



2019 1L LCLD Scholars Program FAQs

Purpose of the 1L LCLD Scholars Program

The 1L LCLD Scholars Program is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students. The 1L LCLD Scholars Program gives these students the opportunity to work side-by-side with attorneys from LCLD Member organizations.

The program is also intended to provide LCLD Member law firms and companies with an opportunity to partner to provide joint summer experiences to students. These partnerships are a great opportunity for firms and in-house legal departments to collaborate and for lawyers from firms and in-house legal departments to work together to positively impact diverse law students.

Here are answers to frequently asked questions about the 1L LCLD Scholars Program:

Recruiting & Hiring

Will LCLD identify, screen, and recruit diverse students for the 1L LCLD Scholars Program?

LCLD will not recruit candidates for the 1L LCLD Scholars Program. We will rely on Members to identify, select, and hire their 1L LCLD Scholar(s). This will give Member organizations flexibility throughout the recruiting process and the ability to tailor their search to their organization's specific needs.

Does LCLD have any specific selection guidelines participating firms/corporations should follow?

The criteria by which candidate(s) are selected will be left up to the Member. Keep in mind, however, that LCLD's mission is to increase diversity in the legal profession and that under-represented populations in our profession are of primary interest to LCLD's work.

Does the 1L LCLD Scholars Program focus on certain law schools from which to select applicants?

LCLD markets the 1L Scholars Program to law schools that our Member organizations have hired Scholars from in the past, the top twenty law schools on the U.S. News and World Report Diversity Index, and Historically Black Colleges and Universities. However, Members are not limited to those schools in their 1L Scholars recruitment efforts.

Who will make the final selection of this year's 1L LCLD Scholar(s)?

As stated above, LCLD will depend on the participating firms/corporations to make the final hiring decision for their 1L LCLD Scholar(s).

In which geographic areas will the 1L LCLD Scholar(s) be located?

Because Members will be managing their individual recruiting processes, office placement will be at the discretion of the Member.

Does LCLD have any compensation guidelines and/or expectations Members must adhere to?

LCLD does not have any specific compensation guidelines. However, our suggestion is that firms/corporations will pay their 1L LCLD Scholar(s) the same rate as their other first-year summer interns.

Partnerships

What is a 1L Scholars Partnership?

Law firms and corporate legal departments collaboratively create summer internships in which both organizations provide insights and experience to diverse first-year law students.

What are the benefits of participation for LCLD Member organizations?

- Builds your organization's pipeline for diverse legal talent.
- Demonstrates your commitment to diversity to clients or outside counsel.
- Strengthens your relationship with clients or outside counsel.
- Makes your summer program more attractive to students.
- Fits your organization, enabling you to choose your partner and design a model that works for you.

Who can I partner with?

If you are a law firm, you can choose to partner with one or more Member organizations or non-Member in-house legal departments. Typically that means that the students you hire will spend some period of time working in your law firm, and some period of time working in-house with your partner company. If you are an in-house legal department, you may choose to partner with one or more law firms, provided that they are LCLD Member law firms.

Is there a required partnership model?

No. You can be creative in making the partnership work for you. Some LCLD Member organizations have had students split their summer, spending half the summer with the firm and half the summer with the legal department. Other LCLD Members have had students work primarily at the firm, but spend a week or two with the legal department. Other partnerships have engaged the students in work exclusively at the law firm, but have provided shadow and networking opportunities with their partner in-house organization(s).

Am I limited to just one partnership?

No. You may partner with more than one law firm or in-house legal department.

How many students can participate in a partnership experience?

As many as you would like! You could have one or two students engage in the partnership experience, or incorporate all of your Scholars into the partnership experience.

Will LCLD help me set up the partnership?

LCLD can help you set up the partnership experience; just reach out to Nancy Richardson at nrichardson@lclldnet.com for more information.

The Internship Experience

Does LCLD have guidelines on the length of the internship and specific start and end dates for the 1L LCLD Scholar(s)?

LCLD does not have specific instruction on the duration of the internship and does not set specific start or end dates. It is common practice, however, that Scholar(s) are available to work for a minimum of eight weeks during the summer.

Is it necessary for Member organizations to create a separate summer program for their 1L LCLD Scholar(s) or formally designate the student(s) as ‘1L LCLD Scholar(s)’?

No, it is not necessary for Member organizations to create a separate program for the 1L LCLD Scholar(s), nor to give this student a specific title. In fact, LCLD recommends that Members integrate their 1L LCLD Scholar(s) into their existing summer program. A Scholar’s summer experience should be similar, if not identical to, that of your other interns, including opportunities in the social, educational, and professional arenas.

Does LCLD have an expectation as to the nature of work assigned to the 1L LCLD Scholar(s)?

LCLD does not have specific requirements regarding the 1L LCLD Scholar(s) work assignments and/or projects. We recommend that assignments provide a good balance of quality and quantity and contain substance and variety throughout the internship.

Does the 1L LCLD Scholars Program structure allow the Scholar(s) to split their summer between a firm and an in-house assignment?

LCLD encourages Members to offer a joint law firm/in-house experience whenever possible. The ability to learn about the practice of law at both a traditional law firm and with an in-house corporate law department will broaden the Scholar’s experience and future opportunities. LCLD can assist you to create a partnership if your organization does not currently have one in place.

Does the 1L LCLD Scholars Program allow Members to make offers to Scholars at the conclusion of the Program?

Members participating in the 1L LCLD Scholars Program are not expected to offer first-year program participant(s) an opportunity to be employed in the future, however, many Members do invite their Scholars back the following summer. Subsequent offers of employment are at the discretion of the Member.

Is there any reporting that companies/law firms need to provide to LCLD during and at the conclusion of the internship?

LCLD tracks the 1L LCLD Scholar's progress through law school and into their early legal career. LCLD collects some basic contact information for each Scholar (name, law school, email, etc.) from participating Members. LCLD will also ask you to complete a short survey at the end of your summer experience.

2019 1L LCLD Scholars Summit

Will LCLD host a 2019 1L LCLD Scholars Summit?

Yes.

When and where will the 2019 1L LCLD Scholars Summit take place?

The dates and location of the summit will be added here in the fall of 2018.

How much will the 2019 1L LCLD Scholars Summit cost?

Up to three 1L LCLD Scholars from each LCLD Member organization may attend the 1L LCLD Scholars Summit without incurring conference fees. However, Member organizations will be responsible for all of their Scholar's travel expenses (round-trip airfare, accommodations, and incidental expenses). If Member organizations want to send more than three 1L LCLD Scholars, then an additional cost may be imposed on the Member organization for each additional Scholar.

What will the Scholars do at the 1L LCLD Scholars Summit?

LCLD is currently planning the 1L LCLD Scholars Summit. The agenda will include panel discussions, distinguished speakers, and networking opportunities.