

American Bar Association
2006 Partnership Awards Program
Application Form

1. Program Title: **Maryland State Bar Association Leadership Academy**

2. Name of Bar Association: **Maryland State Bar Association**

3. Address: **520 West Fayette Street**
 - City/State/Zip code: **Balto., MD 21201**
 - Phone #: **(410) 685-7878**
 - Email address: **pcarlin@msba.org**

4. Number of Association Members: **22,440**

PROGRAM INFORMATION:

5. Description of your program; include program's objectives, number of people participating, results of efforts to date, and any future program plans:

Maryland State Bar Association Leadership Academy

To address the need for greater diversity in the volunteer leadership of the legal profession and the local community, the Maryland State Bar Association created the Leadership Academy in 1996, in partnership with the state's local and specialty bar associations. This young attorney Mentoring program, with strong ties to

minority bar associations, promotes diversity, offers leadership training and prepares future volunteer leaders. Through the Academy, young attorneys focus on leadership and communication skills. They are trained in everything from public speaking, media relations, managing an organization and interviewing skills to meeting planning and fiscal management.

On June 18, 2005, the latest class of 15 Academy “Fellows” graduated from the program and was recognized during MSBA’s Annual Meeting. Many of the Academy’s graduates, who have moved into MSBA leadership roles, were on hand to congratulate them.

Interested attorneys undergo a competitive application process and the 15 successful candidates meet regularly throughout the year with a Committee of attorney “mentors” who guide them in the leadership learning process. This intensive training program includes educational sessions, guest appearances by prominent judges and attorneys and interaction with community and MSBA leaders. Every Academy class also plans and implements a public service program geared to help people in a law-related area.

To date, 162 Fellows have graduated from the Academy and many have advanced to key leadership roles in MSBA and the broader community. Thanks to the Academy, they are now promising leaders of the future.

6. Total program budget: **\$29,075 annually**

7. Source of program funds: **MSBA**

8. Other resources (e.g. inkind contributions, materials, etc.)

Each Leadership Academy class is expected to fundraise half of what it costs for their special public service project. Each year the source of other funding varies.

9. Identify other “partners” who supported your effort (e.g. bar associations, agencies, high /colleges/universities/law schools, law firms, etc.):

The main recruitment is done by MSBA in partnership with Maryland’s local and specialty bar associations.

10. Note any recognition that these efforts have received, e.g. media coverage, awards, etc.:

Special recognition of each graduation class is done at MSBA's Annual Meeting; articles have appeared in MSBA publications, and in *The Daily Record*, Maryland's Business newspaper

11. Could another bar association easily replicate this program? Are there materials, checklists, reports that lend themselves to a “how to” guide for other organizations? Please include any pertinent materials with the application form.

Yes. This innovative program is a model and it has already been copied and replicated by many bar associations across the country. Here is MSBA’s website link with all of the pertinent information, including the application form -

http://www.msba.org/sec_comm/committees/leadership/index.htm

12. What suggestions or recommendations would you offer to others who might undertake a similar program?

This program has proved to be an excellent vehicle to attract leadership talent, primarily minorities in the legal profession. All of the Leadership Academy Fellows are invited to and included, free of cost, in all the MSBA major events. We have not detected any downsides to this program.

13. Program contact person, title, phone #, snail mail and email address:

**Paul V. Carlin
Executive Director
Maryland State Bar Association
520 West Fayette Street
Balto., MD 21201**

**(410) 685-7878 x 3020
pcarlin@msba.org.**