Remembering Pat Randolph

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From the dean

When I’m out in the community, one of the first questions alumni ask is “so how is the job situation these days?” We focused this issue of Res Ipsa on jobs, careers and the future of the legal profession to help answer that question.

We are very proud of how well our graduates are doing in what is still a difficult, but improving, job market. After passing the bar at a terrific rate (more than 96 percent in Missouri and 95 percent in Kansas), 85 percent of our 2011 grads had jobs that were bar admission required or J.D. preferred nine months after graduation, and another 5 percent had other professional positions. More than half were in law firms, and of those, more than 70 percent were in firms of two to 25 lawyers. More than 20 percent were in government, public interest or judicial law clerk positions. Just more than 90 percent remained in Missouri or Kansas.

As you will see, we are working to prepare students for the rapid changes occurring in the profession and with it, the job market. We focus on providing “value added” for our students, with increased emphasis on integrating the skills lawyers will need in practice today and into the future. We stress the importance of networking and mentoring while in law school and after entering the profession. We have added dynamic new professional staff to our Career Services Office, and they have done a great job helping students understand themselves, the profession and the legal community and understanding where they fit in.

I think you will see on the pages of this magazine that we are approaching the future with great people, ideas and implementation. But, as always, we need your help. Please:

• Mentor a student or graduate
• Participate in on-campus programs that help our students learn about different areas of practice
• Think of UMKC School of Law when you need to hire a lawyer or law clerk
• Tell your friends and colleagues how good our graduates are

Finally, it’s not only about our students. We are happy to help our alumni when you need a job or are thinking about a career change. Keep in touch with our faculty, who often can be helpful in identifying opportunities, and by all means, work with our Career Services Office. They are there for you.

Best wishes for continuing success and happiness in your chosen career.

Ellen Y. Suni
Honoring friends' retirements
Professor Bob Downs built and donated new display cases for the first floor of the School of Law in honor of Professors Mark Berger and Francis Hanna at the time of their retirement. Downs, a master craftsman, designed and built the cases from solid walnut. He also built the clock in the Thompson Courtroom in honor of Professor Ed Hood's retirement.

Debbie Brooks
Debbie Brooks (J.D. '01), Assistant Dean for Admissions and Multicultural Affairs, retired in August after more than 10 years of service. She helped attract outstanding students to the school and developed pipeline programs to introduce members of underrepresented groups to the legal profession.

Visit law.umkc.edu/schools for information and to view photos from the event.
Faculty spotlight

Edward Cantu, associate professor teaching constitutional law and civil procedure

New Associate Professor Edward Cantu hopes to make a lifelong impression on his students. He focuses his research on normative jurisprudence, separation of powers and practices in the federal courts that give rise to systemic constitutional problems. His primary teaching areas will be constitutional law and civil procedure.

A native of Orange County, Calif., Cantu spent his adult life in Texas. He attended flight school with the ambition of becoming a commercial pilot, but he ultimately chose law.

"On my first day of law school I knew that law would be a much better fit than aviation. The idea is romantic, but the job is very routine and mechanical," Cantu said. "I learned to love legal analysis and to shed my initial view of law school as just an avenue to a financially comfortable job. It wasn't long until I became fixated on the prospect of teaching law."

Cantu graduated from the University of Texas School of Law in 2006, where he was a national semifinalist in the C.B. Motley National Moot Court competition. He clerked for U.S. District Court Judge Micaela Alvarez of the Southern District of Texas and for Judge Jennifer W. Elrod of the U.S. Court of Appeals for the Fifth Circuit. He later practiced for Sutherland Asbill & Brennan LLP in Houston before serving as a fellow at Loyola New Orleans School of Law.

Ann Marie Marciarille, associate professor specializing in health care law

Ann Marie Marciarille joins the Law School faculty as an associate professor specializing in health care law. Her research interests include health care regulation and finance, with particular interest in health care reform. Previously, Marciarille was a health law attorney, including 10 years as an antitrust prosecutor for the California Attorney General's Office.

Marciarille brings a new area of law to the school. She said the recent Supreme Court litigation over the Affordable Care Act has increased student and citizen awareness of health law as a sub-field of litigation and as an issue of national concern.

"I am hoping we can build on this momentum by engaging the Law School in an ongoing discussion about the scope and pace of implementation of the ACA—the regulatory aspect of health law," Marciarille said.

Marciarille is a summa cum laude graduate of Amherst College and a cum laude graduate of Harvard Law School, where her studies were focused on public interest representation. She also holds a master's degree in theology, specializing in ethics, from Harvard Divinity School.

Leo Salinger, teaching fellow in property

Leo Salinger joined the faculty as a teaching fellow to co-teach with Professor Pat Randolph, who passed away in September 2012. Salinger now solo teaches the school's first-year property course.

A 2010 UMKC School of Law graduate, he also serves on the editorial board of The Urban Lawyer.

Salinger is on leave from Husch Blackwell LLP, where he concentrated in real estate and development and renewable energy financing, including wind energy projects. Raised by two teachers, Salinger said he had an inkling he'd end up at the front of the classroom.

"When I attended UMKC, the Law School faculty exhibited a passion to push their students. By their dedication to their trade, they pushed me as a student to dig a bit deeper and to challenge myself," he said. "My hope is that I can be at least half as successful as so many of them were and have been for so long in engaging UMKC's talented student body."

Salinger received a bachelor of arts in history and Latino studies, cum laude, from Williams College in 2004 and a J.D., summa cum laude, from UMKC in 2010, where he was the student editor-in-chief and case note editor of The Urban Lawyer. He also served as a teaching assistant in the legal research and writing program.

Visit law.umkc.edu/lawnews/category/features for full bios.
Remembering Pat Randolph

Editor's note: Longtime School of Law Professor Pat Randolph passed away in September 2012 following a battle with prostate cancer. Res Ipsa asked Associate Dean Barbara Glesner Fines, friend and colleague of Professor Randolph, to recall his impact on the School of Law.

Pat Randolph joined the UMKC School of Law faculty in 1980, settling into his corner office in the Cardozo suite, from whence he would influence generations of students, faculty and lawyers around the world.

I joined the faculty in 1986, taking up residence down the hall from Pat. Since I was to teach property law, Pat adopted me as an “associate” in his “department.” His passion for his subject was difficult to resist. Many days, he would remind me that we property professors were teaching the law that was at the basis of all other law. “Property law is where it all started,” he would proclaim, reminding me that all other law has its roots in the feudal land system. For Professor Randolph, the Norman Conquest of 1066 was not distant history, but a present foundation upon which he stood.

Pat may be best remembered for his extraordinary relationship with China. Long before it was fashionable, he forged strong bonds with the University of Peking—China’s most elite university—establishing a unique, multi-faceted and enviable relationship. He accomplished all of this despite the fact he was not a specialist in Chinese law, spoke no Chinese and maintained a significant presence at his job in America.

UMKC law students were able to work with Professor Randolph on his “Friedman Team,” a revision of the multi-volume treatise, “Friedman and Randolph on Leases.” John Manford, the most recent team leader, said, “Professor Pat Randolph inspired me to reach for knowledge in ways I had not previously considered. I have come to appreciate how important it is to have excellent, caring professionals to inspire us to learn and grow.”

Professor Randolph was a demanding professor, with high expectations for his students, his colleagues and himself. He regularly was a dissenting, but undeterred, voice at faculty meetings. His inimitable voice of critique guarded us against complacency in our decision-making.

Yet for all his seriousness about standards, he was willing to make fun of himself. One time, arriving late for a faculty retreat, he announced as he entered, “I’m here now, so you’ll have someone to object to whatever you’re planning!” His deep affection for his students was reflected in his willingness to have fun with them—encouraging silly class activities to emphasize a point, singing in a beautiful Irish tenor voice at the 1.98 skit night and establishing the “Day of the Banana” tradition where faculty serve students banana splits.

In recognition of his contributions to the Law School, the faculty passed a faculty resolution this past summer, expressing its gratitude and appreciation and declaring that Pat Randolph had “forever transformed our institution.” The corner office in the Cardozo suite will never be the same.

The Day of the Banana, started by Pat Randolph has been a tradition for more than 10 years. Faculty host the pre-finals celebration for their students.

Pat first visited China in 1994. Over the course of the next 18 years, he made more than 40 trips and guest-lectured at 21 Chinese law schools.
Hitting the sweet spot

Alumni share their strategies for staying on top of a challenging legal job market.

by Suzanne King Raney
Jennifer Zimmermann (J.D.’12) won the big firm “lottery.”

After graduating from UMKC School of Law in May, she took a job as an associate at Shook, Hardy & Bacon, the largest of Kansas City’s big firms.

Given many national job market trends, Zimmermann’s experience isn’t typical—and in many ways she considers herself lucky to have landed a big-firm job.

A weakened economy compounded by major shifts in the legal industry has caused many firms to drastically reduce the number of new graduates they hire each year, meaning legal jobs aren’t always where they used to be.

Last May, Zimmermann and her fellow UMKC graduates walked into a legal job market that offered up only about 28,000 openings. Meanwhile, law schools around the country turned out about 45,000 graduates.

That’s why Zimmermann’s story is worth noting. Her approach to law school—and the innovative curriculum she experienced at UMKC—armed her with a cache of practical skills and a contact list full of professional connections when she hit the job market last year.

“I made a big financial investment,” said Zimmermann, who put herself through law school. “I needed to be sure it would pay off.”

Zimmermann’s résumé was helped by the initiative she took getting involved and networking. During her three years at UMKC School of Law, she interned with a federal judge, edited the Law Review, wrote for two law journals, competed in mock trials and negotiation competitions, and networked with everyone she could.

But Zimmermann’s job search also was helped by the practical skills and professional connections she developed through her regular classes.

UMKC has long recognized that simply going through the motions of earning a law degree isn’t all law students will need to do to be ready for the job market.

“We need to make sure we’re educating students in ways that make them ready for the jobs that are out there,” said Ellen Suni, dean of the UMKC School of Law. “We are really striving to stay a few steps ahead.”

### Major shifts

The economy is part of the reason legal jobs are harder to come by than they were a decade or two ago. But disruptive technology that is causing major shifts beneath the legal landscape may be an even bigger culprit.

Thanks to the Internet, legal work traditionally handled by a first-year associate can be shipped off to India where lawyers will do it for a fraction of the cost. Perhaps more unsettling are Internet firms like LegalZoom.com that allow cash-strapped consumers to get legal services from a website rather than hiring an attorney.

“The methods of delivering legal services that have been traditional for the last couple of hundred years are rapidly changing,” said Rod L. Richardson (J.D. ’74), a Kansas City attorney and president of the Kansas City Metropolitan Bar Association. “The legal profession is going to have to adjust.”

Many believe law schools should be leading the way.

A growing movement among legal educators and practicing attorneys is calling for law schools to completely deconstruct how they’re teaching future lawyers so all students will graduate with skills and attitudes more solidly aligned with realities in the marketplace.

The UMKC School of Law has long been giving students more opportunities to leave academia with practical skills by offering internships, clinics, robust advocacy programs and classes—taught by professors who have worked as practicing attorneys—that incorporate real-world skills with legal theory.

“I think UMKC is unique in that it seems that it’s always had a focus on melding the theoretical with the practical,” said Jasmine C. Abdel-khalik, an associate professor in the Law School. “Students are learning doctrinal methodology to approaching problem solving, but also have advanced legal writing and legal research skills.”

Classes go beyond teaching the law, she said, to teaching students how the law would actually play out in real client situations.

Other law schools are beginning to make changes. New York University School of Law is one of the most recent to announce a transformation in its third-year curriculum. Now students will get a dose of foreign study or an internship in Washington in those final—traditionally more low-key—semesters.

Stanford Law School and Washington and Lee University
School of Law also recently announced curriculum changes, emphasizing programs to make students’ third years more useful and packed with experiences that will help them land jobs. It’s just a sampling of the response that can be seen among law schools.

William Henderson, a professor of law at Indiana University Maurer School of Law – Bloomington who frequently speaks on the topic of the shifting legal landscape, said the interest in making changes is promising. But he doesn’t hesitate to add that it may not be enough.

“I don’t know if there’s a sense of urgency that’s commensurate with the facts on the ground,” he said. “This is a 100-year flood.”

Mixing theory and skills
Henderson argues that law schools—and law professors—need to drastically change their expectations of the legal profession and legal education.

Suni couldn’t agree more.

“The traditional dichotomy was, are you an academic institution teaching students to think like lawyers or are you a technical school?” Suni said. “We don’t believe it is a dichotomy.”

Even though UMKC is ahead of many other schools in providing students with real-world experience mixed with legal scholarship, Suni and members of the Law School faculty agree that the model should continue to evolve to respond to the quickly changing marketplace.

“We’re educating students for a lifetime career, so we can’t just look at the short term,” Suni said.

UMKC School of Law is in the final stages of completing a strategic plan that lays out a path for its response.

The approach will unfold in several areas, but at the heart of it is the recognition that the lawyers being trained today will be facing a vastly different professional world tomorrow.

“The idea of the legal profession as it exists on TV—that’s not very realistic,” Suni said. “We want to make sure we are educating students in ways that make them ready for the jobs that are out there now and in the future.”

Redefining the market
Exhibit one is recognizing that there is a huge “mal-distribution” of lawyers, Suni said. While some parts of the market certainly are oversaturated with attorneys, huge segments of the population are underserved both demographically and geographically.

Low- or moderate-income clients, for example, who don’t qualify for legal aid but can’t afford to pay for a full-service lawyer on their own still need representation and should be able to get it.

Young lawyers need to be creative about thinking of ways to serve these underserved clients, Suni said.

“Part of it is looking at how we create means by which lawyers can still continue to make a living and serve some portion of this underserved population,” she said.

And this is where exhibit two comes in: Technology.

“We could either let it take us over,” Suni said, “or we could marshal its power and let it provide for more even distribution of legal services.”

Efficiencies that LegalZoom and other technology companies have perfected could easily help lawyers reach underserved populations, Suni said. There’s no reason a creative lawyer couldn’t automate certain services, such as initial data collection or routine paperwork, to help make his services more affordable to a broader population.

Technology skills
This is why technology is such a key area shaping the future approach to teaching at UMKC School of Law.

Zimmermann’s

Interned with a federal judge
WHAT IT GAVE HER
- Courthouse familiarity
- Writing and research skills
- Contacts with judicial and legal professionals
- Opportunities to observe

Jennifer Zimmermann
Shook, Hardy & Bacon

Served as Editor-in-Chief of the UMKC Law Review and wrote for two law journals
WHAT IT GAVE HER
- Writing skills
- Research experience
- Management work
- Deadline practice

Competed in mock trials and negotiation competitions

WHAT IT GAVE HER
- Negotiation practice
- Public speaking skills
- Brief writing experience
- Practice working on a team

Networked with everyone
WHAT IT GAVE HER
- Contacts in the legal community
- Connections
- Communications skills
- Ultimately, a job
“We want to be able to graduate students who have a competency level in technology that people aren’t teaching anywhere,” said Michael Robak, associate law library director and director of information technology at UMKC School of Law. “So they can go to a law firm and say, ‘I’m here to help you with your technology, and you’re here to help me become a lawyer.’”

UMKC is making a major investment in making sure its students leave law school competent in legal technology. The school has plans to start a clinic that will give students even more hands-on technology experience. Essentially the clinic would serve other law school clinics with legal software, such as document assembly software.

Robak said this type of technology, which automates certain parts of a legal process, has been around for some three decades without really catching on in the professional world.

But with the need to make law firms as efficient as possible, that is finally changing. A law student coming out of school already understanding the ins and outs of the technology would stand out to a potential employer.

Many firms—especially small- to mid-sized firms—don’t have technology expertise in-house. And smaller firms tend to be where most law firm jobs are, according to Jenny Redix Jordan (J.D. ’06), director of career services at UMKC School of Law.

That’s one reason technology is an attractive skill for a new lawyer to have. For the same reason other practical knowledge—how to write, research and negotiate, for example—can be an asset to a potential employer as well.

Skills that will help a young lawyer hit the ground running are an asset in any job market, but especially in a market when hiring has slowed. Compiling as many of those skills throughout law school is a plus.

And the reality is that students need to be planning their legal careers—from what experiences to gain to what connections to make—almost from the moment they set foot on campus.

“We’re teaching students to ask the question, ‘What do employers want?’” Redix Jordan said.

**Back to basics**

Law students like Zimmermann who have taken advantage of every program possible to build skills and gain experience are probably the best candidates, said Lynda Moore (J.D. ’85), director of professional development and recruiting for Stinson, Morrison & Hecker, a 300-attorney firm that has its largest office in Kansas City.

Practical skills can always be taught. Some of the intangibles cannot, Moore said.

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**Prepared for legal success**

Great legal careers begin with a great legal education and bar exam results. UMKC graduates benefit from the best of both worlds. Here’s a look at recent data:

**BAR PASSAGE**
- July 2012 Missouri bar exam
  - First-time test takers: 96.03%
  - Participants in the UMKC Bar Prep Program: 98.3%

**EMPLOYMENT (Class of 2011)**
- As of February 15, 2012, as defined by the ABA & NALP
  - Employed 90.9%
  - Pursuing higher education degree 0.6%
  - Not seeking employment 1.3%
  - Seeking employment 7.1%
  - Employed in bar-required/JD-advantage jobs 84.4%

**EMPHASIS AREAS**
- Business and Entrepreneurial Law
- Child and Family Law
- International, Comparative and Foreign Law
- Litigation
- Urban, Land Use and Environmental Law

**CLINICS**
- Child and Family Services Clinic
- Guardian ad Litem Clinic
- Entrepreneurial Legal Services Clinic
- Kansas City Tax Clinic
- The Midwest Innocence Project
- Appellate Practice (Unemployment Security)

Visit law.umkc.edu/careers for more detailed employment data.

“We want people who have demonstrated the ability to perform complex legal work and who are motivated,” she said. “Most importantly, we want lawyers our clients will be comfortable connecting with.”

In this market where an Internet site or a lawyer in India could just as likely handle certain legal work, certain intangibles are becoming an even more important factor.

It’s worth remembering that beneath all the changes washing through the legal profession, one trait remains at the heart of what lawyers do.

“Lawyers are problem solvers,” said Richardson, who practices with Wallace, Saunders, Austin, Brown & Enochs.

“The lawyers who can solve those problems the quickest and the cheapest are the ones who are going to be successful in the coming generation.”
Let's get together

Alumni build networks by relying on mentors.

by Sarah McGinnity

Parker and Martin

Kelly McCambridge Parker (J.D. ’08), passed the bar on a Friday. The following Monday, she started her own firm.

The mother of two can look back on this time of her life with a laugh. While in the midst of it, however, she was scared and unsure where her career was headed. Enter what Parker calls her “holy trinity” of mentors, including Judge Cindy Martin (J.D. ’84), Missouri Court of Appeals–Western District.

Parker now calls Judge Martin her conscience, and says she taught her to take the job seriously, to develop a character that makes her proud, and also, that trust matters. The two women were matched through the Association of Women Lawyers’ (AWLS) Connections program, which pairs seasoned lawyers with new ones. Martin and Parker would meet for lunch, for a pedicure or at AWLS events.

“I made it clear to Kelly that I was available for her at any time,” Martin said. “She would occasionally call me with questions about her practice, legal issues, etc. The kinds of things you might expect a brand new lawyer to need a bit of help with. But I think it was a comfort for her to know she
could call me about anything at any time without feeling silly or inadequate.”

Parker found the guidance from Martin and other women invaluable as she added the title of attorney to her repertoire of loving wife and mother.

“The value of sharing and comparing notes with other women in the same position is immeasurable, and it is so important for young women to see more experienced women attorneys who have come out on the other side,” Martin said. “The safety of a mentoring relationship frees young women to speak about the quiet fears and insecurities so many of us used to keep to ourselves.”

Harris and Gaitan
Others with emerging legal careers also see mentoring relationships as key to their success.

Charlie Harris (J.D. ’95), found that his mentor not only served as a career counselor, but also became one of his best friends.

Harris’ relationship with Judge Fernando Gaitan (J.D. ’74), U.S. District Court, began during his clerkship and continued through conversations on the golf course. It was their similar work ethic and commitment to family and law that first began their professional bond. Now, the fact they have both been the first African-Americans in their roles – Harris as the first black president of the Missouri Bar and Gaitan, as first federal district judge in the Western District of Missouri — has added a new level.

Being the first African-Americans in their positions means they set the standard by which non-African-Americans measure other African-Americans, Gaitan said.

“You are always on stage, and you must be prepared at all times,” he said. “Charlie’s success means others may be given the opportunity to succeed. Others can realistically aspire to this high position.”

Harris knows he is forging a path that gives him the opportunity to help others. It’s an expectation he feels he must live up to after his relationship with Judge Gaitan.

“He is always there for me. I don’t know if either of us are special people, but we are in a special place,” Harris said. “When you chart firsts people gravitate to you. When you are in a position of influence, you absolutely owe it to people who are willing to help themselves.”

Judge Gaitan compares success as a relay race where one person hands the leadership off to whomever is willing to receive it.

“Every successful person has had a mentor, or someone who helped point out the paths to success,” he said. “Without guidance, it’s easy to waste valuable time.”

Gaddy and Hobbs
Mentors can be found through associations or clerkships, and perhaps more traditionally at a young lawyer’s first firm.
personable so I had no problem having him engage with clients early on,” Hobbs said. “Later on, it was clear when given an opportunity, Brian could conduct good examinations and cross examinations. Brian was involved in the most significant cases of my career.”

Gaddy said it was Hobbs’ skills as a lawyer as well as his connections within the Kansas City legal community that helped him progress in his own career.

“It was an honor and privilege to work with someone who was so skilled and highly regarded in the community,” Gaddy said. “We continue to be friends. He’s always available to lend advice and lend a kind ear to problems I might have.”

If intentional, a firm can create an environment where mentoring becomes part of the culture.

“Mentoring is a happy blend between letting someone do their own thing but being involved in cases. It goes both ways,” Hobbs said. “As much as I helped Brian with what he could do, when you’re with someone like that it inspires you to do the most you can do. When you’re around a good person, it makes you better.”

Caskey and Burton
Only a week after meeting Lou Caskey (J.D. ’82), Stephanie Burton (J.D. ’10), sat next to him in a courtroom working her first jury trial.

The two met by chance through a meeting about a client who was working with them both. Over coffee that day in March 2012, Lou asked Stephanie to second chair his jury trial, an experience she describes as the best of her early legal career.

“Nothing compares to getting that floor time in trial,” Burton said. “I had done oral argument in law school, the trial advocacy inn of court and a mock trial demonstration, but nothing compared to the actual adrenaline that came with picking a jury and trying a case.”

That trial led to a relationship in which the two attorneys speak nearly every day both as colleagues and friends.

“I am fortunate enough that I can call him and email him with any questions,” Burton said. “He’s well-connected, and he is always introducing me to people I should know in practice.”

Burton, a mother of four, began her own practice after graduating from the Law School through the Solo and Small Firm Incubator program, designed to help entrepreneurial graduates start their own firms with close guidance and mentorship opportunities.

Caskey said Burton’s willingness to learn has been refreshing in his own career and added fun as he shares his trial experiences.

“I show and tell Stephanie that a courtroom is not any different from any other environment where, as an advocate, you have a story to tell. As a trial lawyer, you should be comfortable in a courtroom.”

Caskey is at home in the courtroom after more than 30 years of practice. It’s the right fit between a mentor who loves his practice and a mentee who is willing to learn that makes the relationship work.

“A mentor must be happy and satisfied with the practice of law,” Caskey said. “The mentor must have the trial skills or any other expertise of law that the new lawyer is looking to develop. If this match is present, it is rewarding to be the mentor as well as the new lawyer.”

‘Practice and courage’
For those trying to find mentors outside a firm, the process isn’t always easy. Parker says it just takes a lot of practice and courage.

“Go to events. Ask questions. Be open to it,” Parker said. “I treated it like speed dating and forced myself to go. I played the game: If I met five new people, I could leave. Inevitably I would stay for the whole event.

“When you ask for help, you create a situation where someone gets to feel like a hero.”
Making your network work

Career Services shares advice with students and alumni.

by Erick R. Schmidt

What does it take to become a successful lawyer? If you ask Dean Ellen Suni, the answer may surprise you.

“It’s not enough today to just be an excellent problem solver,” Suni said. Being a good lawyer also means being a marketer, a businessperson and a storyteller.
Suni takes pride in the UMKC School of Law’s innovative and collaborative-focused approach to legal education and the way it prepares students to succeed after graduation. But the key to turning that preparation into action requires another level of effort, and that’s where the Career Services Office (CSO) steps in. Jenny Redix Jordan (J.D. ’06), is director of the CSO and works to prepare students to begin thinking about their careers from virtually the day they step into the school as 1L students.

To give students a head start on networking, which Redix Jordan says is essential to developing one’s career, the Law School gives each entering 1L student a UMKC-embossed business card holder and their first set of business cards on the first day of orientation.

“Much of the work we do is about building relationships and proactively getting to know students,” Redix Jordan said. “We encourage students to get involved with organizations and build their networks. That’s a common connection with lawyers, and a great way to get involved is to work events and help on committees.”

“Services for students and beyond”

Career Services is not only available to students preparing for graduation. The office also offers career coaching and a job board for alumni. Additionally, CSO has resources to assist with out-of-area job searches for graduates seeking work outside the Kansas City area.

Redix Jordan also stresses the importance of learning about industries on the move and what different employers in the region need from lawyers. The Business Intelligence Center in the school’s new Tom and Vina Hyde Collaborative Technology Library offers a creative approach to obtaining the resources needed for a successful job search in today’s legal market. Teaming with the research prowess of the law librarians, the Business Intelligence Center offers a one-stop shop to browse the practical skills print collection—a combination of books from CSO and new additions from the Law Library—and access to a computer terminal with quick links to news sources, people search databases, and services such as Bloomberg Law, Lexis Advantage, and the Kansas City Business Journal.

“Paying it forward”

In addition to using the services of the CSO, alumni can help the office, even if they don’t have permanent jobs to offer to the next generation of lawyers. As Redix Jordan notes: “Alumni can still help by hiring students as law clerks. That’s where students gain substantive work experience they can sell to a future employer. Let them see what it means to practice law. They also need good writing samples for their job searches, so help foster projects that can get them research and writing experience. Introduce students to your network and encourage them to get involved with the legal community as a student.”

Websites like LinkedIn have added a dimension to the networking game, but Redix Jordan cautions against using social media as the end-all of networking. It is still about making face-to-face connections with people, getting to know them and letting them get to know you.

“When students graduate and secure jobs, they’re going to need to develop business, build a referral network, and have other lawyers to turn to in order to service clients,” she said. “We teach our students to build a network that they will continue to grow as a practicing attorney. We remind students...”
20% checking job postings

“Practicing law is changing. Everything moves so much faster now. Firms’, companies’ and organizations’ hiring needs are changing. It’s a function of where law is going.”

SHANNON O’BRYAN
ASSISTANT DIRECTOR
Since joining the team in 2012, Shannon has served as a career adviser for students and alumni as well as leading student outreach efforts. She brings years of experience as in-house counsel and as an associate attorney.

“The industry is changing, not just the employment numbers,” O’Bryan said. “Practicing law is changing. Everything moves so much faster now. Firms’, companies’ and organizations’ hiring needs are changing. It’s not just a function of the economy, it’s also a function of where the practice of law is going.”

Even as the digital age of constant connection makes the world smaller, Suni says students and alumni alike face many of the same obstacles of years gone by. But one key ingredient remains unchanged. “Passion is critically important. If you really care about what you’re doing, you will be a happy lawyer. If we can help clarify expectations and develop a sense of what it’s like having a professional career, it maximizes self-understanding and likelihood of success.”

The social media question
As assistant director of CSO, Shannon O’Bryan brings a valuable resource to Career Services with experience working in the hiring side of a large law firm. She recognizes that students today have an array of technology at their fingertips, but warns that online resources can be distracting to what’s important. “Social media should help our students and alumni identify people they want to talk to; it doesn’t automatically enhance the ability to connect with them,” she said. “If I’m a practicing lawyer and I get a LinkedIn or Facebook request from a UMKC student, I wouldn’t necessarily accept that request without a personal email or meeting with that person.”

Rather than making those sorts of blind heaves toward networking, the CSO recommends that students and recent alumni in search of employment opportunities do their homework, get involved in activities and open themselves to new forms of networking.

“Social media should help our students and alumni identify people they want to talk to; it doesn’t automatically enhance the ability to connect with them,” she said. “If I’m a practicing lawyer and I get a LinkedIn or Facebook request from a UMKC student, I wouldn’t necessarily accept that request without a personal email or meeting with that person.”

“I advise students interested in on-campus interviews to make sure they are genuinely interested in the company. Employers can distinguish those who just want a job.”

MAGGIE PORRAS
ADMINISTRATIVE ASSISTANT
A member of the Career Services team since 2008, Maggie keeps Symplicity on track, coordinates the job board as well as on-campus interviews. She has 13 years of paralegal experience.

20% checking job postings

10% direct applications

our graduates to keep doors open and continue growing connections that they started during law school.”

Visit law.umkc.edu/careers to learn more about the resources available at the UMKC School of Law Career Services Office or to get involved with school events.
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Mrs. Jill D. Olsen
Ms. Casey Tourlilott
Mr. Christopher B. Wirken

2001 – 6.7%
Ms. Kristen Aaggeler Page
Mr. A. Andrew Apathy
Ms. Pamela R. Rhend
Ms. Kathleen H. Breckenridge
Mrs. Debbie Brooks
Ms. Mara Cohara
Ms. L. Annette Griggs
Mrs. Sherrie M. Lockhart
Mr. David McCollum
Mrs. Traci Olera Peterson
Mrs. Katherine Sinatra
Ms. Sarah Wiese

2002 – 5%
Mr. Jonathan Rhend
Mr. G. Steven Diegel
The Hon. Kenneth Garrett III
Mr. Mark A. Gilmore
Mr. Gregory Harding
Ms. Julia D. Kitzerliller
Mr. Travis Miller
Mr. Michael Rehak

2003 – 7.8%
Ms. Kathleen H. Breckenridge
Ms. Kelli Curry
Mr. William Denning
Mr. Brian Devling
Mrs. Erin C. Kolber
Ms. Mary T. Liddle
Mr. Leroy T. Messenger
Mr. Timothy Murphy
Mr. Larry Pittman
Lieutenant Colonel Charles A. Rikili
Ms. Megan Roth
Ms. Lisa Westergaard

2004 – 5%
Mr. Matthew Brooks
Mr. Andrew Freistein
Ms. Kelly Gilmore
Ms. Stephanie L. Hill
Mrs. Tina Parsley Hughes
Ms. Meredith Morrow Ilia
Ms. Rebecca Suroff
Ms. Lorri L. Wilbee – Kobe
Ms. Christy K. Wineland

2005 – 4.8%
Mr. Eric Collins
Mr. Nick Hilliard
Mrs. Tina Parsley Hughes
Mr. Matthew Jordan
Ms. Ellen Pantaenius
Dr. Dennis Peffley
Ms. Katherine Ray
Mr. Andrew Snively

2006 – 6.6%
Ms. Laurie Anderson
Ms. JoAnne M. Barbera
Ms. Jessica Beever
Mr. Matthew Brooker
Mr. Brett T. Burmeister
Ms. Nicole Fisher
Mr. Pearline Hardy
Mr. Ryan Helfrich
Mrs. Jenny Redix Jordan
Ms. Lynn Laffoon
Mr. Corey J. Meretse
Ms. Anna Braukmann Raccuglia

2007 – 3.8%
Mr. Scott Aripoli
Ms. Miriam Bailey
Ms. Kristi L. Burmeister
Mr. Alfred Jordan
Mr. Joshua Mathews
Ms. Molly Maurin
Ms. Megan McCurdy

2008 – 5.2%
Mr. Ryan Dykal
Mr. Blake Green
Mr. Wesley Hilton
Mr. Anthony Lacroix
Ms. Kelly A. McCambridge-Parker
Mr. Zachary S. McFarland
Mr. Christopher Mirakian
Mr. Jeff D. Mitchell
Mr. Fawzy T. Simon

2009 – 7%
Ms. Kate Crowley
Mr. Michael Crowley
Ms. Nicole E. Forsythe
Mr. Jonathan Gilmore
Mr. Robert Gordon
Mr. Brandon Gutshall
Mr. Matthew Heath
Mr. Heath Hoobing
Mr. Christopher Kurtz
Mr. Joshua Mathews
Mr. Michael Miller
Ms. Karin Schute
Mr. Ryan L. White

2010 – 5.9%
Mr. Aaron Arneson
Mr. Christopher S. Brown
Ms. Stephanie M. Burton
Mr. Raymond Dake
Ms. Katie J. Evans
Ms. Rachel Fliaster
Mr. Joseph D. McGaugh
Mr. Noah McGraw
Mr. Jon Otto
Mr. Nate VanEnmon
Mr. Ryan L. White

2011 – 4.7%
Ms. Margaret Boyd
Ms. Jane Francis
Ms. Charnissa Holliday Scott
Mr. Heath Hoobing
Mr. George – Leonard Ngengwe
Mr. Brian Slater
Mr. Jake Valle
Mr. Marshall Woody

2012 – 0.7%
Mr. Christopher Stratton

2013 Annual Fund

Please help us continue the positive strides we have made. Support your Law Foundation today to send students to competitions, provide enriching programs and activities, support our outstanding faculty, increase diversity and make a reasonably priced, high-quality legal education a reality for the next generation of lawyers in this region.

Your contributions make a difference.
Alumni recognized

Six alumni and friends were honored for their dedication to the Law School and the legal profession at the All-Class Reunion and Dean’s Award Reception on Nov. 2, 2012.

2012 Law Foundation and Law Alumni Association awards

Donald J. Quigg

*Lifetime Achievement Award*

The Lifetime Achievement Award was presented to Donald J. Quigg, Class of 1940, who certainly has achieved outstanding professional success in the legal field throughout a long career. Don began his legal career as a patent attorney for Phillips Petroleum, where he worked for 35 years. Shortly after his retirement from Phillips, he was appointed by President Ronald Reagan as deputy commissioner of the U.S. Patent and Trademark Office. A few years later, he was appointed as assistant secretary and commissioner of patents and trademarks, where he worked to professionalize that office and reduce backlogs.

After leaving government service, he entered private practice and is currently a partner in the Washington, D.C., office of Novak Druce Connolly Bove and Quigg. At the age of 96, he still attends firm meetings and does occasional consulting.

Phyllis Norman-Komoroski

*Decade Award*

The Decade Award, for outstanding contribution to the profession within the first 10 years of practice, was presented to Phyllis for her work as a trial lawyer at Langdon & Emison and her leadership in the Association for Women Lawyers and the MoBar Young Lawyers Committee.

Kirk Presley

*Pat Kelly Service Award*

The Pat Kelly Service Award was presented to Kirk, who is retiring from the Law Foundation Board, for his exemplary service. His commitment and creative efforts as vice president for capital and development have made a valuable contribution to the foundation’s fundraising efforts.

Richard W. Miller

*Pro Bono Award*

The Pro Bono Award is given to an alumnus who has made an outstanding contribution to the public welfare through the legal profession. Dick was recognized for his service as a founder of Christmas in October, Boys Hope/Girls Hope, the Duchesne Clinic and Cristo Rey High School.

Julia D. Kitsmiller

*President’s Award*

The President’s Award was presented to Julia for her leadership, commitment and tireless efforts on behalf of the Law Foundation and Law Alumni Association, of which she is past president. She is currently foundation vice president for marketing and communications.

Dan Weary, Trustee, Courtney S. Turner Charitable Trust

*Philanthropy Award*

The Philanthropy Award, which recognizes an individual who has enabled the Law Foundation to change students’ lives, was presented to Dan Weary, trustee of the Courtney S. Turner Charitable Trust, for support of renovations to the Law School building and library.
Alumni events

1. **Wine and Good Friends**
   Alumni including Michelle Marvel, Megan Wiese Baker and Katie O’Shea reconnected at the annual Wine and Good Friends reception in October at Amigoni Urban Winery, a new venue specializing in Missouri wines.

2. **Wine and Good Friends**
   Jenny Redix Jordan, director of career services, Matt Jordan and Brett Burmeister chatted at the Wine and Good Friends annual event, where alumni connected over appetizers and wine.

3. **Reunion**
   The All-Class Reunion Event and Awards Ceremony were held at UMKC School of Law in early November. In addition to the main events, individual classes met, including members of the Class of 1992, Denise Carter, Abram McGull II, and Debra Hopkins.

4. **Wine and Good Friends**
   Travis Wymore, Steve Bough and John Benson reminisced about their law school days while attending the Wine and Good Friends event.

5. **Pat Kelly Poker Tournament**
   After many rounds of intense poker playing, a small group of students and alumni made it to the final table at the Pat Kelly Scholarship Poker Tournament in September at the UMKC Student Union.

6 and 7. **Matriculation**
   Incoming 1L students waited for their names to be called as they enter the UMKC School of Law for the 2012 matriculation ceremony. KCMB President Rod Richardson and Dean Ellen Suni welcomed the students as they took the first steps into the legal community.

8. **MoBar Luncheon**
   Jenny Redix Jordan, director of career services, Ronald Wiesenthal and Alex Curcuru at the MoBar Luncheon in St. Louis, Mo.
Visit law.umkc.edu/alumni-friends for information about upcoming events.
Living life with no regrets

Kim (Carlos) Becking (J.D. ’97), a self-described recovering attorney, is the president and CEO of Momentum Public Strategies, a public affairs and strategic communications firm in Columbia, Mo. A breast cancer survivor, she is a speaker and the author of Nordie’s at Noon. She talked to Res Ipsa about using her law degree in new ways, finding life balance and living life with no regrets.

Any regrets?
I don’t think about what could’ve been—I continue to look forward. We can all strive to live a richer life, whether it’s delivering a better product to our clients or being a better mom, wife or friend. For me, it’s about using my talent to make a difference. I’m trying to change lives and help others. That’s how I was raised, and at the end of the day that’s what’s important.

We have a responsibility toward others and sometimes we’re so busy it’s easy to forget that. It’s a privilege to make a difference and challenge others to do the same.

What’s your advice to others who might be dealing with challenges?
We all have bumps in the road, whether it’s cancer or a loved one’s health crisis or a setback in our careers. My struggle was learning to lean on my family, friends and faith. I had to learn how to ask for help. I was so used to helping others that recognizing I needed help was difficult. Sometimes you need to call on friends and family, and that’s OK.

How do you balance your public speaking with your advocacy work?
There are opportunities where the two overlap. Both roles are about empowerment—giving people the tools they need to make a difference and help change other people’s lives. My public relations work focuses on advocacy. While I’m not practicing law anymore, I use it on a daily basis. I use my legal skills while dealing with the legislative side of things. I work on issues like the prescription drug-monitoring program, and I get different parties together at the same table to help make a difference in the lives of people in Missouri. Whether it’s with my speaking or with my public affairs work empowering people—that’s what gets me going everyday. And I’m at that point in my life with my public affairs work where I know life is too short, so I turn down work if I don’t believe in it or if I don’t think it’s good for the community. My principles guide me in every decision I make. My parents instilled that in me. And the ethics courses I took in law school help shape every decision I make with both businesses.

What did your battle with cancer teach you about life?
It gave me courage and allowed me to become a risk taker. When I left a law firm to start my own business—with no clients—I knew I had nothing to lose. Surviving cancer gave me the freedom to take more risks, and I had never experienced that. I knew I should live life to the fullest. Too often we’re paralyzed by fear, whether it’s in our personal lives or professional careers, and we want to take the easy path or do what we’re comfortable with instead of getting out there and going into the unknown.

I understand you helped found the UMKC Law Emissaries program? How did that come about?
A law school classmate and I founded it. We had been involved with the ambassador program at UMKC. We realized from a recruiting perspective that the most valuable thing a potential law student could do was to talk to a current law student and hear that student’s experiences. It’s fulfilling for me to see the program is still in place and making a difference for the Law School.

—Amanda Bertholf
Alumni are encouraged to volunteer their time as Inn Masters and mentors. Interest-specific inns meet several times per year in small groups of four to six students. Masters and students attend an “All Inns” program meeting at the beginning of each semester and two other meetings during the semester with a small group of four to six students and two to three judges and attorneys (Masters). Each meeting involves a discussion around a theme and includes a social component.

The original Inns of London were intended to be a place where students lived and studied together. They provided a place to learn as an apprentice lawyer, a place to eat, a place to study and prepare cases and occasionally argue real cases. Experience tells us that approach is still relevant today.

The Inns of UMKC program gives students guidance from Kansas City’s judges, lawyers and business leaders. The program stems from an understanding that students benefit from consultation regarding matters such as the stress of law school, professionalism, the challenges presented by a career in the practice of law, summer clerkships and post-graduation employment and judicial clerkships.

Learn more at go.umkc.edu/inns

Sign up today
Contact the Career Services office at 816-235-1668.
Relay Missouri: 1-800-735-2966 (TTY)

UMKC INNS OF COURT

Mentor students as an Inn Master in one of these topic areas:

• Business and entrepreneurship, Dean Inn and Scarritt Inn
• Civil litigation, Holliday Inn
• Criminal practice, Ellison Inn
• Exploring legal career options, Borland Inn, Truman Inn and Whittaker Inn
• Family, child and elder law, Farrow Inn
• Intellectual property, Black Inn
• International law, Powell Inn
• Public service, Ladd Inn
• Urban, land use and environmental law, Conley Inn

UMKC is an equal opportunity/affirmative action institution.
Linda Janowitz, right, helped Kathy Berger connect remotely to Berger’s daughter Kerrin in California. Using the latest technology, Kerrin watched the retirement celebration honoring her father, Professor Mark Berger, and Professor Francis Hanna.

Get Connected Online
For more information about upcoming events, visit law.umkc.edu/alumni-friends.