



MBA Bar Fellows Program Key Information for Summer Sponsors

The MBA Bar Fellows Program is a highly selective program designed to address the key goal of diversifying the Oregon bar by recruiting and supporting diverse law students who have a strong commitment to practice law in Oregon. The program provides a first-summer paid internship, substantial scholarships throughout law school, multiple networking opportunities, judicial mentorship, and other resources designed to support the Fellows' success in law school and in their Oregon legal careers. As it grows, this program will support many Oregon law students in their legal education and legal careers, and will make a meaningful improvement in the diversity of our bar.

Each summer sponsor commits to do the following:

- Provide a paid internship for a 1L Bar Fellow for ten weeks during the summer following the first year of law school.
- Pay the Bar Fellow \$10,000 for the summer.
 - The sponsor may not pay the Bar Fellow more or less than \$10,000/summer, even if the sponsor pays summer associates or other interns a different amount. It is very important that there be parity among the Bar Fellows.
 - The sponsor will determine how to classify the Bar Fellow (stipend, temporary employee, etc.) and the timing of payment for the Bar Fellow. The sponsor should communicate this information to the Bar Fellow no later than April 1 for the Bar Fellow's planning purposes.
- Commit to sponsoring a Fellow for two consecutive summers to assist with program planning.
- Provide consistent supervision and appropriate projects for the Bar Fellow, keeping in mind that the Fellow has completed only one year of law school and may not have the skill level of typical 2L summer associates.
 - The sponsor should provide the Bar Fellow with a variety of assignments throughout the summer. Bar Fellows should not be expected to find their own projects.
- Provide constructive feedback for the Bar Fellow, designed to facilitate and encourage the Bar Fellow's success.
- Invite the Bar Fellow to networking and other events, including supporting the Bar Fellow in attending MBA events and other opportunities.
- Occasionally, "split" the summer with another sponsor. In this case, each sponsor will host the Bar Fellow for five weeks. Split summers offer the Bar Fellow an opportunity to be exposed to more work environments, but must be closely coordinated. A sponsor that is splitting the summer must communicate in advance with the other sponsor to address details such as which sponsor will host first, and how the cosponsors will jointly interview the Fellows at the meet-and-greet event. The MBA will no longer accept "half" sponsorships but welcomes cosponsors who have decided to collaborate.
- Inform the MBA promptly of any concerns or challenges.

