Advances in ABA,"** 06.08.15.

*The National Law Journal* reports that the ABA's Council of the Section of Legal Education and Admissions to the Bar has [voted to put out for a period of public comment a proposal that would allow law students to earn both pay and academic credit for externships](#).

**"New Dean Hopes to Promote Toledo Law's Intimate Environment,"** 05.28.15.

*The National Law Journal* reports that [Widener University School of Law Associate Dean Benjamin Barros has been named the new dean at the University of Toledo College of Law](#).

**"Four US Law Schools and UnitedLex Launch Legal Residency Program,"** 05.28.15.

*Legaltech News* reports on the launch of [a new joint venture between four law schools \(Emory, Miami, Ohio State, and Vanderbilt\) and UnitedLex](#), a Kansas-based provider of legal outsourcing and business services, including e-discovery.

J. Mark Phillips published an article in *The Journal of Business, Entrepreneurship & the Law* on April 15, 2015, "[Entrepreneurial Esquires in the New Economy: Why All Attorneys Should Learn about Entrepreneurship in Law School.](#)"

The ABA Journal published an article, "[4 Steps for Reinventing Legal Education.](#)" emphasizing the need for "an focus on experiential learning."

## **2. Section Members' Accepted PDI Proposals**

Fostering Law Student Self-Investment: Whose Line (of Work) is it Anyway? (Susan Fine, Jennifer Leonard, Karen Thornton)

(Hint: We already have jobs.) All kidding aside, professional development programs that involve students in designing their own learning underscore the meta-skill of self-investment. This panel will explore how law schools can partner with students to teach professional skills for which traditional instruction is less effective, including incorporating feedback,

leadership, organization, goal-setting and problem-solving. Examples will include a student-led public speaking series and a leadership symposium for incoming and outgoing journal editors. By creating a safe, student-centered environment for risk-taking – and maybe a little improv – such programs can conserve resources, increase student buy-in, and deepen connections between students and administration.

No Matter How You Slice It II- Law Schools and Employer Expectations in Professional Development Programming (Rob Cacace, Christine Guard, Trisha Fillbach, Assistant Director, Office of Attorney Recruitment and Management, U.S. Department of Justice, Michele Bendekovic, Director of Attorney Recruiting and Professional Development, Steptoe & Johnson PLLC)

Are schools and employers working together or in tension on PD efforts? Analyzing survey findings of private and public employers' PD initiatives, panelists will uncover trends in attorney training, highlight areas for strengthening student training, address the value employers assign to school programming, and compare PD priorities in school and practice. Representatives from schools and employers will discuss expectations, pitfalls, and challenges so PD professionals can focus efforts, build successful programs, and provide coherent training. New survey data will be sliced to help you make the case for your initiatives and to spot areas ripe for collaboration across the aisle.

## **Appendix I- AEC Proposals**

### **Plenary Proposal (with Lawyer PD Section):**

Innovators' Forum: Changing Legal Education & Lawyer Training to Meet the Needs of 21st Century Clients (Gerald Slater, moderator, Lisa Damon, Andrew Perlman)

21st Century clients expect lawyers to understand their business, anticipate their needs, and deliver legal services smarter, faster and better than ever before. To do so, law students and lawyers need new skill sets not traditionally taught in law schools or previously expected in practice. Law schools and law firms need to innovate to stay relevant and competitive in their markets. Both renowned innovators in their fields, Suffolk University Law School Dean Andrew Perlman and Seyfarth Shaw Executive Committee Member Lisa Damon will share their views on what clients value and how law schools and law firms can innovate to meet the evolving needs of 21st century clients.

### **Concurrent Session Proposals:**

Compliance 201: Preparing Your Students to Meet the Financial Compliance Hiring Boom (Swati Parikh, Sabrina Nelson, Christian Focacci)

With the exploding job market for JDs in financial compliance positions, law schools are just catching up to the demand. Counselors need to know how to spot students with the relevant skills and interests needed for a career in compliance, and help set them up for long-term career success. The presenters will offer ways for law schools to develop relevant curricula, create certification programs, and focus on necessary training for building advanced level compliance professionals. Hear from experts in the field and counselors who have successfully worked with students and graduates to launch their compliance careers.

Bring Us Your Tired, Your Poor, Your Huddled Materials Yearning to Breathe Millennially (Christine Guard, Laura Clemens, Angela Cruseturner)

We all use the same materials over and over again in presentations and programming. How do you make them sleek, new, appealing and more useful to our students? Join us with your examples and questions as we make our presentations fresh and clean and our handbooks and materials new and "millennialized." We will present new and old examples from our own programs and those of some of our friends, but you might just leave with a fresh and clean program ready to go, if you brings yours with you.

Turn Your House Upside Down: How to Create, Update, or Revamp the Professional Development Program at Your School (Fairuz Abdullah, Courtney Rhodes, Angela Cruseturner)

Are you struggling with (or thinking about) the generation or refinement of your PD program? Presenters will discuss different PD programs, how to start a PD program from scratch, how to take your current program to the next level, or how to reinvent an existing program. We will explore how to incentivize students, how to get buy-in from you faculty/administration, and how to develop a program. We will have an interactive exercise that will provide tools to launch or update your curriculum.

You Have to Collaborate to Innovate (Michele Bendekovic, Sandee Magliozzi)

Wayne Gretsky said “A good hockey player plays where the puck is. A great hockey player plays where the puck is going to be.” Collaboration is how we see the future of the legal industry. It’s not just how we solve the problem but also how we understand the need of the future law student and law firm associate. What does the legal industry need to know? We will explore the opportunities between law schools and law firms as they exist in the traditional environment (professional development and experiential learning) and that’s only the tip of the iceberg. We have the opportunity do to more by bringing all players to the table and sharing in this responsibility. All who have a stake in the future have the opportunity to collaborate on what could become the next innovation in the development of future lawyers.

No More Pizza or Be Careful What You Wish For: Lessons from the First Two Years of a Mandatory Professional Development Course (Bill Chamberlain, Bonnie Tunick)

It’s every career office’s dream—a mandatory professional two semesters-long development course. Using our experiences after nearly two years of designing and implementing a mandatory professional development course (8 weeks each semester plus several required outside activities), we will lead the attendees through the process of creating such a course. We will begin by eliciting feedback from the group as to what has to be in the curriculum. We will discuss how to get the program approved by faculty, how to obtain speakers, how to deal constructively with student feedback and how we learned from our mistakes. We will also tap the audience’s wisdom for creative ideas.

Incubators and Beyond: Building an Entrepreneurial Access to Justice Program- with Public Service Section (Katie Dilks, Laura Cohen, Gerald Slater, Leonard Zandrow)

Incubators and “low bono” are all the rage in the access to justice community. Hear about four different models schools are employing to support students and recent grads in entrepreneurial approaches to the justice gap, including a single school legal incubator, an innovative curricular model, a school-law firm post-graduate residency partnership, and a law school consortium incubator. Speakers will discuss the nuts and bolts of building a program, how to collaborate effectively within your institution and your community, tips for grants and fundraising strategies, best practices for building training programs, and more.

Let it Go: How to Release a Law Student’s Inner Elsa – Independent Thinking for Law Students (Karen Eisen, Robin Nackman)

This session will advise CSO professionals how to foster independent thinking and independence, resilience, self-awareness, decision-making skills and good judgments in law students during the job search and while on the job. Using case studies, we will explore how to teach law students to use their own skills and judgment to proceed on a job search and in practice without asking for review every time they change a verb in a cover letter. Instead of giving them the fish for dinner, we will teach them how to fish so that they will never starve. This program will help CSO professionals help their students.

Right Hand, Meet Left Hand – PD Initiatives Across Schools and Employers (Christine Guard, Rob Cacace, Trisha Fillbach, Michele Bendekovic)

Are schools and employers working together or in tension on PD efforts? Analyzing survey findings of schools and private and public employers' PD initiatives, panelists will uncover trends in student and attorney training, highlight areas for strengthening student training, address the value employers assign to school programming, and compare PD priorities in school and practice. Representatives from schools and employers will discuss expectations, pitfalls, and challenges. Survey data from schools and employers will be sliced so PD professionals can focus efforts, build successful programs, spot areas ripe for collaboration and work toward a common goal.

#### The Professional Development Pipeline – Training That Flows From Student Through Experienced Attorney (Niki Moore, Mark Drummond, Diane Downs, Susan Fine)

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.

#### Generational Dynamics in the Law (Leah Adams, Paula Smith, Louise Francis)

New lawyers are entering a workforce populated by four distinct generations. To communicate successfully with individuals of different generations, and to manage teams across generations, lawyers and students should develop skills that create trust with members of each generation. This program will give school counselors and employer recruiters and managers the knowledge and tools to help new lawyers excel. Through an interactive panel discussion, facilitated brainstorming, and role playing, this program will focus on who the generations are, what motivates them, how to communicate with and between each generation, and how to teach these skills to students and new lawyers.

#### Build the Brand & Bridge the Gap: Strategic and Impactful Partnerships Between Firms and Schools (Andrea Shaheen, Annabrooke Temple, Nichole Velasquez)

Is your firm seeking a more effective and relevant approach to allocating the funds within your campus brand building budget? Is your law school seeking to enhance the soft skills and technical lawyering skills of your students? Join us for a collaborative session where we will explore the synergies between firms and law schools when it comes to on-campus programs and events in order to meet the collective needs of both. Firms would like to promote their unique brand and practice expertise on-campus to appeal to interested 1L students prior to the recruiting season. Law Schools and student groups want to help their students be practice-ready when they graduate. We will spotlight and brainstorm unique programming partnerships between schools and firms that reinforce professionalism and lawyering skills while showcasing the unique characteristics of each firm.

Learn By Doing – Clinics and Other Experiential Courses (Noelle Dorman, Emily Davidson, Jeffrey Chinn)

Experiential courses allow students not only to learn about but to do what lawyers do in practice. Offering students a variety of clinical experiences contributes to a more professional and practice-ready law school graduate. Graduates should leave with the skills, knowledge, and values necessary for law practice. To accomplish this, a curriculum rich with experiential courses, including clinics, internships, and simulation courses, is important. Clinics/courses at California Western School of Law (New Media Rights Clinic), Thomas Jefferson (Veteran's Legal Assistance Clinic), and USD (Land Use Clinic) will be featured. New ABA and California Bar requirements for experiential learning will be discussed.

## APPENDIX II- Bulletin Articles

### MAY BULLETIN:

[Faculty Engagement: How One School's Faculty Is Building the Connections Crucial for Student Success](#), by Leesa Klepper

[The California State Bar's Forthcoming Pre-Admission Competency Training Rules: What Every Career Development Professional Needs to Know](#), by Sabrina A. Nelson

### JUNE BULLETIN:

[Who, What, and How: Law Student Professional Development Survey Highlights, Part I](#), by Rob Cacace, Christine Ann Guard, Heather S. Karns

### JULY BULLETIN:

[Who, What, and How: Law Student Professional Development Survey Highlights, Part II](#), by Heather S. Karns, Christine Ann Guard, Rob Cacace

### FUTURE ARTICLES:

*Law Student PD Book Review (Title TBD)*

- Laura Torchio, PACE (tentative)

*Creative Resources for Developing Professional Leadership Skills in Your Students*

- Jeff Becherer, NYLS

THE FOLLOWING RFPs CAN BE RE-WORKED AS BULLETIN ARTICLES IN THE EVENT THEY ARE NOT SELECTED FOR PRESENTATION AT THE ANNUAL CONFERENCE:

*Build the Brand & Bridge the Gap: Strategic and Impactful Partnerships Between Firms and Schools*

- Andrea Shaheen, Annabrooke Temple, Nichole Velasquez

The article will explore the synergies between firms and law schools when it comes to on-campus programs and events in order to meet the collective needs of both.

*Generational Dynamics in the Law*

- Leah Adams, Paula Smith, Louise Francis

This article will give school counselors and employer recruiters and managers the knowledge and tools to help new lawyers excel. It will discuss who the generations are, what motivates

them, how to communicate with and between each generation, and how to teach these skills to students and new lawyers.

*Learn By Doing – Clinics and Other Experiential Courses*

- Noelle Dorman, Emily Davidson, Jeffrey Chinn

The article will highlight successful experiential learning and practical training courses. Clinics/courses at California Western School of Law (New Media Rights Clinic), Thomas Jefferson (Veteran's Legal Assistance Clinic), and USD (Land Use Clinic) will be featured. New ABA and California Bar requirements for experiential learning will be discussed.

*No More Pizza or Be Careful What You Wish For: Lessons from the First Two Years of a Mandatory Professional Development Course*

- Bill Chamberlain, Bonnie Tunick

The article will discuss the lessons learned after two years of designing and implementing a mandatory professional development course.