



Career Services Office  
College of Law  
**MICHIGAN STATE UNIVERSITY**

— PORTFOLIO —

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MSU Law Grads are  
Ready for Anything

Meet the Fall Incoming Class

Annual Events and Programming

CASE Sign-up and Job Posting  
Instructions for New Employers

Externship Program

Guidelines for Employers  
Regarding Recruitment

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# LAW GRADS ARE READY FOR ANYTHING

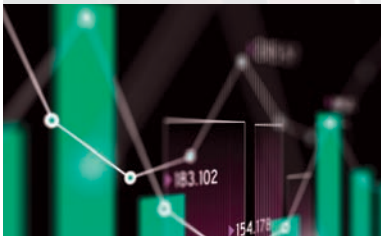
When you hire our graduates, you can be confident they are ready to practice law. Our innovative curriculum, world-renown faculty and status within a Big Ten research university, prepare our students for success in their chosen field of law. Our experiential learning programs and law clinics provide them with hands-on experience under the tutelage of MSU faculty-scholars.



## WHERE OUR 2021 GRADUATES ARE NOW



**LAW FIRMS: 54.7%**



**BUSINESS: 14.9%**



**PUBLIC INTEREST: 13.5%**



**GOVERNMENT: 9.9%**



**CLERKSHIPS: 5.5%**



**ACADEMIA: 1.7%**

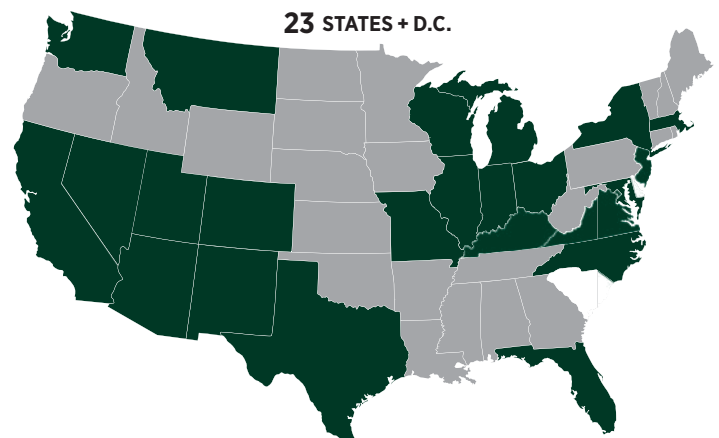
## 2021 BY THE NUMBERS

**93%**  
OF OUR EMPLOYED GRADS HAVE JOBS  
THAT REQUIRE A JD

**48%**  
OF GRADS ARE EMPLOYED OUTSIDE OF MICHIGAN

THEY SAT FOR BAR EXAMS IN  
**24 STATES**

## EMPLOYMENT BY LOCATION



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# EXPERIENTIAL LEARNING

**CLINICS:** Students build experience and skills while helping real clients as our clinics are changing lives of elderly renters on the brink of eviction, refugees from global conflicts, and unaccompanied immigrant children, as well as members of other underserved groups. Students retain ownership of their cases while navigating complex legal institutions on behalf of their clients. Student also receive one-on-one support from dedicated faculty members.

MSU Law students are representing clients in court, investigating cases, and developing strategies, mediating conflicts, preparing paperwork, and advocating for social change.

CHANCE AT  
CHILDHOOD

EQUITABLE ENTREPRENEURSHIP AND  
INNOVATION LAW

FIRST  
AMENDMENT

HOUSING JUSTICE  
LAW

IMMIGRATION  
LAW

INDIAN  
LAW

LOW-INCOME  
TAXPAYER



**ADVOCACY COMPETITIONS:** Our competition teams represent MSU Law in nationwide interscholastic and bar association events. The competition program continues to expand in size and scope, attaining national recognition, and establishing a winning reputation. The success of our program reflects directly on MSU Law. Competitors advocate before federal and state judges, practicing attorneys, and distinguished law professors in locations throughout the country.

It is important that our competitors, as the public face of the Law College, represent and improve upon this tradition of excellence.

We currently offer the following types of teams for competition:

- Mock Trial Competition Team
- Appellate Moot Court Teams
- Arbitration and Negotiation Teams

**GEOFFREY FIEGER TRIAL PRACTICE INSTITUTE:** Get started as a trial attorney as this two-year curriculum covers every stage of the trial process, from pre-trial preparation to jury selection to sentencing. By the time students graduate, they have studied courtroom technology, how to present scientific evidence, and the performance skills they'll need to engage jurors.

Our state-of-the-art in-building courtroom features evidence presentation equipment, remote witness capability, multi-angled cameras, court-management software, and electronic recording equipment to capture jury reaction and response gives students an opportunity to become familiar with technology used in courtrooms today.

TPI trains students on how to effectively use expert witness testimony in trials. Students also learn the fundamentals of courtroom scientific evidence: forensic pathology, chromatography, DNA analysis, paternity testing, traffic accident reconstruction, and fingerprint use.

*I AM ABSOLUTELY CONVINCED THAT MSU COLLEGE OF LAW IS TRAINING SOME OF THE BEST-PREPARED LAW STUDENTS IN THE UNITED STATES [...] IN ACTUALLY GOING OUT AND CONDUCTING A TRIAL.*

— THE HONORABLE DAVID W. MCKEAGUE  
U.S. Court of Appeals for the Sixth Circuit  
Adjunct Professor of Law in the Fieger TPI

# MICHIGAN STATE UNIVERSITY COLLEGE OF LAW



## MEET THE FALL 2022 INCOMING CLASS



Our students bring a diverse set of life experiences to MSU College of Law. They offer important and varied perspectives and an opportunity to share their distinct cultures and heritage.

**CELEBRATING  
THE MOST  
INCLUSIVE  
CLASS  
ENTERING  
MSU LAW  
IN 23 YEARS.**

The more they share and learn from each other now, the better lawyers they will become later.

40% with at least two years of post-college work experience

30% are first-generation college students

Community activists, engineers, entrepreneurs, COVID first responders, legal interns, an organic farm owner, a pharmacist, teachers, and veterans

From study areas such as music, engineering, business administration, architecture, environmental design, accounting, and film production

CLASS SIZE

**212**



**60**



FROM **101**

UNDERGRADUATE MAJORS → UNDERGRADUATE INSTITUTIONS

LSAT

**153-157-159**

25<sup>TH</sup>/50<sup>TH</sup>/75<sup>TH</sup> PERCENTILES

UGPA

**3.14-3.53-3.76**

25<sup>TH</sup>/50<sup>TH</sup>/75<sup>TH</sup> PERCENTILES

**4**

VETERANS/  
ACTIVE DUTY



**28**  
STATES  
REPRESENTED  
+ WASHINGTON, DC



**5**  
COUNTRIES  
REPRESENTED



**8**  
TRIBAL  
NATIONS



**60%**  
FROM  
MICHIGAN



**31%**  
STUDENTS  
OF COLOR



GENDER



**53%** **46%**  
FEMALE IDENTIFYING MALE IDENTIFYING  
<1% NON-BINARY/OTHER



# Career Services Office College of Law MICHIGAN STATE UNIVERSITY

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## ANNUAL EVENTS & PROGRAMMING

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### RECRUITING AT MSU

Approximately 60% of MSU Law students report an interest in remaining in Michigan to work, with 40% indicating an interest to relocate outside of the state. The Career Services Office works with employers to host recruiting opportunities on campus, through resume collect services, and job posting opportunities throughout the year. In addition to hosting OCI opportunities, the office will assist in managing virtual interview schedules, and post information about open houses and recruiting events.

In addition, we host our Annual Recruitment Fair in February of each year, which focuses on summer opportunities for 1L and 2L students. This event is attended by over 100 students and is an excellent way for employers to gain visibility with MSU Law students and highlight their organizations.

### MENTORJET

Each year, MSU College of Law works in conjunction with the National Association of Women Judges to sponsor this program in which lawyers “mentor” law students in a ten-minute “jet-like” fashion. Set up similarly to speed networking, students rotate through stations with different mentors over the course of an hour, gaining tips, feedback, and learning more about the mentor guests.

### ETIQUETTE DINNER

Business is conducted in social settings more than ever before! We prepare our students for interactions in social situations – both for interviewing, and for entertaining clients in the future by offering an instructive dinner each year.

### SOCIAL MEDIA COMPETITION

A five-week program hosted each spring designed to teach students how to utilize social media to elevate their job search, online presence, increase their networking abilities, and improve their confidence. Skills building sessions are offered, weekly challenges must be completed, and prizes are awarded by a panel of outside judges.

### SWEARING-IN CEREMONY

With much celebration we proudly offer a ceremony to welcome our recent graduates to the local bar. This is a milestone achievement and family are invited to attend and join in a reception following the ceremony.

### PROGRAMMING

Throughout the year, the staff plans and coordinates educational workshops or seminars for law students regarding career exploration, networking and professional development, job search strategies and more. This list contains some topics covered each year:

- Lunch with a Lawyer Series
- Resume and Cover Letter workshops
- Public Interest careers
- Interviewing Skills
- Out of State Job Search Strategies
- Networking
- Preparing for Recruiting
- Professional Headshots
- Judicial Clerkships & Application Process
- Practice Area Specific panels & presentations
- Success in Your Summer Position
- Bringing Your Whole Self to Work
- Mock Interviews

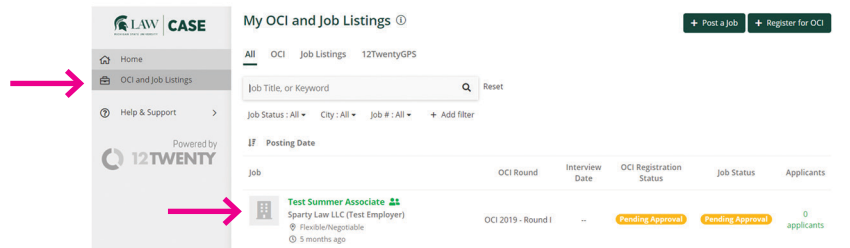
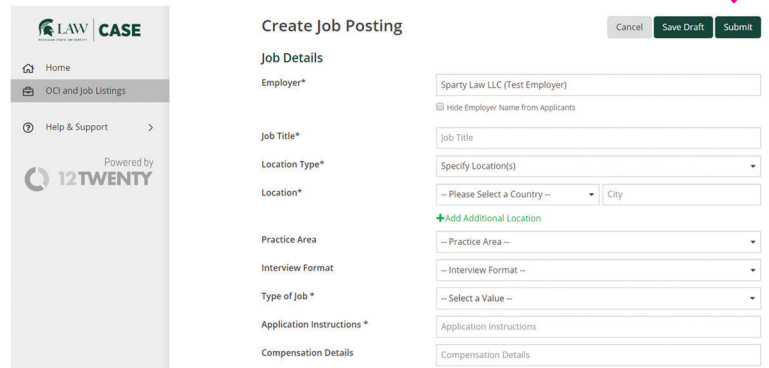
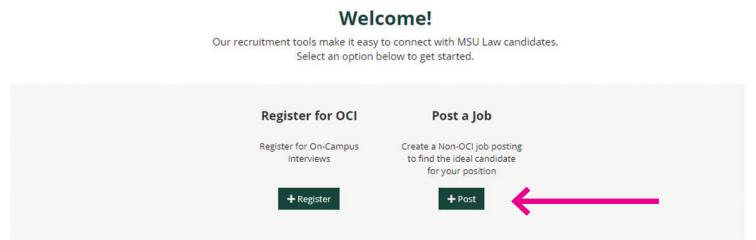


4. After completing the form, you will be logged into the system and can begin posting jobs. Click on “+Post”

5. On the “Create Job Posting” page, fill in all the required information, be sure to include any relevant information you would like students to know. Fill in the primary job contact section on the right hand side. Once you have filled in the entire page, click “Submit” on the top right corner.

6. You will then be taken to the confirmation page and should receive a confirmation email. The job posting will be sent to our office for approval, once approved you will receive another email indicating that your posting is live.

7. You can login any time after your account has been created to edit your job posting. Access your job postings by clicking “OCI and Job Listings” from the left navigation panel.



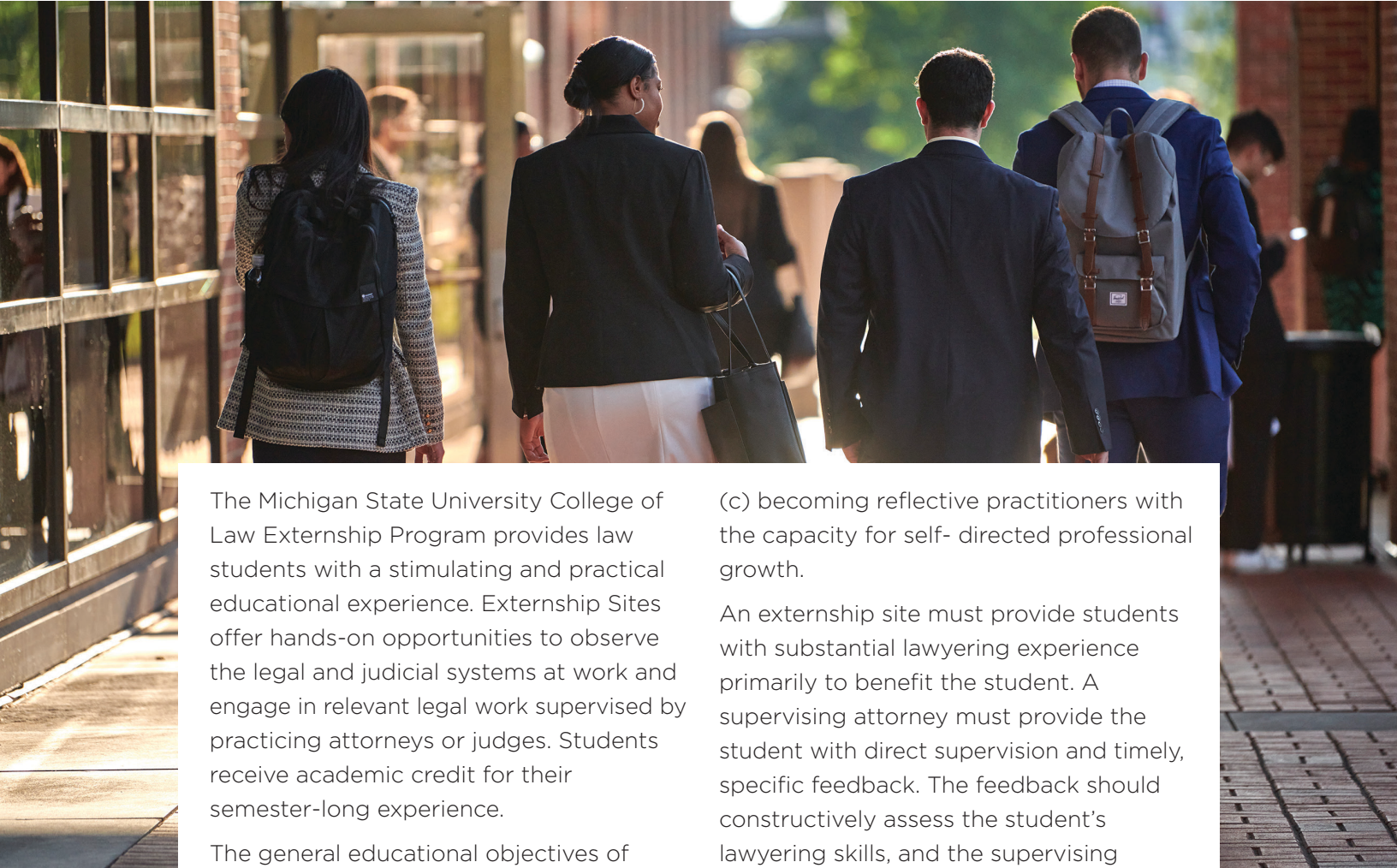
**Thank you for signing up!**  
**Please email [career@law.msu.edu](mailto:career@law.msu.edu) if you have any questions or concerns.**





# Career Services Office College of Law MICHIGAN STATE UNIVERSITY

## EXTERNSHIP PROGRAM



The Michigan State University College of Law Externship Program provides law students with a stimulating and practical educational experience. Externship Sites offer hands-on opportunities to observe the legal and judicial systems at work and engage in relevant legal work supervised by practicing attorneys or judges. Students receive academic credit for their semester-long experience.

The general educational objectives of the program include: (a) developing professional skills, values, and judgment; (b) learning about professionalism, the practice of law, and the legal system; and

(c) becoming reflective practitioners with the capacity for self-directed professional growth.

An externship site must provide students with substantial lawyering experience primarily to benefit the student. A supervising attorney must provide the student with direct supervision and timely, specific feedback. The feedback should constructively assess the student's lawyering skills, and the supervising attorney should advise the student on their strengths and areas of improvement. Supervisors must complete mid-semester and final evaluations for the student.

**Interested in learning more?**

**Please email [law.extern@law.msu.edu](mailto:law.extern@law.msu.edu) if you have any questions.**

**See MSU Law's full-length  
Externship Handbook here:**





# Career Services Office College of Law MICHIGAN STATE UNIVERSITY

## GUIDELINES FOR EMPLOYERS REGARDING RECRUITMENT

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**Welcome Employers!** The Michigan State University College of Law (“MSU College of Law”) Career Services Office looks forward to working with you and meeting your recruiting needs. If there is anything we can do to enhance your recruiting experience at MSU College of Law, please reach out to us.

We are pleased you are interested in hiring our students. MSU College of Law is committed to the highest standards in legal education and offers employers outstanding law students and graduates for summer and permanent employment. We have a highly competitive student body, distinguished faculty members, and premier academic and clinical programs. Additionally, we are committed to fostering a diverse and culturally competent student body. We strongly believe you will find the high-caliber candidates you seek to meet your recruiting needs. Our guidelines follow below:

- 1. Agreement.** To maintain integrity and ensure the standards of Michigan State University College of Law, all employers shall adhere, at a minimum, to the standards as outlined below when engaged in recruitment activities with MSU College of Law. This Agreement will be reviewed for approval by the Assistant Dean for Career Services.
- 2. Notice of Non-Discrimination, Anti-Harassment and Non-Retaliation.** Michigan State University is committed to an inclusive atmosphere where students, faculty, staff, and guests may participate in university life without concerns of discrimination. Diversity is one of MSU’s principal strengths and the university takes its responsibility under federal civil rights laws to prohibit discrimination very seriously. The Anti-Discrimination Policy, or ADP, outlines the types of prohibited discrimination and harassment at MSU. Under the ADP, university community members are prohibited from engaging in acts which discriminate against or harass any university community member on the basis of age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status or weight.  
<https://oie.msu.edu/nondiscrimination-anti-harassment-non-retaliation/index.html>
- 3. Relationship Violence and Sexual Misconduct and Title IX Policy.** MSU has established the Relationship Violence and Sexual Misconduct and Title IX Policy in keeping with the university’s commitment to fostering a safe and inclusive campus community. The policy, administered by the Office of Institutional Equity (OIE) prohibits discrimination on the basis of sex and sexual harassment, including gender-based harassment, sexual assault/misconduct, relationship violence and stalking. For complete information, including definitions contained in the policy, read the Relationship Violence and Sexual Misconduct and Title IX Policy.

**4. NALP Principles for Fair and Ethical Recruitment.** Successful recruitment of law students requires good judgment and good faith from law schools, job candidates, and employers. These Principles provide guidance for each group to consider. All participants are urged to act reasonably and in good faith. The following general principles for employers and law schools encourage each party to consider its own best interests while also ensuring that all involved in recruiting are treated fairly and that complete and transparent information about the process is available to all parties. [https://www.nalp.org/fair\\_ethical\\_recruitment](https://www.nalp.org/fair_ethical_recruitment)

**5. Internship Programs Under The Fair Labor Standards Act.** Employers will abide by the guidelines under the FLSA with respect to internship programs, which will determine whether students are eligible for compensation. <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs71.pdf>

**6. Communication.** Employers are encouraged to maintain productive working relationships with MSU College of Law by communicating about all on- and off- campus recruiting activities before they take place. MSU College of Law will strive to communicate with employers concerning logistics of on- and off-campus recruitment activities.

**7. Recruitment Timeline.** Employers will endeavor to schedule recruitment activities to minimize interference with students' academic work and exam periods. Particular sensitivity will be exercised involving first-year students.

**8. Recruitment Efforts.** Employers should share full and accurate information about their organization and the positions for which recruitment is being conducted by providing information about their organization to help candidates make informed decisions including the following:

- a. Establishing reasonable response deadlines and giving candidates a reasonable period of time to consider offers of employment when each offer is made;
- b. Providing consideration for reasonable requests for extensions;
- c. Abiding by the established response deadlines for candidate responses;
- d. Avoiding conduct that subjects candidates to undue pressure to accept or decline offers of employment; and,
- e. Refraining from any activity that may adversely affect the ability of candidates to make independent and considered decisions.

**9. Recruiters.** Employers are responsible for the conduct of their recruiters and for any representation made by those individuals by:

- a. Designating recruiters who are knowledgeable about their organization;
- b. Ensuring that recruiters have training to avoid bias, discrimination, and harassment in the recruiting process;
- c. Striving to provide interviewing and recruitment environments that minimize the risk of discrimination and harassment, including sexual harassment; and
- d. Instructing recruiters not to make any unauthorized commitments; and safeguarding all candidates' personal privacy.

**10. Misconduct.** Employers will respond promptly to MSU College of Law and report any misrepresentation or misconduct in recruitment activities. Employers will not expect or request preferential services from law schools and will avoid the solicitation of information received by law schools in confidence from candidates or other employers.

**11. Commitments.** Employers should honor all of their commitments, including:

- a. Making good faith offers for employment in writing, with all terms clearly expressed;
- b. Providing an updated offer, in writing, should modification occur; and,
- c. Notifying the candidate and relevant career services office promptly if it becomes necessary to rescind or modify an offer of employment, and then working with the candidate to mitigate the impact of that modification or rescission.

**12. Acknowledgment.** I have read and understood the above-referenced guidelines and agree to follow them. Also, I agree to share this agreement with all employees who participate in the hiring process at my organization.

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Employer Name

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Print Name

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Position/Title

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Signature

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Date