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Law School Report

Career Services knocks on new doors

Using faculty and alumni resources in new ways

Sometimes the friend-of-a-friend can help you get through a closed door. That is the philosophy behind a fledgling set of efforts by UB Law School alumni, faculty and staff aimed at broadening the range of employment opportunities for UB Law students.

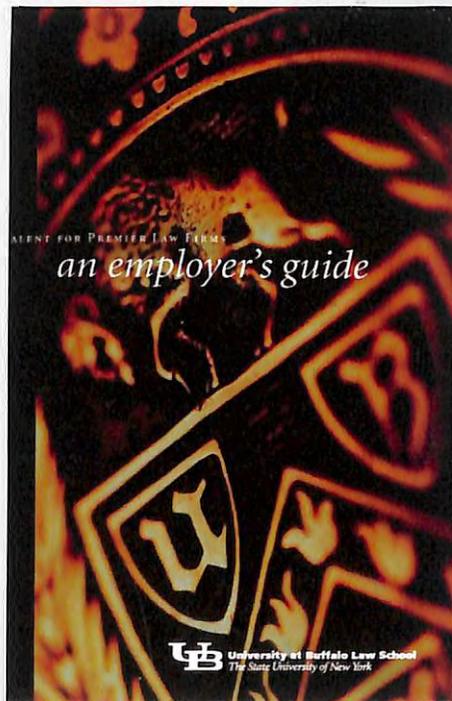
The initiative grew out of a meeting of the Dean's Advisory Council, a group of prominent UB Law alumni who work with Dean Nils Olsen to bridge the gap between academics and legal practice.

"The DAC has been wanting to find a way to help the school place students in good jobs – places the alumni have access to, places the students have not gone before," says Lisa M. Patterson, associate dean for career services.

As an initial attempt to accomplish that, DAC member Bradley Gayton '91, director of global trade for Ford Motor Co., referred to the Law School a tax consulting firm with which he had contact. That firm interviewed nine students on campus and hired Rosemary Garlapow, now a third-year student, for an internship in summer 2004.

"That particular firm was doing work for us at the Buffalo Stamping Plant," Gayton says. "The firm is based in Michigan, but it does tax consulting work throughout the country as well as in Canada and Europe. They were in the area, so that worked out nicely."

Similarly, DAC member Gary DeWaal '80, senior executive vice president and group general counsel for Fimat USA, in New York City, came to UB Law when his firm hired interns for the first time. "We had an immediate need," DeWaal says. "We always seem to get behind on some projects. I



thought we would try starting a program using legal interns."

The students, Katie Walsh and Anthony Jordan, enjoyed some real-world lessons in exchange-traded derivatives, not to mention a visit to a Brooklyn Cyclones Class A baseball game.

Three other alumni have been welcoming UB applicants for internships next summer with their New York City firms – ones that traditionally have not gone out of their way to hire UB Law students.

The broader initiative, Patterson says, bolstered by a sophisticated new brochure with testimonials from six UB Law grads at top New York City law

firms, is "really a way to get the alumni to think more broadly about hiring. In some ways, the name of the game is exposure. If you have someone who is willing, especially someone who has a relationship with the employer and can intervene and talk UB Law School up as an alumnus, that goes a long way."

Gayton, with Hodgson Russ attorney Robert Conklin '68, is heading a subcommittee of the Dean's Advisory Council looking at such career services issues. He notes that the effort is in its infancy and would benefit from the support of other alumni in law firms, corporate positions and public service agencies.

"We want to solicit people in firms to consider students' resumes even if they are not committed to coming on campus," Gayton says. "For those people who have non-traditional careers in-house or working in business, if there is an opportunity to influence the firms they are working with to get them to consider students, that would help a lot. They can encourage the firm to step up, whether it is a non-firm clerkship or inside a corporation. The bigger opportunity is to try to influence all the firms we are doing business with that are serving as outside counsel."

At a recent Dean's Advisory Council meeting, the career services subgroup examined its charge to "place more of our good students in top firms and great jobs." "We discussed the various parts of that proposition," Conklin says. "Are we only looking to place the good students? What is a top firm? What is a great job?"

"We discovered in our meeting, happily, that the people who volunteered to participate in that discussion

Class of 2003 Salaries

	Low	High
Private practice		
501+	\$75,000	\$125,000
251-500	65,000	125,000
101-250	40,000	108,000
51-100	40,000	68,000
26-50	38,000	75,000
11-25	35,000	80,000
2-10	22,800	80,000
Business & Industry	\$31,200	\$100,000
Government	\$30,000	\$75,000
Public Interest	\$28,250	\$43,000
Judicial Clerkship	\$36,000	\$62,000

Distribution

New York State	81 percent
Outside New York State	19 percent

actually represented a large number of the possibilities. One of them was the district attorney of Erie County. One was a U.S. magistrate. One was senior partner of a very excellent litigation boutique firm. One was a former partner in two extraordinarily large firms in New York City and is now a partner in a moderately sized firm in New York that is a growing semi-boutique organization. Two other people, Brad and myself, are in big firms. Other than private employers, we had a lot of the bases covered.

"One of the things we talked about was presenting to the entire DAC mechanisms whereby representatives of the DAC can use their own contacts

Distribution by city within New York State

Buffalo	55 percent
New York City	16 percent
Rochester	9 percent
Syracuse	5 percent
Albany	1 percent
Binghamton	1 percent
Elsewhere	13 percent

Practice areas

Private practice	53 percent
Business & Industry	15 percent
Government	10 percent
Degree seeking	9 percent
Public Interest	6 percent
Judicial Clerkship	3 percent
Military (JAG)	2 percent
Academic	2 percent

to expand the reach of the placement office. It's a question of penetrating the hard places to get into."

But the effort, Conklin said, may pave the way for future job-seekers: "If we can put more Buffalo graduates in the extraordinarily well-known larger and out-of-Buffalo places, then in the next 10 years, that will make those places more likely to accept Buffalo resumes. We have an intermediate and long-range plan to not only place people for the sake of placement, but also so the next generation of hiring partners will be sympathetic to Buffalo students."

Increasing placement opportunities is not limited to alumni and staff. A

new faculty advisory committee is in place to support efforts by the Career Services Office in three areas: large-firm and medium-size firm practice in new geographical areas; public interest; and judicial clerkships.

Professor and vice dean Susan Vivian Mangold chairs the five-person faculty committee. She notes that, increasingly, those hiring for corporate attorney positions and judicial clerkships are looking for applicants with legal experience. That means, she says, the necessity to identify students with interest in such work, counseling them about the realities of entering the field, and keeping track of them so that when they have some experience, the placement process can begin.

"There was never any faculty committee charged with making these collaborations happen," Mangold says. "It was just Lisa asking us individually if we knew students who would fit particular jobs. This is an effort to enhance the services that the CSO can provide by using faculty resources and alumni resources in new ways."

And though the preponderance of UB Law students call New York State home, Mangold is convinced that "there is this hidden group of students that will be convinced to go a lot of places. We thought we could build up some databases and resources and connections and lines of communication in markets that we haven't tapped before but we think have a lot of potential: Detroit, Pittsburgh, Cleveland, parts of New Jersey, parts of the Southeast."

Alumni interested in participating in these efforts may reach Lisa Patterson by e-mail at lpatter@buffalo.edu.