

Navigating Crosscurrents: Challenges & Opportunities in Partnerships Between Career Services & Externship Departments

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Today's Panel

- Overview of externship programs
- Potential areas of conflict/tension between mission of externship departments & CSOs
- Ideas for collaboration and partnership to benefit students, departments and employers

What Are Externships?

- Opportunities for students
 - to work in real world legal settings
 - under the guidance of faculty *and* supervision of field placement attorneys
 - who provide students with legal and law-related substantive assignments *and* corresponding feedback on their skills and performance.
- Provides students the opportunity to apply classroom learning to real world legal practice.

What Purpose Do They Serve?

- Serve as an educational complement to classroom learning
- Provide students with the opportunity to increase their knowledge of substantive law and the legal process;
- Help students improve their lawyering skills;
- Increase students' understanding of the range of skills necessary for effective lawyering;
- Improve their understanding of the issues related to professional responsibility in legal practice;
- Assist students in developing productive working relationships and;
- Engaging in reflective lawyering

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Externship Program Basic Requirements

- Field Placements/Externships:
 - are courses that do not meet like regular classes.
 - BUT the credit awarded must be equal to the time, effort and educational quality of a regular class.
 - student achievement must be evaluated by a faculty member (home school or other school).
 - Must have a curriculum that is prepared in advanced and periodically reviewed by the curriculum committee or equivalent.

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Program Requirements, Cont'd

- Field placements must include:
 - Educational objective made of goals and methods.
 - Part of the program and shared with supervisors and students.
 - Prereq: complete 28 hours or equivalent.
 - Faculty teaching, supervising & giving adequate attention to students.
 - Method of evaluating students with faculty and site supervisors involvement.
 - Method of selecting, training, evaluating and communicating with site supervisors.
 - Regular contact between faculty or law administrator and the site supervisor. (3 credits or more)
 - Reflective or equivalent component.
 - Reflections must be contemporaneous, if program is 3 or more hours.

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Program Requirements, Cont'd

- Regular in-person visits or other method to ensure quality educational experience.
- No credit and compensation for the placement; however, reasonable reimbursement for out-of-pocket expenses is allowed.

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How Are Externship Programs Structured?

- Credits:
 - The majority are at least 3 or more credits. (graded or pass/fail)
 - Some are full time semester programs for 10-16 credits.
 - Cannot get paid AND credit.
- Class Component:
 - Not required.
 - Regular basis (weekly/ bi-weekly; once a month)
 - Orientation/bootcamp once a semester.
 - Classes may meet online.
- Reflective Component:
 - Journals are most common.
 - End-of-course presentation or paper.
 - Online questions or discussions.

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Externship Program Structures, Cont'd

- Communications:
 - Manual or introduction to students and site supervisors regarding program goals, requirements, and evaluations.
 - Check in with supervisors to keep up quality of student assignments and feedback.
 - Faculty/student interactions to ensure educational quality.
 - Faculty/site supervisor interactions to ensure proper evaluation and supervision.
- Evaluations:
 - Of program, supervisor, and students by faculty.
 - Regular evaluation of site (in-person or other method); regular can mean once a semester, year or every other year.

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Externship Program Structures, Cont'd

Administrative

- Tenured Faculty (clinical or doctrinal)
- Administrative Professional Staff
- Adjunct Professor
- Any combination of above.

Classification

- Clinical Department
- Career Services
- Independent

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Differences Between Missions of Externship and Career Services Offices

Externship

- Externship is an academic experience
- Focused on providing a learning opportunity for the student
- May work only with certain types of employers, e.g. non-profits

Career Services

- Internship is a resume builder/leads to job
- Focused on providing a "perfect match" for the employer
- Work with all employers interested in hiring students

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Potential Areas of Conflict Exercise

Think: (1 minute): What areas of conflict can you imagine/have you experienced between career services and externship departments?

Pair: Find a partner in close vicinity to you

Share: (2 minutes each): Share your thoughts on the question and jot down two bullets to share with the group

Group Share: Those who share with the group will be rewarded!

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Potential Areas of Conflict

- Employer confusion over different mission of offices
- CSO fears “losing” placements to externships, and vice versa
- Employer outreach efforts – who’s doing what?
- Career development advice from externship may not match up with CSO’s

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Ideas for Collaboration Exercise

Think: (1 minute): How can CSOs and Externship departments collaborate to serve students and employers effectively?

Pair: Find a partner in close vicinity to you

Share: (2 minutes each): Share your thoughts on the question and jot down two bullets to share with the group

Group Share: Those who share with the group will be rewarded!

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Ideas for Collaboration

- Communicate with externship department
 - CSOs and extern departments have a mutual goal to help students develop professionally, as well as to engage employers with the law school
 - Learn externship programs, procedures & deadlines so you can inform employers of requirements
 - Develop a system to manage job postings so everyone knows what’s being posted and when
 - Share career resources and best practices with extern departments

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Collaboration, Cont'd

- Explore possible joint employer outreach efforts
 - Alleviates the fear of “losing” placements to one office or the other – departments work together to bring opportunities to the school

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Collaboration, Cont'd

- Panels and other joint educational programs for students
- Student outreach efforts
 - Shared Symplicity access
 - Table sharing at student events
 - Visibility at different departments programs, i.e. CSO attending employer CLE, externships attending first year interviewing workshop
 - Externship holding office hours in CSO if not housed in the same area

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