

OCS Weekly Bulletin

November 30, 2007

Upcoming Events, Diversity Fellowships & Career-Related Articles

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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 Events

McKinsey & Company Insight Law Program- San Juan, Puerto Rico, February 7-10, 2008:

An insider's look into management consulting for J.D. candidates, judicial clerks and practicing lawyers

Interested in shaping industries, working with CEOs, solving some of the toughest problems facing business, government and nonprofit leaders? Then you might be interested in McKinsey & Company.

McKinsey & Company has put together a three-day seminar for law students, judicial clerks and practicing lawyers to introduce them to the possibility of working in management consulting.

The agenda will include:

- Overview of management consulting
- Management consulting case study
- Introduction to our work worldwide
- Discussion of consulting as a profession for law students, judicial clerks and practicing lawyers
- Opportunities to interact with both McKinsey consultants and peers and participate in recreational activities

Submitting an Application:

Applications must be submitted via the online application by December 9, 2007

To submit an application, please visit our website at <http://www.apd.mckinsey.com/opportunities> and click on "Insight Law"

Finalists will be notified on December 22, 2007

Participants will be invited on January 7, 2008

Qualified applicants must be:

A law student graduating in 2009 or 2010, judicial clerk, or practicing lawyer

Living in the United States or Canada

Available to attend the entire event from 5:00pm Thursday, February 7th through 1:00pm Sunday, February 10th

No business experience is required.

Location Information

Insight Law will be held at The El San Juan in Carolina, Puerto Rico. The El San Juan is a beachfront property in the Isla Verde section of San Juan and is located 15 minutes from charming Old San Juan and 5 minutes from the San Juan airport. The hotel is known as a haven of Caribbean splendor and Old World charm.

Read more on the El San Juan Website

All expenses will be paid by McKinsey & Company.

1L Diversity Fellowship Opportunities

- Arent Fox Diversity Scholarship Program
- Faegre & Benson Diversity Scholarship Program
- Tonkon Torp LLP- 2008 First-Year Diversity Fellowship Program

Arent Fox Diversity Scholarship Program

Arent Fox will provide a scholarship award in the amount of \$15,000 to three first-year law students (2010 law school graduates). Applications will be accepted from December 1, 2007, until January 15, 2008. Please note that interviews will not be scheduled until after the application deadline. Students will interview for the scholarship opportunity in January and February, and winners will be announced by March 2008.

The scholarship award includes a position in Arent Fox's 2008 summer associate program. A scholarship will be awarded to one first-year law student for each of Arent Fox's offices: Washington, New York and Los Angeles. The scholarship money will be paid in addition to the summer associate salary of \$3,000 per week. Please note that it is not necessary to apply to the summer program separately; this completed application denotes consideration for the entire summer program/scholarship package.

Eligibility

Scholarship applicants must meet the following criteria:

- U.S. citizen or otherwise authorized to work in the United States
- Excellent academic performance during college and law school
- Excellent oral and written communication skills
- Leadership qualities and community involvement
- Member of a diverse population that historically has been underrepresented in the legal profession
- Agree to join the 2008 Arent Fox summer program after the first year of law school (evening/dual-degree students scheduled to graduate in the spring of 2010 are also eligible)

Faegre & Benson Diversity Scholarship Program

Faegre & Benson LLP is committed to increasing diversity in the legal profession and the communities in which we live and work. We are pleased to offer a diversity scholarship program that we believe supports this commitment.

Eligibility

To be awarded a Faegre & Benson scholarship, students must be enrolled in an accredited law school in the United States and interested in a summer associate position in one of our U.S. offices. To receive the scholarship, students must have successfully completed their first year of a full-time J.D. program in 2007-2008, with an anticipated graduation date of Spring 2010.

(continued on next page)

1L Diversity Fellowship Opportunities (cont.)

Summer Clerkship

Scholarship recipients will be summer associates in one of the firm's United States offices during the summer between their first and second year of law school. Scholarship recipients are eligible to be considered for an offer to return to the firm the following summer.

Mentor

Scholarship recipients will be matched with a mentor, a Faegre & Benson lawyer, at the time the scholarship is awarded. The mentor will offer guidance to the student and help with his or her integration into the firm and community upon arrival in the summer.

Financial Award

Scholarship recipients will receive \$6,000 payable for fall of their second year of law school, and an additional \$6,000 for fall of their third year of law school. Students may not be the recipient of a similar scholarship from another legal employer.

Application

To be considered for the Faegre & Benson Diversity Scholarship Program, please complete and submit the application to Faegre & Benson by January 14, 2008.

Tonkon Torp LLP- 2008 First-Year Diversity Fellowship Program

Tonkon Torp LLP is committed to the growth of diversity in our Firm and in the local legal community. To that end, we are pleased to offer a student fellowship to a first-year law student who is a member of a racial or ethnic minority group. The fellowship provides the student selected with a position at Tonkon Torp as a summer associate during the summer immediately following the completion of his or her first year of law school. In addition, if the student returns to work at Tonkon Torp during the summer following his or her second year of law school, the student will receive a \$7,500 academic scholarship. To qualify for the \$7,500 academic scholarship, the student selected must be invited and must return to Tonkon Torp for all or part of their second year summer. The \$7,500 will be paid following completion of the student's second summer with Tonkon Torp.

Internship with Portland General Electric

For a two-week period during the summer, the 1L Diversity Fellow will have an opportunity to work in the legal department of Portland General Electric Company, Oregon's largest electric utility and client of Tonkon Torp. During this internship period, the 1L Diversity Fellow will get exposure to the day-to-day life of the in-house lawyers at a major utility, work on legal projects and attend meetings with lawyers and clients.

Selection Criteria

The Tonkon Torp LLP 1L Diversity Fellow will be selected on the basis of the following criteria:

- The individual must be a member of a racial or ethnic minority group;
- The individual must be a first-year law student in good standing for the degree of Juris Doctor at an ABA accredited law school;
- The individual must demonstrate a record of academic achievement that evidences great promise for a successful career during the remainder of law school and in the legal profession;
- The individual must contribute meaningfully to the diversity of the law school student body, and upon entering the legal profession, the legal community;
- The individual must demonstrate a commitment to practice law in Portland, Oregon following graduation from law school;
- While applicants need not disclose their financial circumstances, a demonstrated need for financial assistance may be taken into consideration.

To be considered, please submit (1) a current resumé; (2) photocopy of undergraduate transcripts; (3) photocopy of first semester law school transcripts; and (4) a personal statement (1 -2 pages) that addresses the criteria set forth above, to:

1L Diversity Fellowship Opportunities (cont.)

Loree Devery, Manager of Attorney Recruiting
Tonkon Torp LLP
888 SW Fifth Avenue, Suite 1600
Portland, Oregon 97204
Fax Number: 503-972-3760
E-Mail Address: LoreeD@tonkon.com

Application materials must be received at Tonkon Torp by January 23, 2008. Tonkon Torp LLP will select finalists for interviews in Portland. Travel expenses for finalists will be paid for by Tonkon Torp LLP.

**** As a reminder, per NALP guidelines, first-year students cannot initiate contact with employers or apply for summer positions prior to December 1st. ****

For more information about the above fellowship opportunities and for application instructions, please visit the OCS website at: <http://www.law.stanford.edu/experience/careers/ocs/students>.

A Note About 1L Job Opportunities:

The Office of Career Services maintains an online database, Symplicity, where all job/internship postings can be found. In addition, Symplicity is the database we use to schedule on-campus interviews (OCI). You can also find employer profiles, clerkship information and summer employer evaluations from your fellow students in Symplicity. So, remember to use it as a resource in your job search!

<https://law-stanford-csm.symplicity.com/students>

Your username is your 8-digit Student ID# (with one leading zero).

Career-Related Articles

• **Firms Lend Associates to Clients**.....Page 5

U.S. law firms are expanding use of an attorney staffing technique imported from the U.K. in which associates are lent out to support the in-house needs of corporate clients. The idea of the arrangement, known as secondment, is to staff the in-house counsel office with a bright associate who could go back to the firm after a few months with a better understanding of the client's operations and needs.

• **Survey: Women in Large Firms Advance at Same Rate, but Earn Less Than Men**.....Pages 6-7

The nation's largest law firms are in a bit of a holding pattern when it comes to the advancement of women within the firms, according to the National Association of Women Lawyers. The group's second annual survey shows the numbers of women in equity partnership and management have stayed about the same since last year, while the pay disparity between male and female attorneys has increased at certain levels.

• **Learning the Skill of Working 'Low Bono'**.....Page 7

After graduating from the City University of New York School of Law, Fred Rooney went to work at Lehigh Valley Legal Services in Pennsylvania. But he found that private practice was his only option to make a living, so he opened a law office serving clients about as poor as those who qualified for legal aid. Now Rooney has started a program at CUNY so other attorneys can follow in his footsteps. Rooney believes that solos and small-firm lawyers are the ones whom people who cannot afford a lawyer rely on.

(See following pages for complete articles)

Career-Related Articles

Firms Lend Associates to Clients

Leigh Jones / Staff reporter
December 3, 2007

Kate Brennan left her job as a fifth-year associate at Dewey & LeBoeuf in June for a post in the general counsel's office at one of the law firm's best clients. Four months later she was back.

She wasn't fired and she didn't quit. Instead, Brennan's departure and return were part of a secondment, an arrangement cooked up by the law firm, Brennan and the client, Ambac Assurance Corp. The idea was to staff the in-house counsel office with a bright associate who could go back to the firm after a few months with a better understanding of the client's operations and needs. "It gave us a huge leg up," Brennan said.

Historically a setup between London firms and their U.K. clients, secondments apparently are growing in popularity among U.S. law firms looking for ways to solidify relationships and distinguish themselves from competitors. The arrangements last from a few weeks to several months and provide law firms with a first-person perspective on clients. Many of the bigger law firms have at least a few secondments each year, especially those with international practices that send associates to European clients familiar with the arrangements. But law firms are looking to do more of them here and abroad. In addition, those firms that aren't accustomed to the arrangements want in on the action, said Joel Henning, a consultant at Hildebrandt International who works with in-house counsel.

"They're anxious to try anything that could reinforce their relationships with their clients," he said.

Dewey & LeBoeuf attorney relations manager Susan Briggs said her firm is arranging secondments more often than it did in years past. It sends anywhere from five to 10 associates each year to clients, with engagements lasting from three to 18 months. Three years ago, it arranged two or three secondments each year.

One reason for the increase is that the firm's client base is more global, and secondments provide a way to enhance relationships between attorneys separated by oceans and continents, Briggs said. In addition, the firm, with their legions of associates, has the resources to provide their clients with the service.

Duane Morris also has stepped up its

secondment engagements, which include some with Clorox Co., Bayer Healthcare and IKON Office Solutions. The arrangements became more common after the law firm's merger with Hancock, Rothert & Bunshoft 2006. Hancock Rothert, an insurance coverage firm, had been arranging them for years, particularly with its overseas clients.

Julie Choi Hawkinson, a seventh-year associate at Duane Morris, spent three months at Hiscox Ltd., a Lloyd's of London insurance syndicate, where she worked on directors and officers liability claims. She said her assignment in London not only helped her understand the business side of the insurer, but also put her in the center of an international insurance market.

"It would've been nice to stay longer," she said. "The firm could have benefited even more."

One eye-opener for Vinson & Elkins associate Sherry Scott, a secondee at Shell Oil Co. for six months, was the multi-tasking that working as in-house counsel required. Now an eighth-year associate, Scott also learned that law firms sometimes get it wrong in trying to woo clients, information she could take back to her firm.

"Being an in-house attorney doesn't necessarily mean you want to be wined and dined by outside counsel," she said. "They like to enjoy their spare time with family and friends. I learned that you should respect their non-working time and try to tailor business development events to their preferences, especially if they have children."

Focusing on commercial litigation, she also received some lessons in timing that she could pass on to her firm. With discovery requests, she realized that gathering information usually takes much longer than outside counsel expects. "If you've got a deadline, get the request to your client as soon as you can," she said.

Law firms usually arrange secondments based on a client's specific circumstances. The temporary leave of a law department attorney, or a particular transaction or case, may prompt a client to rely on an outside firm to fill the gap.

The vast majority of secondments involve associates rather than partners, since

firms are hesitant to hand over a seasoned lawyer to focus on one particular client. Generally, the law firm continues to pay the associate, with the client sometimes providing housing or a set stipend to cover expenses.

IKON Office Solutions Inc. General Counsel Mark Hershey has brought aboard five Duane Morris associates on a fixed-fee basis. His employer likes the budgeting certainty, as opposed to hourly billing, that the arrangement provides. And he likes having a cadre of secondees who return to the firm with intimate knowledge of the company's operations.

"Whenever I've got any litigation matters, I've got five people who've lived with us and know us very well," Hershey said.

One risk of secondments is a bad match between associate and client, said Hildebrandt's Henning. But the risk is low, he said, because the secondees have usually worked before with the client.

Conflicts of interest are also an issue with secondments. Ethics rules in general prevent seconded lawyers from representing the client in litigation and transactions that are against the interests of the firm's other clients. And ethics rules impute to the law firm any confidential information from the client that can be adverse to the firm's other clients.

Thus, firms check for conflicts of interest and establish firewalls so the associate doesn't get information that could taint the firm. For Scott, that meant sitting out of some of Shell's meetings.

Law firms also run the risk that their talented associates will decide to stay with the client. Yet if an associate does make a permanent move, it can give the firm a tighter connection to the client.

Such an outcome is "usually a good thing," said Jim Quinn, global co-chair of litigation at Weil, Gotshal & Manges.

"It's a trade," he said.

The New York-based firm typically provides secondments only for "longstanding, favored clients," he said.

Quinn said he expects to see more secondments in light of an economic downturn, which could force law departments to tighten their budgets and look to outside counsel for staffing relief.

Career-Related Articles (cont.)

Survey: Women in Large Firms Advance at Same Rate, but Earn Less Than Men

Gina Passarella

The Legal Intelligencer

11-29-2007

The nation's largest law firms are in a bit of a holding pattern when it comes to the advancement of women within the firms, according to the president of the National Association of Women Lawyers (NAWL) in regard to the group's second annual survey.

The numbers of women in equity partnership and management have stayed about the same since last year, while the pay disparity between male and female attorneys has increased at certain levels.

"While in some respects there is some progress, there are some very distinct areas where, in our view, firms need to be careful," NAWL President Holly English of Post Polak Goodsell MacNeill & Strauchler said.

Similar to last year's inaugural survey, 16 percent of equity partners at large law firms are women and 15 percent -- down 1 percent -- of governance committees are made up of female attorneys. Of the 112 firms that responded to the survey, 15 percent have no women on their governance committees.

In a 3-percentage-point increase, 8 percent of managing partners at the largest firms are women.

As women move up in positions within a firm, their pay disparity increases as well, according to the survey.

Male of counsels earn about \$20,000 more than females, male non-equity partners earn about \$27,000 more than females, and male equity partners earn nearly \$90,000 more than their female counterparts. According to the 2006 survey, male equity partners earned about \$81,000 more than female equity partners.

At firms with higher billable-hour requirements, the difference grows even more. Male equity partners at those firms earn \$140,000 more than female equity partners, the survey showed.

While English said she understands that some of these disparities have reasonable explanations, she said it would behoove firms to pay attention to their policies when such wide disparities can be seen at the macro level.

One explanation for the larger disparity at the highest levels, the survey results

indicated, could be that there are just fewer senior women at these law firms.

English said there is a bright spot among the survey results when it comes to the younger female attorneys.

For the smaller number of women attorneys who graduated before 1980, 9 percent have become equity partners, the survey showed. In looking at female attorneys who graduated between 1980 and 1995, that number increases to 20 percent. English said the percentage increases to nearly 25 percent for attorneys even younger.

Within the next few years, English said she expects to see some improvement as more firms have women's initiatives, general counsel are pushing for diversity, and women are taking advantage of mentoring and networking programs available to them.

In 2006, NAWL implemented the NAWL 2015 Challenge, which called for law firms to double the number of women equity partners and for corporations to double the number of women chief legal officers by 2015.

Even if the group doesn't meet all of the benchmarks set out by the challenge, English said setting "stretch goals" is the only way firms can really look to improve.

Bobbi Liebenberg of Fine Kaplan & Black is the co-chairwoman of the Philadelphia Bar Association's Women in the Profession Committee and she said she found the number of women equity partners to be troubling.

"You're really seeing kind of the two-tier kind of partnership ... becoming entrenched," she said.

That may affect men just as much, but with more women taking firms up on flextime scheduling, Liebenberg said they might become relegated to the non-equity partnership tier.

The Women in the Profession Committee has been tallying attrition at Philadelphia law firms and will issue a report on the findings in the first quarter of next year. Liebenberg said the number of women equity partners is continuing to decline.

There is a growing trend, she said, of

women attorneys older than 50 leaving the profession. That, coupled with attorneys with 10 years of experience also leaving, creates a grim picture for women entering the profession in terms of mentors, she said.

"The pay disparity is also very unsettling," Liebenberg said. Even if the smaller number of senior female attorneys accounts for that disparity, it only shows an increased importance for women to be making equity partnership in proportion with the large number of women graduating law school, she said.

Deborah Epstein Henry, founder of Flex-Time Lawyers, said the survey results are consistent with the data she has found in naming the Best 50 Firms for Women.

She said the work/life challenges pointed out by the survey are increasingly affecting men as well as women.

Both Henry and Liebenberg pointed to the fact that it would be both men and women from the younger generation that will step up and demand better work/life balance. That might, in turn, improve the numbers for women, they said.

ADDITIONAL SURVEY STATISTICS

Women constitute 49 percent of first- and second-year associates, 47 percent of midlevel associates and 43 percent of seventh-year associates. Women make up 30 percent of the of counsel positions and 26 percent of non-equity partners.

At one-tier firms, women hold 6 percent of managing partner positions and 9 percent at two-tier firms.

English said the organization felt more comfortable emphasizing the pay disparity in this year's survey because more firms -- 55 -- responded to the compensation questions this year than last year's 35 firms. A man was the highest-paid partner at 90 percent of the responding 55 firms for the 2007 survey.

The average median compensation for male of counsels in all firms is \$208,000, in contrast to \$188,000 for females of counsels. The average median compensation for male non-equity partners is

Career-Related Articles (cont.)

Survey: Women in Large Firms Advance at Same Rate, but Earn Less Than Men

(continued from page 6)

\$263,000, compared to \$236,000 for females at that level. The average median compensation for male equity partners is \$625,000, in contrast to \$537,000 for

female equity partners.

The “Survey on Retention and Promotion of Women in Law Firms” was sent to the 200 largest firms in the country, with

112 responding. The data are as of March 1, 2007, and the respondents were generally the larger of the 200 firms.

Learning the Skill of Working ‘Low Bono’

Peter Page

The National Law Journal

11-29-2007

Fred Rooney was the father of a toddler with another on the way in 1986 when he graduated from the City University of New York (CUNY) School of Law and went to work at Lehigh Valley Legal Services in Allentown, Pa.

“I would have stayed for the rest of my life if I could have afforded it, but if I’d applied as a client, I’d have qualified for services,” Rooney recalled. “Private practice was my only option if I wanted to continue working as an attorney in an underserved community and make a living.”

Rooney opened a law office in Allentown serving clients about as poor as those who qualified for legal aid. After surviving a harrowing first few years, his “low bono” practice gradually prospered.

Now he wants to make it easier for other attorneys to follow in his footsteps.

Rooney, now director of the CUNY Community Legal Resource Network, has helped open an “incubator” program for community-minded attorneys who dream of a private practice that serves those who otherwise could not afford a lawyer.

“Only about 25 percent of the people who qualify for Legal Aid get representation, and at least 70 percent of the New Yorkers who need an attorney can’t afford one. It is a civil justice crisis, but no one is

talking about it,” Rooney said. “The only way to make a dent is to rely on small firms and solo practitioners. The incubator is important because it doesn’t help an underserved community if a bright, idealistic attorney hangs a shingle but goes out of business in a year.”

In October, nine CUNY law graduates began paying \$500 per month for a fully equipped work space in the New York offices of Laura Gentile, another CUNY law graduate and now an adjunct CUNY professor who teaches small-firm practice.

Gentile, who has been in private practice as Gentile & Associates for 20 years, guides the attorneys in matters of law and the art of making a living as a solo practitioner or small-firm attorney serving clients who cannot afford large-firm attorney fees.

Law schools typically do little to teach attorneys who want to build a small practice how to stay afloat in the early years when cash flow is meager and the learning curve for running a business is steep, she said.

“For me, the business part was what I had to learn,” Gentile said. “I spent three years learning to be a lawyer. Learning why it is important to have a good relationship with a bank was trickier.”

Rooney said that because in private practice he held close to the ideals that led him to take the legal aid job, he was able to both make a living and help people.

“I was dealing with a community without much money, but whenever I was willing to be creative it came back triplefold,” Rooney said. “The next time a neighbor or someone in the family had an accident, they came to me. The incubator is a way to help lawyers succeed in the communities where they are needed most.”

Just such an attorney is Gabriel Munson. He took a job in 1988 as a clerk at the Legal Aid Society of New York, gradually working his way up to law librarian. Munson, 42, graduated from CUNY law school in 2003. He left his job as a criminal defense attorney at the Legal Aid Society for a spot in the incubator.

“I have chosen this path, to be my own boss with my own office, directing my professional energies as I choose,” said Munson, now Gabriel R. Munson P.C.

Contact

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Susan C. Robinson

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Susan advises students and alumni on a wide range of issues involving career planning and job searches. She also works closely with employers to assist them in utilizing OCS resources to maximize the recruitment of SLS students and alumni.

Elizabeth C. Armand

Director of Judicial Clerkships
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650 723.0363

Elizabeth is responsible for all aspects of the judicial clerkship application process and manages the legal recruiting program for advanced degree students. She is available to counsel all students on career planning and job-search strategies for private sector as well as judicial clerkship and externship opportunities.

Lee Kite

Private Sector Counselor
lkite@law.stanford.edu
650 725.6786

Lee Kite is a Private Sector Counselor with more than 17 years of experience in legal recruiting and she advises students on private sector careers and options. She has reviewed thousands of resumes, interviewed and evaluated candidates, and served as an informal counselor to summer and new associates.

Maureen Krantz

Director of International and Advanced Degree Programs
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Maureen advises students on international career strategy and development. She also oversees the legal recruiting program for foreign trained lawyers in the advanced degree programs and works with firms and organizations to expand international opportunities for Stanford students.

Melissa Leger

Associate Director of Career Services
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Melissa Leger runs both the Fall and Spring Campus Interviewing Programs, and is the primary liaison between students and the employers who recruit them.

Renee Ritucci

Career Services Coordinator
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650 723.3924

Renee is the primary contact for the office and works closely with employers who wish to recruit Stanford Law School students and alumni. She also provides technical assistance with the online jobs search database and helps coordinate the spring and fall Campus Interviewing Programs.