FEATURE CLE
TO WHOM MUCH IS GIVEN:
MENTORING IN THE LEGAL
PROFESSION

CLE Credit: 1.0
Thursday, June 18, 2015
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Lexington Convention Center
Lexington, Kentucky
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Kentucky Bar Association
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JUSTICE ALAN C. PAGE is Minnesota's first African-American Supreme Court Justice. He was elected to the court in 1992 and was reelected in 1998, 2004, and 2010. Previously, he served as an assistant attorney general and a special assistant attorney general, and was an associate with the Minnesota law firm of Lindquist and Vennum.

Justice Page is widely renowned for his former career as a professional football player. Elected to the Pro Football Hall of Fame in 1988, he is best known for his defensive efforts with the Minnesota Vikings in the 1970s.

Justice Page, who attended law school at the University of Minnesota during the height of his football career, is an ardent defender of equal education for children. He is the founder of the Page Education Foundation, which assists students of color with post-secondary education.
I. THE MISSION

The mission of the Page Education Foundation is to increase participation of Minnesota's youth of color in post-secondary education. This is accomplished by using role models and financial aid to encourage students who might not otherwise pursue their educational opportunities.

The Page Education Foundation offers hope to promising students of color who continue their education. We know there is no shortage of potential – only a shortage of appropriate support and encouragement. By collaborating with educators, schools, community organizations, business leaders, colleges, and volunteers, we have found a way to make a difference in the lives of these students by investing in their post-secondary education.

II. IT STARTED WITH A SIMPLE IDEA...

Alan Page's fifteen years as a professional football player were full of standout moments. He was awarded All-Pro honors six times, played in nine consecutive Pro Bowls, and was named the AP's NFL Defensive Player and Most Valuable Player of the Year in 1971 – the first defensive player ever named MVP. Alan was, by any measure, a great football player, but he wanted more than football on his résumé. While playing for the Minnesota Vikings, he was a full-time law student, earning his Juris Doctor in 1978. His legal career has included work at the Minnesota Attorney General's office and at a large law firm. He has been a Minnesota Supreme Court Justice since 1993.

Alan's parents instilled in him a deep belief in the value of education, a belief that guided his own life and accomplishments. He wanted to open the same kind of opportunities to others. When he learned he would be inducted into the NFL Hall of Fame in 1988, he decided to use the occasion to do something meaningful for young people.

The Page Education Foundation was launched at the induction ceremony in Canton, Ohio – which also happens to be Alan's hometown. Alan and Diane Sims Page, with the support of their children, established the values of the Foundation: post-secondary education scholarships for young Minnesotans, mentoring and support for the Page Scholars, and a volunteer commitment by each Scholar to tutor and mentor younger students. That Service to Children requirement – a sort of "paying it
forward" – is as important as the scholarship support for Page Scholars in helping young people understand the value of education.

In its first year, the Page Education Foundation provided ten students with scholarships for post-secondary education. This year, it has over 500 Page Scholars. Over twenty-five years, the Page Education Foundation has helped more than 5,000 young people finance their education – and they, in turn, have impacted the lives of tens of thousands of children.

"Our intent in creating the Foundation was to try to create hope, to let young people know that their futures could be better than their present."

– Justice Alan Page

Alan explains, "The fact is that I see a lot of young people who engage in anti-social behavior. Some of those young people simply have no moral compass. But for many of them—indeed, I suspect the majority—there is a lack of hope. And so, to the extent that the Page Education Foundation and Page Scholars create hope, we make the world a better place not only for ourselves, but also for those around us."

III. OPPORTUNITY – PAGE GRANTS

When I go to college, I will be the first from a family of eight to go. I want to show my younger siblings that, with a little determination and dreams, they can go a long way.

– Jacinda Adams

The Page Education Foundation awards annual, renewable financial grants to Minnesota students of color who attend colleges, universities, and technical colleges throughout Minnesota. Students who accept Page Grants commit to perform clearly defined service projects with younger children of color.

Our awards consist of annual grants of $1,000-$2,500. The selection process focuses on an applicant's attitude toward education, willingness to provide service to children, and financial need. Recipients reapply each year they attend a post-secondary educational institution.

Each year, the Page Education Foundation receives thousands of applications from hard-working, deserving students. Each one is seeking opportunities and support to improve their futures.
IV. HOPE – SERVICE TO CHILDREN

Although the students look up to us and see us as role models, I look up to them because they remind me of an important lesson. That is, I can still dream big and attain the future that I want for myself if I work hard enough.

– Anthony Murphy

The Service to Children program requires each Page Scholar to volunteer a minimum of fifty hours during the academic year mentoring students of color in kindergarten through eighth grade. With a focus on literacy and tutoring, Page Scholars encourage younger children to view education as a positive and exciting goal.

These relationships offer powerful motivation to impressionable students who look up to Page Scholars for guidance.

Children mentored by Page Scholars benefit from real-life role models who are taking advantage of their educational opportunities and creating a better future. Page Scholars also provide much needed assistance to our schools, libraries, and community organizations.

Last year, Page Scholars volunteered more than 20,000 hours as mentors and tutors at schools, libraries, community centers, and after-school programs.

V. EXCELLENCE – PAGE CONNECTIONS

My greatest motivation comes from the thought that I have the wonderful opportunity to obtain higher education and I intend to make great use of it. For me, education is inspiration. I am inspired by the idea that I am in control of my future.

– Fartun Dirie

The Page Connections program focuses on supporting Page Scholars as they work to successfully complete their education and community service.

Through supportive on-campus communities, Page Connections encourages students to access support services on campus, provides Page Scholars with internship opportunities and group service projects, and connects students to professional mentors who help guide students as they transition into the workforce.
I. BACKGROUND AND INTRODUCTION

It is generally accepted that there is a need for efforts to be made to ease the transition from the study of the law to its practice, thereby promoting professionalism and competence in new attorneys and increasing client satisfaction and confidence in newly licensed lawyers. In the past, as was the case in many professions and trades, an apprentice-type relationship would be utilized to train new attorneys and provide them with the lessons and knowledge hard learned by those who had gone before them in their chosen profession. This is still often the method of training utilized by law firms. However, opportunities for mentorship do not arise as naturally as in past years. The recession and corresponding lack of jobs have forced many new lawyers to establish solo practices. In addition, the growth in the legal profession and the specialized nature of law practice today can make it more challenging to introduce new attorneys to the legal community and guide them through the transition to law practice.

In an attempt to address this situation and facilitate mentoring within Kentucky, a Pilot Mentoring Program was created by Supreme Court Order dated August 14, 2007, and funded by a grant from the Bar Foundation. This program was successful and taught us many lessons. First and foremost, we learned that in order for a mandatory, one-to-one mentoring program to be successful, there would need to be staff and resources dedicated solely to administering the mentoring program. The benefits of mentoring are undeniable and well-proven, and so the next inquiry became whether or not it is possible and/or desirable to devote the time and resources needed to achieve a successful, mandatory, one-to-one mentoring program.

During the Mentoring in the Legal Profession Roundtable in Atlanta, Georgia, which took place in February 2011 and was attended by KBA Executive Director John Meyers, these issues were discussed at length. Current thinking is that the one-to-one mentoring model is not the most effective advisory relationship, and that there should be multiple mentors for each mentee. Many programs have found that their results are more positive when mentees choose their own mentor as opposed to having one assigned. Even more interesting, there are clear indications that virtual mentoring might be more effective than actual face-to-face meetings in today's world.
Given the above, the KBA has undertaken the development of a modern, effective information and advisory hub for our new lawyers, administered by existing KBA staff. The website is called Great Place to Start Resource Center for New Attorneys in Kentucky, or "KBA GPS." The URL for the website is http://www.kbagps.org.

II. OVERVIEW

A. Main Page

The main page for the GPS site provides a description of the resources and services available through the site. The site is also searchable. Many of the resources offered through the site are links and information you may find elsewhere. The benefit of the GPS site is that these useful resources and links may all be accessed through one central location, thus making the site a "Great Place to Start" when you are looking for information and assistance.

B. Services

The services offered through the site are the "Lawyer to Lawyer" service and the "Find a Mentor" service. In order to utilize these services, you need to create an account by completing the online registration form. Your year of admission and KBA ID number (attorney number) are required. Once completed, the form is submitted to CLE staff, who will verify that you are a KBA member and have been a member for five years or less. Staff will then send a response email verifying your login name and password, or a response notifying you that you do not qualify or that more information is needed to process the request. KBA member attorneys of five years or more will be asked to contact the Director for CLE and request an exception to utilize the service.

1. Lawyer to Lawyer.

The Lawyer to Lawyer service is a means by which you will be able to call or email properly vetted, volunteer "Attorney Advisors" to seek advice or guidance in the practice of law in Kentucky. This list is comprised of volunteers who have been practicing attorneys in Kentucky for at least five years and are willing to serve in this capacity. The volunteer attorneys complete an online form which includes areas of interest and practice as well as practice location. All volunteer forms are reviewed to ensure that the attorney is in good standing with the KBA and does not have pending
disciplinary issues. The main list of available attorneys is available as a sortable list by name and Supreme Court District. For your convenience, there are two additional alphabetical lists by area(s) of practice and by practice counties. Other links included in this area are the Attorney Advertising Commission and Ethics Hotline Committee. More information regarding these can also be found on the main KBA website at www.kybar.org.

2. Find a Mentor.

The Find a Mentor service allows you to choose a Mentor from a pool of properly vetted Kentucky attorneys with at least five years of experience, who have volunteered to go beyond answering a few email and telephone inquiries. Volunteer Mentors are willing to meet with and advise you on an on-going basis if requested to do so. The scope and duration of this Mentor/Mentee association will be entirely flexible and determined by the needs and requests of the Mentees. Recruitment of Mentors is undertaken in the same manner as solicitations for Attorney Advisors. The main list of Mentors is available as a sortable list by name and Supreme Court District. For your convenience, there are two additional alphabetical lists by area(s) of practice and by practice counties.

C. Resources

1. Online Resources.

The GPS site provides shortcuts to "Online Resources." These include the KBA website, "Helpful Links" to Ethics Opinions, Unauthorized Practice Opinions, the Federal Code, Supreme Court Rules, etc., Kentucky State Government websites, Federal Government websites, research websites, local bar association sites, and much more.

2. Kentucky Courts.

There is a separate tab for "Kentucky Courts," which provides useful information regarding the District and Circuit Courts, the Court of Appeals and the Supreme Court. There is also a link to the AOC website and forms. These online resources are available to the public without having to become a registered user.
3. Banner listings.

At the bottom of the GPS web pages, there are banner links to the Young Lawyers Division website, Casemaker, and the KBA e-News. Note: The banners may change periodically to suit the needs of users.

D. Contact and Other Information

Information is continually added and updated on the GPS website. If you have a suggestion for content, a question about current listings or a general comment, feel free to contact the KBA staff listed under the Contact tab. They will be happy to assist or find the answers you seek.