

October 15, 2007

TO: THE NALP Board

FROM: THE Law School Professional Development Section, S. Gainen, chair gaine001@umn.edu

This report contains:

1. Report from the Professionalism Standards Work Group
2. Updates and info from the following schools: Tulsa, W&L, Penn Law, Toledo, Widener, Arizona, & Minnesota

PROFESSIONALISM STANDARDS WORK GROUP

Report from 9/7/2007 conference call.

Members: Tracy Evans (Vice-chair), Terry Grey and Meg Reuter

I. Goals/Charges by the Chair and NALP Board (In order of priority)

- A. Develop a definition of professionalism and professional development.
- B. Develop a Master List of Professional Development/Professionalism Standards to be used by the NALP membership.
- C. Determine how to market or further present the Master List of Standards to the NALP Membership.
- D. Publish results and analysis of February & Supplemental Surveys and list of Master Standards via a NALP Bulletin article.

II. Discussions

- A. The supplemental survey is complete and 11 of the 23 schools which identified themselves as participants in the original survey participated. The group decided that our primary goal would be to first devise a working definition of both professionalism and professional development and then share this with the main committee to determine its functionality prior to "setting in stone".
- B. In discussing the approach to developing a "Master List of Standards", the group decided to take an institutional perspective vs. career services to creating this list so that everything is covered and that the lists and definitions are "student based". We also decided that with two separate definitions, we may also need to create two separate "Master Lists", which would further identify those items that should be "core" or "enhanced".

III. Next Step

- A. Tracy, Meg & Terry agreed that the data and tasks are too monumental to accomplish over the phone through conference calls. Over the next month, each member will devise their own individual definitions of professionalism and professional development as well as a list of Master Standards for each. On October 11, each will share their versions with the others by e-mail. The group will merge the definitions and lists and then whittle them down to something that is functional. We will follow-up with a conference call on October 18 to discuss the final products then forward the refined work to Susan Gainen by November 1 for her review. We hope to have the definitions, master lists and method of marketing to membership complete by December 1.
- B. We would like to aim for February or March to publish the results of this committee and the survey in the NALP Bulletin.
- C. It was discussed that perhaps in future meetings of the entire committee; members could take these charges one step further by identifying effective means of delivery for the master lists of standards to students.

NEW/OLD PROBLEMS, ISSUES & PROGRAMS

1. **From Jennifer Flexner, U of Tulsa** I actually think that all of us CSO folks need to figure out a way to teach common courtesy (sense)... any ideas?

2. **From Tara Miller (leaving Washington & Lee and seeking a law firm PD job so we won't lose her):** A trend I have noticed last year and this one is that OCI employers who request cover letters get markedly fewer resumes than those who do not. I have compared, for instance, two big DC firms for which the application deadline was the same: the one that did not request a letter received 50 - 60 applications; the one that requested the letter got 30 applications. I have not delved any deeper into the question by, say, asking students why they do not apply to "cover letter" employers but it would be interesting to see if other schools are noticing the same trend.

3. **From Carolyn Bovaird, Penn Law:** The recent Senior Staff retreat at Penn Law was devoted to the topic of professionalism.

The senior staff will begin work on weaving "professionalism" into all aspects of the Penn Law community. They will look at curricular areas including the courses currently offered, how courses are selected (can we develop new tools to assist in selection as it relates to career goals) class size and the value of "cohorts", etc. The staff will look into administrative areas including the admissions process (adding a "professionalism" essay), credit for a non-law course in student leadership training, adding experiential seminars to enhance and synthesize what's being learned through our students' pro bono requirement. There is a lot of discussion and excitement about what can be done.

The work will begin this year with senior staff meeting in five sub-groups. Some of the goals, programs, and changes may occur in 2008-2009. This carefully thought out process will take time. No quick fixes here.

b. **From Heather Karns, U of Toledo:** For two consecutive years we've held professionalism dinners where we do everything from meet and greet to dinner and talking about all professional aspects. We even have an alum who specializes in this area come back to do the presentation. This year we had our alumni president give the introduction and welcome which reinforced the points-not just about being able to handle conversation over meals but that everything you do must be calculated and intentional. Additionally, we did a lot more with Bar-related programming this year. Again, focusing on the professionalism aspect of getting applications filled out (or "in progress") early, taking control of your own career, not waiting until people remind you of deadlines, etc. I am hoping this will lead into a more organized professionalism week in the future.

3. **From LeaNora Ruffin, Widener** Widener Law is hosting its first Professionalism Day on November 14th. It is mandatory and all classes are canceled. We will be looking at success in law school, finding employment and success on bar all from a professionalism perspective. Students are not quite sure what to expect but I am hopeful that it will go over well. I'll let you know!

4. **From Paula Nailon, Arizona** I'm in the middle of process of tool that I think could be helpful in addressing the ABA practical skills requirements and Carnegie Report findings. I've got the concept, just need to work on creatively branding it, and developing the actual materials and tools. I hope to roll it out to 1L's this January, and hope to contribute a Bulletin article about it.

Also, I've stepped up the number of "generational" CLE's that I've been giving, and broadened the audiences for some of the programs (to include paralegals, staff and other employees. I think I'll be ready to submit something with practical tips and pointers soon.

Finally, the ABA YLD is holding its Young Lawyers Summit in February (you'll remember my request on NALP's listserv for member feedback about "what they'd like to know about from young lawyers"). I think some info will evolve from the summit that will give the law student PD section something to work with. Will keep you posted.

5. From Susan Gainen, Minnesota

a. The Small Firm Professionalism Roadmap When I left the Professional Development Institute last year, I found that many of us who were Law School Lurkers were inspired to create a Professional Development Roadmap for grads who don't go to large law firms and huge agencies with PD infrastructure. I know that the project has kicked around our section and that a lot of people are thinking about it. I also know that sometime this summer or fall we (collectively) realized that the Big Firm model won't work for our target audience.

I had a EUREKA moment while at lunch with two lawyers from Minnesota Lawyers Mutual, a professional liability company that was established 30 years ago by the Minnesota State Bar Association because malpractice insurance was either too "spendy" (a wonderful mid-west word for expensive) or unavailable. MLM covers law firms with between 1 to 100 lawyers, and its core customers are in firms of 2 to 3. On its very helpful website are materials that we have been invited to use to inspire/create the roadmaps that we are aiming for, and I think that I have always known that the malpractice insurers would be a good source for our information.

As of October 15, we have volunteers for this project:

- Pascale J. Bishop, Associate Director of Career Services, The John Marshall Law School, 312-427-2737 x 572, 6bishop@jmls.edu
- Margann M. Bennett, J.D., Director of Professional Development, Washburn University School of Law, T: 785-670-1703, 785-670-1014
- Carla J. DeVelder, Director, Career Services Office, Notre Dame Law School, Telephone: 574-631-8550 develder.1@nd.edu

b. Research in the Real World At Minnesota, we have developed a consortium among the Law Library faculty, the Legal Writing Faculty, the Career & Professional Development Center staff, local alumni and recruiting professionals called "Research in the Real World. Our goal is huge, we were wildly optimistic in our summer planning, yet our projects are coming along in what we have now decided to call our beta test year. With many law schools having ceded the bulk of the legal research training to Lexis and West vendors, more students are going out into the real world fully grounded in their core skills: "Web-search, cut and paste, find and replace." This is a problem that Law Librarians have been gnashing their teeth about for years, and it came to a head in some summer associate programs around the country this summer when students - whose writing and analysis were flawless -- were missing huge chunks of research (9th Circuit cases - big things.)

To address this problem we have programs planned we have inserted the issue into other kinds of programming. In addition to a series of programs under the Mandatory Legal Research and Writing program:

(1) We have begun to enlist our career-related speakers to include research strategy in their presentations. (What resources do you use? How do you direct law students to them? How do

you know when enough research is enough?) [Note that this is in addition to our request that they address PROFESSIONALISM issues.]

(2) The Minneapolis-based Fredrikson & Byron presents an annual panel of judges dissecting "Legal Research from the ultimate consumers." It has been very well-received and well attended.

(3) We will invite two of our grads who will be arguing at the U.S. Supreme Court to re-create some of their argument and to discuss their research strategies.

(4) We will have two practice-specific "Research in the Real World" programs: one in conjunction with SIPLA on intellectual property research; the other on International practice and research.

Law Librarian blog on the subject: <http://aallsecondline.blogspot.com/2007/07/forum-on-teaching-legal-research.html>

West White Paper on the subject:
http://www.west.thomson.com/pdf/librarian/Legal_Research_white_paper.pdf

c. **Quad School and MSBA Networking Event** Continuing a decades-long traditional of collaborative programming among the (now) four law schools in the Twin Cities, we are partnering with the Minnesota State Bar Association to present the third or fourth networking program and reception. The panelists are Super Networkers and the moderator has been in law firm marketing for more than 20 years. There are 120 students already registered. (Note: The four law schools are Hamline, William Mitchell, St. Thomas and the U of Minnesota.)