LAW FIRMS: PUBLIC INTEREST AND PRO BONO OPPORTUNITIES
PUBLIC SERVICE OPPORTUNITIES FOR SECOND YEAR LAW STUDENTS

PUBLIC INTEREST OPPORTUNITIES FOR SECOND YEAR STUDENTS

Pro Bono Opportunities

Working at a firm for a summer or as a graduate does not mean that you cannot be involved in public interest and pro bono work. There are opportunities for service through the many established law firm pro bono and public service fellowship programs. Below is an outline of some of those programs. For more information visit the firm’s website or see Eric McKinley, the public interest counselor.

Many of the law firms that participate in Penn Law School’s on Campus Recruiting (OCR) program have strong pro bono programs in which their summer associates and attorneys can participate. Many of the firms that participate in Penn Law recruiting programs are signatories of the American Bar Association’s Pro Bono Challenge and have agreed to donate a certain percentage of their billable hours to pro bono. Additionally, several firms have developed programs that allow their summer associates to work with a public interest organization for longer periods, usually from one to seven weeks.

Public Interest Split Summers

The firms listed below have programs that allow summer associates to spend some part of their summer at a public interest organization. Associates are often paid their firm salary for both parts of the summer, although other arrangements can be made. Firms may or may not recruit on campus. Additionally, you should check with the firms’ web sites for the most up-to-date and correct information.

Arnold & Porter, NY
www.arnoldporter.com

Arnold & Port allows a 2L to split the summer between the firm and a New York City public interest organization. The first half of the summer must be spent at the firm. More information is available from Kelli Cooney, Legal Recruitment Manager, 212-715-1384 or Kelli_Cooney@aporter.com.

Bradley Arant Rose & White
www.barw.com

Bradley Arant Rose & White LLP offers the Douglas Arant Public Interest Fellowship which allows an associate to spend a minimum of 6 weeks at the firm, and the balance of the summer (a minimum of 4 weeks) at a public service organization approved by the firm. The summer associate is compensated by the firm while working for the public service organization just as if he or she is working in one of the firm’s offices. Organizations have included the Equal Justice Initiative and the Southern Poverty Law Project. Birmingham, AL/Huntsville, AL/Jackson, MS. Contact Mary Screws, Manager of Recruiting at 205-521-8445 or mscrews@bradleyarant.com.

Cadwalader, Wickersham & Taft
www.cadwalader.com

The Cadwalader Public Interest Fellowship is awarded annually to one or two New York summer associates, entering the third year of law school, who has demonstrated an interest in pursuing legal work in both the public and private sectors. The fellow spends the first eight weeks of the summer as a Cadwalader summer associate in the New York office, and is provided with a grant to spend the next four to six weeks in the legal department of a New York City public interest organization of his or her choosing. The firm will pay the standard 2L weekly summer associate salary for work at the firm and pay $8,000 for the public interest work. New York, NY. www.cadwalader.com, Monica Brenner, Manager of Legal Recruitment at 212-504-6044 or monica.brenner@cwt.com.
Crowell & Moring
www.crowellmoring.com

Crowell and Moring allows up to 1/3 of its summer associates a chance to participate in their public interest fellowship program. Summer Associates selected as public interest fellows spend 6 weeks at the firm and 5 weeks at one of ten DC public interest organizations. Washington, DC. Contact Torey Phillips, Attorney Recruitment Manager, 202-624-2771 or legalrecruiting@crowell.com.

Day Pitney LLP
www.daypitney.com

Day Pitney LLP through the Day Pitney Foundation, offers one split summer opportunity to a 1L or 2L (preference to 2Ls). The recipient works the first half of the summer at the firm and spends the second half of the summer working on projects at the Day Pitney Foundation. For more information contact, Hope Cone, Partner, hcone@daypitney.com or (973) 966-8127.

DLA Piper
www.lawpiper.com

DLA Piper offers two 2L students (one in New York and one in another office) an opportunity to spend 8 weeks of the summer with the firm and 4 weeks at a public interest organization of the student’s selection with firm approval. New York, NY. (212) 776-3917, Donna Manion, Legal Recruiting Manager, donna.manion@dlapiper.com.

Goodwin Procter
www.goodwinprocter.com

Goodwin Procter’s Summer Public Interest Fellowship Program sponsors two summer associates who choose to work in a D.C.-area public interest organization for part of the summer. Participants must spend a minimum of eight weeks at the beginning of the summer at Goodwin Procter. For the second part of the summer, the participants work at a public interest organization of their choosing. Washington, D.C. Contact Cindy Jahr Evans, Legal Recruitment Manager at 202-364-4171 or cevans@goodwinprocter.com.

Hughes Hubbard & Reed LLP
www.hugheshubbard.com

Hughes Hubbard & Reed LLP offers a split summer Schell Fellowship to a 1L or 2L student. The fellow will work as a summer associate at Hughes Hubbard's New York office for the first 7-8 weeks of the summer program and spend the last part of the summer with a public interest organization of the student's choice. New York, NY. Contact Bianca A. Moore, Manager, Law School Recruitment, 212-837-6057 or moore@hugheshubbard.com.

Kelley Drye & Warren
www.kelleydrye.com

Kelley Drye offers a summer pro bono fellowship to a summer associate interested in working for a non-profit organization in the New York Metropolitan area. Law students accepted into Kelley Drye’s summer program may apply for the fellowship. The Fellow spends half of the summer at the Firm and the other half at a non-profit organization of his or her choice. New York, NY. Contact Tina Metis, Esq. Manager of Legal Recruiting, 212-808-7728 or tmetis@kelleydrye.com.

Kilpatrick & Stockton LLP
www.kilpatrickstockton.com

Kilpatrick Stockton offers a split summer opportunity to a 2L who will work a minimum of the first seven weeks at the firm and four to six weeks at a public interest organization. More information is available from Naomi Horvath, nhorvath@kilpatrickstockton.com.
King & Spalding
www.kslaw.com

King & Spalding offers several summer associates the opportunity to work the first 6 weeks of the summer at the firm, and up to 6 weeks in a public interest organization or government office. Washington, DC – contact Rebecca Grady at 202-626-2387 or rgrady@kslaw.com. Houston, TX. – contact Cheyanne Powers at 713-495-8839 or cpowers@kslaw.com. Atlanta, GA. – contact Jennifer Crisp at 404-572-2509. New York, NY. – contact Ana Lesce at 212-556-2200 alesce@kslaw.com.

Kirkpatrick Lockhart Preston Gates Ellis LLP
www.klng.com

Kirkpatrick Lockhart awards up to three successful 1L, 2L, or 3L candidates a $4,000 stipend for a 4-week fellowship at one of four designated public interest organizations. Candidates must complete and submit an application in October each year. Applicants are not required to apply to the KLNG summer program to participate. Participating organizations are the Allegheny Conference on Community Development, Education Law Center, KidsVoice, and Neighborhood Legal Services Association in Pittsburgh, PA. For more information go to www.klgates.com or contact Jessica L. Gangjee, Pittsburgh Recruiting Coordinator, 412-355-6547, jessica.gangjee@klng.com.

Dewey LeBoeuf, LLP
www.deweyleboeuf.com

Dewey LeBoeuf Summer Fellowships offer all second-year law students in New York and all first and second year associates in Washington, D.C. split summers. Students work at the firm for the first 6-10 weeks and then can spend up to 4-6 weeks at a public interest organization in the local area.

Dewey LeBoeuf Summer Fellows will receive the standard 2L weekly summer associate salary while working at the Firm and a stipend of $9,000 for the time spent working at the public interest organization. For those interested in NY – contact Lauren Kasmus, at nystudent@dl.com. For those interested in Washington, DC – contact Amy McNamara, at dcrecruit@dl.com.

Miller & Chevalier
www.millerchevalier.com

Offers both 1L and 2L summer associates the opportunity to work in one of three DC public interest organizations for up to 6 weeks after they spend at least the first 8 weeks with the firm. Current participating organizations are the Public Defender Service, the Washington Lawyers' Committee for Civil Rights and Urban Affairs, and The Legal Aid Society for the District of Columbia. Washington, DC. Contact Allyson Conroy at aconroy@milchev.com or 202-626-1480.

Morgan Lewis and Bockius LLP
www.morganlewis.com

The firm offers all of its Summer Associates the opportunity to participate in our Public Interest and Community Service (“PICS”) Program. Under the PICS Program, every Summer Associate is given the option of either participating in the firm's traditional summer associate program for the full summer, or spending at least seven weeks of the summer in the traditional program, followed by a 4 -week assignment at a public interest or community service organization. Students will receive a stipend equal to the salary they would have received at the firm. Chicago/Dallas/Washington, D.C./Los Angeles, CA/Miami, FL/New York, NY/Palo Alto, CA/ Philadelphia, PA/Princeton, NJ/San Francisco, CA/. Click the “Recruiting Contacts” link at www.morganlewis.com.
Munger, Tolles & Olson LLP
www.mto.com

Munger, Tolles & Olson LLP offers up to six 1Ls (four in Los Angeles and two in San Francisco) the opportunity to work a minimum of 8 weeks with the firm and 4 weeks with an approved nonprofit organization in the LA or SF area, receiving $3,080 per week for the entire summer. Diversity candidates are encouraged to apply. Applications for Summer 2008 must be received by January 31, 2008. Los Angeles, CA. Contact Ms. Kevinn Villard, Director of Legal Recruiting, 213-683-9242, kevinn.villard@mto.com

Paul Hastings
www.paulhastings.com

Paul Hastings offers a limited number of summer associates to split their summers between one of the firm’s participating offices and a public interest or government agency in the city where they will be working for the firm. Students are advised to express their interest in this opportunity in the screening interview as there are a limited number of slots available. Contact Cindy Hasson, Senior Manager of Attorney Recruiting – East Coast, cindyhasson@paulhastings.com.

Pillsbury Winthrop Shaw Pittman LLP
www.pillsburylaw.com

Pillsbury Winthrop Shaw Pittman allows interested summer associates the opportunity to split their summer between the firm and a DC public interest organization of their choosing at a full summer salary of $2,785/wk. The student will spend the first seven or eight weeks at the firm and the balance at the public interest organization. Washington, D.C. – contact Kenia Garner, Human Resources Manager, 202-663-8394, keniagarn@pillsburylaw.com.

Simpson Thacher & Bartlett
www.simpsonthacher.com

In further support of summer associates' pro bono work, Simpson Thacher sponsors a Public Interest Fellowship Program that annually awards public service fellowships to up to four of our summer associates. Each Public Interest Fellow will complete eight weeks of the summer at the Firm and then spend four to six weeks on a significant public service project of his or her own choosing. New York, NY. Contact Ellen Long, Director, Legal Employment, elong@stblaw.com, 212-455-2698.

Vinson & Elkins
www.velaw.com

Vinson & Elkins offers a split summer opportunity to two 2Ls. The firms requires that students spend the first half of the summer with the firm and the second half with a public interest organization approved by the firm. Austin/Dallas/Houston/New York/DC. Contact Stephanie Pratt, Attorney Employment Manager, 512-542-8717, spratt@velaw.com.

Weil, Gotshal & Manges LLP
www.weil.com

Weil, Gotshal offers split summer opportunities to 2Ls. Students will work the first 8 weeks of the summer at the firm and spend the last 4 weeks at a government agency or public interest organization approved by the firm. In addition, Weil offers 2-week externship opportunities to 2Ls and 2Ls with public interest organizations that are clients of the firm. New York, NY. Contact Petal Modeste, Director of Legal Recruiting, 212-735-4553 or recruit@weil.com.
Wiggin and Dana LLP
www.wiggin.com

Wiggin and Dana LLP offers a split summer for one 2L to spend the first five weeks of the summer in the firm’s New Haven office and remainder of the summer at public interest organization approved by the firm. More information is available from Kathy Gilloran, Director of Attorney Hiring and training at 203-498-4472 or kgilloran@wiggin.com.
LAW FIRM FELLOWSHIP OPPORTUNITIES FOR GRADUATING LAW STUDENTS

Law Firm Fellowships

Several law firms now offer public interest fellowships to their incoming associates. These fellowships take several forms including the following: those that allow the associate to join a public interest employer after spending a year or two at the firms; those that allow an associate to spend time at a public interest organization before joining the firm; those that allow an associate to split his or her time between a public interest employer and the firm; those firms that allow you to do public interest or civil rights work with the backing of the firm; and those that have a public interest practice and hire new associates by offering the fellowship. Firms that represent those categories are briefly explained below. Other law firms offer shorter programs for their associates.

The firm of Fried Frank Harris Shriver & Jacobson sponsors fellows to work for either the Mexican American Legal Defense and Education Fund or the NAACP Legal Defense and Education Fund. Fellows work the first two years with the firm and the second two with the chosen organization. Information is available at 212-859-8856 or fellowship@ffhsj.com and www.ffhsj.com.

The firm of Holland & Knight sponsors the Chesterfield Smith Community Service Fellowship. The Fellowship establishes three public interest associate positions in the firm’s Washington, D.C., Boston and Miami offices. For the first two years the fellow performs full-time pro bono service for either the Center for Public Representation in Boston, the Lawyer’s Committee for Civil Rights Under the Law in D.C., the NAACP Legal Defense and Education Fund in D.C. or the Florida Immigrant Advocacy Center in Miami. In the third year the fellow enters one of the practice areas within the firm. The fellows receive the same compensation and benefits as other firm employees and have the same opportunity to achieve partnership status. Information is available at www.hklaw.com.

The Philadelphia Bar Foundation Public Interest Fellowship was created to provide law graduates the opportunity to work with one of the many public interest organizations in Philadelphia before going to work at one of several participating law firms. Participants spend their first year out of law school with a public interest organization in Philadelphia. After the first year participants return to their firm. The firm salary is split over the first and second years of the program.

Recent Philadelphia Bar Foundation Fellows have worked for nonprofit organizations such as the Public Interest Law Center of Philadelphia, the Education Law Center, Community Legal Services, Inc. and the Pennsylvania Health Law Project. For information contact foundation@philabar.org.

The Philadelphia law firm Wolf Block Schorr & Solis-Cohen, LLP offers the Shestack Fellowship, in honor of Jerome J. Shestack, past President of the American Bar Association and partner in the firm. The Shestack Fellowship allows a new associate to dedicate 50% of his or her time to pro bono work while receiving the firm salary. The fellowship lasts for two years, during which time the fellow receives the same salary as his or her colleagues at Wolf Block and has one-half of the billable-hours requirements. At the end of the two-year period, the fellow has the option of remaining at the firm as a full-time associate but is not obligated to do so. Law students and judicial clerks may apply. Information is available at www.wolfblock.com.

The law firm of Gibbons, Del Deo, Dolan, Griffinger & Vecchione offers the Gibbons Fellowship in New York and New Jersey. Gibbons Fellows are full time associates of the firm who undertake public interest and constitutional law projects and litigation. Applicants must have done a federal clerkship and may have practiced before applying. Information is available at www.gibbonslaw.com.

The Law firm of Relman & Associates in Washington, DC offers the Relman Civil Rights Fellowship for recent graduates and judicial law clerks. The fellow works with the attorneys on cutting edge civil rights litigation in the firm’s areas of practice including fair housing, fair lending, police accountability, public accommodation and employment discrimination. Information can be found at www.relmanlaw.com.
The following law firms have programs in which they allow new associates to work with a nonprofit legal organization for up to six months.

Ropes & Gray www.ropesgray.com
Perkins Coie www.probonoinst.org/perkins

Pro Bono Opportunities

Many law firms that participate in Penn Law School’s on Campus Recruiting (OCR) program have strong pro bono programs in which their new associates can participate. Many of the firms that participate in Penn Law recruiting programs are also signatories of the American Bar Association’s Pro Bono Challenge and have agreed to donate a certain percentage of their billable hours to pro bono.

You should make it a point to find out about pro bono opportunities while you are working for the firm over the summer and while you are mulling over your offers. Additionally, you should make contact with the firm’s pro bono coordinator or pro bono partner as soon as you arrive in the fall.

See the attached resource lists for more information on pro bono generally, and pro bono policies at law firms.
PRO BONO RESOURCES

Web Sites

The American Bar Association has a directory of state and local pro bono programs that is available at www.abanet.org/legalservices/probono/foreword.html. They also have a printed version of the directory for sale. General pro bono information can be found at www.abanet.org/legalservices/probono/home.html.

Pro Bono Net has pro bono information for selected practice areas and jurisdictions. Information is available at www.probono.net/index.cfm.

The Law Firm Pro Bono Project is a project of the Pro Bono Institute and the American Bar Association’s Standing Committee on Pro Bono and Public Service. Information is available at www.probonoinst.org.

The National Legal Aid and Defender Association web site is also an excellent resource to find organizations offering pro bono opportunities. Information is on line at www.nlada.org/.

Publications

Spotlight on Pro Bono and Public Interest Activities in the Philadelphia Area, published by the Law School Outreach Committee and Public Interest Section of the Philadelphia Bar Association.


Directory of Law Firm Pro Bono Programs, The American Lawyer.

STATE AND LOCAL RESOURCES

DENVER, COLORADO

There are many agencies in the Denver area and throughout the state that have pro bono opportunities available for students and attorneys. The best way to find out about them is to contact the local Denver Bar Association at (303) 860-1112.

MIAMI, FLORIDA

There is a public service project of the Florida Bar and Florida Pro Bono Coordinators Association that produces a guide. To request the guide please contact the Public Service Program at (850) 561-5807.
ATLANTA, GEORGIA

Atlanta Volunteer Lawyers Foundation is a nonprofit foundation dedicated to providing representation for persons of low income. AVLF arranges pro bono representation in civil matters for financially eligible clients. Information is available at http://avlf.org/.

CHICAGO, ILLINOIS

There are many agencies in the Chicago area and throughout the state that have pro bono opportunities available for students and attorneys. The best way to find out about them is to use the Illinois Pro Bono Center web site at www.illinoisprobonocenter.org.

ST. LOUIS, MISSOURI

Legal Services of Eastern Missouri (LSEM) is a civil legal services office specializing in consumer, elderly, family, housing, welfare, government benefits and employment law, and community education. The Volunteer Legal Program provides pro bono referrals to attorneys throughout the city and welcomes student volunteers. Information is available at legalsvcs@stl.unitedway.org.

NEW YORK, NEW YORK


PHILADELPHIA, PENNSYLVANIA

Philadelphia has a number of public interest agencies that have very organized pro bono programs. More information is at www.philadelphiabar.org and is listed under the Public Interest Section.

DALLAS, TEXAS

The Dallas Volunteer Attorney Program is a joint venture between the Dallas Bar Association and Legal Services of North Texas that pairs volunteer attorneys with pro bono clients. Information is available at (214) 742-5768.

The Dallas Bar Association web site lists additional pro bono opportunities at www.dallasbar.org.

HOUSTON, TEXAS

Sponsored by the Houston Bar Association, the Houston Volunteer Lawyers Program provides free legal services to low income individuals on matters involving family law, AIDS, consumer rights, immigration, estate planning and landlord/tenants rights. Information is available at www.hba.org.

The Gulf Coast Legal Foundation provides pro bono legal services to low income individuals on a variety of civil legal matters. Information is available at (713) 652-0077.

AUSTIN, TEXAS

The Volunteer Legal Services of Central Texas provides pro bono legal services to low income individuals on a variety of civil legal matters. Information is available at (512) 476-5550.

SEATTLE, WASHINGTON

The King County Bar Association offers a number of pro bono opportunities including Neighborhood Legal Clinics, Volunteer Legal Services, Volunteer Attorneys for Persons with AIDS/HIV, The Family Law Mentor Program, Legal Services for the Homeless, Housing Justice Project and Newcomers Resource Project. Information is available at www.kcba.org.
PRO BONO TIPS

10 suggestions for evaluating a law firm’s commitment to pro bono work from James Sandman, former Managing Partner at Arnold & Porter, Washington, DC, and a Penn Law School Graduate.

1. **Look at the breadth of the firm’s work.**
   Look at the number of lawyers doing pro bono and the number of hours per lawyer.

2. **Focus on partner involvement.**
   If partners are not committed to the work, they won’t be happy about associates working on pro bono matters over paying client matters.

3. **Externship opportunities.**
   Don’t place too much importance on them. They are good opportunities for a few attorneys at the firm, but if that’s all the firm offers, it’s not enough.

4. **Look at the firm’s description.**
   Is it specific or general? Does it look like a marketing piece or is it substantive?

5. **How does a firm count hours spent on pro bono matters?**
   Do they count towards the firm’s minimal billable hours goal? If there are different salary tracks for different hour commitments at the firm, do pro bono hours count towards that commitment? Does the firm have a bonus system that is tied to hours? Do pro bono hours count towards that?

6. **What are the types of pro bono work the firm has been involved in this year?**
   Ask this at an interview to find out how familiar attorneys are with pro bono cases. You will also learn the substance of the work being performed. Ask the interviewer if he/she has the chance to do much pro bono work.

7. **How does the firm get its pro bono work?**
   If the response is that you can do anything that you want, that may translate to you’re on your own to find the work, which isn’t always easy to do.

8. **Ask who runs the pro bono program.**
   Most firms serious about pro bono will have a pro bono coordinator or partner. Ask to talk to that person.

9. **Many firm pro bono programs focus on certain types of cases.**
   Be sure firm is willing to allow you to do the type of pro bono work that interests you.

10. **Does the firm have a written pro bono policy?**
    Get it!