The Legal Access Jobs Corps Resource Center

A Resource Center for those providing programs that benefit newly-admitted lawyers dedicated to improving access to justice

The Great Recession has resulted in a shrinking job market for lawyers, particularly those who are newly admitted. At the same time, countless people of low and moderate incomes are unable to obtain legal services. The Legal Access Jobs Corps Resource Center provides an inventory of programs designed to assist newly-admitted lawyers who are dedicated to improving access to legal services.

To add a program or correct a listing, please contact will.hornsby@americanbar.org

Public Interest Fellowships for Lawyers (see attachment 1)
- Law School Fellowships for Graduates
- Project-Based Fellowships
- Organizational Fellowships
- Firm-sponsored Fellowships
- Other Resources

Incubators/Residency Programs (see attachment 2)

Solo/Small Firm Assistance (see attachment 3)
- Practice Management Advisors
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Mentoring Projects (see attachment 4)

Modest Means Programs (see attachment 5)

Rural Support Programs (see attachment 6)

Programs for Lawyers in Transition (see attachment 7)

Additional Information (see attachment 8)
Attachment 1

Post-Graduation Public Interest Fellowships
Law School Fellowships for Graduates
Project-Based Fellowships
Organizational Fellowships
Firm-sponsored Fellowships
Other Resources

Law School Fellowships for Graduates

Baylor University Baylor University Law School
In 2004, Baylor Law School established the Equal Justice Scholarship, a full-tuition scholarship awarded with a commitment from the student to work for at least three years in a Texas public interest setting following graduation. The intention was that the scholarship would serve the same purpose of an LRAP but would do so on the ‘front end.’ Instead of assisting in the payment of loans that had accrued and would continue to accrue interest, the scholarship would minimize the number of loans that would need to be taken in the first place. This has enabled students to accept positions working with low-income Texans that they would not have been able to accept but for the scholarship because of the low salaries associated with these positions.

Boston College Boston College Law School
The Drinan Family Fund in Support of Public Interest Law.
The fund awards $10,000 to a graduating student who will pursue a public sector career. The award is to be applied solely to indebtedness incurred for legal education and may be renewed for an additional year if the recipient remains in public interest employment and fulfills the other conditions of the award. Any third year student who is pursuing a public sector career is eligible. Preference will be given to candidates whose employment is in one of the following areas: child advocacy, landlord/tenant issues, criminal defense or criminal prosecution.

Brooklyn Law School Brooklyn Law School
Brooklyn Law School provides up to $5,000 in funding for public interest students to work in non-profit and government settings for 10 weeks in the fall and winter following graduation. These fellowships not only allow students to provide critical help to those otherwise unable to afford legal assistance and the organizations that represent them, but also allow them to enhance their marketability by developing additional skills and credentials while awaiting public interest jobs not available earlier in the year when many other jobs are listed.

California Western California Western School of Law
Alec L. Cory Award for Outstanding Pro Bono Service. The law firm of Procopio, Cory, Hargreaves & Savitch funds a generous annual scholarship for the graduating student who best demonstrates the pro bono ethic.
Columbia University Columbia University School of Law
Three Human Rights Fellowships at $40,000 per year; anonymous donation.
- Sandler Fellowship at Human Rights Watch (1yr)
- Henkin-Stoffel Human Rights Fellowship (2yrs)
- Leebron Human Rights Fellowship (1yr)
- Civil Rights Fellowship at Cochran Neufeld & Scheck (2yrs)
- Civil Rights Fellowship at Goldstein Demchek Baller Brogen & Dardarian (2yrs)
- Third Millenium Fellowship in Human Rights (1yr)
- Kirkland & Ellis New York City Public Service Fellowship (1yr)
For details of these fellowships, see www.law.columbia.edu/center_program/public_interest/fellowships

Cornell Cornell Law School
of a former law school professor and social justice activist, provides post-graduate loan repayment assistance grants to alumni doing social justice work.

Creighton University School of Law
Annual award to graduating senior providing outstanding service to the community

Drexel University Earle Mack School of Law
In recognition of and consistent with this commitment, the law school has established the Public Service Fellowship Program. The purpose of this program is to assist and support graduates with a strong commitment to public service. The Public Service Fellowship Program will provide eligible recent law school graduates with part time, paid, six-month legal positions at a qualifying public interest organization. The law school hopes that this program will have a positive impact on both our graduates and the legal communities in which the students are placed.

Emory University Emory University School of Law
The Barton Child Law and Policy Center offers a post-graduate public interest fellowship to a law school graduate one-three years out of law school.

Fordham University Fordham University School of Law
Crowley Program in International Human Rights Fellowship
http://www.crowleyprogram.org/fellowship.htm

Georgetown University Georgetown University Law Center
The Georgetown clinical graduate teaching fellowship program is unique in American legal education. Each fellowship is associated with one of the Law Center's clinics, and each offers the opportunity to combine study with practice in the fields of clinical legal education and public interest advocacy. While the fellowships vary considerably in purpose, requirements and duties, they all share a common goal: to provide highly motivated new and experienced lawyers alike the opportunity to develop skills as teachers and public interest advocates within an exciting and supportive educational environment.
1. Georgetown/Catholic Legal Immigration Network (CLINIC) Fellowship in Asylum & Refugee Law; two-year fellowship awarded annually to a graduating Georgetown law student; fellows represent non-citizen adults and unaccompanied minors seeking political asylum and other immigration relief in Immigration Court removal proceedings. Fellows are placed in one of CLINIC's offices across the country.

2. Georgetown and Howrey LLP offer a two-year pro bono fellowship every two years to a graduating Georgetown law student. The Fellow works at Howrey on the firm's pro bono program, representing his or her own caseload and helping administer the program firm-wide.

3. The Kroll Family Human Rights Fellowships are awarded to 2-3 graduating Georgetown Law students each year. Fellows work for one year with a domestic or international organization that focuses on human rights law and advocacy.

Golden Gate University School of Law

Clinic Fellowship Program: Golden Gate University School of Law provides one- to two-year fellowships with the school's in-house clinics working on all clinic projects.

Public Service Stipend Program: Golden Gate University School of Law provides a limited number of stipends to recent graduates who are performing on-going, legal volunteer work to a local, state, or federal court or government agency. The law school has also provided funding for students serving as post-graduate judicial law clerks.

Golden Gate has two post-graduate fellowships funded by an endowment fund (alumni contributions):

- Environmental Law & Justice Clinic Fellowships: A one- to two-year fellowship funded by the law school and outside donations, with the ELJC fellow working on all clinic projects.

- Baxter Fellowship in Trial Advocacy: A one-semester fellowship, which is funded by an endowment fund established by an alumna.

Public Interest Law Foundation (PILF): PILF is dedicated to advancing public interest through law by encouraging and supporting members who give back to the community. PILF assists students in finding legal employment and involvement opportunities in public interest and in government. It also provides forums to hear from faculty and practicing attorneys about their public interest experiences and to discuss issues within public interest fields. PILF helps administer the Loan Repayment Assistance Program, which provides grants to help repay a portion of educational loans to School of Law graduates who work in low-paying public interest jobs. Each spring, PILF awards summer grants to current students working in public interest positions and holds an auction and raffle to raise money for these programs.

Harvard University Harvard Law School

The following Post-Graduation Fellowships/Awards are all funded by the law school through designated gifts:

- Kaufman Fellowships: provide supplemental funding to 3Ls and recent graduates entering public service. Four kinds of fellowships are offered: Two salary fellowships provide up to $40,000 each; two large supplemental grants of
$10,000-$15,000 for those who are able to secure other funding; $1,000 supplemental grants for those making under $60,000 for help with bar and moving costs; and extra supplemental grants for those who need money for bar or moving costs or have other extraordinary circumstances.

- **Skirnick Fellowships**: provides $6000 to $8000 to one or two 3Ls or recent graduates entering public service
- **Fine Fellowship**: provides $1000 stipend to a 3L woman entering public service
- **Henigson Fellowships**: provides $22,000 to a 3L or judicial clerk to support nine to twelve months of work with an NGO in a developing country
- **Heyman Fellowships**: provides 20 honoraria to 3Ls or recent graduates entering federal government work. Ten of those 20 graduates are also selected, on the basis of financial need, to receive $20,000 of loan forgiveness in addition to the loan forgiveness provided by the Law School's Low Income Protection Plan
- **Sacks Clinical Law Fellowships**: funds the salary of at least one recent graduate to work for one or two years in one of the HLS clinics
- **Bellow Awards**: a consortium of student groups provides awards to one 3L and one alum (who has graduated within the last decade) who have shown a strong commitment to social justice.
- **Andrew L. Kaufman Pro Bono Service Award**: provides $500 to graduating student who has performed the most hours of pro bono work

In addition, Equal Justice America sponsors a fellowship to provide $50,000 per year for two years to one or two HLS students/judicial clerks to work in direct advocacy on behalf of individual low-income clients

The Beagle-NRDC Fellowship funds one 3L or judicial clerk each year to work for two years at one of the Natural Resources Defense Council offices. The Henigson Human Rights Fellowships fund 3 HLS graduates each year to do grass roots human rights work in a developing country for nine months to a year. There are postgraduate fellowships to support work in our clinical programs; at least one Sacks Fellowship is offered each year in one of the HLS clinics. Finally, there is also a new fellowship to support work on global health and human rights. For more information, see [http://www.law.harvard.edu/academics/fellowships/index.php#public_interest](http://www.law.harvard.edu/academics/fellowships/index.php#public_interest)

These fellows are mostly funded by special endowments from Harvard Law School graduates.

**Illinois Institute of Technology Chicago-Kent College of Law**

A grant of $3500 is given to two or three Chicago-Kent alums working in public interest law every year. The Institute for Science, Law and Technology, as well as the Institute on Biotechnology and the

**John Marshall Law School**

**Lucy Sprague Public Service Scholarship** - Awarded at May graduation to a student that has made a demonstrated commitment to public service work while in law school and obtains post-graduate employment in furtherance of such public service commitment.
Elmer C. Kissane Public Service Award - Awarded each December and May to one graduate that is starting a career with the Cook County State's Attorney's Office. The award is presented to each recipient upon the completion of one year of post-graduate work with the Cook County State's Attorney's Office.

Lewis & Clark College School of Law
Public Interest Law Scholarships - Please see http://www.lclark.edu/dept/lawadmss/scholarships.html

Loyola Law School Loyola Law School, Los Angeles
Loyola Post-Graduate Fellowships in Public Interest Law -- www.lls.edu (click on Public Interest Law Department/Post-Graduate Fellowship Opportunities).

Public Service Corps Program, which began Winter 2002, was designed to give recent Loyola Law School graduates the opportunity to gain legal experience while awaiting Bar results. Fellows may work between 75-100 hours and will be compensated at the rate of $10.00/hour. Funding is provided by the law school.

Loyola University Chicago Loyola University Chicago School of Law
The Salisbury Post – graduate Clinical fellow will work closely with the child-law clinic faculty, assisting in the representation of clients, the supervision of students, and the development of course curriculum. The fellow will be expected to assist with all levels of client representation, including pretrial, trial, and appellate proceedings. The fellow will also participate in the development of the course curriculum in the teaching of a weekly seminar, focused on ethical and substantive issues arising in the representation of child clients, skills training, and the discussion of current clinic cases.

Michigan State University College of Law
Policy Center Fellow

New England School of Law New England School of Law
Academic Center Fellowship. The fellow assists faculty of the Center for Law and Social Responsibility, the Center for Business Law, and the Center for International Law and Policy with administrative tasks, as well as developing and completing a project on a substantive legal issue in coordination with one or more centers.

New York Law School New York Law School
The Law School's Center for New York City Law offers a City Law Fellowship for graduates committed to city government. The fellowship is a one year post-graduate opportunity. Information about the Center and the Fellowship can be found at www.citylaw.org

New York University New York University School of Law
- A Better Balance, New York, NY – one award
- ACLU Reproductive Freedom Project, New York, NY – one award
- Arthur Helton Global Human Rights Fellowship, New York, NY – one award
• Brennan Center for Justice, Katz Fellowship, New York, NY – two awards
• Equal Justice Initiative Fellowship, Montgomery, AL – two awards
• International Court of Justice Clerkship, The Hague, Netherlands – one award
• Kirkland & Ellis Fellowship, New York, NY – one award
• NYU School of Law Human Rights Watch Fellowship, New York, NY – one award
• NYU School of Law Tax Policy Fellowship, Washington, D.C. – two awards
• NYU/NYPD Law Graduate Fellowship, New York, NY – one award
• Outten & Golden Employment Law Fellowship, New York, NY – one award
• Reproductive Justice and Women’s Rights Fellowship, Any City, USA – one award
• Robert L. Bernstein Fellowship at Human Rights in China, New York, NY – one award
• Sinsheimer Children’s Rights Fellowship at Partnership for Children’s Rights, New York, NY – one award

Northeastern University Northeastern University School of Law
Beginning with the class of 2009, the law school created bridge fellowships to provide an opportunity for recent graduates who were not employed. These fellowships enable graduates to work part-time in short-term post-graduate positions at the law school, university or with public interest employers during the fall and winter quarters. Fellows work on a specified faculty, clinical, administrative project or for a public interest employer for a maximum period of 20 hours/week for up to 10 weeks.

The Wendy Parmet Fellowship is awarded annually to one or more graduates of Northeastern University School of Law who demonstrate a strong commitment to public interest law. The Fellowship is named in honor of Wendy Parmet, a professor at NUSL and a leading health law scholar, as well as a founding member of HLA's Board. Parmet Fellows spend a year as staff attorneys at HLA, representing clients and advocating in the broader legal and policy arena for expanded and equitable health care access.

Program on Human Rights and the Global Economy (PHRGE) Fellowship: Funded through the Ford Foundation, a NUSL 2010 graduate was selected as a PHRGE fellow. The fellowship focuses on assisting with organizing the Annual Institute on a cutting-edge issue in the field of economic and social rights, researching and writing reports and articles on economic and social rights and editing the SSRN e-journal “Human Rights and the Global Economy.” This is a half-time, six-month position.

Greater Boston Legal Services Children’s Disability Project: Through an anonymous gift from an NUSL graduate, a class of 2010 graduate was funded to work for one year with the Greater Boston Legal Services Children’s Disability Project.

Northwestern University Northwestern University School of Law
The Zenner Grants are awarded each year to graduating students who plan to work in a public interest position. The grants are intended to assist students with payment of fees for bar review courses, bar applications, and other expenses in the summer after graduation. The number and amounts vary from year to year.
The Len Rubinowitz Public Interest Fellowships are awarded both to students working in public interest positions during the summer and to graduating students entering public interest to assist with bar expenses and summer living expenses. Full grants are generally $4,500, and partial grants may also be awarded. The number of fellowships varies from year to year. The fellowships are funded by a combination of donations from students, faculty, administrators, and alumni, law school funds, and a number of fundraising events.

Pennsylvania State University The Dickinson School of Law
The Clinic and Center Fellows program assists Penn State Law students as they transition from graduation to employment while simultaneously enriching the research and programming available through our diverse clinic and center programs. Recent graduates may apply for part-time, fixed-term academic year positions.

Saint Thomas University Saint Thomas University School of Law (FL)
The School funds fellowships in university and local government work.

Stanford Law School
Deborah L. Rhode, the Ernest W. McFarland Professor of Law, has endowed the Rhode Public Interest award, which is presented annually to a graduating student (or a team of graduating students) who has made outstanding contributions in work with underrepresented groups, in public interest causes outside the Law School, or in public service at the Law School. To be considered for the $3,000 award, the student must be nominated by faculty or other students.

Stanford Law School and the The Stanford Public Interest Law Foundation (SPIFL) jointly sponsor a one-year postgraduate fellowship position for a Stanford Law School alumnus/a to work at a nonprofit that provides legal services to underrepresented communities or otherwise serves the public interest.. SPIFL is a nonprofit, tax-exempt foundation established in 1978 by Stanford Law School students and alumni to provide funding for public interest law projects serving groups that have traditionally been denied adequate access to legal representation.

Suffolk University Law School Suffolk University Law School
Post Graduate Law School
Fenton Awards - The John E. Fenton, Jr. Public Service Awards were created to honor Judge Fenton's 45 year legacy of teaching and leadership at Suffolk University Law School. The award is given annually to students pursuing public interest careers. Awards are given to graduating students contingent upon the recipient obtaining employment with a qualifying public service employer within one year of graduation. A separate application for this award is required during the academic year.
http://www.law.suffolk.edu/rappaport/fellowships/fenton/

Temple University James E. Beasley School of Law
The Lynne M Abraham ('65)Award
Established by the Temple Law Alumni/ae Association, this award honors Lynne M. Abraham ('65), a former Court of Common Pleas judge, who was sworn in as the first
woman district attorney of Philadelphia in May, 1991. It is awarded to the graduating student with the highest grades in Criminal Law and Professional Responsibility who plans to work in a public service position.

**The Beth Cross ('90) Award**
Established in memory of Beth Cross ('90), former executive Director of the Legal Clinic for the Disabled, by her husband Mark Flood ('90), this award is given to the graduate who is planning a career in public interest law and who demonstrates Ms Cross's commitment and dedication to providing legal assistance to under served populations.

**The Gideon Award**
Named for the landmark case Gideon v. Wainwright, this award is given to a graduating student who will be working for the Defender Association of Philadelphia and who exhibits overall academic achievement.

**The Lena Hale Award**
To the graduate(s) chosen by the faculty for outstanding extracurricular contributions.

**The Sender and Janina Szwalbenest Memorial Award**
Established by Ben J. Szwalbenest ('81) to honor his parents, this award is given to a graduate who immigrated to the United States and rendered outstanding service to the law school and the community.

**Greg R Wiegand ('98) Memorial Fund Award**
Awarded to the graduating student who has overcome adversity and demonstrated perseverance and excellence while participating in the John S. Bradway Mock Trial Program.

**University of Arizona James E. Rogers College of Law**
**Public Service Award** - Awarded to one graduating student each year, based on a demonstrated commitment to public service.

**S. Thomas Chandler Public Service Award** - The S. Thomas Chandler Public Service Award was established to assist graduating law students who will be entering public sector or public interest work upon graduation. The idea for an award was initially conceived by the Student Bar Association in 1999, and funded with donations from students, alumni and friends of Thomas Chandler.

**University of California, Berkeley University of California, Berkeley, School of Law**
The Berkeley Law Foundation, Berkeley Law’s student-run public interest law foundation, sponsors 1-3 post-graduation fellowships each year. For more details, visit: [http://blf.boalt.org/](http://blf.boalt.org/)
The Berkeley Law Foundation offers the Phoenix Fellowships for diversity and public interest law.

**University of California-Hastings College of the Law**
Ralph Santiago Abascal Fellowship
[http://www.uchastings.edu/careers/students/public-interest/abascal-fellowship.html](http://www.uchastings.edu/careers/students/public-interest/abascal-fellowship.html)

**University of Chicago University of Chicago Law School**
The Law School currently offers Clinical Teaching Fellowships.
The Chicago Law Foundation (CLF) is a student-directed, not-for-profit group that awards grants to law students who devote their summers to working in the public interest (see below). In addition, CLF awards bar grants to graduating 3Ls who will be entering the public sector to assist with their expenses connected to the bar exam.

University of Denver Sturm College of Law
The University of Denver College of Law has established a post-graduate judicial and public interest fellowship in support of its graduates, Colorado Legal Services, and the state district courts. The Fellowship Program provides the opportunity for graduates to familiarize themselves with the structure and functioning of Colorado Legal Services or the state court system, hone their legal research, analytical, writing, and client counseling skills, develop hands-on experience, and gain an appreciation for public service.

University of Houston University of Houston Law Center
University of Houston provides short term graduate fellowships for recent alumni to work with public interest employers while awaiting bar results.

University of Iowa University of Iowa College of Law
The recipient must have more than $5,000 in student loan debt, demonstrate the procurement of employment in public interest law, an area which includes but is not limited to legal assistance groups, public defenders offices, special interest and minority group advocates and civil liberties unions. The recipients starting and projected average annual salary derived from the employment described above must have a salary less than 125% of the “standard maintenance allowance (SMA) in their area. Recipients are selected by a committee comprised of a member of the establishing class, faculty and staff.

University of Kansas School of Law
The grant funded Medical-Legal Partnership Post-Graduate Fellowship allows a recent law graduate to further his/her career in health law and public service. The Fellow works with the Law School’s Family Health Care Legal Services Clinic and other Medical-Legal Partnership (MLP) sites in Kansas and Missouri representing clients and supervising students.

University of Kentucky College of Law
The College of Law has received grants from the United States Department of Justice for the Rural Drug Prosecution Assistance Project (“RDPAP”). The purpose of the RDPAP is to enhance the ability of the criminal justice system in the rural parts of Kentucky to prosecute, defend, and adjudicate the increased volume of drug and drug-related crimes, by placing UK Law students and graduates as interns and employees with Commonwealth's Attorneys, Public Defenders and Circuit Court judges. Students employed through this program as public defenders would be working for the benefit of indigent defendants.

University of Maryland Francis King Carey School of Law
Some post-graduate fellowships available with the Center for Health and Homeland Security and Clinical Law Program, as well as Dean’s Fellow and Library Research Fellows. The Public Service Award is given to several graduating law students from the University of Maryland Francis King Carey School of Law who, during their law school careers, engaged in service and legal work that significantly advance the public interest.

**University of Miami University of Miami School of Law**  
**Miami Law Legal Corps**: Legal Corps is a postgraduate fellowship program that provides public interest organizations, government agencies, and the judiciary with bar certified, legal talent. Designed to further Miami Law’s strong commitment to public service, Legal Corps affords underfunded and understaffed public sector legal agencies, at no cost, the benefit of diverse and talented recent Miami Law graduates. The program also advances the school’s dedication to its graduates. Legal Corps Fellows receive a wealth of benefits, including: far-reaching and varied placements within the government, judicial, and public interest sectors, including numerous participating host organizations with several hundred placements from which Fellows may choose; dynamic opportunities for Fellows to use their legal skills in the public sector, while receiving training and experience by working on important substantive legal issues; monthly fellowship stipends of $2,500 for up to six months; professional development workshops for which Fellows receive up to 20 hours of continuing legal education credits; and career development assistance in furthering the Fellows’ career goals.

**University of Michigan University of Michigan Law School**  
**Robert B. Fiske Fellowships** - The program, founded and funded by alumnus Robert B. Fiske recognizes three graduates annually who decide to enter government service at the federal, state or local level. Fiske Fellows receive debt repayment assistance on all of their educational loans with no salary limit considerations for the three-year duration of each fellowship. In addition, each fellow receives a $5000 first-year cash stipend.  
**Bates Overseas Fellowships**- An endowment for assisting recent University of Michigan law school graduates travel abroad for study or work experience.  
[http://www.law.umich.edu/CentersAndPrograms/cicl/programs/BatesTravelFellowships.htm](http://www.law.umich.edu/CentersAndPrograms/cicl/programs/BatesTravelFellowships.htm)  
**International Court of Justice's University Traineeship Program**  
[http://www.law.umich.edu/CentersAndPrograms/cicl/programs/ICJUnivTraineeshipProgram.htm](http://www.law.umich.edu/CentersAndPrograms/cicl/programs/ICJUnivTraineeshipProgram.htm) An opportunity is available to graduates of the University of Michigan Law School to apply for the International Court of Justice's University Traineeship Program beginning September of each year for a period of nine months. Michigan Law pays for the graduate(s) accepted into the Program.

**University of Minnesota University of Minnesota Law School**  
- **Upper Midwest Human Rights Center Fellowship**: The Human Rights Center accepts applications for fellowship grants to residents of the Upper Midwest—including students, teachers, lawyers, other professionals, community leaders, activists and others—to undertake practical experience in human rights organizations. The Fellowship Program is designed to promote human rights by providing practical training in the varied aspect of human rights work worldwide.
• **Robina Post-Graduate Fellowships**: Multiple post-graduate fellowships are granted to recent graduates for either self-designed or existing unfunded positions in the areas of public policy, legal services, government services, and the courts. In 2009, 22 fellowships were awarded.

• **VISTA**: The U of M Law School provides local legal services organizations with VISTA attorneys selected from their recent graduates. In 2009, three VISTA attorneys were hired from the May graduates.

**University of New Hampshire University of New Hampshire School of Law**

**The Alison Howland Curelop Hayward Fund**: 
Established and permanently endowed by the Curelop family in memory of a law school graduate who was a public interest lawyer and former director of the Health, Law and Ethics Institute at the UNH School of Law, The Alison Howland Curelop Hayward Fund acknowledges the financial disparities public interest lawyers face with their career choice. The annual post-graduate award assists one or two new public interest lawyers who demonstrate moral and intellectual commitment to social justice and who will perpetuate commitment to public service.

- **Criteria**: Recipients shall be employed as public interest/social justice advocates. Preference is given to graduates practicing health care law.
- **Award**: The total award is through the Loan Repayment Assistance Program, or a similar mechanism, and is based on the recommendation of a committee established by the UNH School of Law.

**The Fleisher Family Fund**: 
The Fleisher Family Fund, a permanently endowed fund at the UNH School of Law, acknowledges the financial disparities public interest lawyers face with their career choice and provides an annual award to assist one or more new UNH School of Law graduates practicing as public interest lawyers. The Fund provides, annually, a loan repayment assistance award to one or more UNH law graduates.

- **Award**: The award is given through the Loan Repayment Assistance Program, or a similar mechanism, and is based on the recommendation of a committee to be determined by the UNH School of Law each year.

**The Howard James Nedved Commencement Award**: 
This award honors Howard James Nedved’s significant contribution to the Association of Trial Lawyers of America, including the National and the New Hampshire Chapters. The purpose is to award a graduating student a gift of $1,000 who has (1) participated in the Association of Trial Lawyers of America Student Trial Advocacy Competition and the National Trial Competition, and (2) is participating and applying for the Bar Exam in any state. UNH Law Students participating in the Trial Advocacy Competition are eligible for this award.

**University of North Carolina University of North Carolina School of Law**
The UNC Center for Civil Rights selects one legal Fellow each year to serve as an attorney at the Center.

**University of Pittsburgh School of Law**
Each year a graduating student receives the Distinguished Public Interest Scholar Award
**University of Saint Thomas School of Law (MN)**
http://www.stthomas.edu/law/financing/centerfellowships.asp

**John R. Roach Fellowship** - We look at the applicants past experiences and commitments for evidence that the applicant has dedicated his/her life to serving the community. NOTE: The number of scholarships varies from year to year (it has been 2 some years and 3 other years) as does the percentage of tuition covered, which has been between 25-50%. The Roach Fellows agree to work for 3 years in qualifying public interest employment. Qualifying employment for the Roach Fellowship is the same as for UST LRAP (which is described elsewhere in the survey). See: www.stthomas.edu/law/financing/roachfellowship.asp

**University of Southern California University of Southern California Gould School of Law**
The Law School's full-time, one-year public interest fellowship is called the **Irmas Fellowship** and is funded in part by a Law School-created endowment, student fundraising and graduate donations made through the School's Annual Fund. For more information visit http://mylaw2.usc.edu/portal/careers/students/fellowships.cfm.

**The Clinton-Orfalea Fellowship Program**, a partnership with The **Orfalea Family Foundation** (ORFALEA), The William J. Clinton Foundation (CLINTON FOUNDATION), and **University of Southern California** (USC), is a one-year post-graduate fellowships will enable recent graduates of USC's Gould School of Law, Marshall School of Business and the School of Policy, Planning and Development to work for one year with the William J. Clinton Foundation, pursuing the organization's global and domestic initiatives. For more information visit http://mylaw2.usc.edu/portal/careers/students/clinton.cfm.

**University of Texas at Austin University of Texas at Austin School of Law**
The **UT Law Faculty Fellowship in Public Interest Law** has provided a $50,000 stipend, for two years, for an outstanding graduating law student to work with a public interest legal organization. The Fellowship was created through contributions from members of the law faculty and the Law School.

The **George M. Fleming Fellowship** provides a $50,000 stipend, for two years, for an outstanding graduating law student to work with a public interest legal organization, focusing on health law and advocacy. The Fellowship is supported by a gift from George M. Fleming, ’71.

The **Julius Glickman Fellowship** provides a $50,000 stipend, for two years, for an outstanding graduating law student to work with a public interest legal organization to provide legal services to underrepresented individuals or groups. The Fellowship is supported by a gift from Julius Glickman, ’66.

**University of Washington University of Washington School of Law**
The Native American Law Center’s Tribal Defense Clinic offers a one-year fellowship each year, renewable for an additional year to a recent graduate with an interest in practicing tribal criminal defense. The fellowship is paid by the Center with additional
funds received from tribal partners, primarily the Squaxin Island and Sauk Suiattle Tribes in Washington State.

Villanova University
Villanova University School of Law
Villanova offers two full-time fellowships to provide a platform for individuals to assist in the teaching of our CARES and Farmworker Clinics. For our Low Income Taxpayer Clinic, we also offer a part-time fellowship to assist in the delivery of legal services and student supervision. The positions provide opportunities for the fellows to receive training in teaching and support for scholarly activities, and is intended to provide a platform for individuals wishing to enter the clinical teaching community.

Widener University
Widener University School of Law
Several public interest awards are given to graduating students who demonstrate a commitment to public interest law. These are funded by private donors, including area corporations, law firms, and alumni.

William and Mary School of Law
William & Mary School of Law offers post-graduate public service fellowships to recent graduates for work in non-paying or low-paying positions following graduation. Eligible organizations include civil legal services offices; public defenders; prosecutors; federal, state, and local government agencies; 501(c)(3) organizations; non-U.S. nonprofit organizations with a public service mission; legislative offices; and judges and courts. Political campaign work is not eligible. See http://law.wm.edu/careerservices/currentstudents/postgraduatepublicservicefellowships/index.php for additional information.

Yale University
Yale Law School
Heyman Federal Public Service Fellowship Program
Supports recent Yale Law graduates who wish to work closely with high-level leaders in the federal government for one year, either through an existing position or through a “special assistantship.” The fellowship allows alumni to explore careers in public service and to bring creative, entrepreneurial ideas to the federal government. Two to three fellowships will be awarded each year for fellows to work in the executive or possibly legislative branch of the United States federal government. Positions that will not be considered include judicial clerkships, entry-level positions, and work for political campaigns.

International Court of Justice Internship/Clerkship
The International Court of Justice at The Hague makes available a nine-month internship/clerkship position that is funded by the Law School. The position is open to J.D.s, L.L.M.s, J.S.D.s within five years of their graduation; since the inception of the program for the 2002-03 term, LL.M. graduates have served every term except 2008-09. Candidates must be fluent in at least one of the ICJ’s official languages, English or French, and a good working knowledge of the other is helpful.

Arthur Liman Public Interest Fellowship
Supports one year of full-time work in the U.S. in a law-related endeavor designed to further public interest, generally under the sponsorship of an existing organization or
possibly through a start-up project. Open to all graduates of the law school, regardless of graduation year. Funding: $44,000.

**Mary A. McCarthy Fellowships in Public Interest Law**
Supports public interest law projects, especially in mediation and the rights of immigrants, prisoners, criminal defendants, and women. Work products have ranged from legal briefs and evidence gathered in support of litigation to articles in national journals, informational pamphlets, and videos. Applications must be submitted while you are a student.

**Orville H. Schell, Jr. Center for International Human Rights**
The Robert L. Bernstein Fellowships in International Human Rights Bernstein Fellows may work anywhere in the world. Applicants are encouraged to create projects with appropriate organizations, but independent projects will also be considered. The fellowship is intended to foster innovative approaches to human rights advocacy or to promote work on important human rights issues that have received relatively little attention.

**YLS Fellowship at the Permanent Court of Arbitration (The Hague)**
The Permanent Court of Arbitration at The Hague was established to facilitate dispute resolution between states, state entities, intergovernmental organizations, and private parties. All Fellows will have significant drafting and research responsibilities. Fellows will also organize and observe hearings and deliberations, help negotiate and resolve issues among arbitrators, and work directly with the Secretary General to promote the PCA. The position is open to J.D.s and LL.M.s in their final year, as well as J.S.D.s and recent graduates.

**YLS Public Interest Fellowships**
This additional fellowship program supports recent Yale Law School graduates for one year of full-time public interest work, with the possibility in limited circumstances of extended funding for up to an additional year. The proposed plan for the fellowship year must be one of the following: 1) legal project designed by applicant in partnership with a sponsoring organization; 2) existing project with a host organization; 3) staff attorney at a public interest organization; or 4) unpaid foreign or international court clerkship or international prosecution internship. Qualified applicants will be selected on a rolling basis.

**Robert M. Cover Fellowship**
Yale Law School’s Robert M. Cover Fellowship Program offers post-graduate fellowships to experienced attorneys interested in clinical law teaching. The Cover Fellowship Program seeks to attract lawyers with at least five years of practice (or equivalent experience). Each fellowship starts during the summer and lasts for two years.

**San Francisco Affirmative Litigation Project Fellowship**
The Yale Law School’s San Francisco Affirmative Litigation Project (SFALP) and Robert M. Cover Fellowship Program offer a post-graduate fellowship for lawyers who are interested in a long-term career in law school clinical teaching or public lawyering. The Fellowship starts during the summer and lasts for one year. Fellowship responsibilities include running the San Francisco Affirmative Litigation Project at Yale Law School, co-teaching a seminar on local government law with Yale Law School Professor Heather Gerken, supervising student work, and working directly with the San Francisco City Attorney’s Affirmative Litigation Task Force on related litigation.
Initiative for Public Interest Law at Yale, Inc.
This student organization funds and supports innovative public interest law projects to protect the legal rights of inadequately represented groups or interests. Proposed projects should be new; they can be designed in conjunction with an organization as long as they are not simply funding requests for the ongoing work of an existing organization.

TRI PI - Travel Reimbursement for Interviews in the Public Interest - The Law School will now cover reasonable travel expenses, up to $400, for travel to a post-graduate public interest fellowship interview. Students need to speak with the Career Development Office for guidelines.

Yeshiva University Benjamin N. Cardozo School of Law
Post-Graduate Public Service Fellows. Students who commit to 10 weeks of part-time uncompensated work, in the first nine months following graduation with a public service employer are eligible to apply for grants of $5,000. Thirty graduates of the 2009 graduating class were named Post-Graduate Public Service Fellows.

Project-Based Fellowships:

Equal Justice Works fellowship: funds between 45 and 55 two-year fellowship annually. Fellows receive a competitive salary, generous loan repayment assistance, connections to their prominent sponsors, participation in trainings, and additional support during their two-year tenure.
http://www.equaljusticeworks.org/news/events/fellowships-application-open

Skadden Foundation Fellowship: provides each Fellow with a salary and pays all fringe benefits to which an employee of the sponsoring organization would be entitled. Fellowships are awarded for two years. The 2013 class of fellows
http://www.skaddenfellowships.org/

Open Society Institute & Soros Justice Fellowship: fellows receive funding through either an advocacy fellowship or media fellowship.
http://www.opensocietyfoundations.org/grants/soros-justice-fellowships

Echoing Green Fellowship: fellows receive seed funding and technical support to turn their innovative ideas into sustainable organizations. The fellowships are not limited to law-related projects.
http://www.echoinggreen.org/fellowship

Institute for Educational Equity and Opportunity: fellowship provides a one-year opportunity for a law school graduate to work with a public interest educational equity project or attorney of their choice in the areas of educational equity and opportunity.
http://www.ifeeo.org/

Organizational Fellowships
American Civil Liberties Union Legal Fellowships: the ACLUE sponsors a number of fellowships within its National Legal Program. Fellowships are for one to two years, depending on the project. 
https://www.aclu.org/careers/3

Women’s Law and Public Policy Fellowship Program: fellows work in Washington, DC with a variety of organizations involved in legal and policy issues affecting women. 
http://www.law.georgetown.edu/academics/centers-institutes/wlppfp/index.cfm

Public Interest Law Initiative Graduate Fellowship Program: Offers post-3L internships of 300 hours at one of 50 public interest law agencies in Chicago.
http://www.pili-law.org/fellowships.htm

Firm Sponsored Fellowships

Fried, Frank, Harris, Shriver & Jacobson Fellowship: fellows work as litigation associates at the New York firm for two years. Then, the fellow serves as a staff attorney at the Mexican-American Legal Defense & Education Fund in LA or the National Association for the Advancement of Colored People Legal Defense Fund in NY for two years. 
http://www.friedfrank.com/index.cfm?pageID=49

Relman & Dane Civil Rights Fellowship: fellowship offers a new attorney the opportunity to litigate important civil rights cases with experienced practitioners at the firm. 
http://www.relmanlaw.com/

Other Resources:

PSJD Application Deadline Calendar
http://www.psjd.org/Postgraduate_Public_Interest_Fellowships:_Application_Deadline_Calendar
Incubator Profiles

Arizona

ASU Alumni Law Group
Arizona State University

Mission: To train new lawyers in the practical realities of law practice, while providing low-cost, high-quality legal services to those currently unable to afford legal representation.

Program status: operational in fall 2013

Organizational details:
- Program will be operated under the auspices of the law alumni association
- Funding: the program will be self-sufficient after a brief start-up phase.
- Staffing: the program will be staffed by independent compensated staff. It is anticipated that there will be 30 associates, 5 supervising attorneys, and approximately 20 support staff.
- Malpractice insurance: the program will have insurance that covers participants.
- Participants will be part of a single program law firm

Types of cases that will be handled:
- Program will require that participants take some pro bono and some moderate-income cases.
- There will be subject matter restrictions on the types of cases that are taken; the program will have 5 practice areas, yet to be determined.

Participants:
- Participant selection: to be determined
- The firm will hire 10 associates/year
- Length of time in program: 2-3 years.
- Alumni role: non-associate alumni may serve as supervising attorneys and will be involved in the educational elements of the training.
- Resources provided to participants: the program will be a full-fledged firm and therefore participants will be provided with the typical resources that associates in other firms receive.

California

Access to Law Initiative (ALI)
California Western School of Law

Mission: To provide reasonably affordable and free legal services to underserved communities and support alumni who wish to engage in solo, small firm, and non-profit practice.

Program status: operational as of June 2012.

Organizational details:
- Program will be operated under the auspices of the law school.
- Funding: the program is funded through law school support.
- Staffing: the only staff is a visiting faculty member, working as a volunteer for the program.
- Malpractice insurance: the program has umbrella insurance that applies to the program but does not cover participants.
- Participants are not considered part of a single program law firm; operate their own independent law firms.

Types of cases that will be handled:
- Program requires that participants handle some pro bono cases and provides opportunities (but does not create an obligation) for handling moderate-income cases.
- There are no restrictions on the types of cases that are taken; the program allows any clients and any subject matter.

Participants:
- Participant selection: participants are selected by the program director.
- Length of time in program: up to 18 months (though this will be flexible)
- Alumni role: mentoring and other activities.
- Resources provided to participants:

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Illinois

Justice Entrepreneurs Project
Chicago Bar Foundation

Program status: operational in June 2013

Organizational details:
- Program is being started by a bar foundation, but will eventually become its own free-standing organization.
- Funding: the program will be funded through a combination of bar association/foundation support, grants, donations, revenue from participants and law school support specifically tied to stipends for participants.
  - The Chicago Bar Foundation is providing seed funding and additional grantors will be determined.
  - There will be a participation fee during the last 12 months of the 18 month program. It is anticipated to start at $300/month and escalate to $500/month for the last six months.
- Staffing: Bar Foundation staff and then independently compensated staff. Initially, there will be one full-time director, but eventually additional support staff will be hired based on program needs and funding.
- Malpractice insurance: the program will have umbrella insurance that applies to the program but does not cover participants.
- Participants will not be considered part of a single program law firm and instead will operate their own independent law firms.

Types of cases that will be handled:
- The program will require that participants take some pro bono cases and some moderate-income cases.
- There will be subject matter and income restrictions on the cases accepted by the program. In terms of subject matter, no personal injury cases will be taken and there will limits on criminal cases. In terms of income restrictions, moderate income clients will be taken, but there will be specific income cutoffs to be determined.

Participants:
- Application process: participants will be required to submit applications including resumes, transcripts and statements of interest. Applicants will then be interviewed and a subcommittee will select the participants.
- Length of time in program: 18 months
- Alumni role: mentorship and participation in program network.
• Resources provided to participants:

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Solo & Small Practice Incubator  
IIT Chicago-Kent College of Law

Mission: to assist in the development of newly admitted attorneys in an “incubator” environment that provides an array of business support resources. The aim of the one-year program is to provide recent Chicago-Kent graduates valuable training, ongoing education and the tools necessary to build a solo or small firm practice.

Program status: operational as of November 2012.

Organizational details:
• Program is operated under the auspices of a law school.
• Funding: the program is funded by law school support.
• Staffing: the program is staffed by law school contract or administrative staff. Currently there is one full-time equivalent (the director).
• Malpractice insurance: the program requires participants to have insurance, but does not provide it to them.
• Participants operate their own independent law firms.

Types of cases that will be handled:
• Pro bono opportunities are available, but not mandated.
• There are no restrictions on the types of cases accepted by the program.

Participants:
- Application process: a committee consisting of faculty and senior staff review the applications. The applications all require business plans.
- Number of participants: 7-10 participants will be admitted per year
- Length of time in program: one year
- Alumni role: the program plans to have alums continue to participate by becoming future mentors and/or speak at training workshops.
- Resources provided to participants:

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**Massachusetts**

**Justice Bridge**
**Northeastern University School of Law**

**Mission:** to provide law students and law school graduates with the business, legal and entrepreneurial skills necessary to provide legal services to working and middle class litigants who do not qualify for free legal services, but who cannot afford current legal fees.

**Program status:** pending

**Organizational details:**
- Program will be operated under the auspices of a law school
- Funding: the program will be funded by law school support, grants, donations, and revenue from the participants (fee-based structure)
• Staffing: the program will be staffed by law school contract or administrative staff and volunteers
• Malpractice insurance: the program will have insurance that covers the participants
• Participants will be considered part of a single program law firm

Types of cases that will be handled:
• The program will require that participants do some pro bono and serve moderate-income clients.
• The program does not apply any subject matter or client income restrictions

Participants:
• Application process:
• Length of time in program: 1-2 years
• Alumni role: mentoring
• Resources provided to participants:

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Missouri

UMKC Solo and Small Firm Incubator
University of Missouri-Kansas City

Program status: operational as of January 2011

Organizational details:
• Program will be operated under the auspices of a law school.
• Funding: the program is funded based on law school support, bar association/foundation support, donations, and revenue from the participants. Participants pay a modest rent for the office space.
• Staffing: Law school faculty and on occasion a receptionist.
• Malpractice insurance: the program requires participants to have insurance, but does not provide it to them.
• Participants operate their own independent law firms.

Types of cases that will be handled:
• The program requires that participants take some pro bono cases and provides opportunities (but not an obligation) for taking moderate-income cases.
• There are no restrictions on the types of cases accepted by the program.

Participants:
• Application process: participants are selected through a robust selection process. The participants submit an application along with a business plan. The Admission Committee meets and makes a final decision and recommendation to the Dean of the law school.
• Length of time in program: 12-18 months.
• Alumni role: encouraged to remain involved.
• Resources provided to participants: participants are provided with many of the resources available at the law school, including its network of contacts and the expertise of the law professors, ability to partner with subject-area mentors, participants also may attend law school sponsored CLE events for free.

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Incubator for Justice
CUNY School of Law

Mission: to provide training and technical assistance to public interest attorneys starting solo, small firm practices and non-profits.

Program status: operational as of September 2007.

Organizational details:
• Program is operated under the auspices of a law school.
• Funding: the program is funded through law school support, grants, donations, and revenue from participants.
  o Grantors include City University of New York and private donations.
  o Participants pay a flat monthly license fee for the space and training.
• Staffing: the program is staffed by law school contract or administrative staff.
  At this time, there is 1 full-time equivalent employee.
• Malpractice insurance: the program requires that participants have insurance, but does not provide it to them.
• Participants operate their own independent law firms.

Types of cases that will be handled:
• The program provides opportunities, but not obligations, for participants to handle pro bono and moderate-income cases.
• There are no specific restrictions on the clients or subject matter of the cases accepted.

Participants:
• Application process: participants are selected based on a public interest mission, a business plan, and references.
• Length of time in program: 18 months - 2 years
• Alumni role: provide training and mentorship. Some provide private donations.
• Resources provided to participants:

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Free or subsidized malpractice insurance
Online networking
In-person networking ✓
Programming on client development ✓
Case referrals ✓
Pro bono opportunities ✓
Legal research resources
Other resources

Ohio

C|M|LAW Solo Practice Incubator
Cleveland-Marshall College of Law

Mission: to provide low-cost office space for graduates of C|M|Law who wish to start solo practices.

Program status: will be operational in December 2013

Organizational details:
• Cleveland-Marshall College of Law will essentially act as a landlord for graduate solo practitioners, with suite of offices located in the law school library.
• Funding: the program will be funded through revenue from the participants. Donations will be used to fund the initial $1.5 million cost of the completion of the suite of 15 offices plus conference and break rooms. Participants will then pay a modest rental for the leased office space.
• Staffing: the program will be staffed by independent compensated staff. The participants will be required to fund a part-time office manager to oversee the space and handle day-to-day ministerial matters.
• Malpractice insurance: the program will require participants to have insurance, but will not provide it to them.
• Participants will operate their own independent law firms.

Types of cases that will be handled:
• The program will not specifically provide pro bono or moderate-income opportunities to its participants.
• There will be no restrictions on the types of clients or subject matter of the cases that will be accepted.

Participants:
• Selection process: participants will be selected by interest, then the completion of a specified number of solo practice seminars, a 3-credit Law
Practice Management course, and preparation of a detailed business plan for their practices.

- Length of time in program: 18 months to 2 years
- Number of participants: 8-10 graduates to be admitted in December, ultimately with up to 15 participants at any given time.
- Alumni role:
- Resources provided to participants:

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Columbus Bar, INC

**Mission:** to accelerate the successful development of new lawyers in an environment that provides an array of professional support resources.

**Program status:** operational as of April 2011

**Organizational details:**
- Program is operated under the auspices of a bar association or foundation.
- Funding: the program is funded through bar association/foundation support, grants, donations, and program fees from the participants.
- Staffing: the program is staffed by a part-time bar association staff person, who is a lawyer.
- Malpractice insurance: the program requires participants to have insurance, but does not provide it to them.
- Participants operate their own independent law firms.

**Types of cases that will be handled:**
• The program requires that participants do some pro bono and provides opportunities (but not an obligation) for taking moderate-income cases.
• There are no restrictions on the clients or subject matter of the cases accepted.

Participants:
• Application process: there is an application and interview process.
• Number of participants: the program’s office accommodates 6-8 people; 12-20 can participate in the INC ltd program at a given time (this includes all resources other than physical office space).
• Length of time in program: 12-15 months
• Alumni role: alumni act as junior level mentors.
• Resources provided to participants: In addition to those listed below, resources include: technical support, cloud computing resources, phones, furniture, and copy/printer/fax capabilities.

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<thead>
<tr>
<th>Free office space</th>
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<tr>
<td>Subsidized office space</td>
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<tr>
<td>A stipend or other financial contribution</td>
<td>✓</td>
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<tr>
<td>Mentoring on substantive legal issues</td>
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<tr>
<td>Opportunities to shadow lawyers</td>
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<tr>
<td>Assistance and training with practice management issues</td>
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<tr>
<td>Free or subsidized CLE programming</td>
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<td>Online networking</td>
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<td>Programming on client development</td>
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<td>Case referrals</td>
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<tr>
<td>Pro bono opportunities</td>
<td>✓</td>
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<tr>
<td>Legal research resources</td>
<td>✓</td>
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<tr>
<td>Other resources</td>
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Utah

University Law Group
University of Utah S. J. Quinney College of Law

Mission: to serve the low bono segment of society and to train post graduates.

Program status: operational as of November 2011
Organizational details:
• The program is a free-standing organization.
• Funding: the program is funded through revenue from the participants.
• Staffing: the program is staffed by participating attorneys
• Malpractice insurance: the program has insurance that covers the participants.
• Participants operate their own independent law firms.

Types of cases that will be handled:
• The program does not provide pro bono or moderate-income client opportunities to its participants
• The program applies income restrictions on the types of clients it accepts

Participants:
• Application process: the program accepts anyone who is interested.
• Number of participants: 4-6 at any given time
• Length of time in program: 1-2 years
• Alumni role: none
• Resources provided to participants:

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<th>Resource Provided to Participants</th>
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Solo/Small Firm Assistance
   Practice Management Assistance
   Bar Committees & Sections
   Conferences

Law Practice Management Assistance

Alabama –

State Bar Association Practice Management Assistance Program – serves as an online clearinghouse for the collection and dissemination of information about the effective management of the modern law office.

Arkansas

Arkansas Bar Association Law Practice Management

California

State Bar of California Law Office Management provides resources for opening, managing and closing a law office.

The Bar Association of San Francisco Solo and Small Firm Resource Center provides resources to help attorneys build a successful practice, enhance their careers and increase clientele.

Colorado

Colorado Bar Association Practice Management CBA Resources provides information on general practice, law practice management, technology, marketing, and finances.

DC

District of Columbia Bar Practice Management Advisory Service, a free and confidential service of the D.C. Bar to provide practice management information and resources to its members. This Advisory Service also provides programming for its members on starting, managing, and growing the solo/small law firm in the District of Columbia.

Florida
The Florida Bar Law Office Management Assistance Service was created to assist members dealing with all of the business aspects of setting up, managing, merging or closing a professional practice.

Georgia

State Bar of Georgia Law Practice Management Program is a member service to help all Georgia lawyers and their employees pull together the pieces of the office management puzzle. The program includes Solo and Small Firm Resources devoted to members who practice in solo and small firms.

Illinois

Illinois State Bar Association Practice Resource Center provides assembled articles, ethics opinions, and other tools to help attorneys make decisions about practice-related issues. Within this center is the “Hanging Out a Shingle” Resource Center.

Chicago Bar Association Law Practice Management & Technology Center provides CBA members with an array of new services and programming including continued legal education seminars, technology training both online and in person, and will provide fee-based consulting services to CBA members in areas such as website review, technology review, and strategic technology planning.

Louisiana

Louisiana State Bar Association Law Office Management Assistance Program is designed to assist lawyers increase the quality of legal services they provide to their clients. The goal is to provide resources to attorneys to assist them with their practice. The Louisiana State Bar Association's Law Office Management Assistance Program offers at this time a Lending Library, Online Resource Links and Online Publications for review.

Maryland

Maryland State Bar Association Law Office Management Assistance department provides guidance and information to its members, and especially to new or experienced solo and small firm practitioners.

Michigan

State Bar of Michigan Practice Management Resource Center

Minnesota

Minnesota State Bar Association Solo & Small Firm Section seeks to enhance the skills of lawyers engaged in the general practice of law and to provide means whereby general
practitioners may share their wide breadth of experience to improve their own practice, educate themselves and their fellow practitioners, improve the legal profession, and thus benefit the general public. Minnesota State Bar Association PracticePack focuses on lawyers going straight from law school to solo or small firm practice, whether they’ve just graduated or have been job-searching.

Mississippi

The Mississippi Bar Association Law Practice Management Resource Center provides assistance and information in all areas of law office management for all types of practices. The resource center contains a collection of periodicals, books, videotapes and other sources of information designed to assist with law office management tasks.

Missouri

The Missouri Bar Association Law Practice Management Online Center provides a variety of services to help with management of one’s law office.

Montana

State Bar of Montana Law Office Practice Management

New York

The New York State Bar Association has a Law Practice Management Resource Center.

New York State Bar Association Special Committee on Solo and Small Firm Practice studies the issues and challenges currently confronting attorneys who work in solo practices and small firms. The NYSBA also has a Solo/Small Firm Resource Center.

Monroe County Bar Association Solo and Small Firm Resource Center

New York City Bar Small Law Firm Center offers a variety of member benefits and discounts, a Small Law Firm Vendor Program, including free legal research available in our Library and from your home or office. Members have access to a free workspace and conference room that they can reserve in the City Bar’s Library.

North Carolina

North Carolina Bar Association Center for Practice Management is the starting point for NCBA members seeking information about technology, practice management, and law firm start up.

Ohio
Ohio State Bar Association Practice Resources

Oklahoma

Oklahoma Bar Association Management Assistance Program

Pennsylvania

Pennsylvania Bar Association Law Practice Management

South Carolina

South Carolina Bar Association Practice Management

Tennessee

Tennessee Bar Association Law Practice Management

Texas

Texas Bar Association Law Practice Management Program

Washington

Washington State Bar Association Law Office Management Assistance Program

Bar Law Practice Management Committees and Sections

Alabama –

The Birmingham Bar Association Solo/Small Firm Section focuses on providing support for its membership through free CLE programs each month, the sharing of management and marketing ideas, networking opportunities and social events throughout the year.

Arizona

State Bar of Arizona Sole Practitioner and Small Firm Section: the general purpose of this section shall be the promotion of the objects of the State Bar of Arizona within the practice of law by sole practitioners and members of small firms.

Maricopa County Bar Association Solo & Small Firm Section focuses on the needs of solo and small firms with up to 10 members. Its goal is to keep members informed about the latest developments in law and legislation that most affect their practices, and provide business management and marketing best practices information. By sponsoring CLEs and
other events, the section benefits members through CLE discounts and informal networking opportunities.

Arkansas

Arkansas Bar Association Solo, Small Firm and Practice Management Section promotes the interest, knowledge, and network of members of the Arkansas Bar Association in solo or small law firm practice conducting educational programs dealing with various aspects of a general practice of law for solo and small firms by disseminating information on current developments and trends specific to solos and small firms through publication of a newsletter and otherwise; by assisting in the drafting of proposed legislation within the jurisdiction of the Section; and by providing members the opportunity to participate in each of these activities.

California

State Bar of California Solo and Small Firm Section provides a forum for solo practitioners, both specialists and those with a general practice, and for all other attorneys with a general practice. It presents programs and publications which serve these practitioners.

Beverly Hills Bar Association Solo, Small Firm Law Practice Management Section helps attorneys practice ethically, productively, and more profitably.

Contra Costa County Bar Association Solo Practice & Small Firm Section evolved from the recognition that many sole and small firm practitioners desired and at times needed the camaraderie, intellectual stimulation, and informational exchange that attorneys generally find in larger law firms. By having consistent networking and fellowship opportunities, the Section has evolved into a collegial organization resembling a “firm,” with specialists in various fields both willing and able to offer assistance to other Section members.

Los Angeles County Bar Association Small Firm and Sole Practitioner Section is focused on the unique needs and special concerns of sole and small firm practitioners. The section develops programs and materials, provides opportunities to network, and comments on current legal issues from the vantage point of the sole and small firm practitioners.

Orange County Bar Association Solo Practitioner/Small Firm Section provides programs which guide attorneys regarding successful ways to operate a law practice more efficiently and cost effectively.

Riverside County Bar Association Solo/Small Firm Section focuses on topics and speakers that cater to the unique needs and interests of the solo practitioner and those in small firms. The section meets monthly on the fourth Thursday of the month.
The San Diego County Bar Association Law Practice Management & Marketing Section addresses matters of concern to small law practices and solo practitioners, including management and cost effective measures, and acts as a forum for members to share experiences. This Section shall provide a forum for members to get together to discuss various ways to market the practice of law. Emphasis will focus on networking, brochures and other forms of marketing.

The San Fernando Valley Bar Association Small Firm & Sole Practitioner Section meets the second Wednesday of each month at 1:00 noon.

The San Joaquin County Bar Association Law Practice Management & Technology Section promotes the education and training of members in the areas of law practice management and technology.

Santa Clara County Bar Association Solo & Small Firm Practitioners Executive Committee and Member Toolbox provide support for law practice management.

Ventura County Bar Association Solo Law Firm Section

**Colorado**

Colorado Bar Association Solo-Small Firm Practice Section addresses in a practical fashion the unique needs of solo practitioners and attorneys in small firms. The section emphasis is on practical programs dealing with the nuts and bolts of owning one’s own law practice, rather than on business meetings and formal structure.

Boulder County Bar Association Solo/Small Firm Committee

**Connecticut**

Connecticut Bar Association Small Firm Practice Management Section enhances the practice of lawyers engaged in the solo and small firm practice of law, through communication, study, collection, development, and dissemination of material on subjects of interest and concern to the solo and small firm practitioner, in cooperation with other Sections of the Connecticut Bar Association, gearing its activities to basic principles and procedures and utilizing publications, meetings, seminars, committees, and other suitable media for this end, thereby promoting the objectives or goals of the Connecticut Bar Association.

The Hartford County Bar Association Solo/Small Practice Committee

**Delaware**

Delaware State Bar Association Small Firms & Solo Practitioners Section furthers the interests of Delaware attorneys practicing in small firms or as solo practitioners,
increasing each member’s expertise and client base by offering intragroup support and referrals.

DC

District of Columbia Bar Law Practice Management Section assists its members in managing law practices more efficiently and profitably.

Florida

The Florida Bar General Practice Solo and Small Firm Section’s goal is to enhance the quality of practice for the solo and small firm lawyer as well as the lawyer who has interest beyond the bounds of a single professional specialty.

Broward County Bar Association Solo & Small Firm Section

Clearwater Bar Association Solo & Small Firm Section provides an opportunity for solo practitioners to meet and network in an informal setting such as brown bag lunch meetings, pizza and beer seminars and happy hours to exchange information and assist each other with office practices, procedures and management, as well as serve as a source of referrals.

Palm Beach County Bar Association Solo and Small Firm Practitioners Committee

Sarasota County Bar Association Solo/Small Firm Practice Section

St. Petersburg Bar Association Solo, Small Firm & Practice Management Section

Georgia

Atlanta Bar Association Sole Practitioner/Small Firm Section was one of the first Bar Association Sections in the Country to dedicate programs and benefits for sole practitioners and small firms. The Section’s goal is to increase revenue, enhance efficiency and improve productivity of its members.

Hawaii

Hawaii State Bar Association Practice Management Committee develops programs to educate attorneys, law office staff, and law students on practice management skills.

Illinois

Illinois State Bar Association General Practice, Solo, and Small Firm Group promotes professional excellence among those engaged in the general practice of law.
Illinois State Bar Association Standing Committee on Law Office Management and Economics enhances and develops the professional capabilities of Illinois lawyers in the realization that the practice of law now requires the implementation of sound business practices.

Chicago Bar Association Solo/Small Firm Practitioners Committee provides information regarding the needs and concerns of solo and small firm practitioners. Areas of presentation include but are not limited to: client development, marketing, mentoring networks, practice checklists, personnel issues, office leases and other law practice management issues.

DuPage County Bar Association Law Practice Management Committee advises the Association regarding the economics of the practice of law, including but not limited to the use of word processing equipment, computers, software, uniform forms and the use of credit cards to assist the lawyers in more effective use of their skills and time. Review availability of professional liability insurance and any alternatives.

Kane County Bar Association Practice Management/Solo Small Firm Committee

Lake County Bar Association Professionalism & Office Management Committee

Indiana

Indiana State Bar Association General Practice, Solo and Small Firm Section provides a medium through which general practitioners may cooperate with, encourage and assist each other in the resolution of problems common to them and to the legal profession.

Indianapolis Bar Association Solo Practitioner/Small Firm Practice Section serves the unique needs of its members in the areas of professional development, education, marketing, networking, and practice management.

Iowa

Iowa State Bar Association Law Practice Management Committee provides an organization available to lawyers who are concerned with the improvement of the means and methods by which the practice of law is conducted and to study developments in legal systems, equipment, procedures and such other areas as the Committee may select. Recommendations will be disseminated through seminars, publications, and by such other means as the Committee may select.

Kansas –

Kansas Bar Association Solo & Small Firm Section plans and promotes education programs; supports and recommends legislation; distributes information through newsletters, bulletin boards, or other means of communication; and provides networking opportunities for practitioners from solo and small firms.
Kentucky

Kentucky Bar Association Small Firm Practice & Management Section 1) provides a forum for the exchange of ideas between the solo and small firm practitioners of Kentucky; 2) informs the members of this section about current relevant issues concerning solo and small firm practice; and 3) aids the solo and small firm practitioner in the execution of their office management and clerical duties.

Northern Kentucky Bar Association Sole Practitioner/Small Firm Committee

Louisiana –

Louisiana State Bar Association Solo and Small Firm Section maintains a referral network on its Web site. It is organized by practice area, and only members can be listed. The section also sponsors an electronic discussion group available only to members. With this medium, members throughout the state can tap each other’s experience and refer cases. They can share forms, practice tips, and expert witness referrals. The section sponsors luncheon seminars, good for one hour of CLE credit, generally every two months and is interested in volunteers willing to expand these to other areas of the state. Seminars are geared to the solo and small firm attorney, and time is allowed at these luncheons for members to meet and network.

New Orleans Bar Association Solo & Small Firm Committee

Maine

Maine State Bar Association Solo & Small Firm Section

Maryland

Maryland State Bar Association Solo and Small Firm Practice Section promotes the solo and small firm practice of law and undertakes such other and diverse activities authorized from time to time by the Association or the Officers and Council of the Section as shall enhance the competence and skills of solo and small firm practitioners, and improve their ability to deliver the most efficient and highest quality legal services to their clients. The activities of this Section are designed also to enhance the role of solo and small firm practitioners as contributing members and leaders of their communities, the legal profession and the Association. This section sponsors the Hanging Out Your Shingle Program.

Baltimore County Bar Association Solo & Small Firm Committee

The Bar Association of Montgomery County Law Firm Management Section
Prince George’s County Bar Association Solo Practitioner Committee addresses areas of concern for attorneys in sole practice or small partnership.

*Massachusetts*

Massachusetts Bar Association Law Practice Management Section serves to assist members in sustaining an efficient, ethical and fulfilling law practice by sponsoring continuing education programs that counsel attorneys on how to start and continue to operate successful businesses, including areas of case management, technology and client selection and retention.

Massachusetts Bar Association Sole Practitioner & Small Firm Section assists members by studying the needs and concerns of solo, small firm practitioners; providing a forum and clearinghouse for the exchange and dissemination of ideas and information; motivating and assisting the MBA to address the section’s needs and concerns; and encouraging, identifying and promoting programs, benefits and services of interest to solo and small firm practitioners.

Boston Bar Association Solo & Small Firm Section

*Michigan*

Grand Rapids Bar Association Solo and Small Firms Section provides a forum for networking among its membership, with a focus on exchanging practical information regarding solo/small firm administration issues (e.g., computer software, staffing, purchasing, etc.) and informal exchanges on legal topics of general interest. It is anticipated that the Section will provide both formal and informal opportunities for support, mentoring and consultation to the membership.

Oakland County Bar Association Solo/Small Firm Listserv was established in 2011 as a resource to solo members. The listserv provides participants a means of circulating questions, suggestions and ideas pertaining to their law practices with other members via e-mail.

*Minnesota*

Minnesota State Bar Association Solo & Small Firm Section seeks to enhance the skills of lawyers engaged in the general practice of law and to provide means whereby general practitioners may share their wide breadth of experience to improve their own practice, educate themselves and their fellow practitioners, improve the legal profession, and thus benefit the general public.

Hennepin County Bar Association Solo and Small Firm Section

Ramsey County Bar Association Solo and Small Firm Section
**Missouri**

The Missouri Bar Association Solo & Small Firm Practice Committee (operates a listserv) addresses any needs and concerns of Missouri lawyers practicing solo or in a small firm not presently served by other Missouri Bar committees by providing a forum for those lawyers to collect, develop and disseminate relevant materials and information.

Kansas City Metropolitan Bar Association Solo Practitioner/Small Firms Committee promotes the existence of small firms and solo practitioners, increases their visibility within the legal profession and the general public, improves their ability to competitively serve and expand a strong and varied client base and promotes and encourages their interaction with other small firms and solo practitioners.

The Bar Association of St. Louis Solo & Small Firm Practitioners Section

**Nebraska**

Omaha Bar Association Solo/Small Firms Practice Committee is organized for the benefit of those attorneys in law practice by themselves or in a small firm practice. Meeting discussion topics include best practices for time management, legal research on a budget, managing support staff, and billing.

**Nevada**

State Bar of Nevada Solo and Small Practice Section develops programs and materials to encourage the effective and efficient management of solo and small firms; and assists solo and small firms in utilizing the best techniques, methods, and procedures; provides a forum for members of the State Bar of Nevada to exchange ideas regarding solo and small practice economics, management subjects, including time, billing and accounting programs, computerized legal research, operating system and application software, expert systems, marketing, human resources, and quality management programs.

**New Jersey**

Essex County Bar Association Solo & Small Firm Practice Committee

**New Mexico**

State Bar of New Mexico Law Practice Management Committee

State Bar of New Mexico Solo and Small Firm Section provides a forum for the discussion of problems of common interest to solo and small firm practitioners; advances the quality of legal services provided by solo and small firm practitioners; provides a forum for the creation, discussion, advancement, and implementation of ideas to accomplish the foregoing purposes; sponsors CLE programs for solo and small firm
practitioners; and provides a professional support network for solo and small firm practitioners.

**New York**

New York State Bar Association [Law Practice Management Committee](#) investigates, evaluates, develops and promotes the use of techniques, which will make the services delivery team (lawyers, legal assistants and other non-lawyer professionals) more effective, competent, ethical and responsive to the needs of clients and the public.

New York State Bar Association [Special Committee on Solo and Small Firm Practice](#) studies the issues and challenges currently confronting attorneys who work in solo practices and small firms. The NYSBA also has a [Solo/Small Firm Resource Center](#).

Albany County Bar Association [Small and Solo Firm Practitioners Committee](#) meets several times a year to discuss issues unique to the challenges of running a small/solo law firm in Albany County.

Bar Association of Erie County [Solo and Small Law Firm Practice Committee](#)

New York City Bar [Small Law Firm Committee](#) is an interdisciplinary committee whose mission is to raise member awareness of high-impact legal issues and to create a forum for the exchange of best practices in, business, financial management and client service. The Committee sponsors a wide-spectrum of CLE programs and forums specifically focused on the needs and interests of solo practitioners and members of small law firms.

New York County Lawyers’ Association [Solo and Small Firm Practitioners Committee](#) supports solo and small firm practitioners through improving the quality of the professional lives of its members by advising practitioners about programs and available services, sponsoring free evening seminars and maintaining a mentoring program to assist less experienced practitioners.

**North Carolina**

North Carolina Bar Association [Solo, Small Firm & General Practice Section](#) serves the needs of small and solo firms and general practitioners. The section publishes the General Practice Deskbook and the Small Law Office Resource Manual.

Mecklenburg County Bar Association [Solo Practitioner/ Small Firm Section](#) holds monthly luncheons with guest speakers to provide Section members the opportunity to network and discuss valuable lessons in maintaining a solo or small firm. Topics of interest include financial management, best hiring practices, employee benefits, immigration law, maintaining a small firm in a recession and more.

**Ohio**
Ohio State Bar Association **Solo, Small Firms & General Practice Section**

Akron Bar Association **Solo & Small Firm Practitioners Section** meets the special needs of solo and small firm practitioners including administrative and economic issues.

Cincinnati Bar Association **Solo/Small Firm Practitioners Committee** is a group of lawyers with a wide range of practice areas and interests.

Cleveland Metropolitan Bar Association **Small Firm & Solo Practitioner Section**

Columbus Bar Association **Small Firm/Solo Practitioner Committee** works to increase the quality and profitability of the practices and lives of the small firm attorneys and the solo practitioners who are members of the CBA.

**Oregon**

Oregon State Bar **Sole & Small Firm Practitioners Section**

**Pennsylvania**

Pennsylvania Bar Association **Solo and Small Firm Practice Section** takes as its province the enhancement of the skill of the lawyer in solo and small firm practice, by providing a forum for the exchange of ideas and information essential to improvement of the lawyers' quality of legal services; the assistance of lawyers in solo or small firm practice in utilizing the best techniques, methods and procedures for carrying on the practice of law and providing legal services, so that lawyers engaged in the solo or small firm practice of law will improve their ability to deliver the most efficient and highest quality of legal services to their clients; the provision of a medium through which solo and small firm practitioners may cooperate with, encourage and assist each other in the resolution of problems common to them and to the legal profession, all to their mutual benefit and that of the Association and the legal profession at large; and the representation of lawyers engaged in the solo or small firm practice of law.

Allegheny County Bar Association **Sole and Small Firm Practitioners Section** studies all issues within the practice of law that are of particular concern to sole and small firm practitioners. It seeks to educate, disseminate information, and facilitate the exchange of knowledge and ideas among sole practitioners and small firms regarding all phases of the business management and administration of a law practice.

Berks County Bar Association **Solo and Small Practice Section**

Chester County Bar Association **Solo/Small Firm Section**

Delaware County Bar Association **Solo Practitioners and Small Firms Committee**

Philadelphia Bar Association **Solo & Small Firm Management Committee**
South Carolina

South Carolina Bar Association Solo & Small Firm Section

South Dakota

The State Bar of South Dakota Solo and Small Firm Committee

Tennessee

Tennessee Bar Association General-Solo-Small Firm Practitioners Section

Chattanooga Bar Association Small Firms Section is a network of members who either practice by themselves or in small firms to share information, pool resources and to identify specific management and marketing techniques designed for small firms and individual practices.

Knoxville Bar Association Solo Practitioner & Small Firm Section a network of members who either practice by themselves or in small firms to share information, pool resources and to identify specific management and marketing techniques designed for small firms and individual practices.

Memphis Bar Association Sole/Small Firm Section

Nashville Bar Association Solo and Small Firm Committee provides a forum for solo and small firm attorneys from various practice areas and experience levels to network and collaborate on issues such as practice management, technology, marketing, staffing, etc.

Texas

Texas Bar Association General Practice, Solo, and Small Firm Section devotes its energies primarily to the interests of lawyers who practice as solos and in small firms.

Dallas Bar Association Solo & Small Firm Section provides meaningful and practical continuing legal education to its members and assists members in achieving economics in law office administration and procedure.

Jefferson County Bar Association Law Practice Assistance Committee (LPAC) handles issues arriving regarding assumption of practices, etc.

Tarrant Bar Association Solo/Small Firm Section provides continuing legal education to its members and assists members in achieving economics in law office administration and procedure.

Utah
Utah State Bar **Solo Small & Rural Practice Section**

**Vermont**

Vermont Bar Association **Solo and Small Firm Section**

**Virginia**

Virginia Bar Association **Law Practice Management Division**

Fairfax Bar Association **Law Practice Section** focuses on the areas of management, marketing, finance and technology

**Washington**

Washington State Bar Association **Solo and Small Practice Section**

King County Bar Association **Solo Small Firms Section** provides opportunities to discuss common problems and solutions, and receive benefits usually associated with large firms such as immediate access to fellow associates for referrals and advice through an active E-mail listserv, a Web site to provide marketing opportunities, and the use of high end equipment by sharing resources.

**Wisconsin**

Wisconsin Bar Association **Solo/Small Firm & General Practice Section**

Milwaukee Bar Association **Law Practice Management Section** monitors issues affecting the practice of law, recommends and implements programs to address these issues with an emphasis on the solo and small firm practice.

**Solo/Small Firm Conferences**

**Recent and Upcoming Solo & Small Firm Conferences**

- **The 7th Annual ABA GPSolo National Solo & Small Firm Conference (October 11-13, 2012)**
- **California Solo and Small Firm Summit (June 20-22, 2013)**
- **Illinois State Bar Association Solo and Small Firm Conference (October 3-5, 2013)**
- **Indiana State Bar Association Solo and Small Firm Conference (June 6-8, 2013)**
Louisiana State Bar Association 6th Annual Solo and Small Firm Conference (February 14-15, 2013)

Maryland State Bar Association 13th Annual Solo & Small Firm Conference (November 16-17, 2012)

The Missouri Bar Solo & Small Firm Conference (June 12-15, 2013)

New Jersey State Bar Association 4th Annual Solo and Small Firm Conference (March 2, 2013)

Oklahoma Bar Association Solo and Small Firm Conference (June 20-22, 2013)

South Carolina Bar Association Solo and Small Firm Conference (September 20, 2013)

Vermont Bar Association Solo and Small Firm Conference (May 16-17, 2013)

Washington State Bar Association 7th annual Solo and Small Firm Conference

Wisconsin Solo & Small Firm Conference (October 24-26, 2013)
State and Local Bar Association Mentoring Projects

Bar supported mentoring projects currently exist in 42 jurisdictions. The purpose of such projects is to facilitate mutually beneficial relationships of personal growth and career development between established attorneys and newly admitted attorneys or law students.

Benefits for newly admitted attorneys include:
- Support in transition from law student to legal practitioner
- Development of good character, competence, and a deeper appreciation for the responsibilities of the profession
- Resource for questions about practice and office management, substantive and procedural law issues, and professional conduct questions
- Help making intelligent and informed choices about careers
- Networking opportunities and gained visibility in the legal community
- Gained insight about legal profession
- Increased productivity and performance
- Objective feedback on skills

News Articles
- [http://webster.utahbar.org/barjournal/2012/07/survey_saysmentors_reap_benefi.html](http://webster.utahbar.org/barjournal/2012/07/survey_saysmentors_reap_benefi.html)
- [http://www.flayld.org/involved/mentoring/pdfs/LawyerMentoring.pdf](http://www.flayld.org/involved/mentoring/pdfs/LawyerMentoring.pdf)
- [http://professionalism.law.sc.edu/referencelib.php?id=3](http://professionalism.law.sc.edu/referencelib.php?id=3)

Other Resources
- National Legal Mentoring Consortium [http://legalmentoring.org/mentoringprograms.php?id=0](http://legalmentoring.org/mentoringprograms.php?id=0)

Programs

Alabama
Birmingham Bar Association Mentoring Committee
The Mobile Bar Association Mentoring Program

Alaska
Anchorage Bar Association Mentoring Support
**Arizona**
The State Bar of Arizona Mentor Program

**Arkansas**
Arkansas Bar Association Mentor Program

**California**
Asian American Bar Association Mentor-Mentee Program
California Local Bar Association Mentoring Programs
Consumer Attorneys Association of Los Angeles Mentor Program
Fresno County Bar Association Mentorship Program
Lawyer's Club of San Diego Mentorship Committee
Lesbian & Gay Lawyers Association Mentorship Program
Mentor Program of the Korean American Bar Association of San Diego
Oakland County Bar Association Mentor Program
Orange County Bar Association Mentoring Program
Riverside County Bar Association Mentoring Program
San Diego County Bar Association Mentor Program
Women Lawyers Association of Los Angeles Law Student Mentoring Program

**Colorado**
Colorado Bar Association Mentoring Program
Denver Bar Association Mentoring Program

**Connecticut**
Hartford County Bar Association Mentoring Program

**Delaware**
Delaware State Bar Lawyer Helping Lawyers Volunteer Program

**DC**
D.C. Bar Practice Management Advisory Service Mentoring Resource

**Florida**
Bankruptcy Judges’ Mentoring Program for Junior Lawyers
Broward County Bar Association Mentorship Program
Dade County Bar Association E-Mentoring Program
Florida Bar eMentoring Program
Florida Association for Women Lawyers Mentoring Committee
The Jacksonville Bar Association Mentoring Program
Palm Beach County Bar Association Mentor Program
St. Petersburg Bar Association Mentor Program

**Georgia**
Georgia Chief Justice’s Commission on Professionalism Mentoring Program
Hawaii
Hawaii State Bar Association Mentoring Program

Idaho
Idaho State Bar Mentorship Program: “Bar Quest: Pathways to the Profession”

Illinois
DuPage County Bar Association Mentor Program
Illinois State Bar Association Lawyer-to-Lawyer Mentoring Program
Illinois Supreme Court Commission on Professionalism Lawyer-to-Lawyer Mentoring Program
Kane County Bar Association Mentoring Program
Lake County Bar Association Mentor Program
McHenry County Bar Association Lawyer-to Lawyer Mentoring Program
McLean County Bar Association Mentoring Program

Indiana
The Mentor Match Program of the Indiana State Bar Association

Kansas
Kansas Bar Association Young Lawyers Section Mentoring Program
Wichita Bar Association Mentoring Program

Kentucky
Kentucky Bar Association Lawyer to Lawyer Resource: “Great Place to Start”

Louisiana
Louisiana State Bar Association Mentoring Program

Maryland
Maryland State Bar Association Pro Bono Mentor Program
Maryland Court of Appeals Professionalism Center Mentoring Program
Anne Arundel Bar Association Mentorship Program (New Lawyers Committee)
Bar Association of Montgomery County Mentor/Mentee Committee

Massachusetts
Massachusetts Bar Association Mentor Program
Boston Bar Association’s Group Mentoring Program
Bar Association of Norfolk County Mentor Program
Worcester County Bar Association Mentor Program

Michigan
State Bar of Michigan Mentoring Center
Oakland County Bar Association Mentor Program

Minnesota
Minnesota State Bar Association Bankruptcy Section Mentoring Program
Hennepin County Bar Association Mentoring & Discussion Groups

Missouri
Kansas City Metropolitan Bar Association Mentor Program

Nebraska
Nebraska State Bar Association Mentoring Program
Nebraska Women’s Bar Association Mentoring

Nevada
Transitioning into Practice (TIP): A Mentor Program for Nevada Attorneys
Clark County Bar Association Mentor Program

New Hampshire
New Hampshire Bar Association Mentor Program

New Jersey
Gloucester County Bar Association Mentor Program
Middlesex County Bar Association Practice Area Mentor Program
New Jersey Bar Association Young Lawyers Division Mentoring Program

New Mexico
New Mexico Bar Association Bridge the Gap Mentorship Program

New York
City Bar Thurgood Marshall Summer Law Internship Mentor Program
New York County Lawyers’ Association Mentoring Program
New York State Bar Association’s Mentoring Program
New York City Bar Mentoring Circles for Small Firm and Solo Practitioners
Westchester County Bar Association Mentoring Program (in development)

North Carolina
North Carolina Bar Association Mentorship Program
Wake County Bar Association - Campbell University Law School Mentorship Program
Mecklenburg County Bar Association Linking Lawyers Program

North Dakota
North Carolina Bar Association (NCBA) Mentoring Program
North Carolina Chief Justice’s Commission on Professionalism Mentoring Programs

Ohio
The Supreme Court of Ohio Lawyer to Lawyer Mentoring Program

Oklahoma
Oklahoma Bar Association MentorMatch
Oregon
Oregon State Bar New Lawyer Mentoring Program

Pennsylvania
Pennsylvania Bar Association Mentoring Program
Bucks County Bar Association Mentoring Program
Washington County Bar Association Mentor Program
Westmoreland Bar Association Mentor Program (operated through the Ned J. Nakles American Inn of Court)

Rhode Island
Rhode Island Women’s Bar Association Program

South Carolina
The Supreme Court of South Carolina Lawyer Mentoring Program
Charleston County Bar Association Mentor Program

South Dakota
State Bar of South Dakota Mentorship Coin Program

Tennessee
Tennessee Bar Association Mentoring Program
Chattanooga Bar Association One to One Mentor Program
Knoxville Bar Association Mentor for the Moment Program
Memphis Bar Association Mentoring Program

Texas
Austin Bar’s Mentoring Program
Dallas Bar Association Transition to Law Practice Project
Houston Bar Association Mentor/Protégé Program
San Antonio Bar Association Mentor Committee
State Bar of Texas Transition to Practice Program
Tarrant County Bar Association Mentoring Initiative
Ten Minute Mentor
Texas Young Lawyers Association: Resources for New Lawyers

Utah
Utah State Bar New Lawyer Training Program (Mentoring)

Vermont
Vermont Bar Association Mentoring Program

Virginia
The Bar Association of the City of Richmond Mentoring Program
Roanoke Bar Association Mentor Match Program
Virginia Beach Bar Association Mentoring Committee

Wisconsin
Milwaukee Bar Association Mentor Program
Dane County Bar Association Joseph A. Melli Mentorship Program
Wisconsin State Bar Association Mentor Program
Modest Means Programs

The Modest Means Project of the Arizona Foundation for Legal Services and Education and the State Bar of Arizona enables those of modest means to obtain a lawyer for no more than $75 per hour.

The Moderate Means Program of the Washington State Bar Association combines the resources of practitioners with law students to provide low-cost representation to those with incomes of 200 to 400 percent of the Federal Poverty Guidelines.

The Baltimore-based Civil Justice Inc. maintains a network of practitioners who provide low cost representation on consumer matters such as credit abuse and foreclosure.

In 2008, the Standing Committee on Lawyer Referral and Information Service conducted a survey of modest means programs. Thirty-three programs provided information and their profiles are included on this page.
Rural Practice Initiatives

BAR ASSOCIATION COMMITTEES AND SECTIONS

The Iowa State Bar Association
Rural Practice Committee

The Utah State Bar Association
Solo Small Firm and Rural Practice Section

Colorado Bar Association
Agricultural and Rural Law Section

BAR ASSOCIATION PROGRAMS

Project Rural Practice
State Bar of South Dakota
Projectruralpractice@gmail.com

Francy Foral
Francy.foral@sdbar.net

Overview: In response to the steady decline in lawyers practicing in rural communities and the very real possibility of whole sections of South Dakota being without access to legal services, the State Bar of South Dakota has taken a leadership role in addressing the rural attorneys’ status as an endangered species through the formation of Project Rural Practice (“PRP”). PRP is a collaborative effort involving multiple organizations. Those invited include the Associations of the SD Indian County Bar, County Commissioners, School Districts, SD Retailers & the States Attorneys as well as the UJS, Law School, local charitable organizations and others.

Program Details: Three areas of focus have been identified in addressing the challenge of attracting lawyers to main street:

- First, educate lawyers on Bar and practice support resources for attorneys seeking to move to rural areas; break down barriers to rural practice.
- Second, develop community incentives with non-lawyer stakeholders and encourage them to make the case for recruiting a lawyer.
- Third, develop a website to match lawyers with communities or lawyers seeking a successor.

Recent Developments:
To promote such practices nationally, Project Rural Practice in South Dakota offered a resolution that passed unanimously before the American Bar Association House of Delegates in support of PRP’s mission.

On March 21, Governor Daugaard signed HB 1096, the “rural attorney recruitment bill,” which is designed to assist counties in South Dakota with 10,000 people or fewer attract new attorneys. See this article.

Summer Clerkship Program  
Rural Practice Committee  
Iowa State Bar Association  
200 State Street, P.O Box 134  
Garner, IA 50438-0134

Phil Garland, Committee Chair  
garlandlawfirm@gmail.com

Overview: The ISBA’s summer clerkship program that matches students at Iowa’s two law schools and Creighton University (in Omaha, NE) with attorneys in small towns for approximately 10 weeks during the summer. The overarching goal of the program is to allow attorneys to become acquainted with and evaluate students who might become prospective associates or successors. It allows students who might consider practicing in a rural area to get a feel of a rural practice and living in a small town.

Program Details

- The attorneys who participated in the 2012 summer clerkship program reported that their clerks did research, prepared documents, assisted them in preparing for trial, sat in on client meetings, did title opinions, prepared probate inventories and assisted in preparing closing documents.

- Participating attorneys determine how much to compensate student attorneys, but it is recommended that the compensation be at least $15 per hour for a 40 hour week. Almost all of the participating attorneys in the 2012 summer program paid that amount.

Rural Practice Initiative Summer Clerkship  
Nebraska State Bar Association  
c/o Rural Practice Initiative  
PO Box 81809  
Lincoln, NE 68501-1809  
(402) 475-7091

Sam Clinch  
sclinch@nebar.com
Overview: The Nebraska State Bar Association’s Rural Practice Initiative places law students in firms outside of metropolitan areas for one or two 5-week clerkships throughout the summer.

Program Details
- Students gain practical experience, draft pleadings and interrogatories, shadow during court days and client meetings, research, and prepare briefs and memos. All clerks are compensated by their employer.
- All clerks are compensated, though pay varies from employer to employer.

Rural Legal Education Project
Vermont Bar Association
PO Box 100
Montpelier, VT 05601

Laura Welcome
lwelcome@vtbar.org

Overview: The Rural Legal Education Project is a community legal education outreach effort of the VBA that enables it to expand its education program to rural Vermont adults through presentations at the local libraries within each community. The focus is on legal issues facing Vermont's rural population.
Lawyers in Transition Programs

In an effort to provide support for lawyers facing career transitions, some states have established “Lawyer in Transition” programs. Initially, such programs were established to provide resources and information for attorneys who left the workplace temporarily for maternity or paternity leave or because of other family obligations, and then wish to return to the workforce. However, as a result of the economic downturn, such programs have expanded to focus on attorneys who have been laid off and are thus forced to make career transitions. Other types of career transitions, whether upon entry to or exit from one’s career, are addressed as well.

New York State Bar Association
Committee On Lawyers In Transition

Massachusetts Bar Association
The Lawyers in Transition Committee

Philadelphia Bar Association
Lawyers in Transition

Dayton Bar Association (Ohio)
Lawyers in Transition Program

Louisiana State Bar Association
Lawyers in Transition Committee

South Carolina Bar Association
Lawyers in Transition

Oregon State Bar Association
Lawyers in Transition Program
New York State Bar Association
Task Force on the Future of the Legal Profession

The rapid pace of change in the legal profession, accelerated in part by the recent national economic downturn, prompted New York State Bar Association President Stephen Younger to form a task force to examine issues concerning the future of the profession. Under the leadership of Co-Chairs Linda L. Addison and T. Andrew Brown, the Task Force on the Future of the Legal Profession (“Task Force”) was asked to address the following:

1. developments in the economics, structure, and billing practices of private law firms;
2. changes in the model for educating and training new lawyers;
3. the pressures on lawyers seeking to find balance between their professional and personal lives; and
4. the implications of technology on the practice of law.

North Carolina Bar Association
Justice Task Force

In 1994, then Chief Justice James Exum appointed a bipartisan twenty-seven member panel of business, legal and community leaders and charged it with developing specific recommendations for improvement of the justice system. According to Futures Commission Vice Chair Rhoda Billings, the Commission was to create a model for the court system of the future, and not to focus on adapting the existing system. On December 5, 1996, after over two years of work, the Commission for the Future of Justice and the Courts in North Carolina ("Futures Commission") presented its final Report to the North Carolina Supreme Court and Court of Appeals, and on the following day to the entire North Carolina Judicial Conference.

The Task Force began to address the Futures Commission Report in December, 1996 with the first of a series of five day long meetings to develop conclusions and recommendations to the Board of Governors.

Communicating Between Bench, Bar and Among Professionals

Oakland County Bar Association
Ombudsman Program
The Oakland County Bar Association (MI) positions itself as a safe harbor for its members. This multi-faceted approach includes a newly launched ombudsman program to facilitate communications between members of the bench and the bar along with an innovative mentor-match program that facilitates the delivery of pro bono services.

Indianapolis Bar Association
Indy Attorneys Network

The Indianapolis Bar Association has created the Indy Attorneys Network. This bar association dues supported section is devoted to facilitating interaction among attorneys across practice areas while making networking less daunting and more accessible.