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Stetson Law

Why Stetson: Career Development

Thursday, March 17, 2022

12:00 p.m.

[Captioner standing by.]

>>SPEAKER: It's that time. Everybody smile.

[Captioner standing by.]

[Recording in Progress.]

>>KARLA: Hi, everyone. Good afternoon. Thanks for joining us. We are so excited that you are here. We are just going to wait a few moments here to allow everyone to enter the space. And then, we will begin.

If you are just joining us, your screen is not frozen. We are trying to let everyone get in the space and then we'll start.

>>KARLA: Okay. I think we can go ahead and start. Hopefully, we have everybody at this time. Good afternoon, welcome to today's Stetson University College of Law perspective of student Webinar. My name is Karla Jamison and I'm the Assistant Dean for enrollment here at Stetson Law. My cohost this afternoon is Daren Kettles Director of Admissions.

Our topic today is Why Stetson? A look at career and professional development. We are very pleased that you have set aside some time to join us today to learn more about Stetson Law and the various career resources, and services that you are available to our students.

The career and professional development team at Stetson Law is a very expert team of professionals. They are here to empower students and alumni to be competitive,

market ready candidates through a variety of employer engagement activities and student preparedness services. Through their involvement in the legal, business and nonprofit government communities, the business service team works hard to gather valuable insight from the community for job opportunities and compile job opportunities for students and alumni.

Before I introduce the panelists, I want to mention some housekeeping notes first. As you may have read in the chat, closed captioning is available for the Webinar. If you see the chat there, there's a link. If you are interested in following along with the closed captioning.

Secondly, if you have questions while our panelists are presenting, we asked that you feel free to post your question in the Q&A, please, in the bottom, in the Q&A, feature, just drop your question in there. We'll take questions during the Q&A following the panel discussion. We promise to leave lots of time to answer your questions. Finally, this Webinar is being recorded.

And so, we'll make the recording link available to all attendees following the Webinar.

So, if you miss something, or you want to go back and you know, reference it later, you'll be able to do so.

Okay. As with that, I want to do a brief introduction of all the panelists. As they begin to present, they will tell you a little bit more about themselves.

But to start, Ryan Hoyle is Associate Director of career and professional development here at Stetson.

Prior to his current role, hey, Ryan --

[Laughing.]

Prior to his current role, he served as Stetson's Assistant Director for clinical experiential education for six years. I believe.

Before that, Ryan practiced law in the Tampa Bay area and graduated from Florida State University College of Law.

Laura Tankel, is Deputy Director of career and professional development.

Laura recently joined Stetson in what, January of this year. We are excited to have Laura with Stetson. Before coming to Stetson, she was Associate Director of career and professional development as well as an adjunct Professor at Cooley Law School. And she graduated like

Ryan from Florida University College of Law.

We have two of our students here with us today. During their Spring Break. We are so so thankful and owe them a huge gratitude for giving us some of their time today. Alessandra Jenson, is a 3L and graduated from undergrad from Xavier University in Cincinnati, Ohio and majored in criminal justice.

I learned this morning she's a native of Jacksonville, Florida. Love Jacksonville. Other side of the state with beautiful beaches. Cameron Perkins is also a 3L and graduated undergrad from Florida Gulf Coast University and majoring in legal studies. And he's a Tampa native and known in these parts as a superstar. You will hear more about that later.

So with that, I'll hand it over to Ryan to get started.

>>RYAN: Thank you very much Dean Jamison. We appreciate the time to be here and connect with all of you. I'm going to go ahead and share my screen, bear with me a moment here as I get our presentation up and running.

We are good to go. Let me make sure that works.

Perfect. As mentioned in the introduction I'm Ryan Hoyle and an Associate Director for the office of career and professional development. While I did go to and graduate from Florida State Law, my wife is a Stetson alum and I had the opportunity as a spouse to see my wife's experience as a Stetson Law student and now, a Stetson alum.

I can say while I enjoyed and loved my time at Florida State, I'm envious of the services, opportunities, and access that my wife had here while a student at Stetson. So if during the chat or during the course of the presentation, you have any questions about what it's like to be or to have a spouse while your partner goes to Stetson, I'm happy to answer these questions. And happy to talk about the distinctions, again, the access to service and availability my wife had.

In fact, Daren Kettles was the first person we met we toured Stetson. We did an admitted students' day much like this, of course it was pre COVID, so we were on campus. And the level of individual service we first noticed with Daren on the way in. And my wife was actually pregnant on the way out and studying for the bar at the same time and the level of service that was extended to her and us as a family was just unmatched.

Briefly, I'm originally a Massachusetts Native. If there are any out of staters, I'm more than happy to talk about the experience of not only being in the Tampa area and coming from out state and the culture and climate that's available in here. In short, it's fantastic. My wife and I met in Washington DC and she drove me down to Tallahassee, and Tampa is a much better

experience for the out of staters.

I'm an avid hockey player and if there are any attendees that play, you will get an email from me and a pitch to join our team. We have some students that play hockey during their time here at Stetson. I have practiced insurance defense law in the Tampa area for five years before joining Stetson clinical experiential education department and in the last year, moving to the office of career and professional development.

Now, I want to turn it over to Deputy Director Laura Tankel to introduce herself further as well as our full professional development team.

>>LAURA: Thank you, Ryan. Good afternoon, everyone. I'm Laura Tankel and I'm the Deputy Director of the career and professional development department here at Stetson University. I went to FSU for under graduate and law school and I went for warm weather and college football.

If you ever have a Florida winter, it's hard to go back to the north. So I have been here since 2007. I also practiced in the Tampa Bay area. I did a little bit of bankruptcy law. I live in downtown Tampa and I'm very familiar with the job market. The pulse of the Tampa, the city. And I come to Stetson with over 6 years of law school education for counselling. And I enjoy higher education and all of the resources that we can provide to students.

With our team, so we have a lot of great experience on our career department.

Our Assistant Dean for career and professional development is named Catherine Martin and she comes to the department with many years of human resource and professional planning experience. She has worked for fortune 500 companies as well as small start-up companies. And she's a great resource for students for HR questions and negotiating salaries. For accepting offers and she's a great resource for the students.

And Ryan in the middle there and he has worked in Stetson for a long time and also comes with practice experience. To the bottom of Ryan is Sarah. And she has been with Stetson for many years. She has a doctorate of business administration. She comes to the students with really good counselling advice, she is a really good listener and able to provide students with the resources our department has.

To the right of Ryan is Lindsey Lamb and she comes to Stetson University with over 15 years of practice in the Tampa Bay area. She's a great resource for students on private practice, expectations of partners. How to do that initial interview. So she's a really good resource for students.

And then the bottom right-hand side is Stacy Elizondo, who's been working in our department for many many years. And she is a good resource for any question a student may have or a staff member may have about the Stetson resources and culture. So she is here to help our department as well.

Next, I want to talk a little bit about what our department does. We like to think of ourselves as connections.

We are on campus, like I said, most of our individuals came from other departments. So we are a connection to departments within the university and within the faculty.

And then, we are also connections for the students within the community.

Most of our directors are involved in community organizations and so we are there to help promote and advertise Stetson students to the outside legal community.

We also help you prepare. So we understand some students come to Stetson and they know what they want to do. So we help you explore and navigate direct to that goal.

Or we know a lot of students don't know what they want to practice, so we are also here to help you explore, practice areas, figure out our strengths and weaknesses. And we are really a good aspect to the students to figure out what they want to do.

Also, we really do know the job market and we know the local job market of St. Petersburg and Clearwater and Tampa Bay and we know the job market beyond Florida. We are on the pulse of the new topics that are coming out for what attorneys are looking for. And we are available to help students to make sure they are the best candidate in the field.

>>RYAN: All of what we do is girded or founded on our philosophy. And key element of our philosophy is we want to build personal connections with you as an individual. You are each coming from unique under graduates and had unique experiences with undergrad career services. Often times it's a faceless office in a distant building or limited staff.

We are different. We'll get to know you and get to know you individually and work with you as a team. It's not just me or Laura meeting with you. It's the whole team. You will find out, as we talk more, the team expands to all the resources on campus and in the community. To provide you the tools and the resources and the advice for thoughts for you to launch and build the career you are looking for.

And that personal and intimate level of service, again, when I talked

about -- kind of the jealousy I had watching my wife go through the Stetson experience, that's what sets Stetson apart. I mentioned in my introduction I'm an avid hockey player, and I would reach out to you.

We moved my wife and I to Tampa from Tallahassee, where there's no ice. I had gone four years without skating. One of the first people my wife met at Stetson was a member of our career development staff. And they got to talking and it came out that my wife had a husband played hockey and this staff member played hockey and needed someone on his team.

The opportunity to build personal connections with you informs how we are best able to provide you the resources, the access, the opportunities that you are looking for.

And so -- brief example, Laura and I along with Lindsey Lamb when you were introduced to, have together met with a current 3L who's potentially transitioning jobs. We first met with her as a one L and exploring summer opportunities and counseled her on judicial internships and an ideal way to launch her legal career. She met with staff members.

Then as she started interviewing for law firm jobs as a 2L, and she had more questions. She was a former NFL cheerleader and questioned as to whether to put it in the cover letter. If it was a benefit to her recruitment process or if it would lead to false assumptions or ones that would be unhelpful to the job process. We coached her and worked her through the process. And she landed a great job and has a post-graduation offer.

As she started building out skills at Stetson, we also recommended additional opportunities to build those skills and experiences. So the student is now working with one of our clinics in the local government. And she's at the city of St. Petersburg attorney's office. And invested her time there and learned she loves not only the experience and the opportunity and the pace and work that goes with it. She's reengaged with our office to find out how to transition out of an offer she has and into a career in local government.

So I have engaged with the student throughout the course of her three years. And we are now incorporating Laura and Lindsey who has connections within the local government offices throughout the Tampa, St. Pete and Sarasota region and create networking opportunities and identify job opportunities that are there if the particular students ultimately decides to transition into this career.

It's the personal and multifaceted level of service over the course of your time at Stetson and beyond. That I think founds our philosophy of how you approach students.

Our goal is to provide you and alumni the opportunities to launch the careers you want and work with employers to find the right fit with the students that are here. We

work hand-in-hand with our employers. When working with you, we want to provide you with a platform to succeed.

What we'll talk about through the further slides is the number of effective, informed programs, tool kits, guides, panel discussions and offerings that connect you with print resources, videos, podcasts and Webinars to build out skill sets and connecting with fellow students and the alumni community and interview tools and success so ultimately, you can launch your career in the manner in which you want.

We believe that your career at Stetson starts from day one. And in the slide, you see it starts on your first day at Stetson. Realistically, it starts today. I was at one of the admitted students panels three years ago, just before the pandemic, and met a student at the panel. I ultimately ran into him later that night at dinner and we got to talk about kayaking in the area. And our service goes to who you are as the individual. And sharing tips on what kayak spots are the best spots in the area.

That creates the relationship to allows us develop opportunities for you to succeed moving forward. That student, when he came to Stetson, had an immediate connection, and able to share his interests and I was able then to connect him with Professors that were experts in his area of subject. Opportunities he should pursue beginning day one. And he was able to start from the start all through personal connection and opportunities that our office and the campus in general will provide.

To talk more about the connections, I would like to turn it back over to Laura.

>>LAURA: Sure.

So as Ryan said, as our department is making connections with students and learning kind of what you want to do and what path you want to go to, our office is also the connection between others on campus.

The staff members here at Stetson are a great resource for students. Whether it's -- if -- we don't know the answer to a question, we know who to help you and who to provide you with the staff. The one thing I love about Stetson is many many people that work here have worked here for years. So that means to me, that they enjoy their job. As they are enjoying they are job, coming to work, they are able to be positive and present really nice information to students and be able to have the students be able to enjoy being campus as well. The staff can allow us to answer your questions quickly and make sure everything is sorted out as you come through the university. With faculty, our

campus -- our career department has a faculty committee.

So the faculty committee is made up of 11 faculty members that help our department, if we need help with steering programs trying to figure out what the students need. And if someone in our office doesn't really know a practice area or doesn't have as many connections in the practice area, it's most likely the faculty members will know someone in the practice area.

Our faculty has a variety of practice and interests and they also are involved within the community. So we are a really connection with helping students figure out what faculty members to also speak to.

With faculty and staff, we can also connect you to alumni. If you know a practice area or location you want to go to, our office and Dean Martin and Stacy have worked here for over 15 years, so we know many many alumni that have come through Stetson.

So we are able to connect you as you can go through with talking to individuals.

Stetson also has a mentoring program for one L's it begins the second semester. This year, we have 75 matches between men tee and mentors and we have over 170 alumni that had reached out to participate as a mentor. This program is really good for first generation students as it will help you with a connection between an attorney and go through and navigate classes to take and questions that you have during your law school career. And our department because we are very visible with current students can connect current students to current student.

And it's a great way to see what classes to take and which Professors are good. And like we said, two current students and to I have a background on each of them. They will kind of go through -- questions for the rest of the presentation about how they dealt with our department and any tips they have for perspective students.

Cameron like we said is a 3L and obtained his undergrad degree from in fort Myers and networked his way into a federal clerkship with the honorable marry -- in the middle Mary in the district of Florida. And known by the students as a super star. He accepted a post-graduation offer with a very large law firm in the south Florida civil litigation department. We are excited -- again, like we said to have Cameron here during Spring Break. He wants to give back to the admitted students.

The second panelists is Alessandra Jenson. And she's a 3L and graduated from Xavier University in Cincinnati, Ohio and came back to Florida for her law degree. And obtaining a concentration in public interests and criminal justice reform. She volunteers as an extern with



the innocence project for Florida and remains active in helping individual with amendment 4, which is returning voting rights to previously incarcerated felons. She is a student assistant for our career department and she knows many of the resources we can provide to students.

And she has participated in many on-campus interviews. As well as panels and programs for our department. Her goal is to begin her career as a public defender in the state of Florida.

Thank you, both for coming for Spring Break. And in the next few slides, Ryan will have questions individually for the student.

>>RYAN: Thank you, Laura. Actually, I will love to jump right in with both Cameron and Alessandra. What do we do to help you prepare as a department?

One is to meet with you. The sooner we met with you and you meet with us. The sooner we can offer resources to help you. One is help you set goals that can be open ended or undefined but it's a conversation that allows us to start. I'm wondering, Alessandra, I'll start with you, when you came to Stetson, what goals did you have?

And how have you used the department to further your goals to where you are today?

>>SPEAKER: Sure. When I first came to Stetson, I had a pretty generalized goal of basically just figuring out what the right career was for me.

And connecting with the office of career and professional development was pretty imperative for me in figuring out how to accomplish that goal. I didn't come from a family of lawyers. I don't think I even knew a lawyer personally before I came to law school.

But I knew I was interested in criminal law and justice and reform and specifically reentry and I didn't know how all of these things would translate for me personally into a traditional legal career or if it would. I still believe I would eventually begin working in a nonprofit that does reentry for citizens.

By talking to and establishing a relationship with the office of career and professional of development over the years just about my interests and goals, about my academics and previous job experience over the years, and just my feelings about -- not quite knowing where I fit in along -- you know any structured career that law schools tend to push on students, the office really helped me figure out that a nonprofit career I envisioned for myself, might be like a second career for me, personally.

Now, I'm focusing on learning skills that are going to be important for me in any career and learning how to be a zealous advocate and defender of rights and taking it with me to a public defender's office after graduation. And later in my career, I'll probably pivot to the nonprofit job.

I do work the office of career and professional development but even sew if you work for the -- so if you work for the career office or not they are just as motivated and diligent in helping you figure out your law school journey and your career path as they were with me. That's really how the office helped me with my goals.

>>RYAN: The fact that you get paid to say that is secondary to the actually --

[Laughing.]

>>SPEAKER: Yeah.

>>RYAN: No, also I wanted to follow up with you, you said a few things that I think are very important. I myself am a first generation law student. Finding a connection when you don't have lawyers in the family, your experience of law is watching law and order, is really important. When did you start that on campus and what avenues did you start to explore a connection that exposed you to learning about law school and the legal environment in general?

>>SPEAKER: Right. So I think, first when I stepped on campus, I was like I have to go to the career and professional development office, like I said, I didn't really know anything about law school. And I really knew that I needed those connections not just to really just to stay on track and make sure that I was like in line with all of my peers. Because I didn't know have those familial connections that maybe some of my peers did. That was my first stop.

And from there, they helped me figure out that I really personally wanted to make connections with Professors and people from the Stetson community that could help me figure out options and career paths within criminal law and social justice. And so people from the office of career and professional development connected me with a few Professors and suggested a few Professors. Professor Sully and Professor Skerlina were integral for me and who I spoke to. Through the connections, I was able to explain my career and academic interests and really become how -- to get mentors from these people.

>>RYAN: That's great. Thank you. That speaks to the heart of the idea the individualized nature of the coaching our office offers. Our office as a whole is aiming to provide you with the resources that you can

use for a self-determined career launch. If that means, introducing you and connecting you to Professor like the ones we did, to explore opportunities that define what you want to do with your career, or build skills, so that was the other thing you brought up, Alessandra, the idea of skill development that will benefit you down the line.

One of the things we talked about off line was a program you attended about pursuing social justice through law firms and how you might pursue that. Can you talk a little bit about that program and what it did to inform your potential career launch?

>>SPEAKER: Absolutely. In my one L year for campus to career conference, I attended an event I think it was called finding the right firm culture that supports your social justice heart. All of law school and coming into law school, one thing I really struggled with is finding where I fit in and having my focus be on social justice and finding an environment, and job that really supports that and has the same ideals.

This campus to career conference event reminded me, you can start at one firm and find out that's not the right fit for you personally and you are able to find somewhere else that might be the right fit for you. That was really encouraging for me to hear. I think back on it now and I look at a few jobs I have held since then and the few job offers I have now for post-graduation and I tried to decide what to choose and what place has the right environment for me.

I just have to make the right decision with the information I have right now. And if that ends up being the right fit, then that's great. But if you know, there might be a better fit down the line if this organization, you know, ends up not supporting my social justice heart, someplace else might.

>>RYAN: That's fantastic. So the idea of developing skills both hard and soft skills through the is something that we'll, as an alum continue to allow you to grow. In fact, Laura, I think last week or this upcoming week, Laura is connecting with an alum that's been out five years and looking to move her practice to Australia. If you are a Stetson student and alum, we are always here for you. That's an important element and an amazing service to have available. I think we get a lot satisfaction at watching your careers grow.

Alessandra mentioned that campus to career conference, the idea of using panels and programs to provide opportunities for students and Cameron, I want to turn to you, I know one of the first opportunities you had at Stetson came out of the conference as well, our campus to career conference. Can you talk about attending and meeting Judge Kirban and what unfolded?

>>SPEAKER: Yeah. Judge Kirban was the keynote speaker for the campus to career that year. I did

research on her and I knew she was a federal district judge in the middle of Florida. I read the bio and she seemed like someone I wanted to work for. I knew I wanted to intern with a federal judge if I had the opportunity.

When she was done speaking, I walked up to her and introduced myself and told her why I wanted to intern with her and asked what would be the next step in order to apply and get in touch with her office. And she basically gave me her email and we took it from there. It's good to always speak what's on your mind.

>>RYAN: [Laughing.]

That's fantastic. She presented with her husband who's also a practicing attorney in town. This was a unique opportunity to put a judge and practicing attorney that happened to be married in a session.

One of the conferences we offer is the professional development conferences called the campus to career conference it's exactly designed to do that. To begin your transition as a one L from the start of law school to exploring the remainder of law school successfully and launching your career. It's a conference that focuses on professional development across an array of outcome areas.

And has actually been honored at the ABA for its -- received an annual ABA award for professional development law school conferences and programs. We take the time to invest and immerse you in opportunities for professional development. We have expanded it this year to a two-week program featuring speakers across two weeks. Including keynote speakers talking on local government, criminal practice. Transitioning to -- the Post-Pandemic environment. We have panelists on a variety of career communities.

So many of you are going to come to law school thinking I might want to do business. Or I might want to do social justice. Or I want to do elder law but what does that mean and where can you take it and explore? We are putting together communities of practicing professionals in the area who explore those subjects each and unique avenues or ways to present panel discusses and provide interviewing and mentoring opportunities and prepare checklist on steps to take to launch yourself into these avenues. It's an opportunity for you network and explore in the conference and extends over the course of three years.

We have a panel of current judges, state clerks, business professionals, state attorneys, every year, we offer panels on the on campus recruiting process. That process is where firms come to campus and interview you on campus for positions for summer associate positions and post graduate positions. One of the primary focus of the office though is the skilled

development. That is again, both the soft skills one of them we talked about the idea of networking, about working through goals. But also, hard skills. Building your writing, building your analytical ability. And Cameron, I know last year you touched on it. You had a great story about the first time you shared your resume with Cory and the detail that was walked through in the resume review. Can you talk about that?

>>SPEAKER: I would say it's important, one to meet with the career services early. It's good for them to know who you are as a person because when it's time for them to find you a job or internship, they know what will fit you. When I first met with Cory, we didn't talk about the law at all, he got to know me as a person. And that initial conversation helped him pivot to telling me this is a good fit for what you are looking for.

And the next time we met, he wanted me to submit my resume to him. I didn't realize how detailed it is with resume reviews. He was telling me how you should put your address on this line and the font I should use and I never thought to look at it like that. I think the initial conversation and the resume review helped now up until the 3L year?

>>RYAN: What did you see progress in the department to where you are now?

>>SPEAKER: I knew I wanted to -- I thought I did wanted to work -- but I told him from the first time I met, I was like, I want to get a summer associate job after my 2L year. I want to work at a big law firm and get a job offer before I graduate. I want to work a federal judge. I told him all my goals and we just kind of each semester we found out how to build on that. He told me, well you want to get a good summer associate job, you need these types of grades your first semester, that is what you need to work. He said I needed to add more stuff to the resume and we found the internship with judge Kirban and during the whole OSI process, I know you will talk about that.

It's a pretty strenuous and makes you nervous going through that. The career and services office that's not like you are alone. They coach you through how to interview. They coach you through some questions that might come to you. I felt pretty prepared. I think I interviewed with 15 different law firms and I never once felt like I was overwhelmed because the office prepared me for questions they were going to and what to be looking for and what they were looking for. I think it's good to make sure students meet with the office so they feel like they are not alone going through the process. It's scary.

>>RYAN: It definitely can be intimidating. The interview prep is fun, at least on our end. One other important avenue that we use and the college as a whole uses to help you prepare, is Pro Bono practice and Pro Bono service. Laura, I want to turn it back over to you because you have an active role with your Pro

Bono department and those initiatives on campus and talk about it.

>>LAURA: Yes. I'm very passionate about Pro Bono and I have been brought into campus as a Pro Bono liaison to the students. What is Pro Bono? It's roughly translated as for the public good. It's someone from the legal communities, you are providing free legal work to indigent clients, to people stuck in the justice gap, charitable organizations and nonprofits.

Here at Stetson, Pro Bono a requirement for graduation and we believe it's an integral part of the lawyer's responsibility. We want students to know how important it is during law school. And hopefully they can transfer it to the legal career.

As Pro Bono, it lets you as the student a great way to figure out what practice you would like. And gives you time to give back to the community and giving you the skills to prepare for an internship and externship.

And it's a great way to give back to the community and figure out if you like family law or wills and estates. It's a good process for the students and also benefitting the local community.

>>RYAN: All this preparation leads somewhere. And it leads to jobs or outcomes. And you have heard from both of our current students Cameron has accepted an offer and it sounds like Alessandra, you have multiple offers your way. That's an enviable position.

I want to talk about the -- here at Stetson. The reporting deadline. Each law school is required to report by March 15th for the previous years' graduating class. I'll let you know the 2021 graduating class will fall into the 91 to 92 employment range, which is fantastic. Importantly, what this number, the 91 to 92 percent did you want capture or doesn't include are students who are not looking for employment for, in many cases, medical reasons. Students that are attending additional graduate programs.

We have a strong pipeline for tax LMN programs with the new tax Professor, Professor Applebee and we are sending upwards of dozens of students every year to tax LMN and specialize their education. We have four students from the 2021 class who are currently technically unemployed. One of them has two job offers they are weighing. One of them up and moved to Colorado on a whim last week.

And then the other two are not engaging with our office. So what that tells you is if you want a job, there will be a job for you. We'll work to get you a job.

And what we have not shared necessarily, but is vitally important is

how unique and special and important the Tampa central Florida job market and area are. And in particular the location of Stetson. We have a federal court within 30 Minutes' Drive of our campus.

That federal court also has a United States bankruptcy court. We have multinational corporations located in Tampa. And one of the top 100, and top 200 and top 500 law firms in the Tampa area. We have a -- social justice community in southern Florida that we can access for students that are invested in social justice advocacy.

We have state attorneys and public defenders in multiple circuits. We have state courts, state appellate courts. We have federal agencies that are here performing a variety of law and environmental opportunities. We have multiple municipalities that take our students. The uniqueness of this area as a job market is almost unparalleled.

For the students considering coming from out of state, what is amazing, if you have not been to the area or only briefly, the Tampa airport is amazingly positioned to get anywhere in the country easily and limited security hassles. And plus the beach is right down the street. Everything you want in the community from the personal perspective and also a professional.

Roughly one-half of the jobs are with law firms of various sizes. And 20 to 25 percent each in business or government public interests sectors.

We have at Stetson, a large and valuable community of veterans that are attending law school. Obviously, it's certainly not a requirement, many veterans might pursue jag careers. And each year including in the 2021 class, we have several students that secured positions in **JAG**. On campus, we have an on campus clinic, the veteran advocacy clinic. That's the founding member of the nationwide law veterans law consortium of clinics. We do cutting edge work on behalf of veterans here on campus and translate that into jobs.

Moving forward, again, we mentioned the unique positioning of Tampa and the Stetson area, the central Florida area as the job market. It is anticipated that job growth for lawyers by 2029 will be 8.9 percent.

Okay. Job openings net of over 25 between 25 and 30,000 job openings in Florida alone.

By 2029.

So there is opportunities here and as you can see from our statistics, we can position you and pair you with the opportunity that best fits you. We do this again, by knowing not only our local market, but our national market. To say more about that, I'll turn it back over to Laura.

>>LAURA: Yes, we have a fantastic employment outcome but how does our department get that

outcome. It's because our department is on the ground. We are the connections between the local community. And what we do is connecting with the employers and increasing the awareness and the interest of hiring Stetson Law students. We build a brand and make the connections and value the connections in the communities.

Stetson has been here a very long time and there are great attorneys in the area. And the representation precedes you. As you come in, we are able to talk to employers and participate in many different organizations to continue to foster the relationships. The goal is to keep up with the trends and market demands. We know the standards and ethical practices that are consistent across the constituencies we have and continue to promote the students and graduates. These are local communities associations that each of our department is participating in.

So we had active in the St. Pete Bar Association. We have active members in the Clearwater Bar Association. Like I said, I'm across the bridge in Tampa Bay and we are very active in downtown Tampa with the large headquarters and corporations there. Even farther across there's a little area called Brandon Riverview and Apollo beach. And down south over the bridge, there's Sarasota. There's many opportunities for graduates and students to participate in the huge region of Tampa Bay.

If you do not want to participate in Tampa and live in sunshine 360 days of the year, you can go outside of Florida. We know that market as well, right.

How does Stetson initiate connections outside to have the Florida market? We have a great extensive alumni network and we can provide the alumni in the location for where you want to move to. We have a good array of job fairs throughout the nation. We go to in people justice works fair, in Washington DC. We have the south eastern minority job fair in Atlanta. And do the north western minority job fair in Seattle. And the south eastern intellectual property job fair. Lavender law fair in California and -- patten law fair in Chicago.

Stetson has the ability of a student resource fund. And this will be able to help students as they register for the fairs and provide expenses as they travel to the job fairs.

So we have ability, we advertise positions all over the country. And we as a department are also members of national association.

Being members of the national associations and being very active for many years, we have friends across the country. If you want to go to Kansas or go to Alaska, we have individuals that work in career departments that we know because we are members of the national associations.



Biggest tip is if you want to go out of state, like we have been saying, come early to our office we would be happy to make a little career path for you and make those Czech lists of how to prepare -- checklists to how to prepare yourself and succeed and who to talk to, we would provide you the connections.

>>RYAN: Where to start? You have been admitted and now what? Laura, do you remember what you did before your first year of law school?

>>LAURA: I rested.

[Laughing.]

>>RYAN: [Laughing.]

>>LAURA: I slept by the pool a lot, I think.

>>RYAN: [Laughing.]

That works. And there's a lot of pool time in Florida. Cameron, what did you do the summer before?

>>SPEAKER: I relaxed. I think the worst thing you can do, a lot of students or admitted students go online and try and read different ways to get ahead but I think this stresses you out. I told myself I was going to just relax and I did.

>>RYAN: And you did.

[Laughing.]

That's worked out pretty well. Alessandra, did you do something similar the summer before your first year?

>>SPEAKER: Pretty much the same. I read for fun instead of for school.

>>RYAN: That's -- you are going to read a lot in law school. Reading for fun -- have you read for fun since you started law school?

>>SPEAKER: Yes only because I make it a priority.

>>RYAN: In good author recommendations.

>>SPEAKER: My favorite is Carmen MACHATO and she has a great memory.

>>RYAN: That's one of the things we ask when we meet with students. We ask students on the resume to list at the bottom the personal interests. That's a great conversation starter when networking and it allows you to make a personal experience to make the conversation more relaxed. Frederick Bachman is mine.

You can see we have advice for the summer before 1L year. But I

think the overwhelming sentiment is have fun. I worked for a moving company and traveled to Ireland.

Doing that will set you up well to succeed. You will enter relaxed and comfortable with who you are. Once you get here, Laura what are some things the admitted students can do once they start?

>>LAURA: Sure. I think the reoccurring theme is to make an appointment with our office early. Introduce yourself, introduce yourself to the office, staff and the faculty. The thing during one L year, be open and explore other areas of practice. You never know what is out there and what skills you match with and the opportunities that are there for you. Attendance the programs and talk to attorneys. And exploring is where you can participate in the Pro Bono opportunities for graduation. Networking, start talking to attorneys.

Before I went into the law school I was like I don't like to argue and I don't know if I want to be a lawyer. The more you talk to attorneys, you know in law school, they teach you how to argue and teach you how to look at both sides. So that's not the skill you need before you go to law school. You need that person -- the personal connection, you need to be able to network. I think that's a great way to start your skills as a one L. My biggest advice that I have always gotten as well is to make friends with your classmates. You never know once you graduate who will be opposing -- opposing council or the judge on the bench.

And your representation in law school is helpful if you want to stay in the region being known as the good students and hard worker and your classmates might be the people that's at that doorway to the new job or some experience you want to do. I'm bringing it back to Alessandra, do you have any tips for the admitted students, for summer or during one L year?

>>SPEAKER: During one L year, really try and establish connections with Professors.

That was not really something I did in under graduate. And I regretted it. When coming to law school, that was definitely at the top of my To-Do List. And it happened through connecting with the office of career and professional development. But it doesn't have to. You can also just form connections naturally through the classes that you take. And what not. But definitely, form those connections with your Professors they could turn out to be really great mentors or connections to jobs. Things like that.

Give you great recommendations if you are looking for one for a job and things like that.

So definitely do that.

>>LAURA: I think that's good advice, Alessandra. At Stetson, the class sizes are smaller and you are not coming from a large university with a huge lecture hall where the Professors don't know your names and knowing the Professors and connecting with them is great advice. Cameron, any advice for summer or one L year for admitted students.

>>SPEAKER: I would say for one L year, have a schedule. I think everyone that's been to law school, knows you need to have a schedule. And it doesn't need to be -- all -- if you like to work out, make sure that you have it each day. You need something besides just reading and studying and going to classes. I think a big part of succeeding in law school is doing well mentally. I like to golf, so each week or every few days, I put in my schedule I'm going to golf no matter what because I need that.

I feel like a lot of students in my class who didn't do as well as they wanted to, they were constantly not having like that -- release of doing something besides school. So I would say just have a schedule and stick to it would be my advice.

>>LAURA: Great advice. And also, at Stetson, we do keep a top priority of student wellness. That's something that the university is aware of and we have opportunities, and we have inter-Murals and soccer matches and everything that can be a fun time in law school. It's not always about the studying and academics.

Thank you student panelists for attending. And so overall, we want you guys to succeed as students of Stetson. We want you to be happy with your career path and continue into the bright representation that we have in the community. And throughout the nation.

>>KARLA: Awesome. This was fantastic. Thank you all so much. I actually need to get from Alessandra the author that you recommended.

I love reading and I don't take enough time to read. It's something that Daren and I talk about all the time. I love to read for personal reasons but I never carve out the time. Maybe if I had a new exciting author, I would get to read more. Thank you so much. For all of your advice, and guidance and perspective.

We have got some good questions already in the Q&A.

I think Daren's marked a few that we want to start with. Daren and I will tag team in moderating the Q&A.

So we are going the start with let's see the first question, you kind of touched on it already, Laura and Ryan all of you really, in talking about sort of when is the appropriate time to connect with career and professional development? When is the appropriate time to connect with

all? I think you touched on it. As early as possible. Right, is what you referenced.

This specific question asked if admitted students have to the opportunities to begin making appointments with your office earlier than matriculation, earlier than prior to the beginning of orientation perhaps, what advice do you have for that question?

>>LAURA: I think the advice goes back to what I said, the summer before law school, I would relax. I don't want to overwhelm you with the career path in July. The resources we have on the website are great to look at before you matriculate into law school. After orientation when you feel a little bit overwhelmed orientation gives you a lot of information and we want to make sure you a little bit settled. I would say the second or third week would be a great time to schedule an appointment with our office.

You have to figure out your schedule and how much you have to read and we would be happy to meet you a little bit into the first month into the law school career.

>>RYAN: Real quick.

>>KARLA: Go ahead.

>>RYAN: One distinction I want to make is if you have questions about the specific services we offer as you are weighing decisions, absolutely reach out to us over the summer. I know there's a question in the chat about ways to schedule. That's something Cameron mentioned.

If the question is how do I schedule for my first semester and what are your thoughts and what would that involve a connection with your office, as Laura said, after the first few weeks, and so we can help you over the summer if you wanted or need the assistance on identifying a way to build out the first few weeks of your schedule before you talk to us. So you are not stressing about talking to us. If you have questions about what you should start long term planning for jobs so you can build out that schedule. As Cameron noted that's essential to not only be positioned to succeed but be positioned to succeed with wellness in mind.

It must be nice to golf every week.

[Laughing.]

Or read -- either of these opportunities is fantastic.

And then if you have questions on decisions, right?

We know people -- both Laura and I went to another law school.

My wife went here. We know you likely have competing opportunities, we are happy to talk up the benefits of Stetson Law School like we have been doing because we think this is the school for you. Just like everyone has a right fit and right job, if you are dead set on lobbying, you should at least consider schools that are in a government capital, right? That doesn't mean you have to pick them but we are here

to talk about the benefits of our services and how we can provide you with the platform to succeed regardless of your career or regardless of your interests.

>>KARLA: Okay. All right. Thank you for adding that Ryan. Daren, are you ready with the next question?

>>SPEAKER: Sure, sure. I enjoyed really, the presentation has been so informative and we always learn more and more what you all do to make sure you help our students. I mean, I have been here for a long time. And I have really seen so many students just find opportunities they never knew even existed. Right? So 75 percent of the law students came in class and they were first time law school students. A lot of people enter and you saw Alessandra and Cameron talk about too how they really benefitted. Don't be afraid to not know what to do. You have us as resources here in the admissions office too. We have great rapport, I call them and talk about students all the time.

When you have a full service law school where everyone is here just for law school students. You are not competing with other students here. There's something special about your culture that allows this type of success that's illustrated here. Alessandra and Cameron can be replaced with other people on the panel doing the exact same thing and they all use the services and what they have done here. I have enjoyed it and I hope you have as well.

I wanted to hit on a little bit of the out of state. A few questions about that. I think that any law school have more graduates that stay in their state after graduation versus out of state. We have 11 thousand alums in every state of union here and we utilize them.

When people are coming from another area and maybe looking to build a home and network from what they already know, I think that's also possible. When somebody is really interested in doing that, I mean, can you really highlight extra things that people do and even working with Academic Success and our bar preparation program too to make sure people are thing about getting barred somewhere else.

When you think about these types of opportunities, can you accentuate what we can do. In this case, they were talking about specifically out of country too. They are coming from Canada too on this case. The providences there and what we can do to be supportive in this process.

Laura or Ryan, I think it's important too and more and more students are coming out of state. And we are seeing it more and more because Tampa Bay is the place for young people who want to start careers.

>>LAURA: I'll take it and Ryan can add. The advice if you want to go back out of state, I think would be a lot of skills that you are getting in practice are transferable.

So you want to obtain the skills from Pro Bono, from practicing in private practice or like we have been saying, there's tons of corporations in the Tampa Bay area. So you utilize the location while in law school get a great internship and externship and you can come to our department and we can talk about the skills you were learning in the internship and you how get up to a Texas law firm and talk about these are the skills you are learning.

Most of the students are getting research and writing skills and advocacy skills here at Stetson as a law student, you are going to be -- an associate, you are doing research. A lot of the skill that you are getting in law school and experience can transfer to no matter where you go around the country. And it's how you talk about it in your cover letter and how you talk about it in an interview.

I think the more skills and experience that you have during law school, the setup you have to succeed in any state across the country or slash world. I would be happy to help you guys connect with those and have a conversation.

>>KARLA: Ryan, are you adding something to that?

>>RYAN: I think that's fantastic.

I want to build on something Cameron said earlier. Actually when he first met with career development, he outlined his goals and each semester refined those goals. And that's what we are here for and the service we provide. That individualized goal refinement and -- the focus on -- what Laura just indicated, skill development so that regardless of where you are, right.

We know Stetson is fantastic for advocacy. Students sometimes forget is advocacy is right, you're in the courtroom. But advocacy is written. It's positioned and it's activity. And how you advocate, your resume and cover letter, they are all pieces of advocacy.

Stetson is -- towards the top in legal writing and at the top in trial advocacy and skill development. These skills will translate, whether you are in the Tampa job market or the New York job market or the California job market or if you want to go to Canada or Europe.

And then, the opportunities to connect with our network, Daren, you mentioned the idea of bar prep and academic success. I know I started my introduction my mentioning that my wife went here and as she was graduating, she was pregnant. Academic Success and bar prep worked with her to create an individual plan of study for the bar. We had our second child in June and if you are unfamiliar the bar take place in July. The plan allowed her to start studying early and

building in time to not only have our child and take time just her and the child and she was not just bar prepping and succeed in taking the bar. That individual level of attention and detail is -- you know, germane, whether it's on the bar prep side, career launch side, skill development, writing avenues, well-being, wherever it takes you.

>>LAURA: I think maybe a follow-up question is: What if I don't know what I want to practice? I think that's okay. If you don't know what you want to practice, there's still transferable skills that you are obtaining from your experience and law degree that we can talk to you about how do I talk about how I do this in family law or how do I talk about the skill when doing business transactions. If you come to us and say I want to live in this state and I don't know what I want to practice.

We can use the resource and let's get your skills going and the experience and once the employer sees your resume, they don't care you went to Florida and they are like this person has great experience and skills, let's bring them in for an interview.

>>SPEAKER: Good. Good. Yeah. Thank you for that too. Andrew, I know that was your question. And looks like she was dealing with the French -- of commerce and speaks French. And I would also connect him with our international law and faculty as well. A lot of Canadians come down to Florida. There's a lot of -- here as you well know. It's not that uncommon. Individual attention because this is very specific Andrew.

If you have not gotten anything out of it. This today is just a level of personalization and individual stuff that they will take on just to help advance your interests too. Not everyone is going to do what you want to do. When you have -- you know, a department like this, where the focus is on individual success. Because there's just law students here. I do think it will allow for that.

Dean Davis.

>>KARLA: Yeah. The next question is from Kris at that. She's asking in addition to the all the resources we have heard does the career and professional development office also help with any preparation for trying out for trial teams? Our moot court, we talked about -- resume writing, interview prep is there also some support for tryout preparation?

>>LAURA: Right.

>>RYAN: Alessandra, Cameron, were either of you on trial team or moot court?

>>KARLA: I thought that was an interesting question, yeah.

>>LAURA: That was an interesting yeah.

>>KARLA: Yeah.

>>LAURA: I would say that's not what our department is here to help for that trial prep.

And for the competitions but we can -- if you are -- once you are on the alternative dispute resolution board or moot court board we help you -- broad we help you talk to perspective employers the skills you are gaining. We can do everything for internships and externships and we can help you to persuade the perspective employer and the skills you are obtaining while in the competition.

>>KARLA: Okay. Wonderful, Daren are you up next?

>>SPEAKER: Yeah. Sure. So it looks like Katarina wants to know about jobs students may have done while in law school and during the summers too, I don't know what your office specifically does but I'm sure you work with Ryan's prior office of experiential learning and talk about what the students have done during the one and two L year that gives them opportunities. And make Alessandra and Cameron can talk about what they did. If they have not shared it already. I can't remember.

>>RYAN: Cameron, do you -- I saw in the chat you posted the idea of student mentors referring back to the trial team and advocacy question, do you feel comfortable building on that and touching on what you and your peers during summers or during law school.

>>SPEAKER: I was going to say for the previous question, I know the Stetson student ambassadors were big on the campus. And some of the students were on the trial team and moot court team and dispute resolution team and a lot of them are eager to talk about how they got on the team and the process for try outs. I know they are always more than willing to talk about it.

As far as the second question, I actually wanted to go abroad my first year but then it got cancelled for COVID-19. What I ended up doing was meeting with Cory and Cory said instead of taking the summer off and just relaxing again, he basically said if I wanted to achieve any goal of getting a summer associate job it was good to add something on the resume to show I was engaged with the law during the summer. We found actually an attorney that was local and did some work I wanted to do. And then we reached out to him and connected me with him and I worked in his office during the summer.

>>RYAN: Alessandra, how about you, I know you have explored a number of our clinic options and our experiential opportunities, again through your networking with Professor Suly and -- can you talk about what you have seen in the experiences and where your peers might be also pursuing opportunities.

>>SPEAKER: Right. I have had a number of different jobs during law school. I think during one -- between one L and two L year, I interned with an organization called exchange for change that's a



nonprofit organization that facilitates writing programs in prisons. I did the -- public defenders practice release practicum and gulf coast legal services the civil legal clinic and now I'm doing an individual externship continuing my working relationship with the -- project of Florida where I have been interning for almost a year now. I did it last summer as well.

I worked as a law student fellow with the amendment 4 restoring voting rights for returning citizens. That really came through my prior job experiences, working with training citizens and also with connection with Professor Sulley and -- they both knew of my interests working in that space and thought I would be a good fit and asked me to apply for that position.

>>LAURA: I think what I love about the Stetson and the culture is in the summer culture, the students are getting some experience and work. I think it's great to have this opportunity.

You might be bogged down with classes in the spring and the fall but come summer, our department is really talking to one L's in January and February and talking to two L's in the fall of their two L year preparing them for the big summer experience. That's something we see students usually work or get a Pro Bonos opportunities over the summer, compared to when have a full year of classes.

>>RYAN: Daren, I know you asked about the clinics and externships in general. What I can say is each fall and spring semester, we do see roughly 100 to 125 students participating in a clinic or externship that's out in the field placement working side by side with a lawyer. And sitting in judge's chambers as Cameron did. These are all credit based experiential opportunities on top of the jobs that are available throughout the region that are available fall, spring, and summer.

>>KARLA: Okay.

Yeah.

Thanks, Alessandra, for putting that note there. I think the last question is -- I think we are down, we have covered them all. We have been going through them quickly. The last question is related to the services and resources that your office has available for part time students.

They're obviously Cameron and Alessandra are both full time students. I want to speak to you know, the services and if there are differences in the way in which we approach you know that guidance for part time students, but wanted to definitely have Ryan or Laura speak to that, if he could.

>>LAURA: Sure. Part time student is one of my passions and what I love about higher education at Stetson. I always am an advocate for the part time students. So what I do is since I live in Tampa, the downtown campus is where part time students have classes once a week. So I'm visual and presents for an hour before their class so I can be there are for career questions, interview questions and resumes. I'm also there once a week for the full day. So I'm there for the part time students.

When our department specifically, we have experience knowing that part time students work full time. So we have that experience talking to you about how to transfer your skill from a nonlegal position to a local position. They have the experience of how to propel your JB into your current position. We really are connecting with the part time students. We have evening counselling availability.

We have students that if you want to talk on the weekend, we have weekend programs and we have a boot camp that's coming up for the weekend. We really are open and visual and that's a pull for our department. Is to make sure the part time students feel supported.

I want to bring this up quickly. In our department, like I said we have a variety of individuals that work here. Three of us are licensed attorneys and one comes from a great HR background and one with a doctorate degree. We have a great creative department.

If you think you want to do something, all six of us figure out what's the creative solution and you can use your JD or use your license. And I think all of us really enjoy our job and this is the long-term career for the individuals in our department. And we are here and love our students.

And we are passionate to help coach you and get you to where you need to go. For the part time students, we are here for you and we also love our jobs. I think that's a good ending point.

>>RYAN: I'll second that. Yeah. That's a great ending point.

>>KARLA: That's a great ending point overall. Thank you, Laura for that.

We have come to the end, like I said, I think this was super help. I always learn something during these Webinars. So thank you so, so, so much to Laura, Ryan, Cameron, Alessandra for participating today. And special thanks to Cameron and Alessandra for taking time out of Spring Break. And what is starting today, the March madness, all that.

[Laughing.]

We appreciate you being able to carve out time for us and the students today.

Also a big thanks to the attendees for the questions and the

participation. And we love that and we want the Webinars to be interactive and helpful as you continue to learn more about Stetson in this process.

So we hope if you have additional questions, that you didn't ask here, and you would like answered, just send them to us. You can send them to us through our law admit inbox. That's law admit at law at Stetson dot EDU. That's the admissions inbox, and we'll be happy to get you the answer you need.

We appreciate you joining us today. We hope that was informative. And helpful.

We obviously understand that you know, career resources and your eventual career outcome is very important as you make your decision regarding law school.

And we hope that this session was able to give you some clarify in that space. As Ryan, I think said, our next open house is going to focus on clinics and externships. That Webinar is scheduled for Wednesday March 30th.

So -- if you have questions, which I'm sure you do, about clinics and externships and how they work. We encourage you to register to attend that Webinar on March 30th. It's at 12 noon and we'll again have staff and students available to talk about those resources and experiences.

So with that, I'm going to bid you farewell and enjoy the rest of your day. Thank you so much for joining us. We hope you continue to stay engaged and stay in touch with Stetson. Thank you so much everyone.

>>SPEAKER: Terrific.

>>SPEAKER: Are y'all waiting on me to end it?

[Laughing.]

Oh, no. It's one of those where you can hang up at any time. You guys have a great day.

>>LAURA: Thanks, guys.

>>RYAN: Thank you so much.

>>SPEAKER: Yes, sir.

>>SPEAKER: See you, Ryan.

>>RYAN: Thank you, Cameron. Congrats on the Greenspoon offer. Really appreciate it.

>>SPEAKER: Thank you so much.

>>RYAN: We'll talk soon. Thanks.

>>SPEAKER: All right. I'm ending it.

Thank you, Ms. Heather.

[End of meeting.]