

**Thursday**  
**May 21, 2020**  
**Stetson Law School**  
**Admissions Live Stream Event - Career and Professional Development**  
**12:00 PM – 1:00 PM**

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**>> Good afternoon, welcome to the live extreme. This is another in the series of live streams to engagement and learn about Stetson Law. My name is Darren and I'm joined by my incredible admissions, by the associate director of admissions and initiatives.**

**We have an informative event ready for you, we are glad you joined. Stetson Law is for professional development for securing students with a personal caring and engaged approach. Stetson empowers market ready candidates through employer engagement activities and student preparedness. And with a stand-alone campus, separate the career and professional development office is here solely for our law students. The presenters will speak first and following their presentations they will welcome all of your questions. We will like you to focus the presentations on the topic of live stream as much as possible.**

Post questions on the screen. And please mute your microphones when the presenters are speaking. Let's get started with a quick intro of our panelists today and they will then begin following that. First Joann Burnett in Office of Admissions Associate Director in Career Development. She specializes in employer engagement and readiness for students and alumni and oversees -- excuse me. One moment.

She oversees graduate initiatives in the career and professional development office. Prior to entering career services Annette practices law for the sixth judicial district.

Annette received her JV from Stetson Law after graduating from the University of Florida. And a judicial intern and intern for the Public Defender's Office.

Annette served for the member of bar for Young Lawyers Division where she led the profession wellness and she's a member of the Federal Association and Florida Association for Women Lawyers.

And Korey will join Joann on the panel. Korey counsels students to find work in workplaces that gives long-term career satisfaction and fulfillment in their careers. He graduates from Stetson Law and the international aging and law and policy. And was a research assistant to professor Rebecca Morgan. He practiced in South Carolina in Elder Law and Business Law before returning to the Tampa Bay area. Korey is at state local and national levels. He's currently the national association of law placement for the JV in expectation of employer you outreach and working group, Vice Chair for the profession experience and newer professional working group and the ADA for task force. He's a member

for the association of placement and recruiters. We welcome both, Joann and Korey here today. Joann would you like to start us off with the stream.

>> Hello everyone, it's a real pleasure to be with you today. I'm really excited I always get really excited to talk about our future students and talk with you. And today specifically we wanted to spend some time, Korey and I, talking about the career of office development. And specially outlining we like to do a lot of 10 tips in our office. We would like to spend time outlining 10 things we think you need to know about the office of career and development here at Stetson. We will spend time talking about that and of course as Darren said, we are excited to hear from you, in answering your questions I'll deliver this first 5 tips and Korey will deliver the last 5 tips for you. Number one thing you need to know about our office is sort of an overview of our philosophy. Whether you're coming into law school knowing exactly what you want to do or whether or not you're an explorer the office is here to help you. The three center around personal connections with our students, and alumni and employers and with the Stetson Law community as a whole. We recognize that one size did not fit all for our students. We recognize that each of you are coming into law school with a very different idea of what your career will look like after you graduate. We believe personal connections to you and our employers and our community not only in the Tampa day area but also nationally about building the personal relationships that's the most effective way to ensure your success. We expect you as students of sets of law to connect with us early and often.

The second part of our philosophy is really deliver topnotch experience coaching. I want to share you with my screen so we can talk a little about our team. You

should see my screen up there. And my colleagues will let me know if my technology has not cooperated. Here the is overview of the team. Katherine Martin is Assistant Dean for Career and Professional Development. She has been at the school for 10 years now and brings business students. She's a wealth of opportunity and knowledge and leads our team really well. We have been working together for a very long time. This is a little about Cathy. And Beth Casey another Association for Career Development that's also a alumna of the college of law and we are about half alums in our office. We are proud of that. And Stacy is the initial point of contact you all will have if you interact with our office. She's been with the college of law for a number of years and brings a wealth of institutional knowledge to our team. She's by many standards the glue that holds us together, and we are grateful for her many if there I am, you heard about me and you will hear from Korey in a few things. And Morgan is the last Executive of Career and Professional Development. And she comes from Silicon Valley and brings with us the wealth of experience in business and career and professional development. Together, we work to bring you the most contemporary and relevant advice that we believe you need to succeed in your career. Final part of our philosophy is completely serving our clients. As lawyers, so Korey and Beth and I are the employers are pointer to our office and clients are students and graduates, employers and university as a whole. We take that very seriously.

The second thing we really want you to know about the office of career and professional development we are not your undergraduate office. They take many shapes and attorneys in undergraduate institutions. Our office is different.

I mentioned we expect you to connect with us and work with us to develop and refine your strategy. Even if you at the very moment know what you want to do today after you graduate, that very well could change and certainly in the time we are in now, you need to be ready and you need to be flexible and you need to have plans. So we expect you to work with us. So that you can develop plan A and the ability to develop a strong solid and satisfactory plan B for you you know our admissions team is committed on to success and you have been working with them for a long time but other offices include the office of act success and bar prepare and the office of students affairs and office of international programs. This is the cocurricular teams that our office works clearly with –

[Captioner Bonnie took over]

>> JOANN GRAGES BURNETT: -- have better overall career outcomes. There are so many offices at Stetson Law that are just completely dedicated to your success, in addition, of course, to our faculty. You know our Admissions Team is committed to your success and you have been working with them for a really long time, but other offices you may not know about yet include our Office of Academic Success and Bar Prep, our Office of Clinical and experiential communication and our International programs. Those are some of the co-curricular teams that our office works very closely with. We work with them on a weekly, if not daily, basis to ensure that we are all united in our efforts to serve you and your career goals.

So you'll see throughout our programs and our delivery methods of resources and skills that oftentimes we are collaborating with those offices because we recognize that it really does take a village. And we all have very

unique functions on the College of Law, but together we are really united in making sure that we serve you to the best of our ability.

The third thing I really want you to know about our office is sort of an overview of kind of what we do all day. So an overview of our work includes coaching, right? So we spend a significant amount of time working with students on an individual basis, not only perspective students like some of you, right, but also 1Ls, 2Ls, 3Ls, part-time, full-time, and alumni. We are still, despite not being physically on campus, we are full speed ahead. We continue to work with our students and graduates to make sure they are building the strategies that make the most sense for them and they are prepared to succeed.

We spent a lot of time working on connecting to the market and I'll talk more about that in a moment. And we also spend a lot of time developing programming. Programming at Stetson Law is like symphony, right? As I mentioned before, we work in collaboration with so many different departments, but we work together specifically to create a program, right, for each semester that really builds and like symphony, right, there's rises and falls, it helps flow with your academic schedule as well. We are very in tune to what your needs are as a student, recognizing your academics are, of course, a priority, but we also recognize the co-curricular part of your Career and Professional Development are critical and why we hope you are choosing Stetson. It's a big source of pride for our community. So we work together with develop programs that we know uniquely suit the needs of our students no matter where they are.

Students each semester receive a program guide which outlines the

different types of programs that the offices that I have spoken about before and others are putting on. And those are timed to be when you need the information the most. So we really want to make sure that we're not overwhelming you with information, but that we deliver you the programs and services when you need.

I want to take a moment to talk about another really special program that we offer at the College of Law, and, again, I'm going to share my screen, so bear with me as I do some clicking.

One program that I want to make sure we spend time talking about is our award winning campus to career program. This is our professional development conference that we put on each year at Stetson. We will be going into our fifth year, I think. And we were recently the recipient of the prestigious Gambrell Award from the American Bar Association which highlights initiatives in law schools that really show case developing critical skills for law students.

I put up here an overview of last year's program. We were really thrilled with the way this conference works, it is really a campus-wide initiative. And there are members of our faculty and our staff and students that serve on the planning committee and we work together to bring you programs that focus on competencies that we know law students need. This conference takes place right when we get back from Spring semester. And while we are already starting to plan for next year's conference, I wanted to just provide a brief overview of some of the things that we have done in that conference.

We started off with a wellness session because that is an important

part of our campus culture. We have some pre-conference sessions. We had an opening keynote with a wonderful Professor out of the University of San Francisco who talked about mindfulness, which was enlightening for our students. And we closed with two really important pillar of our legal community, Judge Scriven and Lanse Scriven. And in the middle we had breakout sessions featuring faculty, staff, and members of our legal community who brought together unique programs that students were able to choose from.

So I wanted to just give you an overview of that, just so you can sort of see the types of programs that we really focus on and also give you a sense of the things that we think are really important for our students.

So I will -- I feel like air traffic control here navigating all these screens.

[Laughter]

So additional features of that conference include the fact it is a waste-free conference. We work really hard with our campus teams to make sure that we ensure that the conference is waste-free and it's been awarded a waste-free status and it's our third year, so we're excited about that.

As we are winding down, the fourth thing I want you to know about Stetson Law is our connection and what that means. We are ready, now more than ever, to adapt to the changing legal market and the changing environment and we are able to do that because we are very connected to our legal community. And we don't know what three years from now will look like, but what we can tell you is that our students will be ready for what the market demands.

Stetson lawyers are always ready and we believe being connected to



the employment market is critical to your success and that, of course, has never been more important now. We speak to employers daily. You'll learn more about that in a bit. And we are very integrated into professional associations that serve law schools, law firms, and the legal market as a whole. We gather this information thoughtfully and share it with you, our clients, and we are also very connected, of course, to our alumni. I hope you know already that our alumni community is incredibly robust and incredibly committed to your success as well. So we utilize our alums in very efficient and effective ways and find ways to connect you to them to make sure that you build relationships, which, of course, we'll talk about in a moment as well.

And then finally, the thing I want you to know about our office is sort of what our graduates do, right? So people come into Law School with very different ideas of what being a member of the legal community will mean to them. So I want to point you to some resources on our website that will give you some specific data about how we report graduate outcomes. For those of you who are not aware, so each Law School, ABA accredited Law School reports employment data to NALP which is a professional association and -- excuse me one moment -- excuse me one moment here -- we report that to NALP and the American Bar Association.

Pardon me, I will be right back.

Korey, if you will pick up on point six.

>> KOREY HENSON: Sure. So, hi, I'm introducing myself, Korey Henson, I'm one of the other Associate Directors in our office.

And point six is how we prepare you and what readiness looks like for a career professional development in Law School. And the things we focus on

in our work is being a skills-based office. I always tell people there really is no cookie cutter to the work that we do. When I sit down with a student for the first time, the conversations really are about, tell me about you, who are you? I really want to know the person I'm working with and that way we can help that person self-actualize. It's really an individualized approach.

It brings up a point I like to talk about. With the work, it's far more coaching than advising. And the difference is coaches do try to have that individualized conversation, where advising is more telling people things and that exploratory model has served as well over the years to help guide you on that journey. Sometimes students are like, I want to know what I should do, but it's far more valuable to help that student figure out for themselves what it is they want to do and we are really big on exploration.

So it's really a skills-based approach. When we say skills-based, the way I think about that is, instead of helping guide people to specific opportunities, it's more about cultivating your own. You're better positioned and we focus on that. It's the old saying, teach a person to fish rather than give the person a fish, so that's something to be mindful there.

Point seven is really understanding our market. So as Joanne was mentioning, the integration and connectedness we have to our market has been successful in helping students and graduates over the years. Being connected to employers, helping place graduates to employers. And Darren mentioned his -- or in Joanne's bio, they are involved and that helps us to stay ahead the game and be informed and help build connection pathway that is are helpful in the future. And we are very fortunate to be able to capitalize on the reputation of the Stetson lawyer. Graduates or not, you know, the

employer market tends to recognize the unique value of the Stetson lawyer and then really finds that -- what our students and graduates have to offer to be an outstanding contribution to workplaces in the profession.

Number eight on our list, we talked about moving beyond Florida, right? So, you know, what happens, people love it here, I'm a perfect case and example of a person who came to Stetson from very far away and liked it here, but I also went and practiced out-of-state. We work all of the time with a number of students and graduates who have the desire to practice beyond Florida and that, again, goes back to the point of connectivity and who we know across the spectrum of the profession and the globe that we can help create pathways either for individual connections or help you build the skills to help you get to those places where you eventually would like to go in your career if they are outside of Florida and we helped students and graduate do that all the time.

At the end of the day, all of these things are skills and also the importance of connections, right? So being able to think about these things expansively as a network, right? This is all part of the Stetson network and we are part of the Stetson network, but so are faculty and other staff members, alums, right? So that's part of our connection.

But you also want to be thinking about that for building your own connections. So a thing I tend to be thinking about here with conversations about initial network aspects and people coming into Law School, think about who you are already bringing to Law School with you as part of what I call your inherent network. Those people who are pertinent to you that might be able to give you help or perspective, they sometimes are Undergrad alums

other people you have met in your life, but a lot of times the conversation will shift once you get to Law School, faculty, staff.

A big point here to think about, you don't need to already know other lawyers, but it is helpful to think about, you know, how you are to go about connecting and developing relationships with lawyers, if you don't already know some, you can gather some perspective.

A big thing I always talk about in a lot of my coaching meetings, you don't actually need to work in a place to find out whether you like the thing or whether you will like those people. That's what networking can serve a purpose for. So being out there and involved and having conversations is hugely important for the development of your future decision-making for where it is you want to go.

And point ten, you know, a summarization point, it's an obvious one, but what should you be doing this summer? Part of it is staying connected to Stetson Law and reaching out to us, if you have questions, just ask. But some are softer, but are super important.

Find a good book to read, right? One of the things I always made sure I did when I was in Law School was have a good not Law School or law-related book that I was reading so your brain can go off in a bit of a different direction.

And then start thinking about what state it is you are going to practice in after Law School potentially and especially for Florida, start gathering the information you need for your Florida Bar application so you can get a leg up. It's important you get the initial application for the Florida Bar during your first year, not only for cost reasons, but benefits later on, character and

fitness clearance, it can take a long time in Florida to get that done, so you want to maximize the time you have.

Spend time talking to other lawyers and developing networks and thinking and researching pathways and things you want to think in so you can come in a little better informed about what it is you might want to do and about what Law School is going to be like.

And one thing I always like to focus on is rest and wellness. The 1L journey in particular is hard. Nobody is going to shy away from that, but to be able to build the ability as kind of a mental -- have the idea of what your mental and physical wellness strategies are so when you get here and get into Law School, you are better positioned to know what your stress relief outlets are. So thinking about the person holistically and what you need it to do to be successful and thrive, that's a super important point there.

Did we have Joanne back?

>> JOANN GRAGES BURNETT: Yes, hello, thank you. We will go back to point five. And point five I wanted to make sure you understand that we obviously capture employment data, as most law schools do, and that information is available on our website. And I would encourage you to spend some time looking at that information. We are very proud of what our graduates do after Law School.

Keep in mind these numbers, what these reports ask are, what is the graduates' employment status on a certain day and for Law School that day is March 16th. But what we are proud of is not only the collective numbers, but also the individual stories of the graduates who came into Law School with a very specific mission and were able to accomplish that.

Or the graduate who came in and said, I'm really not sure what I want to do with my law degree, but through exploration, clinics and internships found their path. For Korey and I that is so rewarding. We know you all have goals and we are 100% here to help you reach them no matter what they are. Whether it's practicing law traditionally, using your degree in a different way like Korey and I do, we are finding great ways to use your JD and so are many other graduates across the country. Whether you want to go into public services or the private sector, we support all of those choices equally and wholeheartedly. And when you work with us, I hope you'll find our ways of communicating with you and helping you build a strategy and your confidence and experiences are hopefully just as rewarding for you as they are for us.

And so those round out our top things that we really want you to you know about the Office of Career and Professional Development. And we're certainly very excited to be able to answer any questions that you have now.

>> DARREN KETTLES: Thank you, Joanne. Thank you, Korey. That is Darren again. I always learn so much listening to you. We have really good track records and I continue to see that happening. We have such a strong foot hold in the Tampa Bay area and that's nice for our students to that. We work so closely together. So if anyone wants to connect with our two panelists today or somebody else in the Career Development Office, we're happy to connect you so you can start those relationships sooner than later.

I think we're going to switch now to some questions. Hopefully you are typing in your questions at this point. By all means, we are going to get to as many as we can. I think Carmen from the Admissions Office, as well as

Dean Davis are both monitoring questions right now.

Carmen, we have one we can get started with?

>> CARMEN JOHNSON: Yes, we do, Darren. They are good questions.

Welcome, so happy you are able to join us. I know Korey and Joanne are looking forward to answering your questions.

So I'm going to get us started as you continue to get your questions in. I'm going to start with Joanne. And I would like Korey to follow-up as well.

Of course, you went over a lot of great information in your presentation, I even learned some things as well, as Darren mentioned, but in general when you are working with employers, a lot of our admitted students kind of like to know what do employers think of when they think of Stetson? Can you just give us a general summation? And then both of you address that and then we'll get to the questions.

>> JOANN GRAGES BURNETT: Sure. I love that question. And it's a really important question to ask.

I think that you'll find that when you go about in our legal community, when you talk to lawyers, when you talk to Judges, I think you will find that the characteristics of a Stetson lawyer include someone who is prepared, someone who is flexible, someone who is adaptable, and someone who really cares about their clients.

Our alumni, not only make up an enormous part of the Tampa Bay community, but they are also on the bench, they are leaders in our Bar Associations, and they take great pride, as I do, and I know Korey does, in being a Stetson Law alum. But I think those are the main characteristics and the most important in my view that come across.

When you hear that -- about our rankings in advocacy and our rankings in legal research and writing and you actually think about what lawyers do, right, we either use our skills to use persuasive arguments orally or we use those in the written form to develop persuasive writing and explanatory writing and that's fundamentally what lawyers do. And I think the legal community and other law schools have recognized that as our strength and I think that's a perfect example of the characteristics that the legal community has come to expect from Stetson graduates.

>> CARMEN JOHNSON: Korey.

>> KOREY HENSON: Yeah, I agree on all of those obviously. What I hear from employers when I'm working with them is polish. And the ability for our students to work with teams where they can get polishing across campus. That engagement, to me, it was familiar when I went to Law School, I went to small undergraduate college so I was used to that, but to build relationships is a big part of it. Polish, when I talk to employers, that is a thing that you hear a lot and that is a differentiator for sure.

>> CARMEN JOHNSON: Thank you to both of you for answering that. That is something that comes up consistently when we go throughout the community and even throughout Florida, hearing from employers and other lawyers who might not have even gone to Stetson. Thank you for summarizing that so beautifully. Thank you.

We're going to go to our first question from Russell. I'm going to toss this to Korey. Do students get right after 3L before taking the bar? What happens if a student does not pass the bar right after 3L? And what are things that career development does to help students that might not pass,



even though we hope everyone does pass.

>> **KOREY HENSON:** So one of the things we talk about is the idea of lifetime Career and Professional Development services and I kind of say in a casual offhand, you are stuck with us forever. But we look out for you, and developing those close-knit relationships with our team is really important for the instances where the search extends beyond graduation day and, you know, that happens. So with regard to the passage questions, we work with students and graduates all the time where that happens and they have very, very successful career launches to the point sometimes it's almost like those two points of job and bar are sometimes dissociated from each other because, you know, we see that happen and people get great jobs. It's about building that continued platform while you are in school and really getting engaged early so you build those skills.

>> **CARMEN JOHNSON:** Thank you so much for that. And the first part of that question, I think maybe Joanne, can you go a little bit more, you know, is it common for someone to have a job right after their 3L year or right after graduation or to get their jobs during Law School in some ways?

>> **JOANN GRAGES BURNETT:** So one of the things that you'll find that you hear in Law School a lot is the answer "it depends." Right? [Laughter] It depends on what your goal is. So for example, if you are interested in serving as an assistant state attorney using your law degree to serve as a Prosecutor, many of those jobs do require that you are licensed before they hire you. That being said, for that particular career path, if you do a clinic in Law School, and we have a magnificent clinical in Law School, you can be hired per the Florida Court after graduation. There are some jobs that do require you to

have a license. There are some jobs that hire you before a license. So if you are interested in going to a large firm, for example, some of that hiring takes place after your second summer.

If you are interested in going into corporate work, that hiring timeline might be very different. If you are interested in going into business, then very well you might be hired while you are still a student for graduate work. So the couple factors that really kind of shape that are the type of job that you are interested in doing after Law School, the place that you are interested in doing it, and whether or not you are going to sit for a bar exam. Those are factors that really play into answering that question and so what we do is we work with you very closely, very early to help you develop that strategy so if you are intending to seek a job where a bar licensure is required, then we work with you to develop a career plan to help you plan for that, right? You know, a strategy to help you plan for that. And then we also work closely with you to help make sure that you have the guidance and resources to build a financial plan to get you where you need to be to make sure that you are ready for the job that you want.

So the answer is "it depends." You know, we work very closely with students individually to make sure that we can build a plan that makes the most sense for them.

>> CARMEN JOHNSON: And we love the answer "it depends" because everything has nuance. So as you all get to Stetson and start classes, you'll love that answer as well.

Our next question, I'm going to give this to Korey. It is from Robert and Robert asked two questions that I'm going to combine into one, I think

they are somewhat related. Basically asking for what are the characteristics to make someone employable after graduation, what are some of those common characteristics for successful employment?

>> KOREY HENSON: That's a great question because, I mean, I think it's one, I'm not going to use "it depends" [laughter] but I'm inclined to because some of it really factors on what you want to go do. Right? Every path requires some different skills and so from a foundational coaching standpoint, one I like to use a lot comes from a study done a few years ago, it's called the 26 lawyer effectiveness factors and when you rate these things back down into skills, one of the things I find to be a really good success differentiator is the ability to build skills, but then to be able to convey transferable skills in a future interview. Not necessarily transferable experiences, that tend to help more on a broad based applicable that allows you to gain something in one experiential setting and apply it in another place.

I think when people can go out and build well-rounded skills that fit within the legal basket, but also can tie in things that they did in their prior life before Law School that will also help them in law, kind of the simple example I think about all the time that employers love is when she see service industry or retail background in a pre-law school experience setting because so many times they see a resume for the first time and it will clearly have experienced omitted and people will be making an evaluation when they submit and develop that resume that the only thing I'm going to include is things that look like legal oriented stuff. But somebody that works in food service, as a server or bar tender, their job is to make sure that customer has a good time

and comes back. That's the same skill that goes for a lawyer. Being able to piggyback to the ones you already brought to the table is a broad-based answer to that question, with an overlay of it then depends on some unique particularities of individual paths that somebody might pursue.

>> JOANN GRAGES BURNETT: And if I could add to that, I agree with everything Korey said. I think when we work with students, right, one of the things that really allows them to stand out to employers are the experiences that they have been able to obtain while they are in Law School.

When I was talking early in our ten tips about being plugged in and engaged, you can't just go to class, that's not enough. Going to class and getting good grades isn't going to be just enough. You have to engage in this community. You have to think about how you will expand your resume through clinics and externships, through leader positions and advocacies. There are many avenues to get you engaged, whether it's through your pro bono work, community work, but you can't just go to class. Students who just go to class and have really good grades even are not necessarily going to be as employable as someone who has really hit the ground taking advantage of every opportunity provided to them and look for students to build those very skills that Korey was talking about that are so crucial to lawyer effectiveness and to employability.

So I think, you know, you have to -- there's a platter of things that will be available to you at Stetson. You have heard people describe it as a buffet. You have to devour as many things as possible to make yourself well-rounded and competitive in this market.

>> KOREY HENSON: I want to jump on there, too, and say in that in my

experience that's a unique differentiator. Some schools might be leaning toward summer being, but at Stetson, it's common for people doing something throughout, so I hear from employers all the time how they tend to see a lot more experiences from the Stetson student.

>> CARMEN JOHNSON: Yes, thank you so much from the both of you. That is a very important point. And we hear it quite often on our end as well in terms of that distinction about Stetson.

>> DARREN KETTLES: I was going to chime in and say I wonder if the panelists can give something like an anecdotal story of somebody that didn't know how they were going to approach the whole career development component and how you guys helped them and what they ended up doing. Can you give something, in case somebody comes in and they don't know exactly what they want to do with their legal career, can you maybe just a short anecdotal thing people can relate to?

>> JOANN GRAGES BURNETT: If you came into my office and you said, Joanne, I'm excited to be here, but I have no idea what I want to do, sometimes those are great appointments because what we sort of start with is sort of a foundation of self-assessment. Understanding the things and the environments that you want to work in. And I think that can take a variety of shapes and it can be somewhat flexible as well.

But if you came in and you say, I have no idea what I want to do, but I came to Law School because, you know, my mother had a difficult experience with a lawyer once and I really want to make sure that no one has those experiences, we would talk about how, okay, so maybe working individually with clients is really important to you versus serving a larger client, right?

So we would kind of parse out what makes sense to you, what doesn't make sense to you. Do you really need to be geographically in a certain spot?

Those are factors we play into that analysis as well.

We have a cool resource for students that are unsure about their career path, it's called me as a lawyer. I want to spend a lot of time writing, or I don't want to spend a lot of time writing. I want to be working in a large city. I want to be working in a smaller town. So we ask you to identify some of those basic things that we think are important. I want to spend a lot of time on the phone. I don't want to spend a lot of time on the phone. And that helps us guide you to say, okay, well, this summer I'd really like you to try to explore experiences where you can gain X. And slowly but surely students start to identify things that make sense to them and push them into a direction.

But I think the thing to also remember is that your first job after Law School is just your first job after Law School. The legal profession allows you to move in a lot of different directions with your career and so if you come into Law School not really knowing what you want to do, like me, right. [Laughter] I actually came into Law School saying I have no interest in practicing Criminal Law whatsoever, but I had the student to have specific experience and at the end of my Law School experience all I wanted to do was practice Criminal Law and I did that for a while. But then I realized there were other parts of me that wanted to do other things with my career. I was able to use the skills I learned in Law School, my connections to campus, my experience as a public defender to transition back to into Higher Education and doing this work. Every place you go, you will build key experiences that

will help you get to the next spot.

So we've worked with students from all different backgrounds who came into Law School, having not really any idea what they wanted to do, but recognized the value of the JD and that is sort of the process we go through. So it's constant check-ins. It's making sure that you are picking classes that make the most sense to you. That you are taking advantage of our clinics and externships and slowly, but surely, people will find their path.

>> CARMEN JOHNSON: Thanks for that question, Darren. Thanks, Joanne. Kathryn, Darren asked your question for you. If there are additional details you want, feel free to type in. Kathryn, thanks for that question.

Elizabeth, thanks for your question, Elizabeth. You were talking before, Joanne, about grades versus getting experience during Law School. Elizabeth's question is going towards based off of the first year rank everybody kind of knows about the Law School rankings based on your first year performance, how does that impact placement? And she uses the word "placement." And that might also be an opportunity for you to distinguish between placement and development in the services you provide.

>> JOANN GRAGES BURNETT: Sure. Thank you, Elizabeth. That's a wonderful question. There's no doubt that Law School grades are important, right?

As we talk about in our office, they are important for about ten minutes, right, in your overall career, but you are in the ten minutes. And so it is important and that's why your first semester it is so key to take advantage of the resources with your faculty, your Teaching Assistants, academic success and figuring out how you learn, which is an interesting idea and lots to learn. But

getting good grades the first semester will open up opportunities for you. It will allow you to participate in the law review, allow you to have distinguishing factors on your resume, like a high grade award. And no doubt, there are certain employers who will value that above a lot of other things. But that is not necessarily tied to your overall ability to secure a job after Law School.

So, you know, the person who graduates last in their class is still a JD and when they pass the bar, they're still a lawyer and they're still very employable. But it will depend, if you are a person, for example, who really wants to work for a large firm, but academically your grades are not as high as your, you know, not everyone can be in the top 5%, right? Only 5% can be in the top 5%. So if you are not within those top, you know, the top percentages of your class, then maybe the big law job isn't going to be your first job. Right? It's not to say that would be off limits to you long-term, but certainly for first jobs, there are some employers that grades are going to be paramount.

There are other employers, however, that are going to very much focus on your experiences. So there's no doubt, our entire campus is united on making sure you have the skills to get the best possible grades you can get in Law School. And, again, taking advantage of the buffet of offerings to you. But if you are not, you know, in the top half of your class, there are still plenty of ways for you to get experiences that are going to make you marketable in a variety of different markets. I hope I've answer that had question, Elizabeth. If you want more clarification, please ask because I think it's a really important topic and one that we spend a lot of time talking to students about and one



that we're here to serve. We serve the entire class, right?

>> CARMEN JOHNSON: Mm-hmm. And I'm going to pose the next question to you, Korey. And of course, if you have anything add to Elizabeth's question, feel free to let me know.

Our next question is actually from Thomas and basically wanted to know, and I know this is probably on a lot of admitted students' minds, in the Tampa Bay area, the competitiveness for Stetson student for Tampa Bay jobs in light of other law students who might come to the Tampa Bay area, how competitive are Stetson students?

>> KOREY HENSON: [Laughter] Very to the point of I would say inherited advantage. In a lot of instances it ends up getting a job easier where you are. You build a network, you understand the nuances of that market so that can be very, very helpful. To the point I mentioned the full range of people do during the whole year, not just the summers. A lot of opportunities to dive into a very, very robust legal community here. But the counter point to that, it doesn't mean people have to stay here, just the conversation shifts because you develop the skills here and then have to transfer on a platform to get to another place, but it's one of those ones, for me it's not a given, but I don't inherently worry about it. They have a plan and we are moving forward, they have set themselves up for an advantage because they are here.

>> CARMEN JOHNSON: Thank you for that. And of course, on the topic of building that network while in Law School. Good to hear from you. Thank you for your question.

Are there assigned advisors to students? How about mentors? I'm

posing that to Korey again.

>> KOREY HENSON: So not assigned advisors, at least not with our office. We are all very supportive of people coming in and having conversations with multiple of us. Part of it is to gain differences of perspective, sometimes it's just fit. Sometimes you find somebody that is a better match and that's okay.

With regard to mentors, there's two approaches. The school in the last couple of years has assign the mentors. I adhere to a personal advisor view. So the answer would be yes and what else can you layer on top of that? That would be my answer.

Joanne?

>> JOANN GRAGES BURNETT: Yes, one thing I wanted to point out, going back to the Tampa Bay question, I think for those who are not from the area, I think it's important to remember that where we're situated is really pretty fascinating because we are surrounded by three Counties, each of which has sort of a robust legal community in itself. So Sarasota is just south of us, we're in Pinellas County and Hillsboro County has Tampa. So those are three different areas, but robust areas to practice. In addition to that, there's Courthouses in each of those Counties and each of those main cities as well, but then we also are very close to a Federal seat in Tampa, which allows our students to get so much experience in Law School because each of those Courthouses has internship programs and clinics with our office.

And for those who aren't interested necessarily in a litigation practice, still the opportunity to spend time understanding the Court procedures and the Court process and interacting with Judges and lawyers in those

communities where there are Courthouses, there will be lawyers, is, I think is a really unique aspect of the Tampa Bay area and why to Korey's point it is a home Court advantage. We are the first Law School in Florida. We have been around the longest. We have a reputation, as we mentioned earlier for having really prepared lawyers. And I think largely because our alumni really do expect that from us, right? Our alumni are very protective of the College of Law, and we, I say "we" and Carmen and Korey and I are very protective of that.

>> CARMEN JOHNSON: And Joanne, you make an excellent point because of course these opportunities are available to them year-round, not just the summers. Some law students have to go to different markets just over the summers. These are some great opportunities you can take advantage of

And kind of in that same vein, Joanne, Kathryn asked another question, you were talking about alumni, can you talk a little more specifically about how you all utilize alumni to assist?

And after Joanne, Korey, if you have anything to add.

>> JOANN GRAGES BURNETT: Sure, I love talking about this topic. Our alumni are a special support system for our students and a secret weapon. The way we utilize our alumni include not only individual introductions to students. If I'm working with a student who really wants to practice International practice in Dallas, I have resources available to me, as you do, LinkedIn and Martin Dale are great resources so we can facilitate individual introductions. But also our Office of Development and alumni relations is just a huge part of our campus and a really important service that

not only our students can take advantage of, but of course our alumni as well. We have several alumni chapters. Obviously we have a Tampa and St. Pete alumni chapter. And we have chapters, I believe, in Atlanta, New York, DC, I'm probably missing -- Miami, South Florida, we have alumni chapters all over and we are able to connect our students to them as well.

But I have never, in all of my years of doing this, encountered an alum who was resistant to working with a student. We have seen our alums show up in so many ways, including most recently, right? Supporting our students through a really challenging time in our world and they are there 100%. They are there to offer mentoring, as Korey mentioned, to offer advice, to have virtual coffee, right? To talk about their own experiences and to help students meet their goals.

Our alumni are very special and we take great pride in them and we know our students will also have the opportunity to tap into that robust and supportive network.

>> CARMEN JOHNSON: Thanks so much for that, Joanne. It sounds like this alumni involvement has been in several of students' questions, so hopefully we have kind of answered that. And we have about four minutes left. So what we're going to do is try to maybe squeeze in two more questions, maybe if they have additional time, Korey and Joanne, we might squeeze in a few more. If we don't get to your questions, no worries, we will definitely connect with Joanne and Korey to follow-up with individually after the session is over.

So Korey, we would like to go ahead and address Amanda's question, basically wanting to -- excuse me, it's Vincent. Thanks for your question. I

guess for those who are interested in corporate law, what are some of those connections for the Tampa Bay area and maybe elsewhere that career development can assist someone who has interest in corporate law and making those networking and actual internship opportunities?

>> KOREY HENSON: I think Tampa Bay is uniquely situated as an emerging hub in the corporate world so you are seeing a lot the corporate environments for corporate jobs and JD advantage positions, relocated major hubs of operation to in area and that has provided a lot of opportunities for students to gain experience and jobs for after graduation.

I mean, one that I really like to highlight on that is the externship through the Office of Clinical Education, the in-house counsel externship, a unique opportunity to gain that experience. In addition to that, there are other pay-based opportunity that allows people to get that corporate experience, from inside corporations and a large, medium, and small firms that do work that touch on corporate issues is quite substantial in this area.

Another thing I think about there, too, not necessarily tying somebody's idea of exposure to corporate law, it doesn't have to be a corporate law setting, I worked in a small firm when I practiced in South Carolina and a big basket was corporate law. You can get that experience in school and beyond.

>> CARMEN JOHNSON: Mm-hmm, mm-hmm. Joanne, there are a couple of students, Kathryn and Sarah right after each other asked the question, when do you recommend for a 1L student to start getting in contact with your office?

>> JOANN GRAGES BURNETT: Well, you will hear from us through an

orientation platform. We are -- you can't really miss us, right? We try to position ourselves in a variety of spaces in your first semester. There will be some programs specifically designed for 1Ls that talk about what to do and when to do it. And so you'll hear from us as sort of the department that facilitates those programs.

When you get to Stetson, you want to immerse yourself in the Stetson experience, immerse yourself with your classmates and faculty. We do see quite a bit of 1Ls mid-October. As I mentioned in our program delivery, we have timed those programs in a really smooth way, if you will, so that you will sort of around that time have already sort of heard from us and then ideally you'll come in for individual appointment.

So I think around the October time, before you start going into exams is a great time to schedule an appointment and come in and talk to any one of us, or schedule a couple of different appointments. That's when we usually see 1Ls. What we do in that appointment is help getting you started of thinking of things to take advantage after the winter break and thinking about your summers. Your summers in Law School are just a critical time to gain valuable experiences and so we do spend a lot of time helping you plan for your summers. And in October we can start to have those conversations and help get you ready for different opportunities.

So I would say, you know, mid-October is a good time to sort of mentally put in your calendar to come in and see us, but there will be plenty of subtle and not so subtle reminders to make those appointments.

[Laughter]

>> CARMEN JOHNSON: [Laughter] And hopefully you will take full

advantage of them. I know we have hit our 1:00 mark. If it's okay with Joanne, Korey, and Darren, I would like to see if we can squeeze in a couple more questions. Do you have a moment to stay a little bit?

>> JOANN GRAGES BURNETT: Absolutely.

>> KOREY HENSON: Yes.

>> DARREN KETTLES: Yes.

>> CARMEN JOHNSON: Thanks so much. Maya, I want to get to your question. I know there are some questions we won't be able to get to, we will follow-up with you after. Thank you all for these great questions. We have been having a nice time today.

So Maya's question is, she is actually an affiliate member, so I want to throw this to Joanne, but in general, how do you recommend for law students to engage with organizations, Bar Associations and others? And maybe give an overview of what we have in the Tampa Bay area.

>> JOANN GRAGES BURNETT: Sure, Bar Associations are a great way to connect with lawyers and Judges. And there are a number of different ways that those kind of come together so there are geographic Bar Associations. You have the Florida Bar, which in our state is mandatory, so everybody licensed to practice law is a member of the Florida Bar. As a law student, these organizations absolutely love getting their hands on law students, right? It takes shape in a number of different forms. There may be the St. Pete Bar Association, the Hillsboro County Bar Association, the Tampa Bay Bankruptcy Bar Association. There's geographic and practice area Bar Associations. I'll put a pin there and come back in a minute. And there are affinity Bar Associations. You have the Pinellas Chapter for Women Lawyers.

Or the Tampa Bay Hispanic Bar Association.

We have a lot of affinity Bar Associations in our community. The Florida Bar will list all of our Voluntary Bar Associations. We have the George Edmondson Association and they all provide discounted or free membership for students. It allows you to have programming, mentors. The Federal Bar Association has a mentor program. There are ways like Korey talked about to find those organic relations, based on maybe geographic, affinity group you want to be connected to or a practice area.

In addition to the practice area ones, there's also these organizations called Inns of Court and Inns of Court are very unique to the legal profession. So there are several of them. As an example, right, there's the Ferguson Inn of Court. And that Inn of Court will have as their members Judges, experienced lawyers, young lawyers, and law students. And those -- they all get sort of grouped together in what are called Pupilage Groups, you may have a seasoned Judge, newer Judge, seasoned lawyer, and you as a law student. And each month you are responsible for putting a program for the rest of the Inns.

We have relationships with our Inns of Court locally and Korey can correct me, there are maybe ten local Inns of Courts around there. Yeah. So we have relationships with all of them and we facilitate sometimes through paying your dues to be members of Inns of Courts. And those are just fantastic ways to build those connections and networks. We really do support them. For those of us who are licensed, we are involve understand a lot of different Bar Associations. They are an important way for us to serve our clients as well. And we really do encourage our law students to get



involved.

Our student organizations sometimes have, you know, like, sister chapters of those organizations, you mentioned HALL, the Hillsboro association for women lawyers. There are several student orgs we will called, like, dotted lines to the attorney chapters. And that provides natural and organic ways of building relationships with those Bar Associations.

So we are big fans. You can get on their listservs maybe just as soon as you have a Stetson e-mail address and many organizations have very reduced costs for students because they want you to be involved, with the hopes of once you are a member of the bar you will join the organization again.

I know each of us have had leadership roles in those types of organizations and they are really important.

>> CARMEN JOHNSON: Mm-hmm. And the last question, if you all will allow, is going to basically be the final part of Maya's question. Great question, Maya, thank you. I'm going to have Korey address this and then we'll go to a close.

Basically when it comes to balancing all of these opportunities, can you just kind of talk about, Korey, even in your own personal experience and what you advise students, how to balance these opportunities for networking and job opportunities and also being a law student in the Tampa Bay area at Stetson.

>> KOREY HENSON: That's one that goes back to element a fundamental skill that you can showcase to employers later on because sometimes the person who gets overly involved, that can have consequences

in other areas, whereas being under involved has consequences in other areas, so I think a balance, the word you used is very important. And when you relate to the skill, it's understanding what the right things are to do, not just all the things. That tends to be a big differentiator in my experience in working with a lot of students and employers over the years, helping them make decisions. And not just be involved, but how you showcase that involvement on a resume. Not everything you do needs to go on that, so part of that which is subtle is deciding which of the elements of the things you are involved with go on and help building a narrative. And it is narrative crafting and how to make a fundamental rules of three that no matter what somebody does, they want to describe to a future employer, what they did, how it will benefit them going forward, which is a narrative.

>> CARMEN JOHNSON: Thank you so much for that insight. I'm going to toss it back to Darren. Thanks for your questions, everyone.

>> DARREN KETTLES: Thank you. Thank you, Carmen. Those were really great questions. I don't know if we always get to every single one of your questions, but those that didn't get your questions answered, reach out to us at the Office of Admissions. Send it to us and we will forward it on to both Joanne and Korey and the amazing team in Career and Professional Development.

If you have gotten anything out of today, hopefully it's that people will care about you here and will take an interest in your life and are constantly doing things to help improve your experience at Stetson and beyond.

So we are all 100% committed to all of you when you come to campus because there's just law students there. There's no distractions with

Undergraduates or anything, so it becomes this unique cultural experience as well.

Anyway, so thank you both Joanne Grages Burnette, Korey Henson, I enjoy listening to you both, you are great colleagues and friends, so thank you.

For all of you that are here and watching, by all means reach out and we will help connect you with them. So thank you all for attending today. I hope that you also found this informative, like our other virtual streams, they will be posted and we will send you the transcript and some of the things if you wanted to revisit some of these areas, too.

And, also be on the lookout for our next stream which will be on Student Affairs, getting involved in student life while you are on campus and things you can do. And that will be an announcement going out, I don't know if it's this week, but I think believe that will be next week. Be on the lookout for that. And by all means, know we are here for you, so reach out. Take care of yourselves. And we are here for you. And we look forward to seeing you next time online. Okay? Thank you, everyone.

>> JOANN GRAGES BURNETT: Bye, everyone.

>> KOREY HENSON: Bye, everyone.

>> DARREN KETTLES: Bye, everyone.

[Webinar concluded]

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