
From: Stella Manabe
Sent: Tuesday, June 06, 2006 5:16 PM
To: 'DLGEsq@aol.com'
Subject: RE: AAP Sunsets

Hello, Diane.

You may have received a fax by now which provides current/historical budget information and the AAP Program Measures. The Program Measures are the best source we can provide to respond to your questions. If you did not get the fax, let me know.

1. When you say "benefited from the program" will we know which of the 4 programs the students used? See Program Measures which focus on scholarships, stipends, grants, and fellowships. OLIO numbers are described separately.

2. It appears that one person can qualify for more than one of the programs? Is there a limit for any one student?

Yes, one person can qualify for more than one program. There is no limit.

3. When did the AAP start? Do you have the recipient numbers for each year since the AA Program started? The Oregon State Bar adopted an affirmative action program in 1974. We do not have those numbers since the AA Program started. Please see the Program Measures for more recent data.

4. Could we have the administrative costs by funded program, or is it only available as a whole? Please see the faxed budget documents. Administrative costs are available as a whole.

5. Do you do "after-services" assessments with recipients to see how each as fared? Graduation rate? Bar exam pass rate? Employment?
Covered in Program Measures.

--ooOoo--

Stella K. Manabe, Administrator
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-----Original Message-----

From: DLGEsq@aol.com [mailto:DLGEsq@aol.com]
Sent: Tuesday, May 30, 2006 9:27 PM
To: smanabe@osbar.org
Subject: Re: AAP Sunsets

Stella:

Thank you. We need some basic information pertaining to the funded programs by June 9th. I have some questions:

1. When you say "benefited from the program" will we know which of the 4 programs the students used?
2. It appears that one person can qualify for more than one of the programs? Is there a limit for any one student?
3. When did the AAP start? Do you have the recipient numbers for each year since the AA Program started?
4. Could we have the administrative costs by funded program, or is it only available as a whole?
5. Do you do "after-services" assessments with recipients to see how each as fared? Graduation rate? Bar exam pass rate? Employment?

I imagine HOD will be looking at the money rec'd from the membership over the years and comparing it to the quality & quantity of benefits rec'd by law students. This information is needed to properly analyze whether this program should be extended.

Diane

Diane L. Gruber
GRUBER & ASSOCIATES, PC
1579 Burns Street
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Phone: 503-650-9662
FAX: 503-650-7904
OSB HOD Delegate, Region 6

From: Stella Manabe
Sent: Tuesday, July 11, 2006 3:46 PM
To: 'DLGEsq@aol.com'; Karen Garst
Subject: RE: AAP

Hello, Diane.

Karen Garst is out of the office today. Thank you for including me on the "cc:". Pursuant to your request, I am faxing you two resolutions -- one is in the annual meeting text written in 1973 for 1974 adoption, and the other for adoption in 1991.

You had mentioned your understanding that the AAP assessment began in 1990. The financial history report you received begins with a 1990 summary, but the assessment actually began in 1975. Your copy of the report is the report the 2006 Subcommittee is planning to include in the HOD packets and covers the period for the current assessment; which is essentially the 15-year span you may be associating with the BOG statement. Assessment history follows:

1975 - Assessment was \$10 for active members and \$6 for members in the bar less than 3 years.

1979 - Assessment raised to \$15 for active members and \$9 for members in the bar less than 3 years

1989 - Assessment raised to \$30 for active members and \$15 for members in the bar less than 3 years

1991 - AAP Reauthorized 15 years

Stella

--ooOoo--
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-----Original Message-----

From: DLGEsq@aol.com [mailto:DLGEsq@aol.com]
Sent: Tuesday, July 11, 2006 8:23 AM
To: Karen Garst
Cc: Stella Manabe
Subject: AAP

Karen: In the budget figures Stella provided it appears that members' dues have funded AAP since 1990. However, BOG and others are stating that the mandated dues have only existed for 15 years. Please explain the conflicting information. Would you please mail or fax the resolution or other legal document which authorizes collection of extra dues to fund AAP? Thank you, Diane

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Subj: **RE: Answers to your AAP Clerkship Program questions**
Date: 7/14/2006 2:45:57 PM Pacific Daylight Time
From: Tom@TKAtLaw.com
To: DLGEsq@aol.com

Diane:

As to your first question, I am not sure what you mean by your reference to "personal characteristics". If you are asking whether or not non-ethnic minority students are eligible to apply for stipends then the short answer is "yes." OSB funded programs are open to all applicants who can advance the AAP mission. The AAP's mission is essentially to advance access to justice. Any student who has experienced barriers to access is eligible to apply. Examples of such barriers include experiences of barriers based on economic hardship, gender, race, ethnicity, disability, sexual orientation, etc.

Selections are made based upon written applications. The applications and the best explanatory materials are on the bar web site. On the left hand side of the OSB home page, under "Membership Services", click on "affirmative action". If you scroll down you will find several PDF's one of which is labeled "registration packet". The packet is an eight page document intended for the student's use when filling out their applications for any OSB funded program through the AAP. It will probably give you better and more thorough answers than I can. There is also a PDF for the application.

There is no personal interview. The Affirmative Action Committee has criteria by which to score the applications. The most heavily weighted criterion is financial need. The other criteria, in order by scoring weight, are: Personal Statement (what insight does the candidate bring to or what experiences has the candidate had with the issue of access to justice); Oregon State Bar Statement (what is your commitment to staying in Oregon and promoting access to justice); community activities (self explanatory); and employment history (self explanatory- can also provide insight on financial considerations). It is quite possible that the female student you interviewed may have been a non-ethnic minority. Three members of the committee score each application. This year the subcommittee on scoring was Lori Devany, Judge Schuman and me.

As to question two, The Affirmative Action Committee considers academic records for only the Bar Exam Grant evaluations.

Admission to an Oregon law school is a requirement for two programs: (1) the Public Honors Fellowship Program (nominations for the six positions are made to the AAC exclusively by the in-state law schools), and (2) Scholarships (payments to be applied toward tuition are directly sent to the Oregon schools).

Law students from out-of-state law schools are eligible for Clerkship Stipends and Bar Exam Grants. Of course, students from out-of-state law schools have a greater challenge than in-state students in the scoring process. The few out-of-state student applicants we have had were students from Oregon who were seeking to return "home" after law school.

We have 20 Clerkship Stipends and generally have over 40 applicants for them. All applications undergo evaluation by the Affirmative Action Committee members that are responsible for overseeing a particular program. As mentioned above, the applications are

scored by committee members. Each member responsible for scoring does so on their own; it is not a collaborated process. The individual scores from the committee members for each applicant are combined, totaled and arranged in rank order; highest combined score to lowest. The highest 20 scores receive stipend offers. If stipends are not accepted, we continue down through the ranked order of applicants until all 20 are offered and accepted.

We used to have a stipend program for the school year but the Affirmative Action Committee ended that program in 1996. The Committee, at that time, thought the funds would be put to better use by increasing the Public Honors Fellowship awards from three to six.

I hope this information and the reference to the information on the Bar's web site answers your questions. If not, please let me know.

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From: DLGEsq@aol.com [mailto:DLGEsq@aol.com]
Sent: Saturday, July 01, 2006 9:46 AM
To: tom@tkatlaw.com
Subject: AAP Clerkship Program

Tom:

I know you are very busy. I just have 2 questions for you regarding how the law students are chosen for the Clerkship Stipends

1) What personal characteristics must they have to be considered eligible? The reason for the question is that I interviewed 2 students with stipends in 2001, one Japanese-American man and one white American woman. Actually, her family background was very much like mine and she even had my coloring. I did not have the nerve to ask her how she made it thru the application process, and have been wondering every since. I hired the man, so I never saw her again.

2) Is there a minimal academic record? Or is admission to an Oregon law school and the criteria in question 1 above sufficient to make them eligible for a stipend? What if you have more applications than there are stipends? For 3 years I interviewed for law clerks within the program and I understood that there are only 20 stipends awarded each year. To date, I have had 7 law clerks from L & C. Only hired one thru the stipend program because I need law clerks who could/would work year round, not just in the summer. Most of the stipend students only wanted summer employment. I am in the process of hiring #8 right now.

Thank you,
Diane