

**2010 SUMMER FELLOWSHIP PROGRAM
OF THE
SACRAMENTO COUNTY BAR ASSOCIATION
DIVERSITY HIRING & RETENTION COMMITTEE**

Purpose and Goals

The Sacramento County Bar Association (SCBA) is committed to promoting and increasing diversity in area law firms. The Summer Fellowship Program demonstrates that commitment by providing local minority and disadvantaged students an opportunity to work in a law firm between the first and second years of law school.

Goals of the SCBA Fellowship Program are:

To introduce minority and disadvantaged first year law students to the work, requirements, and culture of majority law firms;

To help them develop skills, confidence and resume credentials and to make professional contacts for the future; and

To encourage them to consider law firms in their career planning.

Eligible Candidates

Applicants must meet ALL of the following criteria:

Be a first year day or second year evening student at UOP McGeorge School of Law

OR

A first year student at UC Davis School of Law

Be a member of a minority group (includes any group under-represented in the legal profession) and/or a student coming from a disadvantaged education or economic background.

Must meet the SCBA Committee's academic eligibility requirements as defined by the McGeorge Administration:

First year students (1D) must have first semester final examination scores of 70 or above in three of four substantive courses or an average of 70 or above when combining the scores in all four substantive courses (not including Legal Process). Second year evening students are presumed to be in good academic standing. The McGeorge Registrar will certify the academic eligibility of each applicant; only applications from candidates who meet this minimum qualification will be forwarded to the SCBA.

Be eligible to work in the U.S. at the time of application.

Participating Employers

It is anticipated that 20-25 Sacramento law firms will host fellows for summer 2010. The 2008 participating firms included: Carlton, DiSante & Freudenberger LLP; Cook Brown LLP; Downey Brand LLP; Farmer Smith & Lane LLP; Law Offices of Sheila Gonzalez; Jackson Lewis LLP; Katchis Harris & Yempuku; Kleindinst, P.C.; Mastagni, Holstedt, Amick, Miller, Johnsen and Uhrhammer; McDonough, Holland & Allen PC; Olson, Hagel & Fishburn; Orrick, Herrington & Sutcliffe LLP; Pillsbury Winthrop Shaw Pittman LLP; Porter Scott; Rediger, McHugh & Hubbert LLP; Seyfarth Shaw LLP; Somach Simmons & Dunn; Stoel Rives LLP; Weintraub Genshlea Chediak; Wilke Fleury Hoffelt Gould & Birney LLP;

Program Dates

The ten-week Summer Fellowship Program will begin on May 24, 2010 and end on July 30, 2010.

Stipend

The Fellowship Program has a strong educational component. For this reason, and because students are placed in the participating firms on a random basis, the Sacramento County Bar Association Committee has recommended a stipend to the participating firms. The stipend is \$3000/month.

Offers

Since the primary purpose of the program is educational, participating employers are discouraged from making offers of second summer (2L) employment to their assigned Fellows. All firms, however, are encouraged to offer 3L new associate offers to past Fellow(s). Removing the offer-evaluation aspect emphasizes the educational intent of the Program.

Selection Process

A sub-committee of the SCBA Diversity Hiring & Retention Committee will interview and select the Fellows and then assign them on a random basis to the participating firms. All applicants who meet the eligibility criteria will be interviewed.

Candidates will be evaluated on the following criteria:

Skills: Analytical ability, oral and written communication, and professional judgment.

Personal Qualities: Personable manner, self-confidence, enthusiasm, poise, maturity, self-awareness, and work ethic.

Meeting Program Goals: Relative need for the program (need for an introduction to a legal or professional setting, for other benefits of the program), relative disadvantage in background, probability of success, likelihood of staying in Sacramento.

Application forms are available at the McGeorge Career Development Office and on the McGeorge website and in the UC Davis Law School Career Services Office. **Deadline for application is at 5:00 p.m. on Friday, January 29, 2010.**

Interviews will take place in February. Notice of selections will be sent to the Career Development Office and to selected Fellows no later than March 2, 2010.

Important Aspects of the Program that Prospective Fellows Should Understand

While in many ways the Fellowship experience is identical to a summer law clerk job, it differs in several key ways that applicants must recognize:

Students do not apply to specific firms, nor do firms select specific students. Rather, the participants are chosen for this educational program by a committee, and are assigned their positions randomly. When finalists are notified that they have been selected, they are informed of their firm assignments and may accept or decline the Fellowship.

Applicants should be aware that the firms vary in size, location, practice areas, resources, training programs, etc. Also, their policies vary regarding whether Fellows may continue working longer than the 10 weeks and whether the firms consider their Fellows for clerkships in the following summer.

The Committee seeks prospective Fellows who view the Fellowship as a learning opportunity, wherever they may be assigned.

Interviewers selecting summer fellows are likely to ask students to explain their eligibility. Lawyers and staff at host firms may ask fellows about their eligibility and how their status as a member of an under-represented group and/or their disadvantaged educational or economic background has affected their educational opportunities.

If you believe that you meet the eligibility qualification on the basis of your significantly disadvantaged educational and/or economic background, and/or your sexual orientation, you should expect to disclose and discuss the specifics of your status during the hiring process. If you become a fellow, you may be asked about this at your firm.

If you are applying on the basis of a disability, again, you may be asked during the interview and/or firm orientation process whether you are physically able to perform the job, with or without reasonable accommodation.

Please note that the SCBA Committee members and participating law firms are not obliged to keep confidential the basis on which candidates for the program consider themselves eligible.

INFORMATION SESSION

First year day and second year evening students considering applying for the SCBA Fellowship should plan to attend an informational meeting at 4:30 p.m. on Wednesday, January 13, 2010 in Classroom B:

- Meet members of the SCBA Diversity Hiring and Retention Committee.
- Hear from last year's fellows about their summer experience.
- Get advice about how to write the personal statement and interview successfully.