

OCS Weekly Bulletin

October 1, 2009

Summer Job Opportunities & 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.

Summer Job Opportunities (2Ls)

- **Temporary Patent Agent/Law Clerk**, Morgan Lewis & Bockius (Palo Alto)
- **Legal Intern**, AeroVironment, Inc. (Southern California- Monrovia)

Temporary Patent Agent/Law Clerk, Morgan Lewis & Bockius (Palo Alto)

The Palo Alto office of Morgan, Lewis & Bockius LLP, an international law firm with more than 1,400 attorneys in 22 offices, is seeking to hire a Temporary Patent Agent/Law Clerk for the summer of 2010. This is a temporary summer position.

Candidates must have strong academic credentials and technical experience in electrical engineering or computer science. Candidates must be registered Patent Agents or be qualified to sit for the Patent Bar. The Patent Agent/Law Clerk must be able to assist with significant client responsibilities and work with other professionals to provide high-quality legal services to domestic and foreign clients.

Candidates must possess excellent writing and research abilities, as well as strong academic credentials. They must be able to communicate with various personalities at all levels of management and staff and deal with a fast-paced work environment, including handling multiple tasks on a daily basis. The ability to make judgment decisions and handle daily, routine responsibilities is essential. Candidates must be able to adapt to changing work situations and grasp and apply new ideas.

We value collegiality and diversity among our lawyers and staff and seek to make the practice both professionally and personally rewarding.

Qualified candidates only.

Please submit resume, writing sample, and law school/undergraduate/graduate transcripts directly through the position link on our website at www.morganlewis.com. The on-line application system will only work with a MS Windows computer. If you are unable to apply through the website, you may apply by forwarding your cover materials to the attention of Caryn Schreiber, attorney recruiting coordinator for the San Francisco office.

Summer Job Opportunities (cont.)

Apply Online: <http://www.morganlewis.com/index.cfm/positionID/07723ba4-c041-4609-9d11-8d46f3ccf8c4/fuseaction/jobs.detail/bnodeID/B58EDABC-0F2E-4D2E-8EE0-8BEE9CAC14A1>

All inquiries will be kept confidential. Equal Opportunity Employer. MFDV

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Legal Intern, AeroVironment, Inc. (Southern California- Monrovia)

Job Duties & Responsibilities

AeroVironment, Inc. (AV) is seeking a full-time summer legal intern to work with our Intellectual Property Counsel to assist in the development of AV's patent portfolio.

While this internship will be based at AV's corporate office in Monrovia, California, it is expected that the intern will frequently also have to travel to, and work at, AV's Simi Valley, California facilities (about 50 miles west of Monrovia).

Required Qualifications & Background

The candidate must have completed at least their first year of law school, but have not yet graduated.

The candidate must have at least a bachelor's degree in engineering or a scientific discipline, preferably in either aerospace, mechanical or electrical engineering.

Any background with developing on-line (company internal) interactive databases will be greatly beneficial.

Please describe all specific course work and/or experience in patents, trade secrets, trademarks and other intellectual property.

Very strong communication (verbal and written) skills are required.

This position requires you have access to data and technology that is subject to the International Traffic in Arms Regulations (ITAR). Applicants cannot be hired until they are qualified to have such access.

Apply for this position online at: http://www.avinc.com/careers/jobs/legal_intern_09-183

Career-Related Articles

• **Law Students Turn to Externships to Help Land a Job**.....Pages 3-4

Without summer associate programs to rely on, law students are turning to alternate ways of gaining practical experience and making connections that could lead to full-time jobs. One such alternative is externships, where students work, unpaid, for credit under supervision at a government agency, nonprofit organization or sometimes a corporation. Law firm externships are barred by ABA rules. Demand for, and participation in, externships have increased significantly, according to law school administrators.

• **Law Students Face New Responsibilities in Career Building**.....Pages 5-6

A transformation at law schools and firms is altering the nature of careers in the profession, says consultant Ari L. Kaplan. Self-reflection is essential in an era where employers are looking for an individual who already holds the foundation for many of the qualities that they are expecting a few years in the future. For that reason, students -- and now-licensed alumni of the past few years -- need to immediately begin developing the techniques that rainmakers have honed over their careers.

Law Students Turn to Externships to Help Land a Job

Emily Heller
The National Law Journal
September 17, 2009

Without summer associate programs to rely on, law students are turning to alternate ways of gaining practical experience and making connections that could lead to full-time employment.

Many students are doing externships to fill that need. They work, unpaid, for credit under the supervision of faculty and an on-site attorney at a government agency, nonprofit organization or sometimes a corporation. (By contrast, internships can be for credit or for pay.) American Bar Association rules prohibit law firm externships.

Once thought valuable but not essential, externships are gaining a new stature as students do everything they can to land a job. Demand for, and participation in, externships have increased significantly, according to law school administrators.

As the economy batters law students' hopes for employment and law firms cut back or eliminate summer associate programs, law schools are answering the criticism that they have done a poor job preparing law students for real legal work. Schools are revamping their programs, enlarging their focus to include many more opportunities for practical training. Externships are part of that picture.

Although significant changes are afoot, the way forward remains uncertain at law firms, where during the past 35 years more than half of all law graduates held their first jobs, according to the National Association for Law Placement.

"The No. 1 change is that people are seriously talking about alternatives" in the education and training of young lawyers, said Howard Ellin, global hiring partner at New York-based Skadden, Arps, Slate, Meagher & Flom.

The economic crisis has helped lawyers realize the "apparent irrationality" of hiring people two years in advance, he said.

Under the old law firm recruitment model, externships were viewed positively but not as crucial, Ellin said.

How will law firms change their hiring methods and priorities?

"This is so raw and so nascent," Ellin said. "This is something that is not going to happen quickly. This is something that is going to take a long time."

Law students have "got to do something to make themselves stand out," said law firm recruiting consultant Jerry Kowalski of Kowalski & Associates in New York. Externships have taken on a completely different meaning. "It's got to be something exceptional."

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Law Students Turn to Externships to Help Land a Job

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There is a “huge, huge impossible backlog of lawyers looking for work,” he said. The average number of applicants for every government lawyer job -- from local to the federal government -- runs from 20 to 30, he said. Five lawyers apply for every pro bono position.

New law graduates are even competing against laid-off lawyers for judicial clerkships, said John Barwell, a third-year law student at the University of Arizona and student editor of the American Bar Association’s Student Lawyer magazine.

When employment prospects dim, externships take off, said Barbara Blanco, professor and faculty clinical director at Loyola Law School, Los Angeles. Her school’s externship program hasn’t been this busy since the dot-com technology bust of the 1990s.

The hottest externships at Loyola are in bankruptcy court -- once seen as a mere niche opportunity, Blanco said. “Now everybody wants to get into bankruptcy court.” Firms need lawyers with bankruptcy experience and “bankruptcy externships have just exploded,” she said.

Seven Los Angeles-area law schools, including Loyola, collaborate on externship programs and are “all seeing exactly the same thing,” Blanco said. This Greater Los Angeles Consortium on Externships has produced a field manual for supervising lawyers. Not all of the schools record participation rates, but at the UCLA School of Law, annual externship participation jumped from 41 students in 2007 to 74 in 2009, said externship coordinator Wendy Haro.

This “significant up-tick” is only partly fueled by a poor job market, said Susan Gillig, UCLA School of Law assistant dean for academic and clinical programs and director of the externship program.

Law schools are responding to student demands for new experiences, particularly in the making of law and policy. UCLA and other law schools have created externships in Washington, D.C., and Gillig said that her higher fall 2009 enrollment numbers reflect new externships with the U.S. State Department, Securities and Exchange Commission and Department of Defense.

“They get to see a legal setting that few lawyers have access to,” she said. “You can’t replicate those kinds of experi-

ences in L.A.”

Even students not formally enrolled in externship courses are volunteering, just to get experience, said Carolyn Young, director of the externship program and a law professor at Chapman University School of Law in Orange, Calif. “With fewer paying opportunities for law students, students are more likely to -- and I encourage them to -- take unpaid internships in order to gain a similar experience.”

Students are asking about externships earlier, said Kelly Anders, associate dean for student affairs at Washburn University School of Law in Topeka, Kan. “Students are doing everything they can to be competitive and you can’t blame them. They want to work.”

Externships are in demand even among top performers such as law review editors, Anders said.

“Students accept the value of externships in this type of economy easier than they might have previously,” said Ilona DeRemer, assistant dean for career services at Arizona State University Sandra Day O’Connor College of Law. “They’re not thinking twice about it.”

Participation in summer externships at the school jumped to 75 this year, compared with 46 in 2004, said Carolyn Landry, Arizona State Law student services coordinator associate.

Externships alone are not enough to catch a law firm’s attention, said law student Barwell. Externships have become a necessity but are still “just the tip of the iceberg,” he said. The students who are getting hired also have found significant volunteer and leadership positions outside school.

Barwell, for example, served an externship with the Tucson, Ariz., federal public defender, then was one of a lucky few second-year students to land a law firm summer associate position and then a job offer. Rounding out his seasoning as a job candidate were his experience at the ABA’s student lawyer magazine and as a Board of Governors member.

A NEW FOCUS

The increased emphasis on externships and practical training is one way that law schools have answered criticism that they have been inadequately preparing students

for careers as lawyers.

In a 2007 report, the Carnegie Foundation for the Advancement of Teaching concluded that most law schools gave only “casual attention” to teaching students how to use legal thinking in the complexity of actual law practice.

Although central, the teaching of legal analysis “should not stand alone as it does in so many schools,” the report concluded.

Law schools should expand their programs to provide students substantial experience, as well as opportunities to wrestle with issues of professionalism, the report said.

Thus, a bad economy is not the only reason for growing externship enrollment, said David Santee, Villanova University School of Law assistant dean for trial advocacy programs and externships. Law schools are paying attention to this critique, he said.

Villanova has added new externships, such as one with the U.S. Senate Judiciary Committee, Santee said, and has enlarged its focus on practical training. Villanova’s curriculum is being revamped to add practical components to all classes in the same way that a science lecture class would have a corresponding lab requirement, he said.

This approach is not only what students need. It is what they want.

Law students want to be problem solvers, said Louis Rulli, professor of law and clinical director at the University of Pennsylvania Law School.

“We’ve had a very strong upswing in demand” for externships and clinical courses, he said. “This is a generation that is used to succeeding.”

With less hiring being done the old way, it puts a new focus on a more realistic way of hiring -- employers want lawyers who are competent, willing to learn and likeable, said William Henderson, Indiana University Maurer School of Law-Bloomington professor.

Those are all things that a law student can demonstrate in an externship, Henderson said.

“We’re in a period now of innovation” where old notions are playing a new role, he said. “The unintended consequence of the recession is that law schools may be rediscovering the secret sauce of professional development.”

Law Students Face New Responsibilities in Career Building

Ari L. Kaplan

The National Law Journal

September 23, 2009

When University of Miami School of Law Dean Patricia White issued a letter this summer asking accepted students to reconsider their reasons for going to law school, it was heralded for its boldness and feared for what it represented: the end of an era.

There has been an increasing volume of commentary on the law school experience since the recession began, but rather than continue to highlight the problems, this letter attempted to initiate a discussion of solutions. The dean notes that the administration's intention was genuine in that it asked prospective 1Ls to consider their choice of attending law school and offered them the option to defer their admission for one year to further reflect on their chosen path.

The same day the south Florida law school's letter was bringing reality to the law school-bound, San Francisco-based Orrick, Herrington & Sutcliffe, founded in the 19th century, was giving a dose of the same with its revelation that the firm would be eliminating the lockstep model of law firm promotion that had been the foundation of large firm practice for decades.

In its place, the firm offered a multi-tiered system featuring a traditional partnership track, a custom track for those who may not aspire toward partnership, and a career associate track, which will be occupied by lawyers in specific roles at lower compensation than those in the other tracks. The plan includes three associate levels: associates, managing associates and senior associates, with standard requirements for promotion to the successive positions and compensation that will vary based on an individual's skill set and contribution.

The new approach is "about reengineering the way we deliver legal services to our clients and getting the right talent on the right task at the right cost," says Laura Saklad, Orrick's Chief Lawyer Development Officer. It is also a response to the idea initially introduced by Deloitte's "Mass Career Customization" program that "career progression is not a direct upward ladder, it is more like a lattice," she says.

Perhaps the dean's message, coupled with the transformation of law firms like Orrick, is what prompted 32 individuals to accept the University of Miami's deferral offer, sweetened with a challenge to engage in 120 hours of public service in exchange for a guaranteed \$5,000 scholarship and an increased chance to win a \$75,000 scholarship upon enrollment. It could have also been the honesty with which White approached the class of 2012 in her letter stating, "... in these uncertain and challenging times the nature of the legal profession is in great flux. It is very difficult to predict what the employment landscape for young lawyers will be in May 2012 and thereafter."

EXPECTATIONS HAVE CHANGED

Although separate acts on opposite coasts, the two are directly related by more than just their date of release (July 1, 2009). They represent an effort by those producing lawyers and those employing them to proclaim that expectations have changed, and that law students must adjust their behavior accordingly. "Thinking of law school as an assured meal ticket or as simply a safe harbor in which to weather the economic storm is probably not appropriate in today's world, particularly given the substantial debt that law students typically incur in order to pay for their education," notes White.

In this new beginning, law students will be free to draw on their natural talents and capabilities at the outset of their legal career rather than 10 years into it. And, the contraction in the market is likely to create more options, like customized career tracks, for the next generation. "If law students thoughtfully consider their future, it may end up in a better outcome for them, especially in this market," says Saklad.

This transformation at schools and firms is altering the nature of careers in the profession. "American law schools now produce more graduates than there are traditional lawyering positions," says Meg Reuter, Assistant Dean for Career Planning at New York Law School. "There is more opportunity to secure an alternative legal job, which often can be better

remunerated," she adds.

OPPORTUNITY-MAKING

Opportunity-making is emerging as an essential element of success based on fundamental principles of thoughtful interaction. For that reason, it is incumbent on each student this fall to forge a unique footing along this path, and for those in the profession to support that reinvention.

Those who flourish tend to: 1) highlight an area that is most interesting to them; 2) identify the people with whom they want to associate; and 3) understand where key issues in their areas of interest proliferate. These factors give them a sense of direction. Students who take the time to craft this brief plan are not just looking for a job; they are architecting a career. It is a mindset that has been passed from senior partner down to junior associate, and must now be transferred from practitioner to pupil.

This self-reflection is essential in an era where employers are looking for more than a block of clay to mold. They are looking for an individual who already holds the foundation for many of the qualities that they are expecting a few years in the future. A new level of legal training is emerging, which shares responsibilities between the student, the school and the profession. "It is important for those of us in the business of educating people to make sure that people are understanding what we can promise and what we can't promise," says Dean White.

For that reason, students (and their now-licensed alumni of the past few years) need to immediately begin developing the techniques that rainmakers have honed over their careers. The advantage for them will be that because they are making the investment earlier, their dividends could be much greater than that of their predecessors.

CREATING CONTACTS

Networking is not just about meeting people at a cocktail party and collecting business cards. In order to combat the current consolidation, law students need

Law Students Face New Responsibilities in Career Building

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to specifically identify and connect with those people with whom they would like to develop relationships. Many can start by harnessing the social media tools that they use for fun as a means of professional engagement, and they should not discount their ability to use those tools, because prospective employers are earnestly trying to figure out ways to incorporate technology into their practices.

FOCUS FEATURES

Unlike law students in the past who would take classes or CLE courses to demonstrate their interest in a particular subject, students today can distribute their views in a blog or via Twitter to gain a reputation as a resource. “Many people approach law school as a continuation of the liberal arts education, but the down economy is really offering students an opportunity to use their time in law school to be directed, which also requires them to be more exploratory about what is interesting to them,” says Reuter. She echoes Dean White’s approach, noting that law schools need to channel their students into more self-reflection earlier than has been expected of law students in the past. “When you decide what type of lawyer you want to be, you will be more attractive to the

employers at the kind of jobs you want,” she says.

The new era does not require an extensive contribution of time; it only requires a renewed sense of focus with the time you are already spending. It is a technique-driven era with new methods for distinguishing yourself. For instance, students who develop ways to use technology to profile members of the industry will create tangible demonstrations of their knowledge of the people and subjects, with which they should be familiar.

RIPPLE EFFECT

Those who network exponentially will reach their potential much sooner than those who simply concentrate on one relationship at a time. While it is essential to build connections individually, those who are most successful share their message broadly. For instance, Twitter users “tweet” to their direct followers, but the most successful participants in the conversation share content that is so valuable, it is routinely “retweeted” and shared more expansively.

Modern law students (and associates) must change their mindsets and begin thinking about how they can benefit their colleagues, clients and friends, which

is the hallmark of the great opportunity makers. These individuals effortlessly position themselves so that when opportunity arises, they are the recipients because they are always seeking to create value for others, which yields exponentially greater rewards.

This positive shift will allow students and lawyers to be more creative in their pursuits, and to regularly add inspiration to their work. It will ultimately foster a more dynamic culture within the law that represents a fresh start for many and a new beginning for all.

Ari L. Kaplan is the author of “The Opportunity Maker” (Thomson-West, 2008). He speaks at law schools, law firms and bar associations nationwide, and reveals the Five Ways to Find Opportunity in a Faltering Economy at www.AriKaplanAdvisors.com.