

The Reporter

March 2015

The official publication of Phi Alpha Delta Law Fraternity, International



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Message from the International Justice

I registered for the 2016 Convention and paid my alumni dues. Although Convention is approximately 18 months away, now is as good a time as any to register. If you have not attended a Convention, now is the time to attend. If you have not been to a Convention in many years, now is the time to return. But I also urge the Law and Pre-Law Chapters not to neglect their spring initiations and officer transitions. Without robust recruitment numbers and a well-informed set of new officers, there will be no one around to attend our Convention.

The International Executive Board (IEB) recently concluded the winter board meeting in Towson, MD. Admittedly, I griped about the fact that we moved the meeting to Towson instead of traveling to my preferred location of New Orleans. I had envisioned jazz music by candlelight, dinner at Galatoire's, fun-filled rides on the old St. Charles streetcar line, and moonlit walks on Bourbon Street. Alas, it was a mirage. New Orleans proved significantly more expensive than Towson as a meeting site. Ever cost-conscious, we elected to meet in Towson, which is famous primarily for being home to the P.A.D. Executive Office.

In retrospect the choice proved delightful. All of the IEB members, plus past International Justices Ron Winter and Curtis Anderson, arrived in time on Friday night to attend dinner together. In fact Brother Winter drove all the way from Buffalo to Towson, with a short detour into snowy ditch. Despite his tangle with the Snow Miser, Brother Winter arrived reasonably coherent and in time to retrieve IEB Member-at-Large Kim Gallant and yours truly from the airport.

After concluding business on Saturday, we convened at the Executive Office to look at old photographs on the walls and sift through historic P.A.D. memorabilia. We examined an old Tribunal opinion (circa 1921), the aged and delicate paper veritably crumbling and cracking in our hands. We left the document undisturbed lest it contain some binding precedent that the IEB has been

ignoring for the past half century or more. On a more somber note, we opened several boxes of P.A.D. items that had belonged to our dear departed Brother C. Raymond Judice. Among the treasures were a 1904 copy of the P.A.D. Constitution (elegant in its brevity); a copy of the transcript of Judice's roast (composed in rhymed couplet); the official P.A.D. wick trimmer; and a slide ruler for the application of Robert's Rules. Brother Judice left us a box full of happy P.A.D. memories.

Life is short, P.A.D. endures. Many of us recently attended Brother Judice's funeral in Houston, TX, including a large cast of former International Justices. Many have come before me in this role and many will come after me. Ralph Waldo Emerson opined that "The purpose of life is not to be happy. It is to be useful . . . honorable. . . compassionate, to have it make some difference that you have lived and lived well." I would submit that P.A.D., in its own modest way, is an expression of a meaningful life, one devoted to service and to the ideals of integrity, compassion, and courage. Through P.A.D. we create communities and networks of individuals steeped in the ideals and traditions of P.A.D. We create opportunities for leadership and professional development. The opportunity is there for each member to participate in some meaningful way in Phi Alpha Delta that will persist well beyond my brief tenure as International Justice and well beyond my brief moment on the stage of life.

Fraternally,



Stephen T. King,
International Justice, Wythe Chapter



"When you do the common things in life in an uncommon way, you will command the attention of the world."—George Washington Carver

From the Editor

I am pleased to present to you the first issue of *The Reporter* in 2015. With the start of the New Year, we're looking forward to the achievements P.A.D. members will make in 2015.

This issue features insight into members' travels to Cuba to enhance their legal education, not passing and repeating the bar exam, and the best methods to make your legal career suit you as an individual.

At P.A.D.'s Executive Office we not only maintain day-to-day fraternity operations, but strive to provide you with updates in legal education, the practice of law, and fresh perspectives on approaching tasks.

As in Phi Alpha Delta, there is always room to grow and make the best of your education, career, and membership, and we're here to help.

If you're interested in being a contributor to *The Reporter* or would like to share updates with fellow P.A.D.s, please email me at cory@pad.org.

Do you shop on Amazon.com?

Of course you do! Did you know that the Phi Alpha Delta Foundation is on Amazon Smile? That means when you shop at smile.amazon.com, Amazon will donate 0.5% of your purchase price to P.A.D.!

Search 'Phi Alpha Delta' and choose 'Endowment Fund' to start contributing at no cost to you.



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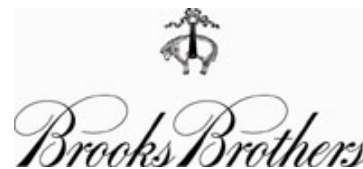
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“Business-Casual”— Finding My Balance

Between Professionalism and Personal Life in Law

By David Holt (*Butler Chapter, MN Statewide Marshal*)

When I first opened my law practice, I had a rigid perception of how an attorney should act and dress. When you say “attorney” most people imagine the same person. It’s a rather stuffy professional, in a suit, cleanly groomed, who avoids any off-colored comment in order to play the role. That’s certainly what I thought.

I do not have any attorneys in my family. I interacted with many attorneys throughout law school, but most of the interactions only reinforced my jaded perception. So naturally, when I launched my legal practice after law school, I dressed professionally and avoided any conversation that aroused suspicion in my work ethic. I was the king of boring small talk while dressed in a suit. I was an attorney for my clients, but rarely a friend of my clients. I felt fake.

I decided I was going to be myself and if clients didn’t like it, then tough, we probably wouldn’t be a good fit anyway. I figured this would kill my number of leads and new clients, but the heck with it. To my pleasant surprise, it had the opposite effect. I opened up on social media. I posted more fun, social, and personal facts rather than blog articles about the law. I started attracting more like-minded professionals and clients. On top of that, I built stronger business relationships where I did not feel guilty grabbing a beer with a client to discuss business or sharing a personal experience to help relate to the current situation. It was invigorating. I felt alive again! And now today, most importantly, I feel authentic.

I share this story because I think the practice of law has a cruel tendency to push attorneys into something that they are not. It is no wonder there is such a high level of career dissatisfaction among attorneys. I advise all law students and attorneys to stay true to themselves. If you can relate to this story as a fellow P.A.D.—I would enjoy to hear about your experience. Shoot me an email (djh@holtlawllc.com) or send me a message through the P.A.D. online network.

P.S. See you at convention 2016!



There is still time to register for the 2015 P.A.D. Day at the Supreme Court! Travel to Washington, DC to be admitted to the SCOTUS Bar, visit our nation’s capital, and connect with fellow P.A.D.s June 1st, 2015.

Application deadline is April 6th. Contact Cory Freeman at cory@pad.org or 410-347-3118 for more information.

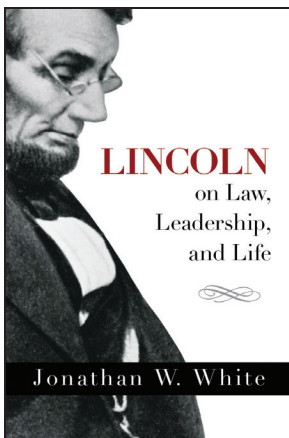


Convention 2016 will be in Washington, DC!

Registration is open and payment plans are available. Email emily@pad.org for more information.



“Courage is the most important attribute of a lawyer. It is more important than competence or vision. It can never be an elective in any law school. It can never be de-limited, dated or outworn, and it should pervade the heart, the halls of justice and the chambers of the mind.”—Robert F. Kennedy



Lincoln Offers Timeless Advice for Legal Professionals

By Corey Lacey (*Communications & Alumni Relations Assistant*)

Professor Jonathan White (Christopher Newport University Pre-Law Advisor) combines specific, yet applicable advice from Abraham Lincoln's experience as an attorney. *Lincoln on Law, Leadership, and Life* is a quick read with six chapters offering knowledge on dealing with the various aspects of the legal profession. White incorporates personal excerpts and quotes from Lincoln and other close acquaintances to emphasize Lincoln's impact.

Throughout the book, anyone unfamiliar with Lincoln before his presidency will now understand his important influence to the law profession. Lincoln represented the positive aspects of lawyers that many are currently attempting to achieve. Whether working with bad clients or tough judges, he remained fair, honest, and upheld the law. While Lincoln had his struggles such as being unorganized, he was always prepared for his cases.

White, who introduces Lincoln to his pre-law students, mentions how his book will inspire current and future practitioners.

"Here was a guy who overcame incredible obstacles and personal troubles. He was born in a rustic log cabin in the frontier, was surrounded by death and hardships, and he never had much formal education, but he taught himself how to think and read well, and he used those skills to teach himself law," says White.

Lincoln is a helpful guide for people looking to improve themselves in the profession. White reminds readers that Lincoln often served as a "peacemaker." Students, faculty, and other attorneys will find helpful tips for engaging with other P.A.D. members or handling cases.

Lincoln on Law, Leadership, and Life will be available for purchase in March 2015. For more information about the author, please visit his website at jonathanwhite.org.



Connecting with P.A.D. members on social media, especially Facebook, can help in your career search according to Forbes.

<http://www.forbes.com/sites/susanadams/2014/02/06/4-ways-to-use-facebook-to-find-a-job/>



Image Credit: (c) iStock.com/narokzaad

Phi Alpha Delta is one of the largest, most successful legal organizations today. Dedicated members who continue their time in P.A.D. after law school service P.A.D. in a number of ways. Whether monetary through annual alumni dues or by volunteering time, you can join your brothers and sisters by supporting your fraternity.

Not sure where to begin? Check out our suggestions below.

- Donate to the Phi Alpha Delta Foundation, either directly to P.A.D. or by a percentage of your Amazon purchases through Amazon Smile.
- Volunteer with Pre-Law and Law Chapters as a speaker, alumni advisor, mock trial judge, resume reviewer, or simply attend events.
- Write an article for The Reporter! Contact cory@pad.org with submissions.
- Contribute to the Convention Grant program and help students and young alumni attend the next Convention.
- Pay your 2015 alumni dues and purchase P.A.D. merchandise for a special discount.

Contact Director of Communications & Alumni Relations Cory Freeman at cory@pad.org for more information.

THE HAVANA EXPERIENCE:

P.A.D.s Travel to Cuba to Enhance Their Legal Education



Cuban Taxi Image Credit: (c) iStock.com/spooh

A group of 24 students at Suffolk University Law School in Boston, MA travelled to Cuba in January this year to complete a negotiation/mediation course at University of Havana Law School. Former Massachusetts judge and adjunct Suffolk Law professor Isaac Borenstein, a native of Cuba, coordinated the trip. Only a third of the applicants for the course were accepted into the group.

Melanie Klibanoff and Alex Zamenhof, members of Phi Alpha Delta's Frankfurter Chapter on campus, were two of these students that spent 11 days in Cuba, just three weeks after the announcement restoring diplomatic relations between the U.S. and Cuba for the first time since 1961.

The below are their shared experiences in Cuba from a tourist perspective and insight into Cuba's legal education and legal system.

What was the travel process like?

Alex: We had to travel through Toronto because at the time of our trip, the new regulations had not yet been fully implemented. Toronto to Cuba was an uneventful trip, although the visa process required at the time was incredibly complicated and strenuous.

Melanie: The school had a travel agent from a company arrange our tickets; airfare from Boston to Toronto to Havana and back was about \$1,000. We also needed international health insurance for our trip.

What was it like being an American in Cuba?

Alex: The Cubans were very welcoming when they found out we were American—we didn't experience any pushback; on the contrary, everyone wanted to talk to us about the U.S. and to tell us about their families who live there. They certainly pegged us as foreigners—even the native Spanish speakers among us—and as a result we were gifted and overcharged on

numerous occasions; however this was common to all tourists.

Melanie: It was incredible. Due to the unique timing of our trip, the Cubans were very welcoming and loved that we were there. Their culture is very different than ours. I find Cubans much more friendly, warm, and welcoming. The best way to describe Cuba: “it was beauty in chaos.”

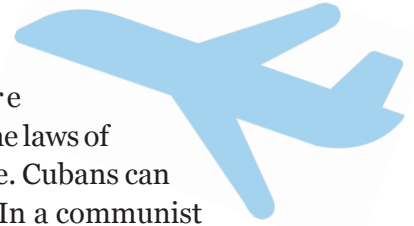
What information/skills did you learn there that you could bring back to your legal education/ a future career in the legal field?

Alex: I was able to learn a lot about the Cuban legal system and international conflict of laws in general. Learning alongside Cuban law students, hearing their ideas, and being educated by them in the workings of the legal system of a very different country provided me insight that will be valuable in my future legal career.

Melanie: We took a course at the University of Havana in International ADR (negotiation/mediation). It was very helpful in learning ways to overcome language barriers and cultural divides with clients. We conducted several mock situations where students role played with interpreters to try and resolve disputes out of court. I’ve learned alternative methods to solving problems not only through course instructors, but also listening to Cuban law students and their resolve approach to a hypothetical from an angle I would never have thought of.

Are there any standout differences in Cuba’s legal system versus ours?

Alex: The biggest difference in my mind is that criminal defense is victim centered as opposed to defendant centered. It is the rights of the victim that are more prominent, whereas in the U.S. the defendant is always forefront in debates about mistreatment, abuse of human rights, etc. Additionally, law firms in Cuba operate more as a team than as individual lawyers. Also, professors in Havana make about \$30 a month in salary.



Melanie: There are tons. There are obvious differences in the laws of Cuba versus the U.S., i.e. Cubans can marry at the age of 14. In a communist country, the government has a much larger role in setting the laws, for example there isn’t a lot of seafood in Cuba because the government regulates their fishing activity. In criminal cases, attorneys are involved much earlier on in the U.S. than Cuba.

Would you recommend this academic trip to fellow law student P.A.D.s? Why?

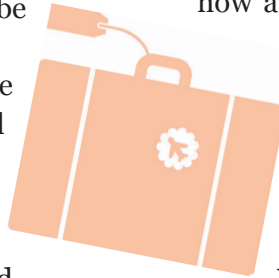
Alex: I would recommend the trip, although I fear any future trips will be quite different due to the new regulations and the more open method of travel now available. I would stress that any students desiring the “Havana Experience” we had should try and go as soon as possible before things change and the country loses some of its “lost in time” feel.

Melanie: I would absolutely recommend this trip! I think it’s important when learning to be an advocate to understand different backgrounds and cultures to better represent any client you may have. If you are interested in practicing international law, this trip is for you!

What’s the highlight of your membership/ best thing you’ve gotten from P.A.D. so far?

Alex: I like the “insider” feel of P.A.D. job postings. In a world where a job is a treasure to be found rather than an automatic privilege, any extra bit helps!

Melanie: I have participated in a number of P.A.D. events nationally, in my District, and my Chapter. P.A.D. is more than just an organization, it welcomes you into a family. I have had so much help from attorneys and I believe I will become a better lawyer and advocate from the support and mentorship I have received. So I would have to say that my favorite thing about P.A.D. is the people I have met and the lifelong friendships I have formed with law students and lawyers in all four corners of the U.S. (and Alaska too).



Fraternality 2015

By Heather Darsie (*West Suburban Alumni Chapter Board Member*)

The world in which we live changes in the blink of an eye. The exchange of information has become quick, incomplete, and impersonal. As citizens of this modern world, we owe it to one another to listen to each other. As brothers and sisters through P.A.D., we owe it to one another to respect each other out of the fraternal love we have for our P.A.D. family.

The tumultuous times we live in and recent events call to mind something that the French got right: “liberté, égalité, fraternité.” Liberty, equality, brotherhood. One cannot be had without the other. To that end, perhaps liberty = equality + brotherhood. What does it mean to be equal and what does it mean to have brotherhood within P.A.D.? And how does this lead to liberty not only for the fraternity, but also for individual members?

The basic concept of equality is to agree that we are all deserving of the same rights in life, the same standing under the law, and equal access to health and happiness. Our blood and bones are all the same color. Should we not, therefore, be respected the same? The easy answer is “yes.” The difficult follow-up question is “how?” To be respected within our fraternity and communities at large, we must endeavor to actively respect the opinions of one another. We need not agree or disagree, but we must respect. We must use care when challenging other’s opinions and above all, must communicate thoughtfully when interacting with members of our P.A.D. family. Dissension amongst our fraternity members could wear away the other part of the equation, namely, brotherhood. How do we preserve brotherhood?

Brotherhood is about love. Charitable love, agape, familial... Eros, for some of us. In the context of P.A.D., brotherhood means accepting your P.A.D. brothers and sisters as they are. We all have value and ultimately, hopefully, only want the best for each other. Is that not the nature of brotherhood?

The concepts of equality and brotherhood give us liberty. By agreeing and choosing to actively respect one another, P.A.D. and its members are free to grow as an organization and as individuals. By weighing our choices concerning communicating

conflicting ideas and opinions out of the love and respect we have for one another, P.A.D. and its members are free to be outstanding examples of leadership to the legal world and our individual communities. We are free to thoughtfully present our ideas, concerns and opinions to the world.

I challenge you all to practice actively respecting not only your fellow P.A.D. members, but everyone you encounter. Think about what that means to you and how you can communicate that to your world in a way that the receivers will understand. Above all, I challenge you to continue being shining examples of what is right within our legal communities. Liberty = equality + fraternity.



“Take the first step in faith. You don’t have to see the whole staircase. Just take the first step.”
—Martin Luther King Jr.

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Median Salary at Largest Firms Drops

by Laira Martin (*National Jurist*, Associate Editor)

The latest salary survey is out and while some salaries for new graduates appear lower, they are, in fact, flat.

The nation's largest firms, those with more than 700 attorneys, reported a median salary of \$135,000, down from \$160,000. But the drop is a reflection of more law firms reporting data in that size range, as opposed to salaries dropping.

"I was surprised that the aggregate data fell so much but I understand why," said James Leipold, NALP's executive director. "It's not that firms are paying less, it's that the list of law firms surveyed are different."

Leipold said through mergers and acquisitions, regional law firms with 700 or more lawyers are becoming more common.

The number of entry-level lawyers earning \$160,000 at large law firms has dropped significantly during the last five years, as more firms grow and move into that range. In 2009, nearly two-thirds of entry-level salaries were \$160,000, while that figure clocked in at only 27 percent this year.

"Many law offices that are part of large firms, particularly those in the largest markets, continue to pay \$160,000," Leipold said. "But the data since 2009 clearly show that the large firm market now also contains many firms that do not pay \$160,000. In some ways the data simply reflect the growing cohort of large firms and it shows that they are not a monolithic entity. In many markets starting salaries of \$145,000 or \$135,000 or even less are the norm."

Despite the drop in median salary, large law firms have increased their salaries at a greater pace than other firms during the last 20 years.

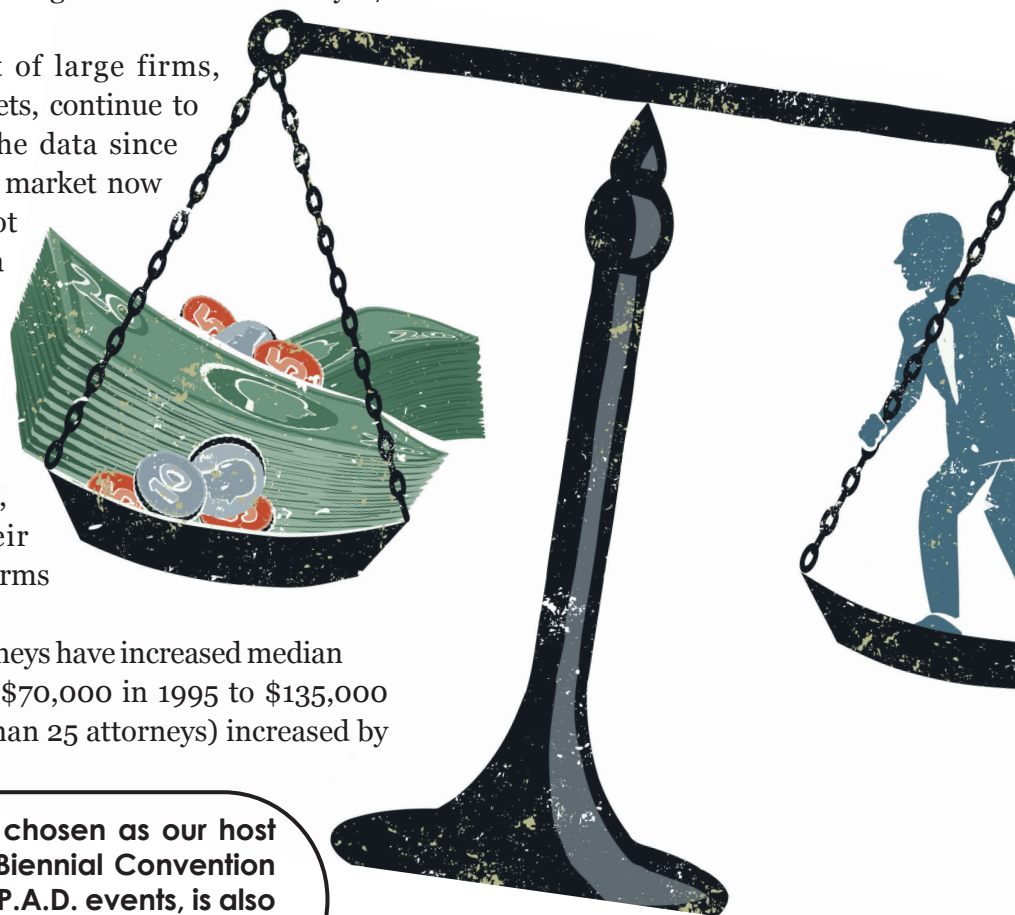
Law firms with more than 250 attorneys have increased median associate salaries by 93 percent from \$70,000 in 1995 to \$135,000 in 2014. Small firms (those with less than 25 attorneys) increased by

only 51 percent from \$45,000 in 1995 to \$68,000 in 2014. Inflation was 56 percent during that same time period.

NALP found that mid-sized firms, those with 26-50 attorneys, saw the biggest increase in median associate salaries. Firms of this size saw a 110 percent increase from \$50,000 in 1995 to \$145,000 this year.

Firms with 51 to 100 attorneys saw an 85 percent increase and firms with 101-250 attorneys saw a 79 percent increase.

The National Association of Law Placement reports that the overall national median first-year salary at firms of all sizes is \$125,000, the same figure since 2012.



Washington DC, chosen as our host city for the 61st Biennial Convention and other major P.A.D. events, is also listed as having one of the highest salaries for lawyers.

<http://blog.kaplanisat.com/2014/10/13/top-ten-cities-young-lawyers/>

Image Credit: (c)iStock.com/MHJ

I Didn't Pass the Bar Exam...Now What?!

By Andrea Warda (*Minnesota Statewide Alumni Chapter Clerk*)

Law school is challenging. You would think getting through years of insanity would be enough to qualify you as a lawyer, but we know this isn't always the case. The bar exam is the final step in becoming a licensed attorney and preparation for it has been argued to be worse than law school itself. Putting this process into perspective, it's just a few months of extremely hard work and we ALL can do it!

I have been out of law school since May 2013 and have found that there is a taboo topic that I need to tackle; not passing the bar exam.

No, I do not mean failing, because even if you don't pass you are not a failure. This exam is difficult, but it can be passed; it may take a few attempts and that's OK! This year's February bar exam will be my fourth consecutive attempt, and hopefully my last. I have never been gifted on tests, but I will never lose

my persistence. Persistence will drive you forward; it's what got you through law school and will get you through the exam, trust me.

There is a lot of fear in not passing, but as someone who has faced this multiple times I can tell you it isn't the end of the world as some think. It may dent your ego, but there is opportunity to grow and try again. I was so scared to admit I didn't pass, but when I did I was met with an outpouring of love and support. This made me realize people are far less judgmental than I predicted. You will face a few who spread negativity, but that is true in all of life. Just block it out!

Reach out to your friends and family, reach out to your P.A.D. brothers and sisters, or reach out to me at andreawarda@yahoo.com. There are many people who support your efforts no matter how many times you've taken the exam. Remember to put things into perspective, block out negativity, and stay persistent. Take time to celebrate each step of this process because you worked so hard to get here.

For tips and articles on support, please email me. I am happy to help! Best of luck to all February bar exam takers.



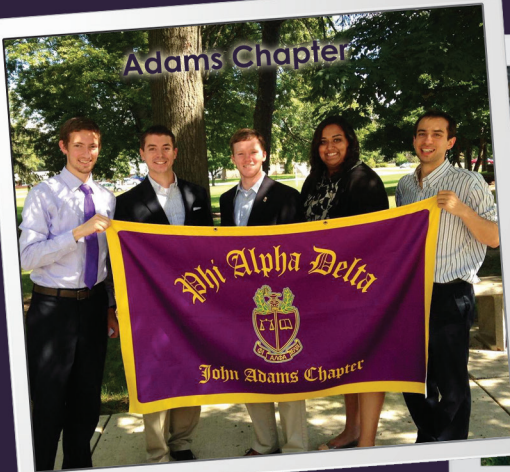
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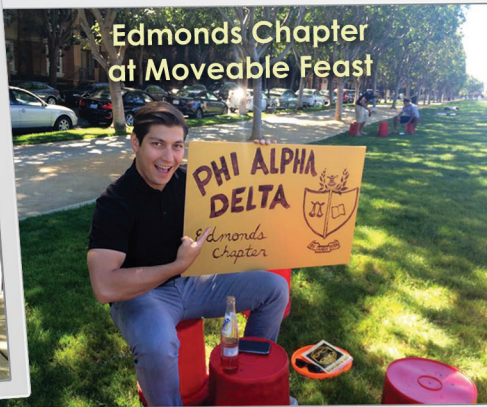
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Chapter Highlights



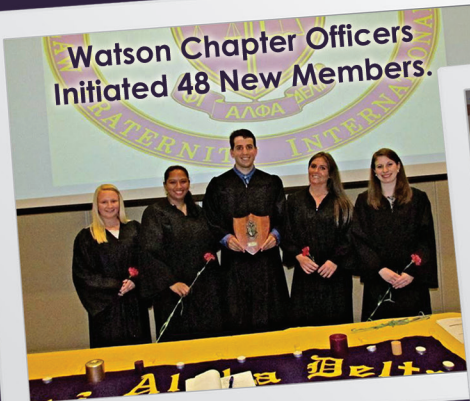
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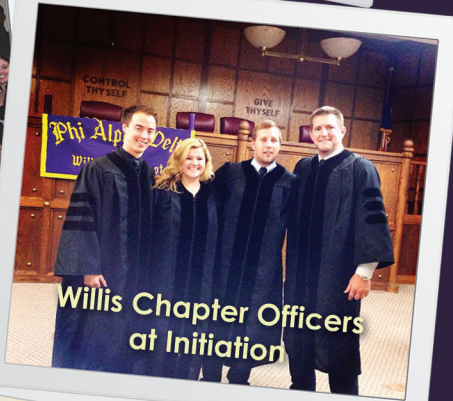
Story Chapter



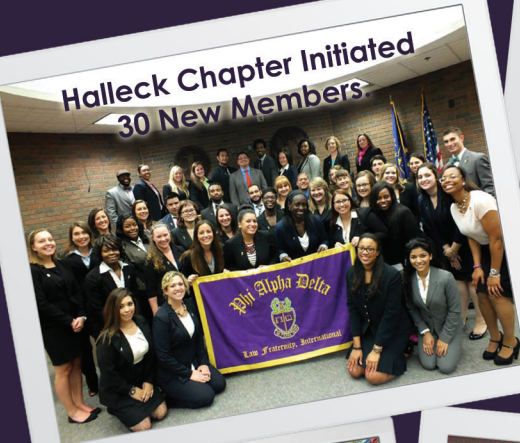
Watson Chapter Officers
Initiated 48 New Members.



Mentschikoff Chapter Initiation



Willis Chapter Officers
at Initiation



Halleck Chapter Initiated
30 New Members.



Mt. Saint Mary's
Pre-Law Chapter



Northern Kentucky University
Pre-Law Chapter Initiation



Bedell Chapter



Darrow Chapter



Central Michigan University
Pre-Law Chapter Spring Recruitment

Chapter Highlights



Borah Chapter



Middleton Chapter Initiation



Wiener Chapter Initiates



Fish Chapter



Robinson Chapter Initiation at Arkansas Old Supreme Court in the Capitol



American University Pre-Law Chapter Spring Recruitment



Ryan Chapter Initiation



Xavier University Pre-Law Chapter Spring Recruitment



Triangle Area Alumni Chapter's "Motion to Strike" Bowling Social



Hampton University Pre-Law Chapter Initiated 14 New Members.



District I Conference



Minnesota Statewide Chapter's 'Family Day' at the MN State Fair

Chapter Highlights

Burr Chapter's Executive Board at Initiation



Lawson Chapter's Board at the District VII Conference



University of Pittsburgh Pre-Law Chapter



Murray Chapter



Christianity Chapter Receives Chapter of the Year Award.



Frankfurter Chapter Initiated 46 New Members



Phi Alpha Delta More Chapter Initiation



Wiener Chapter Initiation



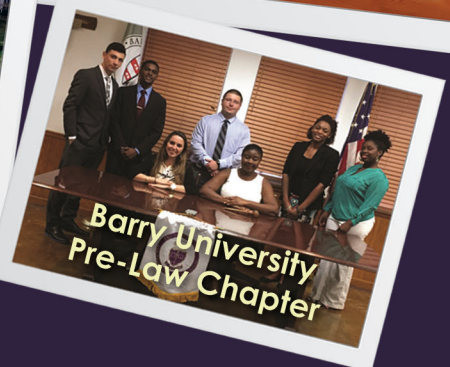
S. Douglas Chapter, at District VII Conference, was awarded 'Most Improved Chapter'.



CSU-Fresno Pre-Law Chapter volunteered at 'Zoo Boo,' a Children's Halloween event.



Barry University Pre-Law Chapter





PHI ALPHA DELTA

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TOWSON, MD 21204

address service requested

2015 P.A.D. Day at the Supreme Court



Registration is open for the 49th P.A.D. Day at the Supreme Court on Monday, June 1st, 2015.
Attend this signature P.A.D. event and become a member of the U.S. Supreme Court Bar.

Applications are due in April 6th, 2015.
For more information contact Cory Freeman at cory@pad.org or 410-347-3118.