

OCS Weekly Bulletin

October 18, 2007

Upcoming OCS Events, Diversity Fellowships, 3L Jobs & Career-Related Articles

What's Inside

Upcoming OCS Events, Page 1

Diversity Fellowship, Pages 1-2

3L Job Postings, Pages 2-3

Career-Related Articles, Pages 3-5

About OCS

The Office of Career Services (OCS) serves as a bridge between students, alumni and employers. The staff helps students and alumni to shape and realize their career goals. We also provide counseling, workshops and resources on judicial clerkships, international opportunities and non-law alternatives.

OCS is open Monday through Friday from 8 a.m. to 5 p.m. The office is located on the first floor in Room 143 in the Law School's office building on Nathan Abbott Way.

Upcoming OCS Events

- **Judicial Externship Student Panel**- Monday, October 22nd
- **Practice Opportunities for US Attorneys in Foreign Law Offices**- Thursday, October 25th

Judicial Externship Student Panel

October 22nd, 12:45 PM, Room 280A

Come hear what former judicial externs have to say about the application and interview process, and the experience of working for a judge for the summer! This is a great opportunity for those students thinking of externing with a judge for the summer.

Practice Opportunities for US Attorneys in Foreign Offices

October 25th, 9:15 AM, Room 185

Lynnsey McCall, Partner with Major, Lindsey & Africa Search Consultants in London, will give a brief presentation by phone regarding the practice areas that are currently experiencing demand for U.S. trained lawyers in foreign offices, the geographic locations, most active hiring firms, salary information, and strategy for when to go overseas in an attorney's career. She would cover these areas briefly (5-10 minutes) and then allow students to ask any questions they may have.

Diversity Fellowship Opportunity

- **Fenwick & West Diversity and Public Interest Summer Associate Fellowship**

October 4, 2007 (Mountain View, CA) – Fenwick & West, a premier law firm providing comprehensive legal services to high technology and life sciences clients, has established an innovative Diversity and Public Interest Summer Associate Fellowship.

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Diversity Fellowship Opportunity (cont.)

The Fellowship will be presented to up to two summer associates who will work for eight weeks at Fenwick & West, then will work for the remainder of the summer, at law firm summer associate pay levels, with one of many public interest organizations that focuses on serving the legal needs of a diverse population.

The Fellowship will be available to second year law students selected for their commitment to community service, exceptional leadership and outstanding academic performance. Public interest organizations that have agreed to partner with Fenwick & West to provide placements for law students include organizations such as the Asian Law Caucus and La Raza Centro Legal.

Managing Partner Kate Fritz said “We designed the scholarship to fulfill two goals: to encourage and support future lawyers committed to a professional life that includes activism on diversity and to extend direct service to the legal needs of historically underrepresented and diverse groups. We are always looking for new and creative ways to extend and deepen our commitments to diversity and pro bono service, and this scholarship is the latest example.”

Fenwick & West received high honors on the Minority Law Journal’s Diversity Scorecard. The firm recently placed third in a field of 244 U.S. law firms reporting ethnic minority data.

“Fenwick & West believes a commitment to diversity is essential for a vibrant, talented law firm to serve an increasingly diverse client base, our local community and world,” said Laurence Pulgram, Chair of Fenwick & West’s Diversity Committee. “Fenwick has been recognized for achievement by a number of publications for our firmwide pro bono and diversity commitments and for innovation in these areas. We want this scholarship to bring summer associates more fully into these core firm commitments.”

About Fenwick & West

Fenwick & West has been actively involved in various groups and activities that work to promote diversity both in the legal profession and the community, including the Asian American Bar Association, Bay Area Lawyers for Individual Freedom (BALIF), the ABA Section of the Litigation Committee for the Minority Trial Lawyer and the Minority Corporate Counsel program.

Contact Julieta Wiley at (650) 335-7141 or jwiley@fenwick.com for more information.

3L Job Postings

- **2008 First-Year Associates, Morgan & Finnegan (New York, NY)**
- **Fall 2008 Associates, Townsend and Townsend and Crew LLP (Palo Alto & San Francisco, CA)**

2008 First-Year Associates, Morgan & Finnegan (New York, NY)

Morgan & Finnegan, L.L.P., a leading intellectual property law firm, seeks 3L students for our incoming 2008 first-year associate class. Applicants must have an applied science or engineering background (e.g., Biochemistry, Biology, Chemical Engineering, Chemistry, Electrical Engineering, Mathematics, Mechanical Engineering, Molecular Biology, Neuroscience, Physics and related), and be willing and eligible to take the PTO exam. Applicants who worked for law firms during the summer of 2007 must have received an offer to join that firm’s first-year class.

We are able to offer qualified associates tremendous opportunities to take on significant responsibility as soon as they are able to do so. For example, two of our first-year associates are currently working on a jury trial that is in progress, one of our second-years recently defended an important deposition, one of our fourth-years just won an oral argument in the Southern District of New York, another fourth year, in collaboration with one of our partners, won a motion for summary judgment for one of our biggest clients (and got a personal “thank you” call from the client).

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3L Job Postings (cont.)

Additionally, our associates are actively involved in our marketing and business development efforts.

To learn more about our Firm and to apply online, please visit our website, www.morganfinnegan.com.

You may also send Resume, Writing Sample, Undergraduate and Graduate and Law School transcripts electronically to klassiter@morganfinnegan.com.

Fall 2008 Associates, Townsend and Townsend and Crew LLP (Palo Alto & San Francisco, CA)

Townsend and Townsend and Crew LLP, one of the premier Intellectual Property law firms in the United States, is looking for first year associates to join our Litigation Practice Group resident in Palo Alto and San Francisco, beginning Fall 2008. Candidates should have a demonstrated interest in patent litigation and/or a technical background. Excellent writing, interpersonal and communication skills are required. Salary and benefits are highly competitive.

Please submit resume, transcripts and writing sample through our website at www.townsend.com.

Career- Related Articles

• **Commentary: A Game Plan for Survival**

Womble Carlyle managing partner Pamela Rothenberg has been out of law school for more than 20 years but says she feels like it was just last week that she was starting as a first-year associate at a major law firm, receiving useless advice from the mentoring lawyer, such as, "Bill, bill, bill." Not wanting others to go through what she did, Rothenberg shares her top five rules for how associates can excel or, at the very least, survive their first year at a private firm. Rule No. 1: Always do good work.

Commentary: A Game Plan for Survival

Pamela V. Rothenberg

Legal Times

October 18, 2007

How can it be that I have been out of law school for more than 20 years? I feel like it was just last week that I was starting my position as a first-year associate at a major Chicago law firm.

Actually, although my three daughters are now ages 13, 11 and 2, I also feel like it was just yesterday that I was in labor and giving birth to my oldest beauty. As I am recollecting all of these special moments, I am thinking that perhaps having an exceptionally accurate memory is not always such a good thing. While I cherish my vivid images of childbearing (a labor of love), I certainly could stand to repress my still crystal-clear recollections of those initial days of "associatehood" at a private law firm (where no love was lost).

In those days, most associates began their legal careers immediately after law school graduation and before they took the bar. So, from the inception of our legal careers, we were twisted with "pre-bar" stress, and we walked in continuous fear of the possible pending public humiliation of receiving the news that we failed the bar while we were literally at work.

On my very first day (and within the very first few hours) at the law firm, all of the new first-year associates were herded into a conference room. The stated purpose of the meeting was to provide us with some "tips for success" from one of the superstar lawyers that the law firm had designated to serve as our mentor.

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Career-Related Articles Cont'd

Commentary: A Game Plan for Survival

(continued from page 3)

“Rule No. 1: You have one job and only one job right now at this firm. You MUST pass the bar.” “Rule No. 2: Bill A LOT of time. Bill every minute of every waking hour of every day -- even while you are taking a bathroom break or are in the shower and simply thinking about a client or matter -- BILL, BILL, BILL.” His list continued on in a similar tone and with similar substance (or lack thereof).

Of course, what our mentor failed to mention, among many other things, was how we were expected to bill continuously and, if necessary, never go home should that be required, yet still have time to study for the bar. He also failed to share any insights whatsoever about how to cope with the difficulties generally presented by private practice and specifically associated with being a first-year associate. In retrospect, I think the most valuable things he imparted to us were his passing words of good luck.

I am one of those lawyers who does not subscribe to the fraternity “pledge” mentality. I do not approach things from the perspective of, “I went through it, and, therefore, so should you.” Rather, I view my role as one of helping my associates, my daughters and, for that matter, anyone who crosses my path to completely avoid going through challenges I have previously faced (or, at the very least, minimizing the difficulties associated with those challenges, if the challenges themselves are unavoidable).

THE RULES

In that vein, I share with you my top five rules (aka suggestions) about how to excel or, at the very least, survive your first year as an associate at a private firm.

Rule 1: ALWAYS do good work. Your work is the initial thing that everyone will see about you when you start out as a new associate. Your work is most certainly one of the only things everyone will remember about you as a new associate. Take painstaking efforts to produce your absolute best work product on every matter and for every assignment. Every project counts. None is more im-

portant than another (no matter whether a senior partner or a junior associate has given you the assignment). Take the time you need to take to achieve an outstanding result for every task you undertake. If you do not have enough time to do your best work, let the person for whom you are doing the assignment know that you need more time. If you produce stellar work product, you will be starting off on a virtually bulletproof path.

Rule 2: Be a problem solver, not just a problem spotter. The transition from being a student in law school into an associate at a law firm presents numerous trials and tribulations. One of the less obvious relates to the fact that in law school, your brain is trained to be an “issue spotter,” while at a law firm, to be most effective, you need to morph into a lawyer who resolves the issues you only recently learned to spot.

Whenever you stumble into a legal problem that seems insoluble, DO NOT go to your supervising partner or senior associate and tell them you have hit a roadblock UNLESS you are also prepared to provide some suggestions about how you might overcome the problem. Even if your suggestions are not used, you will stand out as a shining star who intuitively applies critical thinking to the practice of law.

Rule 3: Take the initiative. Be the leader that you are (remember your stellar résumé that got you this job in the first place?) and take control of your situation. Do not just accomplish an assignment as given, but service your clients beyond the transaction or matter at hand. Act as if you OWN your career and approach your work as if you are already an owner (i.e., partner) of your firm. Think early and often about how to turn yourself into a thought leader who pushes the firm and the profession forward. Put in the work (the extra hours) that is necessary to distinguish yourself.

Law firms need strategic thinkers. Give thought early in your career about how to set yourself apart by providing this value.

Rule 4: Build meaningful relationships. Be positive. Reach out. Try to connect. Do not sit and wait for someone to come to you, to begin a mentoring relationship or to otherwise engage with you. Everyone appreciates being approached by junior attorneys with energy and initiative who are desirous of building connections. Senior law firm players enjoy being around upbeat and positive associates. Instead of relying on e-mails or voice mails, do the human thing and try to communicate live and in person or on the phone. Developing and sustaining close friendships with your firm’s clients, partners, associates and staff are not only the foundations for a successful legal career but are also the building blocks for enjoying a meaningful and fulfilling experience each and every day you are at work.

Rule 5: Chin up. NEVER let the bad apples get you down. If you are facing a difficult situation, such as working with a nonsupportive lawyer (or one who DOES subscribe to the frat pledge mentality), just grit your teeth, do your best and build bridges around him or her. No one says or believes that working at a law firm is easy. It is not. That’s why they call it work. Find other outlets at the firm or elsewhere to help balance the negativity that the difficult person presents. Remember that difficult people exist everywhere (not only at your law firm, although it might seem that way). Just concentrate on the positives and build “work-arounds” that enable you to cope with the challenges that the negatives present.

Great lawyers are zealous advocates. They continuously and consistently serve their clients’ needs with laserlike energy and focus. Great lawyers also make significant contributions of talent

Career-Related Articles Cont'd

Commentary: A Game Plan for Survival

(continued from page 4)

and leadership to their law firms and their communities. To sustain that level of commitment and service and those contributions of talent and leadership, great lawyers require a solid foundation and strong support.

As a first-year associate, you have an opportunity within your firm to begin to both establish these essential under-

pinnings and build critical sources of support from those around you. Give thought to how to integrate yourself into the fabric of your firm. Give thought about how to not only be a zealous advocate but also how to find one for yourself within your firm. There are many of us out there, and we are standing by ready to help you.

Pamela V. Rothenberg is the managing partner of the Washington, D.C., office of Womble Carlyle Sandridge & Rice and an elected member of the firm's management committee. She is also a member of the firm's real estate development practice group, where she leads the multifamily real estate industry team.