

# OCS Weekly Bulletin

April 1, 2008

Upcoming OCS Programs, Announcements, Events & 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 OCS Programs

**Student Applicants' Perspectives on the Clerkship Application Process-** Wednesday, April 9, 12:45pm in Room 180

Attention 2L and 3Ls - Come to this session to hear from students who applied last year so that you can get the inside scoop on the clerkship application process.

**"How to Have a Successful Summer" Panel-** Wednesday, April 16 at 12:45pm

Want to know how to navigate office politics? How to handle dueling deadlines with major partners? What's expected of summer associates? Join both Hiring Partners and Legal Recruiting Managers as they share how best to succeed as a summer associate! This workshop is essential for 1Ls and 2Ls who plan to spend their summer with a firm. Please RSVP through Symplicity (<https://law-stanford-csm.symplicity.com/students>), as lunch will be provided.

**Fall 2008 OCI Preliminary Orientation-** Tuesday, April 22, 12:45pm in Room 190

Please join us for a brief orientation about the upcoming Fall On-Campus Interviewing Program. We'll be covering the logistics and procedures of OCI and answering any questions you may have.

## Announcements

### The Mind Trust's Education Entrepreneur Fellowship

This is a very unique opportunity for talented leaders to incubate ideas and launch initiatives that can transform public education. We think law students and alumni might find this opportunity interesting as they weigh their career options. The Mind Trust is interested in candidates from a wide range of backgrounds. Applications for The Mind Trust's Fellowship are due September 5, 2008, and candidates will be notified if they are selected by late November.

For more information, please see the Mind Trust's website at: [www.themindtrust.org](http://www.themindtrust.org).

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## Upcoming Events

**“Did Stoneridge Kill Scheme Liability?”** A Panel Discussion presented by The Rock Center for Corporate Governance and Mayer Brown LLP- April 8 from 6:15-7:30pm

In January 2008, the U.S. Supreme Court decided *Stoneridge Investment v. Scientific-Atlanta*, labeled by commentators “the most important securities case in a generation.” At issue was whether third party vendors, whose conduct played into a public company’s scheme to defraud investors, could be liable to those investors in a private securities fraud class action. The Stoneridge decision lived up to its billing, establishing important principles concerning the scope of Section 10(b) and private rights of action.

How will Stoneridge affect the enforcement priorities of the SEC? What action might Congress take in response to the case? Might firms who do business with or advise public companies do anything different to fit within the Stoneridge rule? Professor Joseph Grundfest will moderate a discussion of the decision and its implications with a panel of experts, including a member of the defense team who briefed Stoneridge, and the SEC’s Deputy General Counsel for Litigation and Adjudication.

Panelists:

Timothy S. Bishop, Mayer Brown LLP  
Professor Jay Brown, University of Denver Sturm College of Law  
Andrew N. Vollmer, Deputy General Counsel of the SEC  
Steven N. Williams, Cotchett, Pitre, and McCarthy

Reception: 5:30 - 6:15 p.m., Stanford Law School, Crocker Garden  
Presentation: 6:15 - 7:30 p.m., Stanford Law School, Room 190

MCLE Credit is available.

Register to attend here: <http://www.seeuthere.com/rsvp/invitation/invitation.asp?id=/m2c523-414426876577>

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## Career-Related Articles

• **Career Path From In-House to Firms Becomes Round-Trip**.....Page 3

Until recently, the path from law firms to in-house departments was usually a one-way trip -- but lawyers are increasingly finding that careers can go full circle. The image of in-house jobs as less demanding intermediary roles has faded, partly because the roles have evolved to become full-service functions central to major business decisions. Smith, Gambrell & Russell aviation partner Donald Mitchell says that his seven years working in-house at Delta proved to be “invaluable.”

• **Green Law Firms Are Where It’s At**.....Pages 4-5

The greening of America’s law firms has not reached critical mass, but the tipping point may come soon now that several U.S. firms have adopted internal practices to reduce their carbon footprint. As New York Times columnist Thomas Friedman put it, “Green is the new red, white and blue.”

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# Career-Related Articles

## Career-Path From In-House to Firms Becomes Round-Trip

Katheryn Hayes Tucker  
Fulton County Daily Report  
March 27, 2008

Until recently, it was usually a one-way trip from law firms to in-house counsel, but increasingly lawyers are finding that careers can go full circle.

"It used to be a one-way street from law firm to in-house," said Frederick J. Krebs, president of the Washington-based Association of Corporate Counsel. "Now you see much more of people going both ways."

The reasons for the trend shift relate to the timing and events in each individual career as well as a general increase in job movement, but also at least in part to the change in status of in-house lawyers.

"It comes out wrong when I say this, but there's not the stigma there used to be," said Krebs. "I mean, 20 or 30 years ago, people used to look at the inside practice differently."

The stigma to which Krebs refers involves the notion that in-house jobs were less demanding and chosen for the regular hours -- which many now say is a myth.

"Historically, corporate law departments focused on handling of routine legal matters while more complex legal issues were managed by outside law firms," according to a Minority Corporate Counsel Association report called "Creating Pathways to Diversity." The report quotes an unnamed GC saying, "For many years, the role of in-house counsel was to act as a conduit between inside business people and outside counsel. Their role lasted only so long as it took to get a matter from their in-box to their out-box."

That image has changed dramatically. As the MCCA report states, "The role of corporate law departments has evolved from being primarily an intermediary between the company and its law firms to being a full-service legal team involved in every major business decision."

Krebs added, "The reason you see it differently today is that the in-house practice can be very exciting and very cutting edge."

It seems that just as law firm experience provides important skills for in-house counsel, the in-house experience can be

valuable to law firms. Those returning to firms with in-house experience have not only legal skills but also contacts and perspective that can help with getting and keeping business. "They can go back to a firm and help on the business side with client relations," said Krebs. "It would be tremendously valuable in a law firm."

And Krebs may even be understating it.

Donald B. Mitchell, a partner in Smith, Gambrell & Russell's aviation practice, said that his seven years working in-house at Delta Air Lines proved to be "not valuable, but invaluable."

"It was very helpful," said Mitchell. "Having worked at Delta at the time, partly learning the technical aspects of aviation and also learning what's important to an airline. It helps me no matter which side of the table I'm sitting on."

Mitchell's fascination is with airplanes. "I always wanted to be in aviation," he said. So when he graduated from the University of Miami Law School, he started practicing with a Miami firm that handled aviation defense litigation and commercial transactions.

After five years, he wanted to leave Miami. He and his wife decided on Atlanta, and he set his sights on Delta. But he had to wait almost two years for an opening in the Delta legal department. "It took a retirement for a position to open," he said.

In the Delta legal department, Mitchell handled commercial transactions involving acquisitions, leases, uses and support of fleet assets -- airplanes. He helped document the acquisition of the airline's 110-aircraft Boeing's fleet.

After five years in legal, he did what successful in-house lawyers sometimes do. He advanced. "I was promoted into a nonlegal position managing aircraft acquisition and sales," he said. "It was challenging to be in a nonlegal position and very interesting. Working in an airline is like nothing else. It's very exciting. You get involved in all aspects of the business."

But after two more years, he found he

missed law. "In a management position, you are managing. I wasn't doing the deals I wanted to do," Mitchell said. "It was very exciting and interesting and challenging, but I enjoy doing deals."

So he went back to a law firm, Philadelphia-based Schnader Harrison Segal & Lewis' Atlanta office, which has since closed. Unlike some in-house lawyers who go back to a firm, Mitchell was not able to take a big chunk of the client's work with him. Delta had long-established ties to Atlanta firms, particularly Alston & Bird.

"I went over to Schnader with nothing," Mitchell said. "They took me in on the flyer and had some business for me to handle in aviation litigation. But they did not have aviation transactional practice. That was the business they wanted to build."

When the office closed after three years, he was about to accept an offer to stay with Schnader but move to his native Philadelphia. Then he got a call from Stephen M. Forte, managing partner at Smith, Gambrell & Russell, and that's where he landed in 2002.

"We do some work for Delta, but it's not a large part of my practice," Mitchell said. Still, the Delta experience is an important part of his practice.

"I've been nothing short of blessed because since high school, I've wanted to do something in aviation. I've been very fortunate. It has worked out well for me. Smith Gambrell has a strong aviation practice here. We're just getting busier."

Now 44, Mitchell figures he made the move back to the firm at the right time: "I was not too far along in my career to make a move, but far enough along to have established industry contacts."

He sounds a little wistful about his in-house days when he talks about his two children, a daughter now 14 and a son 8. "They'd be more impressed if I still worked at Delta and could show them planes," he said.

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# Career-Related Articles

## Green Law Firms Are Where It's At

By Susan L. Ward

New Jersey Law Journal

April 1, 2008

U.S. law firms are beginning to be confronted with questions regarding their implemented environmental policies. On the other side of the pond, firms in the United Kingdom have dealt with these issues for some time. "Pro bono work and charitable programs have been around pretty much forever," said Tom Page, partner at the London office of CMS Cameron McKenna. "Green initiatives are newer, but our firm, which is probably fairly typical, has had some form of green policies for a long time, long before RFPs started including them in their requirements." In practice, Page said, one merely checks the appropriate box on a form. However, some U.S. firms are asked to provide substantial review of manufacturing recycling programs as well as business environmental programs.

Several U.S. firms have adopted internal practices to reduce their carbon footprint by saving energy, reducing paper usage, and engaging in extensive recycling programs. Others, after complying with ABA-EPA Law Office Climate Challenge Waste Wise, Green Power Partnership, and Energy Star Programs, and LEED (Leadership in Energy and Environmental Design) certification, developed by the U.S. Green Building Council, are positioning their firms and their environmental and related practice areas strategically in legal markets.

The greening of America's law firms has not reached critical mass, but the tipping point may come soon. Global and national economic pressures affect law firms, and as consumer concerns about global warming influence corporate strategy, law firms must adapt and respond to the same sustainability challenges as their corporate clients. Additionally, firms find themselves in the worst legal market since 2001, under the cloud of a countrywide recession. Now is the time for management, technology and marketing departments to join forces and establish green initiatives that cut expenses, lessen greenhouse gas emissions and promote corporate social responsibility. As New York Times colum-

nist Thomas Friedman said, "Green is the new red, white and blue."

Green corporate responsibility isn't completely altruistic, although the most recent McKinsey report addressing consumer concerns about climate change focuses on the trust gap between the public and business. In three recent global surveys, McKinsey reports that corporate executives and consumers express equal concern about climate change and other environmental issues, and 80 percent of global executives expect climate change regulations within five years. The other side of the coin is profitability: the reduction of expense by eliminating wasteful practices and adopting clean energy use coupled with the creation of growth opportunities.

"The movement is evolving," said Zacharie Mondel, co-founder and operating officer of the Florida-based Global Green Energy Consortium (GGEC), an organization which promotes sustainability certification and vendor interoperability between 4,600 companies in all industries. "We are at the beginning of a major growth era," Mondel said. "The U.S. has not ratified the carbon-credit/carbon-offset movement. It is a huge global movement in Europe and the Far East. A lot of states are looking into caps on trading carbon emission plans." With the U.S. refusal to ratify the Kyoto treaty, attempts to legislate carbon fees have failed at the municipal or state government level.

For example, the San Francisco Bay Area Air Quality Management District recently proposed charging carbon fees for greenhouse gas emissions, which would offset the costs of the Climate Protection Program in that district. But in a document released in early March, the Environmental Protection Agency said that greenhouse gas emissions were not unique to California and that the entire country is affected by global warming. Several states, including New Jersey, were poised to follow California's lead in reducing GHG emissions. Mondel believes restrictions will remain voluntary in the U.S. with its layers of federal, state and indus-

try standards. "There is a lot of confusion in the marketplace among companies that want to be in compliance," he said. The business community wants to engage with someone who has experience: How green are we? How can you help us? What makes you the expert? Still, businesses and law firms can't simply "greenwash" their environmental practices with empty slogans and marketing programs. Trust is demonstrated by walking the walk before staking a claim in green practices.

Alvidas Jasin, director of business development at Thompson Hine, is one of 1,000 individuals chosen to advocate Al Gore's Climate Project. Jasin recently addressed members of the New York chapter of the Legal Marketing Association. Jasin, who volunteers his time and speaks frequently on the topic of global warming, urged marketers to work with firm management and their IT departments to create awareness and reduce energy consumption.

West Coast firms are leading the way. Wendel, Rosen, Black & Dean, the first law firm in the country to be certified as a green business, has practice groups dedicated to green businesses in areas such as organics, fair trade, renewable energy and climate change. Marketing director Lydia Bednarik considers the firm's green activities to be an important component in marketing and networking efforts. "When it comes down to it, firms still need to be top-notch," she said, "but if they also share the values of their clients, they may have a leg up in the decision-making to hire."

Farella Braun & Martel was the first law firm to be Green Certified by the city of San Francisco and the second firm tracking air emissions with California's Climate Action Registry. Being "green" is considered one of the firm's core values. The firm established a Green Task Force and implemented programs to recycle paper, batteries, computers, supplies and furniture, among other initiatives.

Nixon Peabody rebranded the firm with a campaign and service mark,

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## Career-Related Articles

### Green Law Firms Are Where It's At

*(continued from page 4)*

“Legally Green.” Following a corporate model, the firm appointed the first chief sustainability officer in a law firm, and integrated existing practice areas into broad groups, under the headings Clean Tech, Green Buildings and Sustainable Development, Renewable Energy, Climate Change and Green Investing. The firm made strides by greening its culture, securing LEED certification in their San Francisco office, improving recycling practices, and compliance with its own supply chain.

Portland, Ore.’s Tonkon Torp launched a Sustainability Practice Group leveraging the firm’s renewable energy, forestry and green building practice areas. The firm also publishes the Sustainability Law Blog; a recent post titled, “Regional Climate Initiatives Move Forward with Emissions Trading Mechanisms” discusses both the Regional Greenhouse Gas Initiative and the Western Climate Initiative, and their timelines for GGE credit trading mechanisms.

Andrew Cooper, a partner at Washington, D.C.-based Dickstein Shapiro, said an attorney took the initiative of forming an Environmental Committee, comprised of attorney and staff members, to look at their carbon footprint. The committee encouraged paper recycling and double-sided printing, replaced disposable cups with reusable ones made from 100 percent corn plastic, and increased environmental awareness firmwide. “As an attorney whose own practice is entirely in environmental law, I am pleased to let clients know that our firm is undertaking its own green initiative,” he said.

There are approximately 900 LEED-certified office buildings, according to the U.S. Green Building Council, a nonprofit trade organization, and that number is expanding at the rate of 100 per week. Drummond Woodsum, a 45-lawyer firm in Portland, Me., is designing 30,000 square feet of office space in a new building with recycled carpeting and ceiling tiles, cork flooring, and energy-efficient lighting fixtures, according to marketing manager Ruth Wentzel. “One of the most effective ways to become more environmentally efficient is to move to a greener building, followed by reducing paper consumption and traveling less,” said Gastón Bilder, whose blog Derecho y RSE en América Latina focuses on law and corporate responsibility in Latin America.

“I think that ‘green initiatives’ can and should encompass much more than being the tenant in a green building,” said Lincoln Hobbs, owner of Hobbs & Olson, a small firm in Salt Lake City. “Our profession has a long and adverse reputation for burning through paper and energy and other wasteful practices.” Indeed, each attorney in the U.S. consumes the paper equivalent of one ton of wood per year, making the legal profession the single biggest user of paper. The life cycle of one ton of office paper, according to the ABA Section of Environment, Energy and Resources, releases nine tons of carbon dioxide equivalent gases, from wood production to recycling processes.

Susan Jacobs, marketing director at All State Legal, one of the biggest suppliers of law firm stationery, paper and

related products, recently announced that the company became the first nationwide engraver to achieve the Forest Stewardship Council Chain-of-Custody certification. The company offers “tree free” 100 percent cotton fiber paper among its products.

“At the end of the year, when your managing partner is evaluating your value to the firm, your answer should hopefully be in terms of dollars and clients, not in wattage, gallons and reams,” advised Rachel Loper, Industry Team Manager at Nixon Peabody. Still, a firm needs to know something about its carbon size to calculate how much energy and money can be saved. To champion green initiatives, firms can get started with the ABA-EPA Waste Wise Program and implement three simple practices: purchase office paper with 30 percent recycled content, recycle office paper and use double-sided copying and printing for drafts and internal documents. Get going, get green and please don’t copy or print this page.

*Susan L. Ward is marketing and communications director at Carlin & Ward in Florham Park and the former chair of the Legal Marketing Association Membership Committee.*

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## Staff

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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, Esq.**

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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.

### **Laura Flores**

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Laura works with law firms, alumni, and students to create innovative career programs for the office. She is also responsible for the OCS website and many of the publications that the office produces.

### **Carol Ida**

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Carol 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.

### **Lee Kite**

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Lee Kite is a Private Sector Advisor 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.

### **Melissa Leger**

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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**

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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.