

Unlocking Business Opportunities

By David Reich

**As the legal
market changes,
a new fellowship
program gives
young lawyers
a new path to
business.**

BACK IN THE MID-1980s, Edward Manno Shumsky '73 had a life-changing experience. Shumsky was an antitrust lawyer with the Federal Trade Commission when he spent a year in the Corporate Strategic Planning Group at brokerage Merrill Lynch, thanks to a White House exchange program in which government professionals traded places for a year with their private-sector counterparts. The exposure to business was new to Shumsky—and revelatory.

“I felt very intellectually rewarded and stimulated by my work in the business world,” he says.

Shumsky's next business job was as executive assistant and legal counsel to the CEO of E.F. Hutton, another big financial services firm. Since then, he's led marketing and human resources departments at two large corporations and is now a partner in a nationwide real estate venture, Rabin, Alexander LLC.

Donald B. Tobin, dean of Maryland Carey Law, might call the exchange program that Shumsky participated in many years ago a “path”—it wasn't Shumsky's ultimate dream job, but it was an experience that placed him on the path to a business career.

Today, Tobin, Shumsky and his wife, Susan D. Kronick, a retired vice chair of Macy's Inc., are among a growing number of alumni and friends who are committed to placing Maryland Carey Law students with an interest in business on paths that

are just as powerful as the job swap that transformed Shumsky's professional life.

To create those paths, Tobin has launched the Maryland Carey Law Business Fellowship Program—what he calls one of his top priorities for the law school. Like Shumsky's exchange program, the fellowships provide a business immersion experience. Modeled after judicial clerkships, the fellowships are elite opportunities that place recent graduates and rising 3Ls for one year or 10 weeks, respectively, in a business' legal office or in some part of an organization's business operation that benefits from legal skill. Employers get bright, junior legal talent without the risk or commitment of a permanent position. The fellows receive substantive experience, mentoring, and a stipend.

The First Fellowships:



“We have extraordinary alumni and friends who have stepped forward to make the business fellowship a reality,” says Maryland Carey Law Dean Donald B. Tobin.

> Postgraduate Fellowships

- Brown Advisory, general counsel Brett Rogers '02
- The Cordish Companies, chair and CEO David Cordish '63
- Greenberg Gibbons, chair and CEO Brian Gibbons '87
- University of Maryland Medical System, general counsel Megan Arthur '86

> Summer Fellowships

Individual donors and employers share the cost of a rising 3L fellow's stipend.

- Edward Manno Shumsky '73 and his wife, Susan Kronick, for a fellow at FutureCare, CEO Gary Attman '79
- William J. Pittler '59 for a fellow at T. Rowe Price, vice president and managing counsel Darrell Braman '88
- The Hon. Robert McGowan '84 and his wife, Lydia McGowan, for a fellow at LifeBridge Health, CEO Neil Meltzer.

“We can't guarantee that every one of our students will land his or her dream job right out of law school,” Tobin says. “But we can do everything possible to get them on a path that will bring them closer to it, so that the next job or the one after that makes the dream a reality.”

The summer fellowship demonstrated its value in a road test last year, when Shumsky and Kronick created an endowment to support a short-term business fellowship. Soon after, the first fellow, Randy Henry '15, then a rising 3L, spent 10 weeks at investment management firm T. Rowe Price. The experience was a success for all concerned. The Shumsky-Kronick endowment provided

half of Henry's stipend—and helped to introduce a young lawyer to the challenges of drafting a corporate code of ethics, ensuring that executives' political contributions complied with election law, and creating a template that company lawyers could use to draft agreements with outside money managers.

The fellowship was a great deal for T. Rowe Price, too, which covered the other half of Henry's stipend, according to Darrell Braman '88, vice president and managing counsel at the firm. “We got as good a work product out of [Henry] as we could get from a junior associate.” But the real winner was Henry. In addition to kindling an interest in the mutual

fund industry, the fellowship helped him land multiple job offers before his May 2015 graduation. His T. Rowe Price supervisors not only wrote recommendation letters, but promised he'd receive serious consideration for future jobs after acquiring a few years of experience at a government agency like the U.S. Securities and Exchange Commission.

Equally, if not more important, the fellowship expanded Henry's view of his profession and its possibilities. “I learned that just because I'm in law school doesn't mean I need to work as a lawyer,” Henry says. “Law school gives me tools for critical thinking and analysis that I can use in any field I pursue.”

Shumsky and Henry are hardly the only lawyers to discover the satisfactions of business. Approximately 10 percent of Fortune 500 CEOs hold JDs. Recent law school grads are turning to business, too; research from the National Association for Law Placement shows that in February 2014, 18 percent of 2013 graduates were working in business—a historic high.

Other lawyers' interest in business comes as no surprise to David Cordish '63. “My law degree was an incredible plus in my ability to be successful in business,” says the chair and CEO of The Cordish Companies—and the first of four alumni to select recent Maryland Carey Law graduates for postgraduate

business fellowships at their organizations.

According to Cordish, hiring a postgraduate fellow for a year will give his company a chance to audition a talented young lawyer who might turn out to be a candidate for permanent employment. “Legal training is as good a background for business, and real estate especially, as you can have,” he argues.

Law students learn skills that transfer easily to business, say Cordish and others, including the ability to break a problem into components and devise a step-by-step solution; take a position and negotiate to advance it; write succinctly and clearly; and assess potential risks and rewards.

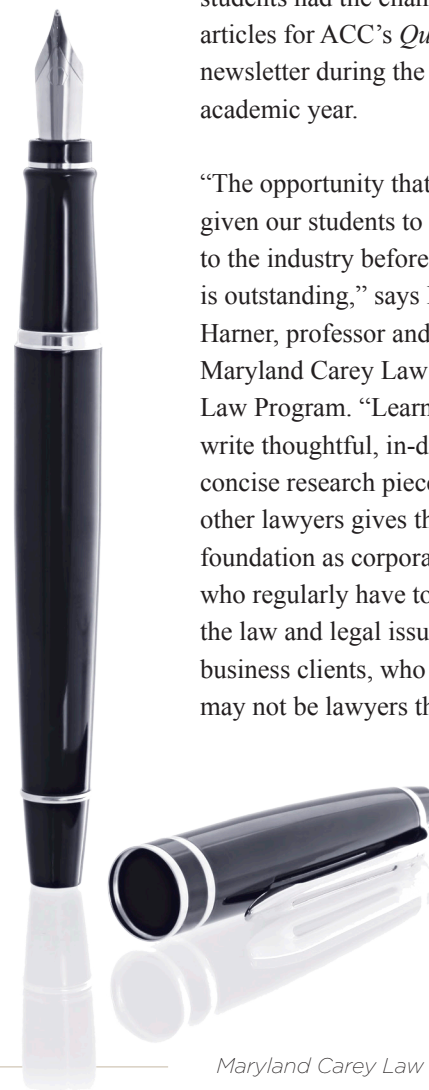
As he pitches the postgraduate and summer fellowships to businesses, Tobin emphasizes these transferable skills and the value that carefully screened, highly-qualified fellows can add to an organization. To ensure that value is delivered, Assistant Dean Dana Morris and the law school’s Career Development Office work with employers to write job descriptions tailored to their specific needs, circulate them to students, and collect the applications, which typically include a resume, personal statement, and at least three recommendations. Employers decide whom to interview and hire.

Business Law Program Partners with Association of Corporate Counsel

New initiative helps students improve business writing skills.

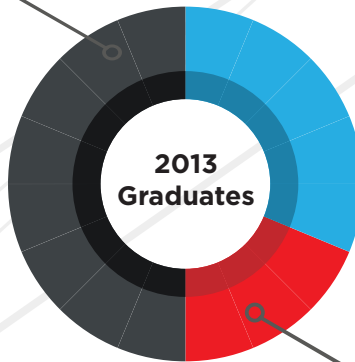
Thanks to a partnership with the Association of Corporate Counsel (ACC), Business Law students had the chance to write articles for ACC’s *QuickCounsel* newsletter during the 2014-2015 academic year.

“The opportunity that ACC has given our students to contribute to the industry before graduation is outstanding,” says Michelle Harner, professor and director of Maryland Carey Law’s Business Law Program. “Learning to write thoughtful, in-depth yet concise research pieces for other lawyers gives them a good foundation as corporate lawyers, who regularly have to interpret the law and legal issues for business clients, who may or may not be lawyers themselves.”



Business Jobs on the Rise:

51%
 Graduates working
 in private practice,
 7 percent below the
 historic norm.



Graduates employed in
 business, a historic high.
18%

Based on study by the National Association for Law Placement

While employers gain affordable legal talent, the fellows acquire a list of specific achievements for their resumes, business contacts, and enough practical business experience to speak confidently during interviews, according to Professor Michelle Harner, director of the law school's Business Law Program.

The fellowships' many benefits for all concerned have made them attractive to alumni and other executives who have stepped up to help Tobin and the students. "The interest, enthusiasm, and support of our alumni for the fellowships has been

tremendous," says Heather Culp '03, senior director for development, who has worked with many of the alumni who are employing a fellow or contributing part of his or her stipend.

That interest and enthusiasm may reflect pent-up demand within the profession. As Tobin points out, students in other legal specialties already have pathways to careers: court clerkships for future litigators, externships for future public interest lawyers, and government fellowships for recent law school graduates who want to work in a government agency. The new business fellowships provide a similar pathway for young lawyers aiming at a business career, either in a business' legal office or, like Edward Shumsky for the last three decades, working in one facet or another of business operations.

"Maryland Carey Law is committed to producing the next generation of great lawyers, leaders, and thinkers for the state and nation," Tobin says. "The Business Fellowship Program is just one more way in which we'll do that."

To sponsor or recruit a Business Fellow, please contact Dana Morris, assistant dean for career development, at dmorris@law.umaryland.edu or 410-706-2080.

David Reich has published profiles of nationally-known political figures as well as articles on politics, business, science and technology, the arts, the law, and law enforcement. His novel The Antiracism Trainings was published in 2010, and his personal essay on violent crime in Mexico will appear in this year's issue of the literary journal Gargoyle.

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*David Cordish '63
 Chair and CEO, The Cordish Companies*

There's an App for That

Student designs app to help Marylanders expunge records.

Jon Tippens '14 knows how to solve a problem.



Combining his law degree with his love of coding, Tippens collaborated with Baltimore lawyer Jason Tashea to develop ExpungeMaryland.org, a web application that helps people assess their expungement eligibility and connect with pro bono resources to pursue the process.

“My passion is building projects that help people better understand and access the law,” Tippens says. “This app is just a natural extension of that.”

Baltimore City and Maryland are ranked at the top in Google key word searches for criminal record expungement, with thousands of results.

An arrest stays on people's records even if they're not convicted and may prevent them from getting a job or renting an

apartment. Getting the help needed to expunge an arrest can be a long, convoluted, and confusing process. The app breaks the process into manageable chunks.

Released in open source code so other states can use it for their own development, the app builds on a similar program introduced in Cook County, Ill., for juvenile offenders. Tippens and Tashea secured the support of the Baltimore City Public Defender's Office for proper interpretation of Maryland's expungement rules, and the services of the Maryland Volunteer Lawyers Service to take referrals from the app.

“As law students, we studied how the law has been coded in the past,” says Tippens. “But it's up to us to decide how it will be coded in the future.”



One day you will never forget—hooding ceremony at the Joseph Meyerhoff Symphony Hall. We think it's the mid-1980s, but if you were there and can help us with the exact year, let us know on Facebook (www.facebook.com/UMDLaw/)!