



**Preparing Students to Practice: Cutting
Edge Professional Development
Curriculums**

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April 24 – 27, 2018 • Hollywood, FL

**Professional Development in Law Schools: The Who,
What, How, and Why of Law School PD Featuring 40
Case Studies from 40 Law Schools**

- Full booklet is available in NALP Law Student Professional Development Section library
- Email me at katelynn.mcbride@nd.edu if you're having trouble finding it.

The 40 Schools

- **Baylor**
- University of Buffalo
- **BYU J. Reuben Clark**
- Case Western Reserve
- Chapman
- University of Chicago
- Cornell
- DePaul
- **University of Denver, Sturm**
- Drake
- Drexel University Thomas R. Kline
- Georgetown
- **George Washington University Law School**
- University of Georgia
- **University of Houston**
- Indiana University Maurer
- John Marshall
- Mercer University, Walter F. George
- Michigan State
- **University of Minnesota**
- **University of North Carolina-Chapel Hill**
- Northeastern University

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The 40 Schools (Continued)

- Notre Dame
- Ohio State University Moritz
- University of Pennsylvania
- **Pennsylvania State University-Dickinson**
- Pepperdine
- Seattle
- University of South Carolina
- Syracuse
- University of Tennessee
- University of Texas
- Texas A&M University
- University of California, Irvine
- University of Texas (UNT) Dallas
- Wake Forest
- West Virginia
- **William & Mary**
- University of Wisconsin

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The Two Models of PD Offerings

The No More Pizza Model

Make students practice-ready and equip them with tangible skills and knowledge about practice areas.

27/40 schools

-All 27 created and run by CSO; not faculty



The Professional Identity Model

Encourage reflection about personal values, morals, and what work means to them.

13/40 schools

-Only Houston's was created and is now run by CSO



What PD Programs Teach

The No More Pizza Model

Resume and cover letter drafting (25), networking (20), practice area options (15), and how to succeed in your summer job (10).

The Professional Identity Model

Assessing fit and having students complete self-assessment (7), ethics (6), professional values and morals (5), resume and cover letter drafting (5), different practice areas (4).

The 5 Categories of Professional Development Offerings

- Full-fledged credited, graded class (13)
- Mandatory Program (10)
- Hybrid Program (5)
- Voluntary Program (4)
- Voluntary offerings outside of an official program (8)

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1. Professional Development Classes

- 13 schools have a professional development Class
(Baylor, BYU, DePaul, Indiana-Maurer, Mercer, Northeastern, Penn State-Dickinson, Seattle, South Carolina, Tennessee, Texas A&M, UC-Irvine, Wake Forest)



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2. Mandatory Professional Development Program

- 10 schools have a mandatory program (Buffalo, Case Western, Chapman, Cornell, Denver, Drexel, Pennsylvania, Pepperdine, Syracuse, and Wisconsin)



Cornell University



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3. Hybrid Professional Development Program

- 4 schools have a hybrid program, mix of voluntary and mandatory components. (Houston, North Carolina, UNT Dallas, William & Mary)



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4. Voluntary Professional Development Program

- 5 schools have a voluntary program (Chicago, George Washington, Minnesota, Texas, West Virginia)



THE UNIVERSITY OF
CHICAGO



UNIVERSITY OF MINNESOTA



TEXAS

The University of Texas at Austin

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5. Voluntary Offerings Outside of Official Program

- 8 schools have no formal professional development program and offer all PD programming on a voluntary basis (Drake, Georgetown, Georgia, Harvard, John Marshall, Michigan State, Notre Dame, Ohio State)

Drake
UNIVERSITY



JOHN MARSHALL
LAW SCHOOL



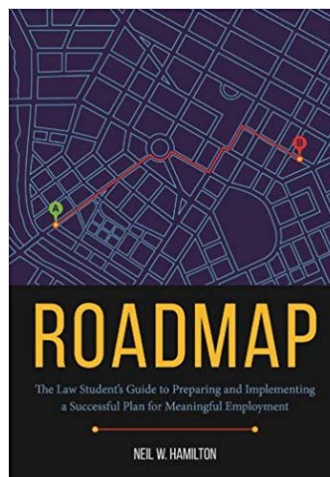
HARVARD
UNIVERSITY

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Main takeaway: Offices need to work together

- Neil Hamilton's Roadmap
- CSOs should always be involved in developing PD programming



Exploring PD Programs in Action

- Mandatory
- Hybrid
- Voluntary

Exploring PD Programs in Action: Mandatory Programs

- Baylor Law School
- Penn State – Dickinson Law
- University of Denver – Sturm College of Law



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Mandatory Programs: Baylor

- Modeled after Texas' CLE Requirements
- 18 seminar hours over three years
- Six categories of topics:
 - Law practice
 - Managing and building your career
 - Practical skills
 - Professional formation and leadership
 - Professionalism and ethics
 - Wellness



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Mandatory Programs: Penn State - Dickinson

- Two-semester program for 1Ls - for-credit, graded and mandatory
 - Problem-Solving
 - Practicing Law in a Global World: Contexts & Competencies
- PD training for 2Ls and 3Ls during PR course and experiential learning credits



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Mandatory Programs: University of Denver

- Co-curricular program
- Students attend 7 PD events, 5 during their first year, to graduate
- Five categories of topics:
 - Career and Academic Planning
 - Professional Development
 - Wellness
 - Interviewing and Networking
 - Job Search Documents



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Exploring PD Programs in Action: Hybrid Programs

- William & Mary Law School
- University of North Carolina School of Law
- University of Houston Law Center



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Hybrid Programs: William & Mary

- Series of required programs for 1Ls:
 - Job Search Skills, Resumes, Cover Letters, Interviewing Skills, and Mock Interview Program
 - In partnership with Legal Practice Program
- Voluntary programs for 1Ls, 2Ls, and 3Ls:
 - Grit & Resilience, Problem-Solving, Communication, Practice-Area Specific Programs



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Hybrid Programs: UNC

- Mandatory and voluntary programs for 1Ls:
 - Mandatory: The Fundamentals, Presenting Yourself Professionally in Writing, Conducting an Effective Job Search
 - Voluntary: Presenting Yourself Professionally in Person, and Interviewing Skills
- Voluntary Professional Development Bootcamp Series for 1Ls, 2Ls, and 3Ls



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Exploring PD Programs in Action: Voluntary Programs

- BYU Law – J. Reuben Clark Law School
- GW Law
- University of Minnesota Law School



UNIVERSITY OF MINNESOTA



THE GEORGE
WASHINGTON
UNIVERSITY
WASHINGTON, DC

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Voluntary Programs: BYU

- Two for-credit classes: Skills Training and the Lecture Series
 - Neither is required for graduation
 - Mentors play a key role in the Skills Training class
- Skills Training focuses on Principles of Professionalism, Defining Your Focus, Marketing Yourself, and Walking Your Path
- Lecture Series focuses on legal career paths



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Voluntary Programs: GW Law

- 1Ls are assigned to an Inn of Court, which meets weekly
- Attendance is voluntary
- Students who meet certain requirements earn a transcript notation
- Focuses on professional formation, self-directed learning, and development of intrinsic motivation



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Voluntary Programs: University of Minnesota

- 11 voluntary workshops, available to 1Ls, 2Ls, and 3Ls
- Students who meet certain requirements earn a transcript notation
- Diverse topics, including:
 - Grit
 - Personal Branding and Relationship Development
 - Generations in the Workplace
 - The Business of Law



UNIVERSITY OF MINNESOTA

Developing a Law School PD Curriculum via a Collaboration with a Law Firm

PASSPORT
TO SUCCESS



ANDREWS
KURTH

UNIVERSITY of HOUSTON | LAW CENTER
Career Development Office

Step 1: Identify the need

AK
1802

NOTE FROM THE ASSISTANT DEAN OF THE CAREER DEVELOPMENT OFFICE

In the Career Development Office, one of the most common messages we get from employers is a desire for students who can converse competently and navigate knowledgeably through the world of practicing law.

Working with Andrews Kurth and trusted industry professionals, we have designed **The Passport to Success** curriculum in support of our goal to develop professionals who are truly ready for practice.

The mission of the Career Development Office is to prepare our students to be both compelling candidates and consummate professionals. Through this series, our expectation is that UHLC students will better understand their legal career choices and will develop skills such as networking and the art of effective communication to help them shine as young professionals.

We are convinced that students who attend all 6 sessions will have a competitive advantage when starting their careers.

Tiffany J. Tucker, J.D., M.Ed.
Interim Assistant Dean for Career Development
Office of Career Development
University of Houston Law Center

THE PASSPORT TO SUCCESS SERIES

The 2016-2017 Passport to Success – Professional Development Series consists of 4 Learning Sessions for 1Ls starting in the fall of 2016 that are designed to address facets of new attorney professionalism most sought after by legal employers. The sessions will be taught by nationally known industry experts along with distinguished UHLC alumni and AK professionals.

To track attendance and encourage continued participation, students will stamp this passport book upon completion of each training session. Students with stamped booklets will be eligible for raffle drawings for exciting prizes.



Step 2: Identify the right players

- Consider your relationships
- Make the pitch
- Make “the business case”

Step 3: Build the Business Case

- Key decision makers
- Supporting evidence
- Buy-in

NOTE FROM THE DEAN

One goal of the University of Houston Law Center (UHLC) is to prepare our students to successfully and smoothly transition from law school to legal practice. By developing practice-ready professionals, we are producing graduates who are poised to transform the world from the very beginning of their legal careers. Through our collaboration with Andrews Kurth, we are able to bring our students cutting-edge information with *The Passport to Success – Professional Development Series*.

The University of Houston Law Center is determined to prepare its students to walk into any office, be it government, private practice — large and small, or public sector, with the savvy and sophistication to contribute and excel starting on their first day. A student who attends all 4 sessions will obtain skills to be a competitive candidate for any position — and a sought-after professional throughout a long and successful career.

Leonard M. Baynes
Dean & Professor of Law
University of Houston Law Center

Step 4: Secure resources

PASSPORT TO SUCCESS

PROFESSIONAL DEVELOPMENT SERIES SPONSORED
BY THE UNIVERSITY OF HOUSTON LAW CENTER'S
CAREER DEVELOPMENT OFFICE IN COLLABORATION
WITH ANDREWS KURTH.



FIRST NAME

LAST NAME

SIGNATURE



THERE ARE NO SECRETS TO SUCCESS. IT IS THE RESULT OF
PREPARATION, HARD WORK, AND LEARNING FROM FAILURE.
— COLIN POWELL

Step 5: Design your curriculum

Session I: "The Map to Career Success: Exactly Where Are YOU Headed?" AK 1802 PROFESSIONAL CAREER * Session I: Workshop #1: What Are Your Legal Career Destination Options? "The secret to success is to know something nobody else knows." — Aristotle	* Session I: Workshop #2: The Fast Track To Success: How Putting Your Best Foot Forward With Professional Presence Will Ensure You Get On The Right Path! FAST TRACK * Session I: Workshop #3: Networking – How All Attorneys Navigate Uncharted Career Territory WORK HARD "Effort and courage are not enough without purpose and direction." — John F. Kennedy
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Step 6: Program Details



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Step 7: Market the program

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Career Development Office

Passport to Success - Professional Development Series
Sponsored by the University of Houston Law Center's Career Development Office
(in collaboration with Andrews Kurth LLP)

The Passport to Success - Professional Development Series will consist of 4 mandatory learning sessions each designed to cover facets of new attorney professionalism most sought after by today's legal employers. Each attendee will receive an actual "passport" booklet which will be marked upon attendance and completion of each training session.

ANDREWS KURTH

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Market

SESSION I	DATES
The Map to Career Success: Exactly Where Are You Heading?	Wednesday, August 9, 2017 / Saturday, August 12, 2017
SESSION II	DATE
Charting the Course: Communicating Where You Are Going	Wednesday, October 25, 2017
SESSION III	DATE
Course Correcting: Am I on the Right Path?	Wednesday, January 31, 2018
SESSION IV	DATE
You've Landed: X Marks the Spot. Making the Most of Your Dream Destination	Wednesday, April 4, 2018

BOARDING
AKK1

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TRACKING

PASSPORT TO SUCCESS

ANDREWSKURTH KENYON

UNIVERSITY of HOUSTON | LAW CENTER
Career Development Office

BOARDING PASS

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Share with any and ALL!

BRIEFLY NOTED BRIEFLY NOTED

UHLIC AND ANDREWS KURTH LAUNCH 'PASSPORT TO SUCCESS' CAREER DEVELOPMENT SERIES

Andrews Kurth partnered with the University of Houston Law Center's Office of Career Development in 2015 to develop and deliver an inaugural, mandatory professional development curriculum for the entire 1L class.

The Passport to Success program was the brain child of Amy Sladczyk Hancock, director of Attorney Professional Development at Andrews Kurth, and UHLC Assistant Dean Allison Hickey Regan.

"I commend Assistant Dean Regan and UHLC for being a pioneer and excellent partner for us to deliver

DEAN BAYNES JOINS SOLEDAD O'BRIEN IN 'BLACK IN AMERICA TOUR'

In a period of increased scrutiny and criticism leveled at police departments and the U.S. judicial system over perceptions of bias and brutality, it is important to remember that the law is continually evolving. University of Houston Law Center Dean Leonard M. Baynes said during a discussion on race relations held as part of the 2015 "Black in America Tour." The panel discussion was organized and hosted by nationally known broadcaster Soledad O'Brien.

"The beauty of the law is that it adapts, evolves, and changes to societal trends. As Dr. King had said, the moral arc of the universe is long, but it bends toward justice," Baynes told a packed house at UH's Cullen Auditorium.

Baynes was one of several panelists to join O'Brien in a wide-ranging discussion of issues raised in the wake of several police-involved deaths in Ferguson, Mo., New York City, and other locales across the country last year.



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Step 8: Deliver, survey and flex

Workshop #3: Networking – How All Attorneys Navigate Uncharted Career Territory

Presenter: Amy Hancock

9. The information provided during this workshop was beneficial to me. (Please circle one of the following.)

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

10. The panelists gave practical advice/information applicable to my situation. (Please circle one of the following.)

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

11. What was the most useful information provided during this workshop?

I really liked her presentation. It flowed really well and was super relevant.

12. What could be changed or added to improve this workshop?

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