



CMLAA - C|M|LAW 1L Mentoring Program

Thank you for donating your time and energy to mentor a first-year law student at Cleveland-Marshall College of Law. The Mentor Program provides law students with a way to meet with, observe, obtain advice from, and network with alumni. At the same time, mentors have a chance to stay engaged with current students, share wisdom and experiences, and help teach the future generations of C|M|LAW.

Mentoring Meetings

The Mentor Program requires at least four mentoring meetings to take place during the academic year. Mentors and students should plan to meet twice in the fall semester (once in October and once in November/December) and twice in the spring semester (once in January/February and once in March/April).

Ideal mentoring meetings can be varied; a list is included here to assist mentors and students in developing a mentoring plan:

- Take the student to lunch or coffee and discuss one of the topics below.
- Take the student to a bar association event, and discuss the importance of being involved in the community.
- Bring the student to a CMLAA social, and discuss the role of the CMLAA.
- Allow the student to observe the mentor in the mentor's work setting or in court, and help the student reflect on what he or she observes.
- Take the student on a tour of the courthouse.
- Attend Moot Court Night, Sidebar, or a CLE at the College of Law with the student.
- Bring the student to a Legal Aid Brief Advice Clinic, or other pro bono opportunity.
- Take the student to a Cleveland sporting event and discuss work life balance!

Mentoring Topics

While mentors and students are encouraged to develop individualized mentoring plans for the academic year, we encourage that the mentoring meetings should include discussion in four general areas: Academics, Careers, Community, and Professionalism. Suggestions are included here, and mentors are encouraged to add topics.

Academics

- Discuss the resources of the College of Law's Office of Academic Support (see description below), and encourage student to leverage those resources.
- Discuss adjustment to law school, and ways to ease the transition.
- Discuss different types of legal writing and the purpose each plays in your daily work, including memoranda, pleadings, motions, and orders.
- Read and discuss an article on stress management.

Careers

- Discuss the resources of the College of Law's Office of Career Strategy and Employment (see attached description), and encourage student to leverage those resources.
- Discuss the mentor's career path, and the guiding principles that have helped the mentor to make career decisions over time.
- Discuss the student's career goals and offer suggestions for reaching those goals.
- Discuss the results of the students *LawFit* survey, which is a practice area assessment provided to each first-year student.

Community

- Discuss the role the CMLAA has played in the mentor's professional development, and suggest ways for the student to be involved.
- Discuss bar associations such as the CMBA, Norman S. Minor, the OSBA, the Federal Bar Association, and Inns of Court.
- Discuss the benefits and challenges of bar association involvement.
- Discuss volunteer and pro bono opportunities that might be of interest to a law student.

Professionalism

- Discuss what professionalism means to the mentor, with examples of good and bad professionalism.
- Discuss the importance of civility and etiquette in the legal community.
- Discuss the importance of local rules and customs.
- Discuss what it means to establish a professional reputation.

Mentoring Plan

Please know that students will be asked to submit a mentoring plan to the Office of Career Strategy and Employment by October 15, 2019. Mentors are asked to participate in the creation of the mentoring plan. The mentoring plan must include, at minimum, a summary of the student's goals and objectives for the mentoring relationship and a list of discussion topics that are of interest to the student. If specific mentoring meetings are scheduled, those should be included as well.

C|M|LAW Resources for Students

We encourage mentors to make sure students are aware of academic and career resources available at the College of Law.

Office of Academic Support

The Office of Academic Support offers a variety of resources. These include:

The **Academic Excellence Program** ("AEP") – AEP is conducted by high achieving upper-level students (known as Fellows) during the Fall Semester. Fellows are assigned to each first-year section's Contracts, Torts, and Legislation and Regulation classes. Fellows conduct weekly workshops on subjects such as reading and briefing cases, classroom preparation and note taking, outlining, exam preparation, and exam performance.

Peer Tutoring Program - Upper level students serve as tutors for Criminal Procedure, Evidence, Corporations, Civil Procedure, Constitutional Law, Tax 1, and Estates and Trusts. Tutors will hold regular open office hours for all students and are also available for one-on-one tutoring by appointment.

Individualized Assistance – Nicholas DeSantis and Michelle Bond are available to provide individualized assistance to students. Assistance includes individualized assessments, assignments geared toward strengthening the student’s overall skills, and individualized timely feedback, including assistance with essay writing.

Academic Support Group Study Sessions - Academic Support Study Groups are facilitated each semester by Academic Support staff. The purpose of these groups is to aid students in understanding how to synthesize course material, create course outlines, and analyze hypotheticals on exams. Group sessions commence approximately in the seventh week of the semester. Sessions are held on Contracts (Fall and Spring) and Civil Procedure (Spring). Sessions are open to any students currently enrolled in the course.

Study Skills Workshop Series - Study Skill Workshops are conducted several times throughout Fall and Spring semesters and are open to all students. Topics include note-taking, reading comprehension, strategic planning, exam preparation strategies, and essay writing skills.

Office of Career Strategy and Employment

The Office of Career Strategy and Employment provides individualized career strategy, academic advising, and job search assistance to all law students. First-year students are permitted to begin meeting with staff in the office as soon as the semester begins, but we encourage students to focus in the first weeks of the semester on becoming acclimated to the academic environment at the College of Law.

Formal career-related programming for first-year students will begin in September and we hold a mandatory Winter Break Workshop for all first-year students on January 11, 2020. All students should set a goal of scheduling at least one one-on-one advising appointment with the Office of Career Strategy and Employment before the end of the first semester.

Non-Discrimination Policy

All mentors are expected to comply with Cleveland State University’s Policy Against Discrimination, Harassment, Sexual Violence, and Retaliation, available here:

<https://www.csuohio.edu/sites/default/files/HarassmentDiscriminationPolicy092017-for-posting.pdf>