

## **“Turning Chaos Into Opportunity: Managing Expectations and Ensuring Resiliency in an Economic Downturn.”**

### **1. What Have You Experienced In Your Current Market?**

#### **Majority Reporting**

**In General: Very Few Job Postings. More Litigation Positions for Experienced Litigators (at least 3+ years experience). Smaller Cities Not Experiencing What Larger Cities are Experiencing.**

**Alumni: Increased Requests for Assistance from Alumni in General. Most Layoffs Reported at Larger Firms.**

#### **Partners:**

**Partner Pay Cuts**

**Partner Buyouts (Early Retirement)**

**Partners Breaking-off from Big Law to Start-ups**

**Partners Leaving the Profession to Seek other Business Opportunities**

**Partners relocating to Other Cities**

**Corporate In-House: Layoffs**

#### **Associates:**

**1-2 year Associates Layoffs and/or Given 6 Months to Find Other Employment: Not Enough Work to Meet Billables to Justify Compensation Packages**

**Compensation Decreases**

## **Students:**

**In General: Volunteer Internships Have Increased and Have Become More Competitive in the Interviewing Process. More Students Seeking Further Graduate Degrees Outside The Law.**

## **3L Offers:**

**Rescinded**

**Deferred (Jan 2010/September 2011)**

**Fewer but Holding**

**Offering Less Compensation and Stipends for Public Interest Work**

## **2L Offers:**

**Fewer, but Holding; Summer Associate Programs Shortening in Length**

**1L Spring OCI Programs: Non-existent to Dramatically Decreased**

**In Light of Increased Stress, What Can You Do To Motivate Your Students and Alumni?**

## **Alumni:**

**Increase Your Staff.**

**Be Prepared For Crisis Counseling: if you are not a licensed counselor ask a counselor for some tips. Prepare a referral list.**

**Don't Jump In Immediately: it may give them a false sense of what you can actually do in the immediate to solve their**

**problems. Wait to schedule an appointment. Give them a “Things To Do List,” while they are waiting (for ex: letter of good standing from the bar association or Supreme Court; letter of ranking from their law school; letters of recommendation; list of references; list of contacts; updated resume; sample cover letter, etc.)**

**Because They Are In Personal Crisis, They May Need You To Begin With The Basic Principles of Job Searching, Networking.**

**Ask For Assistance. Offer Group Discussion.**

**Students:**

**COMMUNICATE, COMMUNICATE,  
COMMUNICATE: “HOW CAN WE HELP YOU?”**

**Create and Work To Sustain A “Dual Respect System”**

**Engage Your Students in Discussion**

**Be More Proactive: Focus On Them As An Individual**

**Be Encouraging**

**Emphasize Your Commitment – This is Very Important**

**Show Them Understanding**

**Remind Them That You Are Invested In Their Success – No  
Matter How Long It Takes**

**Help Them Set Realistic Goals**

**Schedule Regular Appointments: During These Sessions –**

**Bring Out Their Best (ex: small complements;  
acknowledgments of what they achieved since your last  
meeting, encouragement, etc.)**

**Teach Them To Be More Disciplined, More Vigilant With  
Checking Job Listings**

**Remind Them:**

**Don't Believe That Everything You Read Applies To  
You.**

**Some Cities Are In Good Shape.**

**You Are On The Same Team.**

**Keep Your Debt Low.**

**To Be Humble.**

**To Be Realistic.**

**To Be Grateful and Show Gratitude.**

**Do Not Forget The Value of Fun**

**Before Anything Else – Take Care of Yourself First –  
Physically and Mentally.**

## **2. In Light of the Economic Situation, Have You Reassessed the Programs/Classes Offered?**

### **Classes:**

**Law Practice Management Seminar**

**Small Business Law Seminar**

**How To Start A Solo Practice**

### **Programs:**

**Back To The Basics: More One-on-One Supportive  
Counseling**

**Personal Financial Management (Preventive and Crisis  
Focused)**

**Contract Lawyering Seminars, Temporary and Part-Time  
Employment Informational Workshops**

**Alternative Careers or Non-Traditional Legal Careers  
Solo Practitioner**

**Discussion Groups and Power Breakfast Guest Speakers  
Adapting to Life's Uncertainties**

**Limited Warranty: Achieving X May or May Not  
Get to Y  
Growing Professionally From Personal Tragedy  
Teaching By Example Programs – 1994 Survivors  
Speed Networking  
Focusing on Student Initiated Programming  
Faculty Supported Programming  
Bar Association and Specialty Bars**

### **3. How Are Students Reacting To The Economic Situation?**

#### **Positive Feedback:**

**Already Informed and Accepting the News.  
Going About Their Business  
Willing to “Step Up To The Plate” - More Willing to Volunteer  
Not Placing Blame on Career Services Office  
Understanding That “This Too Shall Pass”  
“Giving” Positive Reinforcement**

#### **Negative Feedback:**

**Not Handling the Stress Well  
Never Experienced Failure Before – Don’t Know How To  
Prepare For It  
Started Out Motivated – Now Discouraged and Giving Up  
Ignorance is Bliss  
Not Worried, 3 years is a long way off.  
Withdrawing instead of Fighting.  
Searching for Someone Else to Blame.  
Not Flexible.  
Expressing More that they didn’t want to be a lawyer anyway.**

#### **4. What Advice Do You Give To Your Peers?**

**Remain Positive and Focused – Others are Looking to You for a Solution.**

**Take Your Own Advice: Read More, Network More.**

**Be Creative, Teach Creativity.**

**Seek Out Innovation, Seek Out Advice From Others.**

**Reminders – Economy Will Change**

**Help Your Client Prepare a Concrete Written Plan That is Visual and Supportive.**

**Be an Empathetic Listener**

**Remind Students and Alumni” Nothing Is Wrong With Them.**

**Ask Your Dean to Be Supportive with Statements About the Economy.**

**Reconnect with your College Career Professionals and Counseling Departments.**

**Collaborate with Other Schools.**

**Remind Yourself of Times When Law Firms and Legal Staffing Companies were being Proactive with you for Attorneys. Now be proactive with them.**

**“There’s Always Room For One More Good Attorney.”**

**Refresh Your Library Resources.**

**Document and Prepare for Disgruntled Students and Alumni.**

**Build Your Future Best Supporters in Your Legal Community.**

**It’s All About Serendipity.**

#### **5. What Are Others Doing For You?**

**Others are Asking, “How Are You Handling This?”**

**Faculty and Dean Supportive**

**Firms Asking, “What Can We Do To Help?”**

**NALP Peers Reaching Out To Each Other**

## **6. Budget**

**State Schools Experiencing Major Budget Cuts**

**Don't Wait for Budget Cuts – Reduce Unnecessary Spending.**

**Prepare Estimated Projected Self Induced Budget Expense**

**Cut-Back Statement and Meet With Your Dean.**

**Self-Promote Your Management Skills.**

**Meet with Your Financial Director.**

**Work With Others on Collaborative Projects**

**Include Your Staff's Input**

**Seek out the assistance of your Student Bar Association**

**President.**