

# COLLEGE OF LAW THE UNIVERSITY OF TOLEDO

# Office of Professional Development Newsletter

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**OPD Appointments and Office Hours** 

The OPD staff is available for virtual appointments. You can schedule an appointment with Laura or Katie directly through TLCN. Or, if you have a quick question, stop by our virtual office hours! Please double check in TLCN to verify office hours haven't changed for the week, but in general our office hours are as follows:

Laura: Mondays, 2:30-4:30 pm

Wednesdays, 11:30 am -1:30 pm Click on this link to join Laura's hours:

https://utoledo.webex.com/meet/laura.dettinger

Katie: Thursdays, 1:00-3:00 pm

Fridays, 10:30-12:30 pm

Click on this link to join Katie's hours: https://utoledo.webex.com/meet/kate.schuyler

To learn how to schedule an appointment or join office hours, watch <u>this</u> quick (3 minute) video!

#### Reminders

- If you are going to finish your 30th or 60th credit hour this semester, remember that your PDP activities are also due by the end of the semester!! All activities are required to be completed and properly reported on TLCN by Friday, May 7, 2020 at 11:59 pm. If you have questions about the requirement or reporting, reach out to OPD as soon as possible.
- Do you have a summer position? If so, please update your Jobs and Job Offers section in your profile in TLCN! If not, please contact OPD so that we can help.
- Please note that if you register for an event on TLCN, you are expected to attend the event. If you find you are unable to attend, please de-register yourself, or let Laura or Katie know in advance that you won't be present.

#### **Professional Development Program**

#### Purpose of the Professional Development Program

The College of Law designed the Professional Development Program to help you build your professional identity and network throughout your legal education career. Each year you will be required to complete certain mandatory activities. Additionally, throughout law school you will be required to attend networking and skills events, complete pro bono awareness tasks, and participate in career exploration activities. Inside your designated reporting cycle folder will include the activity categories and numbers of activities required for each reporting cycle. The Professional Development Program is a floor, not a ceiling; OPD encourages you participate in as many of the activities as your schedule allows.

#### How it works

Reporting cycles are based on the number of credits you have earned at the end of the semester. For example, you must have completed all activities listed in the "0-30 Credits Reporting Cycle" between the time you start law school and the semester in which you earned your 30th credit. For the "31-60 Credit Reporting Cycle" complete all activities listed between the semester you earned your 31st credit and your 60th credit. And for the "61+ Credits Reporting Cycle" between the semester you earned your 61st credit and the semester that you graduate. For some students, cycles may overlap. You may begin working on the next reporting cycle once you've completed the last one if your semester bridges the reporting cycle. I.e. you start a semester with 27 credits and end it with 42 credits, you can finish the 0-30 reporting cycle, then start working on the 31-60 reporting cycle activities.

Mandatory Activities: Mandatory activities include class level specific programming required by the Office of Professional Development. These meetings will be announced in the OPD newsletter, emails sent by OPD staff, and/or on TLCN. Activities may be webbased or in-person if safety standards allow. Additionally, many of these activities require pre- or post-work such as updating application documents or certify completion of an ondemand video.

<u>Networking and Skills Events:</u> These events are often sponsored or co-sponsored by the Office of Professional Development, Alumni Affairs, or a Bar Association. They are designed to help you build your networking skills. Events can take place virtually or in person (when allowed).

<u>Professional Exploration</u>: Professional exploration tasks will aid in determining your professional identity and long-term career path. Exploring the profession can be done on a large scale, by attending an in-person or virtual legal conference, for example. Or on a smaller scale, such as a one-on-one informational interview. It is your responsibility to find outside events related to your areas of interest, set up informational interviews, or arrange observation of a legal proceeding. OPD is happy to help in your search.

<u>Pro Bono Awareness Tasks</u>: Ohio, along with many other states, encourages pro bono work as part of a lawyer's professional duties to the public and justice system. Therefore, these tasks are not only a resume builder, but they will help kick-start a commitment to your professional duty as lawyers. The Ohio Supreme court states in the Preamble to the

Ohio Rules of Professional Conduct: "...[A]II lawyers should devote professional time and resources and use civic influence to ensure equal access to our system of justice for those who because of economic or social barrier cannot afford or secure legal counsel." It is your responsibility to find pro bono clinics and volunteer to help, or find an attorney to work with or shadow. OPD is happy to help in your search but will not be responsible for placement in these opportunities. OPD may advertise pro bono projects and other opportunities via the newsletter or emails. Students in the 0-30 credit reporting cycle are not required to complete a Pro Bono Awareness Task. Students in the 31-60, or 61+ reporting cycle may report participation in one of the listed legal clinics. Note: the Public Service and Corporate Counsel Externship Clinics do not count.

#### **Professional Development Program - Approved Activities**

#### SPRING CLASS MEETINGS- Required

All students are required by the PDP to attend the Office of Professional Development's Spring Class Meeting. This semester, the meetings will be held live via Webex at the following times:

- 1L Spring Class Meeting: Wednesday, March 31 from 1:30-2:30. Register here.
- 2L Spring Class Meeting: Tuesday, March 23 from 12:30-1:30. Register here.
- 3L Spring Class Meeting: Thursday, March 25 from 12:30-1:30. Register here.

Registration closes 30 minutes prior to the event. A link to the Webex event is located on the TLCN page. *If you cannot attend your meeting at the designated time, please contact Laura or Katie to make alternate arrangements.* 

## Food Law Student Network Digital Event Series March 15<sup>th</sup> – March 19<sup>th</sup> – Zoom links below

In lieu of a summit this year, the Food Law Student Network is putting on a free week-long digital event series targeted at students interested in food law.

\*Attending at least one session of this event is approved as a Professional Exploration Event for 2L/3Ls – Legal Conference. Remember to self-report your attendance at the program on TLCN after the event\*

#### Monday, March 15th, 3-4 pm EST:

Hemp: Industrial Production, Evolving Regulations & Needed Developments Register here!

Speakers:

<u>Blake Jackson</u>, Policy Officer & Staff Attorney, Indigenous Food and Agriculture Initiative

Cristina Buccola, Founding Attorney, Cristina Buccola Counsel PLLC

#### Wednesday, March 17th, 3-4 pm EST:

Beverage Law under FDA Jurisdiction

Register here!

Speakers:

Nury Yoo & Arturo Reyes, Keller & Heckman

#### Thursday, March 18th, 1-2 pm EST:

Row Crops: Policies, Subsidies, and the Upcoming Farm Bill

Register Here!

Speaker:

<u>Jonathan Coppess</u>, J.D., Assistant Professor, Director of the Gardner Agriculture Policy Program, University of Illinois, Dept. of Agriculture & Consumer Economics

#### Thursday, March 18th, 8 PM EST:

Film Night Event: Food Chains

Watch the 2014 documentary film, Food Chains, before the event & join us for a group discussion. Find the film at no cost here.

You may join our discussion event here!

#### Friday, March 19th, 1-2 pm EST:

Meat Alternatives: Exploring the Regulatory & Technological Advances in Plantbased Meat, Cultivated Meat, and Insects as Food Register here!

Speakers:

Professor Marie C. Boyd, University of South Carolina School of Law Nicole Manu, Attorney, Good Food Institute
Professor Steph Tai, University of Wisconsin Law School

# Virtual Launch Party of the Toledo Women Lawyers Project Website March 18, 2021 at 5:30 p.m.

This year, the TWBA is celebrating Women's History Month by recognizing the Toledo Women Lawyers History Project and showcasing its new website through the Toledo Lucas County Public Library. The program will feature remarks by the Hon. Arlene Singer, a demonstration of the new website's features, and a virtual tour of the Project's physical location in the LaValley Law Library. The program will be followed by a time to socialize – a great opportunity to meet TWBA members!

To be sent a link to the event, register at: tw3sba.wildapricot.org/events. The event is free to attend.

Check out the website prior to the event here.

\*This event is approved as a Networking and Skills – Bar Association Networking Event. Remember to self-report your attendance at the program on TLCN after the event\*

# Implicit Bias in the Workplace and Negotiation Strategies - A Virtual Q&A Panel, Hosted by WLSA

Thursday, March 25th at 4:30 via Zoom

Join WLSA as they host a virtual Q&A Panel regarding Implicit Bias in the Workplace and Negotiation Strategies. Speaking on the panel are: Professor Porter, Ms. Patty Wise from Spengler Nathanson and Judge Arlene Singer, recently retired from the Ohio Sixth District Court of Appeals.

\*This event is approved as a Networking and Skills – Additional Approved Program event. Remember to self-report your attendance at the program on TLCN after the event\*

Legal Aid and Public Interest Panel, Hosted by the National Lawyers Guild Wednesday, April 7th, 12:30-1:30, held virtually (link coming soon)

Join NLG as they host a panel of 4-6 local attorneys who work in the areas of public interest and legal aid. Students will have an opportunity to hear more about several areas of law and a chance to ask questions of practicing attorneys.

\*This event is approved as a Networking and Skills – Additional Approved Program event. Remember to self-report your attendance at the program on TLCN after the event\*

#### PRO BONO AWARENESS ACTIVITY

For the 2020-2021 academic year only, to complete the 2L Pro Bono Awareness PDP Activity, you can contact an attorney in private practice who does Pro Bono work, and have an informational interview with them about their pro bono experiences, why they do pro bono work, how they find the work, the type of cases they take pro bono, etc. A list of attorneys who are willing to speak with students for this purpose is attached.

#### **NETWORKING AND SKILLS ACTIVITY - Etiquette Event**

In lieu of the in-person Etiquette Event that OPD normally hosts, we are making it easy to get this activity credit virtually! All you need to do is watch each of the following 6 videos, and then report it as a Networking and Skills Event on TLCN. When reporting, check the "Etiquette Event" box, and in the comments section, list one takeaway you learned from each of the six videos. Watching all 6 videos will take less than one hour!

- 10 Best Practices for Internships
- Professional Dress
- Virtual Networking
- Follow Up After an Interview
- Five Questions with a Hiring Attorney
- Linked in for Law Students

#### **Job Fairs**



#### STUDENT REGISTRATION NOW OPEN!

Career Services Directors and Deans of Student Affairs, Please share this information with your students.

Have Questions? Contact Deneen Fitzgerald at dfitzgerald@indybar.org

Presently, they're planning to host the 2021 Diversity Job Fair in-person. The IndyBar will continuously monitor local and national guidelines for hosting inperson events and will adapt accordingly. This page will be consistently updated with the latest information regarding the status of the 2021 Diversity Job Fair.

The 14th annual Indianapolis Bar Association Diversity Job Fair has a strong history of success. More than 750 students from 31 states and 86 law schools across the nation have interviewed over the last 14 years.

Over the course of 24 hours, there will be:

- Numerous networking opportunities available for students through a reception, interviews and a luncheon.
- More than 20 firm, government, court and corporate legal employers conducting hundreds of interviews.
- A workshop to help interviewing students prepare for success.

#### ABOUT THE DIVERSITY JOB FAIR

We seek candidates who represent all aspects of diversity and who are looking for a one-of-a-kind legal community in a Midwestern city that has both cosmopolitan style and small-town charm. We invite fall 2021, full-time 2L law students (graduating May 2023) or part-time 2L and 3L law students (graduating December 2023/May 2024) to participate in the fair. Following registration, students will be provided with automatically-generated passwords that will allow them to use the system throughout the next few months.

Student registration is open from March 5-June 14. For more information, click here.



The world's largest LGBTQ+ legal conference and legal career fair.

- 50+ Sessions
- · Your year's worth of CLE credit available
- 1,700+ Law Professionals and Students
- Hundreds of In-House Counsel participants
- 150+ Recruiters

For more information, or to register, click here.

#### 2021 PATENT LAW INTERVIEW PROGRAM REGISTRATION

The 2021 Patent Program will be held on July 22-23, 2021. This will be a fully virtual program.

#### **Student Registration**

Student registration will end on Friday, March 19 - no late registrations will be allowed!

#### Student Eligibility

JD students graduating in 2022 (rising 3Ls) and 2023 (rising 2Ls) are eligible to register for the 2021 Patent Law Interview Program. Please note that LLM candidates are not eligible to register for the program.

While patent bar eligibility is not a requirement for program registration, many employers make patent bar eligibility a requirement for bidding, and most employers prefer patent bar eligible students. Although a number of employers indicate on their registration forms that they are willing to interview students who are not patent bar eligible, it is our experience that non-patent bar eligible students are generally disappointed as they do not receive many interviews or job offers through the Patent Law Interview Program.

#### **Student Registration Fees**

The student registration fee for the Patent Law Interview Program is \$40 per student. The student registration fee must be paid via credit card at the time of registration. Please note that the student registration fee is non-refundable – even if the student decides not to participate in the program at a later date.

#### Questions?

Check out <a href="https://www.luc.edu/law/currentstudents/careerservices/patentprogram/">https://www.luc.edu/law/currentstudents/careerservices/patentprogram/</a> for more information on this year's program. If you can't find an answer there, please email our staff at <a href="mailto:Law-PatentProgram@luc.edu">Law-PatentProgram@luc.edu</a>.

### Legal Programs, Scholarships, and Contests

#### **MOYER LEGACY FELLOWSHIP PROGRAM**

The Moyer Fellowship Program was created by the Chief Justice Thomas J. Moyer Legacy Committee of the Ohio State Bar Association in 2012 to

provide the opportunity for first and second year students at Ohio's nine law schools to use their legal training in furtherance of the tenets and values that Chief Justice Moyer did to much to promote and sustain: legal and civic education, dispute resolution, personal integrity, ethics, civility, judicial independence, and the rule of law. Chief Justice Moyer was also particularly committed to the lawyers of the future.

Through a competitive process open to all Ohio law students and administered by the OSBA Moyer Legacy Planning Committee, students submit proposals describing the project that they would like to undertake, accompanied by a letter from a sponsor. The Committee encourages original research and other projects.

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The Moyer Fellowships are awarded to two first or second year law students enrolled in an Ohio law school. The 2020 Fellowship awards will be \$4,000. The Moyer Committee asks the law schools of the successful applicants to commit to contribute \$1,000 in funds for a total grant of \$5,000.

Applications are attached to this email. Applications should be submitted no later than Monday, March 15, 2021 to Melissa Quick at mquick@ohiobar.org or Simon'e Lightfoot at slightfoot@ohiobar.org.

Questions should be directed to Moyer Legacy Committee member Rick Dove at Rick.Dove@bpc.ohio.gov.

#### **3L VIRTUAL LEARNING AND NETWORKING FORUM**

Diversity Lab is organizing a networking event for 3L students. Knowing that economic uncertainty can disproportionately impact the job prospects of underrepresented law students, <u>Diversity Lab</u> and the four founding <u>Move the Needle Fund</u> (MTN) law firms and 30+ legal departments -- invite your 3L students to participate in an upcoming <u>Virtual Learning & Networking Forum on Wednesday</u>, <u>March 24th beginning at 12:30pm PT/2:30pm CT/3:30 pm ET</u>.

The MTN 3L Virtual Learning & Networking Forum is designed to provide students with the opportunity to hear from law firm and corporate legal department leaders on a variety of topics, including: (1) Developing a Narrative That Stands Out, (2) Leveraging Social Media and Current Networks, (3) Tips and Techniques for Virtual Job Hunting, and (4) In-Person / Virtual Interviewing Best Practices. Most importantly, the program will incorporate small group networking so that students can meet, get to know, and ask questions of law firm and legal department practitioners

and hiring managers in an informal setting, and make additional professional connections in the legal industry. **Interested 3Ls can learn more and register** here.

# Howard C. Schwab Memorial Essay Contest

Charles Marie









#### About the Contest

The purpose of the Howard C. Schwab Memorial Essay Contest is to create greater interest in the field of family law among all law students, and particularly the Law Student Division of the American Bar Association

This annual contest, conducted by the ABA Section of Family Law, was established by the Toledo Bar Association and the Ohio Bar Foundation as a memorial to Howard C. Schwab, a Past President of the Toledo Bar Association and Past Chairman of the Family Law Committee of the Ohio Bar Association. He was Chairman-Elect of the Section of Family Law at the time of his death on February 24, 1969. In 1985, the Section of Family Law assumed full responsibility for sponsoring this contest.

Each year, the Section of Family Law's Schwab Essay Contest Committee judges eligible essays written by law students to determine first, second, and third-place winners, who are awarded monetary prizes, as well as publication of the winning entries on the Section's website and possible inclusion in a future issue of the Section's scholarly journal, the Family Law Quarterly.

#### Entries are due April 9, 2021

For 2021 Content Information and the Entry Form, please click here.



Essays must be submitted by emailed on or before Friday, April 30, 2021, at 11:59 p.m. Eastern Time, to Amanda Fleming at <a href="mailto:afleming@citizen.org">afleming@citizen.org</a>. For more information, including specific issues essays may cover, please visit <a href="http://www.citizen.org/law-school-contest">http://www.citizen.org/law-school-contest</a> or call Amanda Fleming at 202-588-7734.

The prize for best student essay is \$5,000.

# 10TH ANNUAL OHIO STATE BAR ASSOCIATION LAW STUDENT ENVIRONMENTAL LAW WRITING AWARD: CALL FOR PAPERS

The OSBA Environmental Law Committee is seeking papers from current law students that advance the application and practice of environmental, energy or resources law in the State of Ohio. The of this contest will receive the "OSBA Environmental Law Award" and a \$1,000 prize. The runner up will receive \$250. The winning paper also will be published with the seminar materials for the annual OSBA Environment, Energy and Resources Law Seminar in Spring 2021. Submission guidelines are attached to this email.

Deadline for Submission - April 30, 2021 at 5:00pm.

### The Judge John R. Brown Scholarship Foundation 28th Annual Brown Award

1177 West Loop South, Tenth Floor Houston, Texas 77027

January 31, 2021

Rules for the 2021 Brown Award of \$10,000 For Excellence in Legal Writing

The Judge John R. Brown Scholarship Foundation is pleased to announce the twenty-eight annual *Brown Award*. The Award honors excellence in legal writing in American law schools. Any law student currently enrolled in an accredited law school in the United States seeking a J.D. or LL.B degree is eligible to submit a paper for the Award. The amounts awarded for 2021 will be as follows:

\$10,000 First Place, \$5,000 Second Place, \$3,000 Third Place, \$1,000 Finalist, \$1,000 Finalist, and

\$5,000 to the Scholarship Fund selected by the Dean of the law school in which the First Place candidate is enrolled.

For more information, please click here.

### ABA SECTION OF ENVIRONMENT, ENERGY, AND RESOURCES – SCHOLARSHIP OPPORTUNITIES

Eight SEER competitions are accepting entries during the 2020-2021 ABA year. See below for more details about each competition. Last year's writing competition winners and topics are posted <a href="https://example.com/here">here</a>.

Constitutional Law Writing Competition

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

**Endangered Species Writing Competition** 

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize, second place: \$750 cash prize, third

place: \$500 cash prize

#### **Energy Law Writing Competition**

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize, second place: \$750 cash prize, third

place: \$500 cash prize

### Environmental Transactions and Brownfields / Superfund and Natural Resources

<u>Damages Litigation Writing Competition</u>

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

#### Forest Law Writing Competition

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

#### International Environmental and Resources Law Writing Competition

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

#### Public Land and Resources Writing Competition

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

#### Waste and Resource Recovery Writing Competition

Entry Deadline: May 31, 2021

Award: First place: \$1,000 cash prize

# Notre Dame Law School SMITH-DOHENY LEGAL ETHICS Writing Competition

# Call for Papers

Notre Dame Law School sponsors an annual writing competition on the topic of legal ethics. All students with an interest in legal ethics are invited and encouraged to participate.

- The competition is open to all law students at U.S. and Canadian law schools.
- Entries should concern any issue within the general category of legal ethics.
- Entries must be original, unpublished work.
- Entries must be a minimum of 5,000 words and a maximum of 15,000 words, inclusive of footnotes.
- Coauthored essays may be submitted.
- Submissions will be judged by Notre Dame Law School faculty.
- A prize of \$2,500 will be awarded for one winning entry.
- All entries must be received before 5 p.m., Tuesday, June 1, 2021.
- Include cover letter with contact information and name of current law school.

#### All entries should be submitted to:

Smith-Doheny Legal Ethics Writing Competition Email: bsmith48@nd.edu Notre Dame Law School P.O. Box 780 Notre Dame, Indiana 46556 (574) 631-8621

Website: law.nd.edu/smith-doheny



#### COMMUNITY FUND FOR BLACK BAR APPLICANTS

## FEDERAL DEPOSIT INSURANCE CORPORATION - HONORS ATTORNEY PROGRAM

Save		the		Date!
June	23,	2021	at	5:00pm
July	1,	2021	at	5:00pm

The FDIC will be hosting an information sessions for the 2022 Honors Attorney Program, a prestigious two-year professional development program open to new law school graduates. More information to come. To RSVP, please email <a href="https://honorsAttorneyProgram@FDIC.gov">honorsAttorneyProgram@FDIC.gov</a>.

## ABA FORUM ON CONSTRUCTION LAW - LAW STUDENT WRITING COMPETITION

For the past ten years, the ABA Forum on Construction Law has held an annual Law Student Writing Competition. Through the Competition, the Forum introduces itself to the next generation of construction lawyers and pursues its mission of "Building the Best Construction Lawyers." And, talented law student writers gain the opportunity to demonstrate their skill to the Forum and attend its Fall Meeting. The Law Student Writing Competition was prompted, in part, by the increasing number of law school courses dedicated to construction law. **Competition closes July 21st.** Click here for more information.

BUCKFIRE & BUCKFIRE, P.C. LAW SCHOOL DIVERSITY SCHOLARSHIP PROGRAM

# The Buckfire Law Scholarship Committee is currently accepting applications for the 2021 Buckfire & Buckfire, P.C. Law School Diversity Scholarship.

The scholarship was created in 2013 as part of the law firm's commitment to helping law students who are in need of financial assistance achieve their academic and professional dreams.

In order to be considered for the scholarship, the student must be a member of an ethnic, racial, or other minority, or demonstrate a commitment to issues of diversity within their community.

The scholarship will award \$2,000 to one student selected by our scholarship selection committee.

#### Law School Diversity Scholarship Eligibility Requirements

Applicants must meet the following criteria:

- Recipient is a member of an ethnic or racial minority or any individual who demonstrates a defined commitment to issues of diversity within their academic career.
- Recipient is a U.S. citizen currently attending an accredited law school within the United States.
- Academic achievement as reflected by a minimum 3.0 GPA and have completed at least one semester of classes at an accredited law school.

#### Law School Diversity Scholarship Applications Requirements

In order to apply for the Buckfire & Buckfire, P.C. 2021 Law School Diversity Scholarship Program an applicant must submit the following items on or before Oct. 1, 2021:

- A completed scholarship application form. (Located here)
- A one-page typed essay describing how you have utilized your time promoting ethnic diversity within your community. Alternatively, you may write about how you will use your law degree to promote ethnic diversity in the future.
- A certified, official copy of law school transcript.

#### Jobs of the Week

Please click on the Job Title to see the posting with more details in TLCN.

Job Title	Employer Name
Max Kampelman Fellowship- Summer	Commission on Security and Cooperation in Europe
Chief Justice Thomas J. Moyer Fellowship	Ohio State Bar Foundation
<u>Thomas W. Weeks Diversity, Equity, and Inclusion</u> <u>Fellowship</u>	Ohio State Legal Services <i>F</i>
Student Internship Program	Office of the U.S. Trade Representative
Law Clerk	Heban, Murphee, & Lewanc
Summer 2021 Public Service Fellowship	New York State Office of the General
2021 Volunteer Summer Law Student Internship	Wisconsin Judicial System
Allen County Public Defender Intern	Allen County Public Defend
Legal Intern - Summer 2021	Sentencing Commission, US General Counsel
2021 DSBA Diversity Clerkship	Delaware State Bar Associa
Law Student Volunteer (Summer 2021)	San Bernadino County, CA Attorney
Summer Associate	ABLE
2021 1L Scholars Program - Leadership Council on Legal Diversity	Faegre Drinker Biddle & Re

2021 Summer Law Clerkship

Law Admissions Student Worker

<u>Intern</u>

CAIR-OH Summer 2021 Legal Intern

**Intellectual Property Intern** 

Law Clerk

2021 Fall Extern Program

Appalachian Research and De

Fund of Kentucky

College of Law

Clemens, Korhn, Liming, Warr

Wahl, Ltd.

The Council on American-Islar

Relations, Ohio Chapter

Howard & Howard

Johnson & Associates

U.S. Environmental Protection







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and participation in protected activities, except as mandated by pertinent legal requirements. The College of Law will take affirmative action as required or permitted by federal or state law.