

Counseling Non-J.D. Students: Adapting Your Message and Your Methods to a Growing Student Population

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Non-J.D. Options: Degree Types

Traditional LL.M. Degrees	Executive LL.M.	M.S.L./M.L.S.
• Can be specialized or general. • General LL.M. degrees are usually only for foreign lawyers. • Specialized LL.M. degrees may be targeted to foreign or domestic students. • May lead to bar eligibility for foreign lawyers in some jurisdictions.	• Targeted at mid-career professionals. • Offered in a format that is conducive to students who work full-time (could be online; condensed; weekends; etc.). • Generally does not lead to bar eligibility for foreign lawyers.	• Master's degrees for non-lawyers. • May be the "new frontier" as LL.M.s begin to tap out. • Targeted at people who are in (or who want to go into) fields that are heavily regulated or otherwise law-related (healthcare, tax, finance, etc.). • Programs may be specialized or general. • Never leads to bar eligibility.

Non-J.D. Options: Growth of Programs for Foreign Trained Lawyers

Impact of International Lawyers	Impact of U.S. Law Schools	Impact of Law Firms
- Practice in U.S.: - LL.M. most direct and fastest path to practicing in the U.S. - Interesting for lawyers from countries with struggling economies. - Practice abroad: - U.S. legal education <i>still</i> very well regarded. - Advances career in many countries.	- Must generate revenue through complex system of tuition and non-tuition sources. - Demand for “core product” is collapsing. - Desire to globalize curricula and student body to better prepare J.D. students for global marketplace. - Response to shift in legal industry.	- Domestic law firms are forming intercontinental mergers, erasing traditional geographic boundaries on law practice. E.g., KORUS FTA, and India opening up. - New practice areas call for new specializations, e.g. Islamic finance lawyers (deals that conform to Sharia), globalization of financial services, compliance, data privacy, IP, global integration of employment practices.

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Non-J.D. Options: Example C-M Masters of Legal Studies (M.L.S)

- Designed to offer candidates the option to learn more about the law without practicing the law.
- Aimed at non-lawyers who work regularly with laws and regulations, and could benefit from a greater understanding of the law as it relates to their field in a current or future position.
- Eight tracks (or candidates work with an advisor to design an individualized concentration that fits their career needs).
- 30 credits required, eligible to enroll in all first-year and upper-level courses at the College of Law; part-time students have four years to complete coursework.

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Non-J.D. Options: Example C-M Masters of Legal Studies (M.L.S.)

- **Who can benefit:** anyone who works regularly with lawyers, or with laws and regulations.
- **Requirements:** Specific courses offered through the law school, including first-year core curriculum are required. Flexibility to also take up to 8 credits through graduate-level work in a related field.

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Non-J.D. Options: Example Georgetown Law M.S.L. in Taxation

- Like the M.L.S., Georgetown Law is beginning an M.S.L. in Taxation in Fall 2015.
- Program is being offered online, in conjunction with Executive LL.M. in Taxation.
- For non-attorney tax professionals (CPAs).
- Requires 24 credits, including 3 required courses.
- Similar program on the books, repurposed to meet demand of non-attorneys in tax.

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Non-J.D. Options: Example Georgetown Law LL.M. Degrees and Certificates

- Executive LL.M. in Taxation (online) and related certificates.
- Executive LL.M. in Securities & Financial Regulation (Fall 2015).
- New traditional LL.M. programs and certificates.
- For each: program genesis and target audience.

Counseling Model: Career Advising Within Non-J.D. Program Office

- Career advisor is unaffiliated with career office.
- Advisor could be solely dedicated to career advising (usually part-time) or career advising could be part of a larger job description.
- Collaboration with career office can be helpful:
 - Joint programming.
 - Sharing resources.

Counseling Model: Career Advising Within Non-J.D. Program Office

- Advantages:
 - Easier to develop expertise and rapport with the student population, including all aspects of student life.
 - Easier to collaborate with colleagues serving this population.
 - Materials and resources are inclusive and very well tailored to your population.
 - You can limit students' exposure to materials/resources that are not available to them.
 - Avoids conflict of interest (non-J.D. students don't "count").

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Counseling Model: Career Advising Within Non-J.D. Program Office

- Disadvantages:
 - You are a "lone ranger" or part of a small team:
 - NALP colleagues can be a life saver!
 - Career advising can take a back seat to other responsibilities.
 - Students sometimes feel frustrated that they can't access the services of the career office.
 - Duplication of efforts when you are not coordinated with the career office.
 - Lack of resources and lower priority.

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Counseling Model: As New Programs Are Created

- Our model of combined collaboration outside of J.D. programs impacts how we are involved in new programs.
- As programs are created, we discuss with our Associate Dean what role career advising will play.
- Generally, students' objectives in non-traditional are different so our role is different.
- Provide access to resources.

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Counseling Model: Integrated Approach

- Counseling provided as needed through the J.D. Office of Career Planning for all graduate-level students (including LL.M., international LL.M., and Masters level candidates).
- As requested, students have access to the same resources as J.D. students.
- Employer outreach is conducted specific to graduate-level students.
- Counselors are prepared for different student expectations.

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Maxim #1 for Counseling Non-J.D. Students: Understand Cultural Differences

The Role of Culture

- Not adhering to U.S. culture adds an additional layer of complication to already complicated job search.
- Candidates use their cultural blueprint to evaluate the importance of the advice given and come to wrong conclusion.
- Explaining U.S. behavior pattern helps lawyers fully comprehend the importance of the advice given.

Cultural Differences

- High Time/Low Time.
- Group/Individual.
- Hierarchical/Egalitarian.
- Indirect/Direct Communication.
- Motivation.

Maxim #2 for Counseling Non-J.D. Students: Develop Targeted Job Search Strategies

Strategic Networking

- Traditional networking only works if started at beginning of LL.M. program.
- Time is an essential element of networking and a commodity LL.M.s don't have.
- Therefore, networking must be targeted and based on strategic considerations.

Hiring as Business Decision

- Is job market for LL.M. hidden or non existent?
- H1B visa expensive and unpredictable.
- Identifying niche where LL.M. adds value.

Maxim #3 for Counseling Non-J.D. Students: Set Your Expectations

- Every day is different!
- No one type of student, no one right answer.
- Accept that do not fit J.D. model of student, of career prospects, of career search.
- Accept that do not always have the answer.
- From that foundation, be open to their stories, their goals, and their individual searches.

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Maxim #4 for Counseling Non-J.D. Students: Understand Your Audience

- Gather information to target your programs and your message.
- Incoming student survey every August – every class is different.
- Ask students to raise hands for U.S.-trained and foreign-trained at each event.
- Survey at key points: after on-campus interview programs, after interviews, at end of year.
- Gather information about this class, their wants and needs to do best you can to adapt to them.

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Maxim #5 for Counseling Non-J.D. Students: Individualize Your Advice

- Advising for non-J.D. students is not “one-size-fits-all:”
 - Non-J.D. students have widely varying backgrounds.
 - Pre-LL.M./M.S.L. experience is much more important for non-J.D. students than it is for J.D. students, who tend to have very similar backgrounds.
 - Make lots of time for individual or small group advising.

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Maxim #6 for Counseling Non-J.D. Students: Deliver Message Early

- Deliver your message early:
 - 9 months is not long enough to build an effective job search.
 - Beginning of semester chaos makes it impossible to talk careers at that point.
 - Start *before* your students arrive (webinars, print materials, resume review, etc.).

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Maxim #7 for Counseling Non-J.D. Students: Deliver Message Often

- Deliver your message often:
 - This is especially important for international students, most of whom have never conducted a U.S. job search.
 - Vary the medium.
 - Vary the messenger.

Maxim #8 for Counseling Non-J.D. Students: Educate Employers

- Be prepared to *educate* employers about graduate students and their strengths.
 - Employers may need to be briefed on details of the program: coursework, skills developed, and typical student profiles.
 - Prepare materials designed to answer tough questions: what are these students qualified to accomplish, what value does the advanced degree provide?

Maxim #9 for Counseling Non-J.D. Students: Partner with Alumni

- Develop, cultivate, and maintain alumni contacts.
 - Develop relationships with students while they are enrolled, even if they don't specifically need career advising.
 - Work to make graduate students feel engaged in the law school community and connected to the school.
 - Follow up post-graduation and beyond.

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