

OCS Weekly Bulletin

April 23, 2008

Upcoming Firm 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 Firm Events

Morgan Lewis SF Bay Area 1L Diversity Reception- Wednesday, April 23 from 5:00-7:00pm in Morgan Lewis- SF office.

Morgan Lewis would like to introduce you to their firm and to learn more about their people, practice groups, offices and culture. There will be representatives on hand from several of their offices, as well as 2L's that will be spending this coming summer with them and 3L's that spent their summer with them last year and will be joining the firm this coming fall.

Please RSVP to Jennifer Anker Kaufman at jkaufman@morganlewis.com.

Firm-Sponsored "Study Break" Tables:

The following firms will be on campus and hosting "study break" tables during finals. Feel free to stop by, chat and enjoy some goodies!

Orrick- Friday, April 25th
Cooley Courtyard from 2:00-4:00pm.
Snacks will be provided.

Reed Smith- Monday, April 28th
Cooley Courtyard from 12:00-2:00pm
Join a group of RS attorneys for a Root Beer Float finals break. Chat, chill...or just grab your float and run. Rising 2Ls and 3Ls interested in Reed Smith are encouraged to drop by and say hello!

Foley & Lardner- Thursday, May 1st
Cooley Courtyard from 12:00-2:00pm

Career-Related Articles

• **Top Law Schools Tighten Their Hold on NLJ 250 Firms**..... Pages 2-3

Columbia Law School landed in the No. 1 spot again as the school that sent the greatest portion of graduates to NLJ 250 law firms, with nearly 75 percent of its students in 2007 taking jobs among the nation's largest law firms. Last year, 69.6 percent of its graduates went to NLJ 250 law firms. All told, the top 20 law schools that NLJ 250 law firms relied on most to fill their first-year associate ranks sent 54.9 percent of their graduates to those firms, compared with 51.6 percent in 2006.

• **Majority of GCs Like Their Job; One-Third Plan to Hire More In-House Help**..... Page 4

Eight-five percent of chief legal officers and general counsel find their careers rewarding despite increased corporate governance demands and sometimes tense relationships with independent auditors, according to a new Association of Corporate Counsel survey. Chief legal officers responding to the association's eighth annual survey also anticipate that nearly a third expected to add staff over the next year and that records management would be an emerging issue for in-house attorneys this year.

• **Commentary: I Like My Professional Uniform**..... Pages 4-5

While Womble Carlyle litigator Pressly Millen is no clotheshorse -- he often gets help from his family matching a tie to the rest of what he's wearing -- he has some strong views on what constitutes appropriate attire for a lawyer. He's watched the evolution of what lawyers wear for the past 25 years and is not a fan of the trajectory. Millen just can't imagine a client would feel comfortable forking over \$500 an hour to the attorney who looks like he's going to hit the links immediately after the meeting.

• **Skadden Pledges \$9.6 Million To Help Minorities Enter Law**..... Pages 5-6

To redress a "persistent lack of diversity" in the legal profession, Skadden Arps -- one of the nation's largest corporate law firms and long the top-grossing firm on the Am Law 100 -- will commit \$9.6 million over the next decade toward an honors program to help City College of New York's minority students become attorneys. Supporting one or two students at a time means "they don't have a peer study group to reinforce each other," says Skadden's Joseph H. Flom, who has long been involved with City College.

Top Law Schools Tighten Their Hold on NLJ 250 Firms

Leigh Jones

The National Law Journal

April 14, 2008

A bigger percentage of students graduating from top law schools in 2007 took jobs at NLJ 250 law firms than those graduating in 2006.

Columbia Law School landed in the No. 1 spot again as the school that sent the greatest portion of graduates to NLJ 250 law firms, with nearly 75 percent of its students in 2007 taking jobs among the nation's largest law firms. The school ranked No. 1 last year, when 69.6 percent of its graduates went to NLJ 250 law firms. Boston College Law School rounded at the list of the top 20 go-to law schools, with 36.8 percent of its 261 juris doctor graduates in 2007 heading for full-time jobs at NLJ 250 law firms.

All together, the top 20 law schools that NLJ 250 law firms relied on most to fill their first-year associate ranks sent 54.9 percent of their graduates to those firms, compared with 51.6 percent in 2006.

This year's list of go-to schools was compiled from recruiting information that law firms provided on the 2007 NLJ 250, The National Law Journal's annual survey of the nation's largest law firms.

In 2007, the top 20 schools sent 3,511 of their graduates to work as first-year associates at NLJ 250 law firms. Total graduates among those schools in 2007 equaled 6,395. In 2006, the 20 go-to law schools sent 3,561 to NLJ 250 law firms out of 6,902 graduates.

Making a big jump in its percentage of graduates accepting positions at NLJ 250 firms was Northwestern University School of Law. It took the No. 2 spot, compared with No. 11 the year before. Some 73.5 percent of its 2007 graduates went to NLJ 250 firms, or 172 graduates out of a total of 234. The year before, 143 graduates out of 265 went to NLJ 250 firms, which equaled 54 percent.

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Career-Related Articles

Top Law Schools Tighten Their Hold on NLJ 250 Firms

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“We’ve made a tremendous effort to reach out to employers,” said David Van Zandt, Northwestern’s dean. The school has also focused on enrolling students with significant postgraduate work experience, which makes them attractive to law firm recruiters, he said. And the school has worked to accept students in recent years from geographically diverse areas, with an emphasis on those from the Northeast, which has helped to boost recruiting from NLJ 250 firms, he said.

Another school with a big increase was University of Southern California Gould School of Law, which jumped from the No. 20 spot to No. 14 this year. Of its 195 J.D. graduates in 2007, 85 of them, or 43.6 percent, took jobs with NLJ 250 firms. Of its 215 J.D. graduates in 2006, 36.3 percent began working full time for NLJ 250 law firms.

Two schools dropped four spots compared with the ranking for 2006 graduates. Stanford Law School had 51.4 percent of its 2007 graduates go to NLJ 250 law firms, compared with 54.9 percent of its 2006 graduates. The school dipped to the No. 12 spot, from No. 8 the year before. Boston College Law School, ranked No. 20, sent 36.8 percent of its 2007 graduates to NLJ 250 firms, compared with 39.1 percent the year before. It was ranked No. 16 last year.

NEW TO THE LIST

Two law schools were new to this year’s top 20 list, driving two schools off the list. Earning a spot was the University of California at Los Angeles School of Law, which ranked No. 17. NLJ 250 law firms hired 39.1 percent of its 320 graduates in 2007. Michael Schill, the

UCLA law school dean, also attributed his school’s popularity among NLJ 250 firms to an increased effort to geographically diversify the student body. “We’re being more aggressive,” Schill said. In addition, Boston University School of Law, ranked No. 18, was new to the list. It sent 113 of its 291 graduates in 2007 to NLJ 250 firms.

Dropping from the list of top 20 schools was University of Texas School of Law, ranked No. 19 last year. Of its 460 J.D. graduates in 2007, 35.2 percent became attorneys at NLJ 250 law firms. Also falling off the list was Fordham University School of Law, which was ranked No. 17 last year, when 38.8 percent of its 2006 graduates went to work at NLJ 250 firms. Of the 498 graduates in 2007, 36.1 percent took NLJ 250 jobs.

Law firms ranked the highest on the NLJ 250 consistently recruited from the top 20 go-to law schools. DLA Piper, the nation’s largest law firm with 3,623 lawyers, hired more graduates from Georgetown University Law Center, ranked No. 13 on this year’s list, than any other law school. DLA Piper recruited from 51 law schools total in 2007. But a few of the biggest law firms turned to schools that were not among the top 20 schools. For example, 1,447-attorney Reed Smith and 1,381-lawyer Kirkpatrick & Lockhart Preston Gates Ellis hired from the University of Pittsburgh School of Law more than any other law school. In addition, 1,766-attorney Greenberg Traurig most frequently hired from University of Miami School of Law for its first-year associates.

The school providing the most first-year associates to the top 20 NLJ 250 law firms was New York University School of Law (NYU), which sent 51 of its 2007

graduates to those firms. Two firms among the top 20 NLJ 250 that did not provide recruiting information were Weil, Gotshal & Manges and Holland & Knight. Among all of the NLJ 250 law firms, 37 did not provide recruiting information.

The law school with the highest concentration of graduates going to one firm was Harvard Law School, which sent 21 of its students to 1,316-attorney Kirkland & Ellis. The Chicago-based firm recruited from 38 law schools total.

The firm that recruited first-year associates from the most law schools was Jones Day, which brought aboard graduates from 58 schools. Baker & McKenzie recruited from the fewest schools -- just 13 -- for its U.S. offices. The firm hired more of its new attorneys from NYU than from any other school.

Skadden, Arps, Slate, Meagher & Flom also recruited from a relatively small number of schools. On the NLJ 250 survey last year, Skadden indicated that it hired its 2007 first-year associates from 15 law schools. A firm spokesman said the schools indicated on the survey were just a sample of those from which it hired, and that Skadden routinely considers applicants from more than 50 schools each year. Eighteen of its new associates came from Columbia.

Columbia’s strong showing among all NLJ 250 firms was due to its quality of students and its location, said David Schizer, dean of the law school. “Many students come here because they love New York City and a significant fraction of them decide to stay,” he said.

Editor’s note: For more information on the survey of the NLJ 250 law schools, see The National Law Journal’s coverage.

Career-Related Articles

Majority of GCs Like Their Job; One-Third Plan to Hire More In-House Help

Sheri Qualters

The National Law Journal

April 17, 2008

Eight-five percent of chief legal officers and general counsel find their careers rewarding despite increased corporate governance demands and sometimes tense relationships with independent auditors, according to a new Association of Corporate Counsel survey.

Chief legal officers (CLOs) responding to the association's eighth annual survey also anticipate that nearly a third expected to add staff over the next year and that records management would be an emerging issue for in-house attorneys this year.

Over the next 12 months, 32.3 percent of respondents expected to hire more in-house lawyers, 54.6 percent did not, and 13.1 percent weren't sure.

While 59 percent of CLOs and general counsel revealed that increased monitoring by law enforcement and regulators had only a modest influence on their career satisfaction, 30.6 percent said it would make a "considerable impact" on their future decisions, such as looking for a new CLO job or retiring.

Survey respondents also reported strained relationships with outside audi-

tors, with only 16 percent noting improvements over the past few years, 25 percent characterizing interactions as more difficult and 59 percent responding that the relationship was unchanged.

For respondents who considered their relationship with outside auditors more difficult, 55 percent traced the attitude shift to the Sarbanes-Oxley Act of 2002 corporate governance reforms, 12 percent cited demands for disclosure of privileged information and 11.5 percent blamed the auditor's insistence on non-negotiable terms.

The results indicate a change in "perceptions about the respective roles and boundaries," said association president Frederick J. Krebs.

"Although employed or engaged by the same company, and sharing a common interest in appropriate financial disclosure as required by securities laws, outside auditors and in-house lawyers bring different perspectives to their roles and each must meet different legal and regulatory requirements that apply to their respective missions in the audit process," Krebs said.

How CLOs and general counsel spend their time was similar to the 2006 CLO

survey, with 70 percent of time spent on corporate transactional work, 28 percent on compliance and 21 percent on board relations.

Respondents identified records management as a major action area this year, trailed closely by staffing issues, including recruiting, retention and training.

In the prior year survey, respondents pegged international expansion and globalization as major issue for 2007, followed closely by records management.

The association collected 1,166 responses in October and November 2007 from its 5,355 U.S. members, mostly from online submissions but also from surveys completing at its annual meeting in October.

CLOs and general counsel at all size companies participated, including: 52 percent from companies with less than \$500 million in annual revenue; 29 percent from companies with \$500 million to \$2 billion in revenue; 14 percent from \$2 billion to \$10 billion companies; and 5 percent from companies with at least \$10 billion in sales.

Commentary: I Like My Professional Uniform

Pressly M. Millen

The National Law Journal

April 21, 2008

I'll stipulate for the record that I'm no clotheshorse. To the contrary, on many mornings I'm sent back to the closet by my wife -- and, now, even by my daughters -- with instructions to get a tie that, "for crying out loud," goes with the rest of what I'm wearing. Sometimes I'm sent back twice.

For all that, though, I still have some pretty strong views on what constitutes appropriate professional attire for a lawyer. I've watched the evolution of what lawyers wear for the past 25 years with some interest and have to say I'm not a big fan of the trajectory.

On Wall Street, where I started out in the mid-1980s, things sartorial were

pretty hidebound. Colors ran the gamut from gray to blue, and it was always suits. The occasional Beau Brummell back then would wear a blue shirt with a white collar or a double-breasted suit, but that was about as far-out as it got. The one bit of flash for many of us was semi-loud suspenders, which the more knowledgeable always insisted on calling "braces." One older lawyer at our firm -- he'd been a prosecutor at Nuremberg -- laid down the law: Tan and khaki suits could be worn only between Memorial Day and Labor Day.

As a young lawyer, I experienced one particularly humiliating visit to an old-line New York City men's clothier where the

young salesman serving me got in a fight with an older tailor who was balking at the butchering alterations that would have to be done to the trousers of a 44-long suit to make it fit my (then) narrow waist.

"Kid, just get yourself some nice gray slacks and a blue blazer," the tailor advised.

Sadly, in 1985, I could no more show up wearing that at my law firm than I could wear shorts and sandals.

A few years spent sitting at desks and at counsel tables in various courtrooms solved my "problem" with fitting into off-the-rack suits. The legal wardrobe may have been a bit stultifying in those early years, but no time was wasted on

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Commentary: I Like My Professional Uniform

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any morning agonizing over what to wear. Even after leaving Wall Street for North Carolina, little changed regarding my limited palette of lawyer fashion.

As is well-known, all that changed around the time of the "Internet Bubble." The Young Turks of information technology didn't wear ties, and so we, their new lawyers, shouldn't either.

"They're just not comfortable around lawyers wearing suits and ties," we were told by our younger colleagues, concerning this new entrepreneurial set.

I well remember lawyers being addressed at one world-famous software company by a lawyer wearing what looked to be a bowling shirt. And so we went down the slippery slope from Casual Fridays to Casual Every Day.

As a litigator, I could, usually, hold out on the excuse that I had to go to court (or might be called in on some emergency). As a young intern in a district attorney's office, I had seen how judges reacted to defendants who -- in an early 1980s urban fashion statement -- wore surgical scrubs to bail-revocation hearings. I wasn't about to let that happen to me by showing up in

court in anything less than the lawyer's full old-fashioned regalia of suit and tie.

When the Internet Bubble finally burst, the profession -- surprisingly, in my view -- did not revert back to our pre-1995 attire. Instead, we moved into a new phase of constant fashion confusion. Few law firms had the stomach to tell young associates -- many making six-figure salaries right out of law school -- that they had to dress like the lawyers of old. In a recent Wall Street Journal piece, a young lawyer complained about how hard it was to get up every morning and put on a business suit as if he were being asked to put on a suit of armor (and chain mail, to boot).

LOOKING THE PART

For me, though, the calculus has been simple. I just couldn't imagine too many clients willing to pay more than \$500 an hour for legal advice to a guy wearing a knit shirt who looked as if he were going to hit the links as soon as this damn meeting was over. And \$300 an hour seemed a bit extreme for a young associate who looked as though he ought to be wash-

ing your car. We're all familiar with the phenomenon of the "empty suit" who looks the part, but can't pull it off. But the opposite package -- the brilliant lawyer in wrinkled knit shirt -- is even more rare.

Now, I often find myself the only one in the room -- and, sometimes, it's a big room -- who's dressed the way lawyers used to dress. But I've decided I don't care anymore. When I go to the doctor or dentist, he or she better be wearing a white lab coat. The meal tastes better somehow when the chef wears a white coat, apron and toque. I feel good when my auto mechanic is wearing a jumpsuit with his name stitched on the pocket.

My suit is my uniform. Like the robe and wig of the English barrister, it marks me off from the rest. I'm comfortable with that. And every morning I'll wake up and put on my uniform, just like that barrister's wig, with no complaints.

Pressly M. Millen is a partner and trial lawyer in the Raleigh, N.C., office of Womble Carlyle Sandridge & Rice.

Skadden Pledges \$9.6 Million To Help Minorities Enter Law

Thomas Adcock

New York Law Journal

April 16, 2008

To redress what it terms a "persistent lack of diversity" in the legal profession, one of the nation's largest corporate law firms -- and long the top-grossing firm on the Am Law 100 -- will commit \$9.6 million over the next decade toward an honors program designed to encourage and support minority students at the City College of New York to become attorneys.

The Skadden, Arps, Slate, Meagher & Flom Honors Program in Legal Studies is set to begin on the 14,000-student Harlem campus this fall. Freshman and sophomores will be recruited for what will eventually involve 100 juniors and seniors in a two-year curriculum of course work and seminars to complement the school's

range of undergraduate academic majors.

Senior partner Joseph H. Flom said the firm decided "to go big time" when six months ago a committee of Skadden partners was formed to contemplate a public interest initiative in observance of the firm's 60th anniversary.

Through his family's private foundation, Flom has long been involved with programs at City College, among the nation's most racially and ethnically diverse campuses.

"The main thing is to create a pipeline for minorities available for law firms to hire," said Flom, who called the initiative "ground-breaking."

Supporting one or two minority stu-

dents at a time means "they don't have a peer study group to reinforce each other. That's why we decided to go big" by preparing 100 minority students each year to enter the nation's law schools.

Gregory H. Williams, president of City College, said Skadden's program is a natural addition to the school's 160-year tradition of educating poor and working-class students and "not only giving them access to the American dream, but also bringing their talents to every area of American society."

In financial terms, Skadden's new honors program at City College surpasses even the Skadden Fellowship Foundation, established in 1988 to commemorate the

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Skadden Pledges \$9.6 Million To Help Minorities Enter Law

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firm's 40th anniversary. To date under the fellowship program, one-year public service salaries have been underwritten by the firm for 503 law school graduates.

In addition to curricular work, the City College honors program includes financial assistance based on need and merit, LSAT preparation, counseling during transition from City College to law school, mentoring by Skadden lawyers and others, and paid summer internships at major law firms, corporations and public interest organizations nationwide.

The honors program also will include dormitory rooms for out-of-town applicants, an endowed professorship to oversee the program and campus space to house the Skadden Arps Legal Honors Center, where students may gather informally, for study, or to meet with advisors and adjunct instructors from Skadden and

other firms, as well as in-house corporate counsel.

"It's all a work in progress. We're going to do whatever it takes," said Flom. As for the professorship, he said, "They can name it after me or whoever they want."

Among the first to sign on as an advisory board member for the project was Dean Elena Kagan of Harvard Law School, Flom's alma mater. Another early signatory was Dean Richard L. Revesz of New York University School of Law, who has frequently complained of the legal world's historically low ratio of minority attorneys.

According to U.S. Census Bureau statistics over the past several years, only 11 percent of the nation's approximately 1 million lawyers come from the minority population, compared with 25 percent of physicians and surgeons, 21 percent of ac-

countants and auditors, and 18 percent of college and university teachers.

Feeder institutions for the nation's law schools tend to graduate students considerably more affluent than those at City College, founded in 1847 as The Free Academy. City College has served many generations of poor and immigrant students, along with those who faced religious and ethnic discrimination. It was tuition-free until 1975.

Prior to Harvard Law, which he entered after serving in the military during World War II, Flom was himself a financially strapped night student at City College while working day jobs "to stay alive," he said.

"They gave me my chance," he said of the school. "So why shouldn't other people have a chance?"