NEW LAWYER MENTORING PROGRAM

PROGRAM BASICS
The goal of the mandatory New Lawyer Mentoring Program is to provide personalized professional guidance to Oregon’s newest attorneys. The program is designed to welcome new lawyers into the legal profession, and to help them develop the practical skills and judgment required in establishing a successful and professional law practice.

Participants are matched with mentors based on location, practice areas and other common elements. The recommended curriculum includes six components, each designed with the flexibility to tailor it directly to the new lawyer’s needs and the mentor’s strengths.

MENTOR CRITERIA
- member of the OSB in good standing
- at least five years experience in the practice of law
- reputation for competence and ethical and professional conduct
- no current disciplinary prosecutions pending
- appointed by the Oregon Supreme Court

The typical time commitment is expected to be a monthly 90-minute meeting for 12-18 months. The deadline for completion of the program is determined when a new lawyer is matched to an available mentor.

ENROLLMENT
Upon being sworn in, each new lawyer must enroll in the NLMP within 28 days unless he/she meets the deferral or exemption criteria. Program participation is mandatory. Upon admission, new lawyers will receive an email message that includes a link to the online enrollment survey.

EXEMPTIONS: Newly admitted Oregon lawyers are exempt from the NLMP if they have practiced for no less than 24 months in another jurisdiction.

DEFERRALS: New OSB lawyers may temporarily defer program participation if they are serving as a judicial clerk, or otherwise not actively engaged in the practice of law in Oregon. Once either of the above deferral circumstances change, the new lawyer must enroll in the NLMP.

MATCHING
Matches are made in one of three ways:
- new lawyers may recruit mentors from relationships already developed within the legal community;
- mentors may be available through the new lawyer’s firm or place of employment; or
- the OSB makes the match based primarily on geographic location and practice areas of interest.
- In the event that the matching process is delayed by the OSB, the new lawyer is not in any compliance danger. A completion deadline is not determined until the mentor assignment is made.
REQUESTING A CHANGE IN MATCH ASSIGNMENT
In rare circumstances, a mentoring relationship may not be ideal for either the mentor or new lawyer. Participants are encouraged to contact the NLMP coordinator if they’d like to discuss ANY concerns or challenges, or to request a change.

TRAINING & MCLE CREDIT
- Mentors are responsible for reviewing the NLMP Manual (curriculum) in detail and viewing a brief training video. Both are posted on the bar’s website www.osbar.org.
- Mentors may claim a total of eight (8) MCLE credits upon completion of the plan year.
- Upon completion of the NLMP, new lawyers are awarded six (6) MCLE credits that can be carried forward into their first three-year reporting period. These credits DO NOT replace the first-year MCLE requirements for new admittees.
- Upon completion and certification, the NLMP will forward MCLE credit information for each participant to the MCLE department.
- A fee of $100.00 (paid by the new lawyer or their employer) is also due at completion.

CURRICULUM
The new lawyer and mentor will work to develop an individualized Mentoring Plan covering six areas:
- introduction to the local legal community
- rules of professional conduct and cultural competency
- introduction to law office management
- successful client relationships
- career development, public service, bar leadership and work/life balance
- practice area basic skills

COMPLETION
Upon being assigned to a mentor, the new lawyer is given a deadline for completion. Deadlines are typically 12-18 months from the assignment date, on either May 31 or December 31.

New lawyers are responsible for the program fee and for submitting the completion packet by the appropriate deadline. This packet is comprised of:
- signed copy of the completion certificate
- mentoring plan Parts A & B checklist
- $100.00 program fee, payable to Oregon State Bar

OTHER PROGRAM DETAILS
- Mandatory participation for all OSB members admitted after January 1, 2011, unless admitted by reciprocity and having practiced in another jurisdiction for at least 24 months.

CONTACTS
If you have additional questions about the NLMP, please contact Cathy Petrecca, Program Coordinator at 503.431.6355 or send an email to mentoring@osbar.org. We are here to help!