

Professional Identity Formation I¹

Fall 2024

Prof. Janice Craft (she/her)

Email: jcraft@richmond.edu

Office: Room 122 (around the corner from the Law Commons)

Office hours²: I do not hold formal office hours. Please drop by my office anytime and/or schedule an appointment in advance. You can schedule an in-person or Zoom meeting with me at

<https://profjcraft.youcanbook.me/>.

Syllabus Table of Contents

I.	Welcome to Professional Identity Formation (PIF)!	1-2
II.	Why do we need a PIF course?	2
III.	What are our learning objectives in PIF?	2-3
IV.	How often will we meet for PIF?	3
V.	Absences and religious observance	3-4
VI.	Statement on credit hours	4
VII.	What do I need to do this semester (Fall 2024) to pass the PIF course?	4-6
VIII.	Course schedule and pre-class assignments (Fall 2024)	6-8
IX.	Statement on use of artificial intelligence	8
X.	Preview: What do I need to do next semester (Spring 2025) to pass the PIF-II course?	8-9

I. Welcome to Professional Identity Formation (PIF)!

What is professional identity formation? We'll get to that in a moment. Before we do, please note that the course schedule for PIF is not intuitive. Our schedule is unlike your other first-year courses. Please read the syllabus closely (in other words, continue reading beyond this initial paragraph), peruse the Blackboard site, and remain cognizant of course meeting dates, requirements, and deadlines.

Now, what is PIF? First, let's remind ourselves that PIF is distinct from "professionalism." Briefly, "professionalism" refers to norms of conduct in the workplace or in professional settings (*e.g.*, for lawyers, a courtroom, an office, or a setting for a negotiation or deposition). What is or is not deemed "professional" (*i.e.*, marked by "professionalism") is culturally bound and seemingly, though not actually, immutable.

The decisions you make about whether and how much you care for professionalism or being perceived as a professional, the beliefs that underlie whether you assign value to some behavioral norms but not others, and the values that guide whether you adhere to or transgress the rules and how you cope with the

¹ Please note that the course syllabus and related course materials (*e.g.*, videos and other recordings, announcements and other items on the Blackboard course site, etc.) are not intended for distribution or reproduction. Classes are automatically recorded for students with accommodations; otherwise, in-class recording is prohibited. Please contact me in advance if you would like to record a class session or distribute or reproduce any course materials.

² I do not hold formal office hours. You are always welcome to drop by my office or schedule an appointment with me for any reason whatsoever. Want to talk about the PIF course? Check. Need a listening ear about something unrelated to school? Here for it. Academic or job concerns? I got you covered. Need a referral or recommendation about available academic or other campus resources? Done! Bonus: I always have chocolate in my office.

consequences of your actions – *that's* where professional identity comes in. Your professional identity is the sum of your values, beliefs, choices, and above all, your behavior as a law student and lawyer, as informed by the external norms, customs, expectations, responsibilities, and professed values of law school and the legal profession.

II. Why do we need a Professional Identity Formation course?

The reasons for the PIF course are twofold. First, the process of professional identity formation occurs whether or not there's a course dedicated to it and whether or not you ever hear the words “professional identity formation” uttered during the course of your legal education or practice. Consciously or otherwise, you are always *becoming*. The concern is here: “*or otherwise.*” It is possible to undergo unconscious, unreflective, and unintentional formation; in other words, it is possible that you become the law student and lawyer you become without having purposefully undertaken any inquiry as to whether who you *are* is who you *want to be*. Ask yourself: Do you want to “become” as if guided by an unseen hand, or do you want to exercise agency and lend reflection, critical thinking, evaluation, and reevaluation to your growth and development? The point is: whatever professional identity you develop, the most important aspect of identity formation is that it is undertaken knowingly, intentionally, and with opportunities for reflection, self-assessment, and feedback. Hence the PIF course.

Second, professional identity formation must appear in the curriculum because without it, we've not offered you full preparation for legal practice. Education researchers have long touted the necessity of presenting three distinct yet complementary “apprenticeships” of learning in professional schools: the apprenticeships of cognition and intellect, practicality and skill-building, and identity, meaning, and purpose.³ A successfully integrated professional education curriculum incorporates all three apprenticeships. Ideally, all your courses will include content and pedagogies that support your ethical-social professional formation and contemplation of who you want to be and how you want to serve as a lawyer. Often, though, “most aspects of the ethical-social apprenticeship are subordinate to academic training in case-dialogue method.”⁴ Accordingly, we offer the PIF course to ensure a dedicated space for you to examine and evaluate your strongly-held convictions, the ways in which you effectively (and perhaps ineffectively) relate to yourself and others, the social and ethical roles and responsibilities of legal professionals, the acculturation process you've undertaken (sometimes unwittingly) in law school, and how to achieve integration (which is to say, how to maintain integrity) in legal study and practice.

III. What are our learning objectives in PIF?

To form a professional identity requires that we develop an understanding of (1) our own sense of purpose, priorities, beliefs, and values, (2) the purported responsibilities, standards, norms, and values of our chosen profession, and (3) the process for integrating the personal and professional. Our journey in the fall is introspective; however, our self-examination is always guided by consideration of the attorney's role in society and the skills, capacities, insights, mindsets, habits, and practices needed to fulfill that role.

We will focus this semester on learning how we relate to self, others, and society in the context of our professional role, and why our commitment to skilled relationality is essential to our professional formation. We will examine whether and how our beliefs and values support or undermine our process of becoming

³ William M. Sullivan, et al., EDUCATING LAWYERS: PREPARATION FOR THE PROFESSION OF LAW (2007) (hereinafter CARNEGIE REPORT).

⁴ *Id.* at 132.

the kind of law student and lawyer we want to become. We'll examine patterns of thought and belief that tend to support or diminish law student and lawyer well-being, motivation, and achievement, consider whether our relationships with self and others tend to support or diminish our ability to meet the demands and aspirations of legal study and practice, and work to identify the habits, mindset, and behaviors that will support your success – by which I mean, support your ability to identify, assess, and meet the demands of legal study and practice *and* find meaning, fulfillment, and satisfaction in doing so – as a law student and lawyer.⁵

IV. How often will we meet for PIF?

We meet seven times in the fall and six times in the spring. I don't adopt this schedule to torture or confuse you, but rather to signal that professional identity formation is an ongoing, iterative process. In the fall, we meet every other week, beginning with Week 1. You can find the exact dates, time, and location of our fall semester class meetings on Blackboard.

We already have a date and time block assigned for all PIF sections in the spring. Please consult your schedule on BannerWeb. We will meet on alternating weeks in the spring, beginning with Week 3. Specifically, we will meet the weeks of January 27, February 10, February 24, March 17, March 31, and April 14.

V. Absences and religious observance

There is a flowchart that appears on our course site on Blackboard that also details our attendance policy. That chart is incorporated herein by reference.

As mentioned in Section IV, we meet but thirteen times during the academic year. **You must attend all class sessions to pass the PIF course and you must attend your section's regularly-scheduled classes.** The exceptions to this rule are:

- (1) medical emergency (*e.g.*, you or an immediate family member have been admitted or are about to be admitted to a hospital),
- (2) medical necessity (*e.g.*, disability accommodation, you are recovering from a recent surgery and a physician has indicated your inability to attend regularly-scheduled classes, etc.),
- (3) caregiving responsibilities (*e.g.*, your childcare fell through and no one is available to pick up your child from school or take them to an appointment),
- (4) ceremony (*e.g.*, you're attending a wedding or graduation),
- (5) communicable illness (*e.g.*, you have the flu),
- (6) bereavement (*e.g.*, a close friend or family member recently died or is nearing death),
- (7) trauma (*e.g.*, you are the recent victim of a crime, you or a close friend or family member has been recently diagnosed with an incurable disease, your house burned down, etc.), or
- (8) religious observance.

Unless one of the above circumstances makes it impossible for you to contact me before class to inform me of your upcoming absence, I expect that you will email me in advance of class to inform me of your

⁵ The American Bar Association Standards for Legal Education provide, in pertinent part, that “[t]he development of professional identity should involve an intentional exploration of the values, guiding principles, and well-being practices considered foundational to successful legal practice.” Ch. 3, Standard 303, Interpretation 303-5. Link to Standards [here](#).

absence. “No-calls, no-shows” are unacceptable in the workplace; they are similarly unacceptable in the PIF course.

The University’s religious observance policy can be found here: [University of Richmond Religious Observance Policy](#).

Any student who misses class for any reason will be required to complete make-up work, the scope of which I will determine. Make-up work includes but is not limited to attending another section’s PIF class the week(s) of your absence, completing a written assignment, or meeting with me one-on-one to discuss course concepts.

VI. Statement on credit hours (a/k/a, “Yes, you are required to perform work outside of class to earn course credit, even for a one-credit, pass-fail course.”)

Interpretation 310-1 of ABA Standard 310, “Determination of Credit Hours for Coursework,” provides in pertinent part that **“at least 42.5 hours of total in-class instruction and out-of-class student work is required per credit.”**

Here’s what that means for PIF, a one-credit course that spans two semesters:

You can reasonably anticipate devoting 42.5 hours to PIF over the course of the academic year. We meet in person seven times in the fall and six times in the spring for 55 minutes per class. In other words, we meet in person for a total of 715 minutes, or ~12 hours. That leaves you an additional 30.5 hours to devote to PIF outside of class over the course of the academic year to meet your credit-hour requirement.

How will you spend those approximately 30.5 outside-of-class hours? You will spend that time preparing for each of our classes, producing written work, including written self-reflections and self-assessments, and preparing for and meeting with your faculty mentor and career advisor.

Please reach out to me if you’ve any questions about what the ABA requires or what I expect in terms of the time and energy you dedicate to the PIF course.

VII. What do I need to do this semester (Fall 2024) to pass the PIF course?

The Professional Identity Formation I/II course is graded on a Pass/Fail basis. The grading is simple: if you complete all required activities and assignments in good faith, you pass the course.⁶ If you don’t complete all required activities and assignments in good faith, you don’t pass the course. **Course requirements for PIF I (Fall 2024) are detailed in the charts below.** I retain sole discretion to allow students to complete alternate work to satisfy course requirements.

Please note that to pass a course and to succeed in a course are distinct considerations. You will pass the PIF course if you fulfill the delineated requirements. You will succeed in the PIF course if you thoughtfully and critically engage the materials; approach yourself and others with curiosity and compassion; apply what

⁶ A good-faith effort means that you timely complete assignments, adhere to instructions, show thoughtful reflection, and demonstrate your skills to the best of your ability. I do not assign or require busywork; I expect that you will not treat your assignments and course requirements like busywork.

we discuss and do in class to your experiences as a law student and lawyer; and engage in continual reflection, self-assessment, experimentation, and iteration.

Requirements for the Fall Semester

(i.e., what you must do in good faith to pass this course)

Note: This chart continues on page 6.

1. **Prepare for⁷ and attend all seven (7) PIF classes.** Except as detailed in Section V, there are **no excused absences** for the PIF course.

2. Complete a **two-part, formative written assessment**. All the information you need to complete this two-part assignment will be located on Blackboard (see the left-hand menu of our course site, under “Additional Course Requirements for PIF I”). For your records, please note that Part I of this assignment is due by 11:59 p.m. on Monday, September 23, 2024. Part II is due by 11:59 p.m. on Monday, December 2, 2024.

3. Schedule and attend one one-on-one meeting with your **career advisor**, subject to the below-listed requirements. Please note that this PIF-facilitated meeting with your career advisor is intended as a floor, not a ceiling. You may choose to meet with your career advisor more than once during the semester.

The meeting with your career advisor for which you will receive course credit for PIF must be conducted between September 16 and November 1. In other words, I encourage you to meet with your career advisor as many times as you’d like during the semester; however, only a meeting that occurs between September 16 and November 1 will satisfy PIF course requirements.

The purpose of the initial meeting with your career advisor is to review your career interests and goals, resume, and summer employment opportunities.

Either email in advance or bring to your initial fall advising appointment the following documents: 1) your pre-law school resume (this may be the draft you used to apply to law school) and 2) a revised resume, formatted according to the [Richmond Law Resume Templates](#) and guidance in the [Resume Writing Guide](#) on the CDO website.

After working with your career advisor to edit and polish your updated resume, you will upload the final version into LawQuest by **November 8**.

4. Schedule and attend one one-on-one meeting with your **faculty mentor** (or a faculty member substitute). Your faculty mentor is *not* the same person as your career advisor.

Detailed information *and additional requirements* for this meeting will be posted on Blackboard no later than Monday, September 16, 2024.

The meeting with your faculty mentor for which you will receive course credit for PIF must be conducted between Monday, September 23, 2024, and Friday, November 1, 2024, and must be accompanied by a written reflection that I will post on Blackboard. I encourage you to meet with your faculty advisor as many times as you’d like during the semester;

⁷ Pre-class assignments are listed *infra*, Section VIII. If you repeatedly (that is, more than once) evidence that you are unprepared for class, you will be marked absent for the corresponding class and you will be required to complete make-up work.

however, only a meeting that occurs between September 23 and November 1 *and* satisfies the additional requirements detailed on Blackboard will satisfy PIF course requirements.

VIII. Course schedule and pre-class assignments – Fall 2024

Please note that I expect you will approach pre-class assignments thoughtfully and with a critical eye. Among other considerations, I expect that you will ask yourself whether you agree or disagree with an author’s or speaker’s perspective, what voices and perspectives are missing from the conversation, whether you’d like to challenge an expert’s assertions (or even their so-called expertise!), and how the readings and other preparatory materials relate to your identity – who you are, who you want to be, and who and what you want to serve – as a law student and lawyer. You are not to memorize any aspect of preparatory materials; unlike in some of your doctrinal courses, I will not “cold call” you to recite facts or analyses. You are, however, strongly encouraged to thoughtfully and critically engage with the materials as you go.

Class Date	Class Topic	Preparation for Class
<p>Week 1 Week of Aug. 26</p>	<p>Introduction to course structure and themes</p>	<p>Note: All assigned readings are available on Blackboard under the corresponding weekly links (e.g., Week 1, Week 3, etc.) unless otherwise indicated below.</p> <p>Read: David Brooks, HOW TO KNOW A PERSON: THE ART OF SEEING OTHERS AND BEING DEEPLY SEEN, Ch. 1, “The Power of Being Seen.” (PDF on Blackboard under “Week 1.”) Univ. of Richmond School of Law mission statement, available here.</p> <p>Skim: PIF Syllabus</p> <p>Do: Prepare before class a question prompted by the Brooks reading and/or the law school’s mission statement. You will share your question with a classmate and discuss during class.</p>
<p>Week 3 Week of Sept. 9</p>	<p>The hidden curriculum of law school</p>	<p>Read: Excerpts from Kath Hall, Molly Townes O’Brien, & Stephen Tang, <i>Developing a Professional Identity in Law School: A View from Australia</i>, 4 PHOENIX L. REV. 21 (2010). (PDF on Blackboard under “Week 3.”)</p> <p>Do: Come to class prepared to discuss the relationship between the hidden curriculum and your professional identity formation.</p>

<p>Week 5 Week of Sept. 23</p>	<p>Self-awareness: The <i>sine qua non</i> of professional identity formation</p>	<p>Read: Thomas Morawetz, <i>Self-Knowledge for Lawyers: What It Is and Why It Matters</i>, 68 J. L. ED. 136 (Autumn 2018). (PDF on Blackboard under “Week 5.”)</p> <p>Holly B. Rogers, MD, THE MINDFUL TWENTY-SOMETHING: LIFE SKILLS TO HANDLE STRESS...AND EVERYTHING ELSE, Ch. 1, “This is Your Life. Don’t Miss It,” and Ch. 4, “Here Comes the Judge.” (PDFs on Blackboard under “Week 5”).</p> <p>Do: Prepare before class a “rose,” “bud,” and “thorn” prompted by the readings. That is, come to class prepared to discuss something from the reading(s) that you enjoyed or endorse (rose), something that piqued your curiosity (bud), and something you would like to challenge (thorn).</p>
<p>Week 7 Week of Oct. 7</p>	<p>Learning styles, study strategies, and study aids</p> <p>Guest lecturer: Professor Krishnee Coley Director, Academic Success Program</p>	<p>N/A</p>
<p>Week 9 Week of Oct. 21</p>	<p>Relating to self</p>	<p>Read: Adam Grant, THINK AGAIN: THE POWER OF KNOWING WHAT YOU DON’T KNOW, Ch. 3, “The Joy of Being Wrong: The Thrill of Not Believing Everything You Think.” (PDF on Blackboard under “Week 9.”)</p> <p>Watch: Dolly Chugh, TED Talk, “How to Let Go of Being a ‘Good’ Person – and Become a Better Person,” available here.</p> <p>Do: Come to class prepared to engage in a “free write” activity on the book chapter and TED Talk, that is, an activity where you’ll write for a set length of time (usually a few minutes) to share your perspective on the reading and TED Talk.</p>
<p>Week 11 Week of Nov. 4</p>	<p>Relating to others</p>	<p>Read: David Brooks, HOW TO KNOW A PERSON, excerpts from Ch. 2, “How Not to See a Person,” and Ch. 3,</p>

		<p>“Illumination.” (PDF on Blackboard under “Week 11.”)</p> <p>Holly Rogers, <i>THE MINDFUL TWENTY-SOMETHING</i>, Ch. 11, “Acceptance Reduces Suffering.” (PDF on Blackboard under “Week 11.”)</p> <p>Do:</p> <p>Select a meaningful quote from each reading and come to class prepared to discuss in pairs or small groups why those quotes stood out to you and how they implicate or inform your professional identity formation.</p>
<p>Week 13 Week of Nov. 18</p>	<p>Relating to the legal profession, society, and the rule of law</p>	<p>Read:</p> <p>Robert A. Stein, <i>What Exactly is the Rule of Law?</i>, 57 <i>HOUS. L. REV.</i> 185 (2019). (PDF on Blackboard under “Week 13.”)</p> <p>Mónica Guzmán, <i>I NEVER THOUGHT OF IT THAT WAY: HOW TO HAVE FEARLESSLY CURIOUS CONVERSATIONS IN DANGEROUSLY DIVIDED TIMES</i>, Epilogue: “No One is Beyond Understanding.” (PDF on Blackboard under “Week 13.”)</p> <p>Do:</p> <p>Come to class prepared to discuss how your relationships with self and others impact your professional identity formation, the future of the legal profession, and our collective capacity to uphold the rule of law.</p>

IX. Statement on use of artificial intelligence (AI)

Our understanding of generative AI tools (like ChatGPT, Microsoft Bing, Google Gemini, etc.) is evolving. While we may explore these technologies in class, I ask that you do not use these tools to complete course assignments unless I have explicitly permitted you to do so. Unauthorized use of generative AI will be considered an Honor Code violation in the Professional Identity Formation course.

X. Preview: What do I need to do next semester (Spring 2025) to pass the PIF course?

The Spring 2025 syllabus will be posted by Friday, January 17, 2025. In the meantime, **general course requirements for PIF II (Spring 2025) are described in the chart below.**

<p>Requirements for the <u>Spring</u> Semester (<i>i.e.</i>, what you must do in good faith to pass the PIF-II course)</p>
<p>1. Prepare for and attend all six (6) PIF classes. Except as described in Section V of the fall syllabus, there are no excused absences for the PIF course. We will meet on six alternating</p>

weeks in the spring, specifically the weeks of January 27, February 10, February 24, March 17, March 31, and April 14.

2. Complete a **detailed written reflection on the fall semester.**

Prompts for the reflection and instructions will be posted on Blackboard no later than Friday, January 17, 2025.

Due date: Monday, February 17, 2025, by 11:59 p.m.

3. Participate in a small-group meeting with your **career advisor.**

As in the fall, the “PIF meeting” with your career advisor is intended as a floor, not a ceiling. You may choose to meet with your career advisor more than once during the semester.

The small group meetings will take place on to-be-determined dates. (The exact date range will be posted no later than Friday, January 17, 2025.) Your career advisor will contact you in advance to schedule the meeting.

4. Schedule and attend one one-on-one meeting with your **faculty mentor** (or a substitute faculty member) **prior to registering for courses** for Academic Year (AY) 2025-2026.

The exact date range for this meeting is TBD (the date range will be posted no later than Friday, January 17, 2025); however, I can assure you the date range for the meeting that will satisfy course requirements for PIF will *not* fall at the beginning of the spring semester. Why? Because the purpose of the required meeting with your faculty mentor in the spring is to look toward AY 2025-2026, and course registration for AY 2025-2026 doesn’t occur until early to mid-April 2025.

Detailed information, including the date range and a checklist for this meeting, will be posted on Blackboard. **Note:** The checklist is *not* the same as the worksheet you completed in the fall, nor is it the same as the detailed written reflection you will write on the fall semester (referenced above). It is a very simple checklist to indicate to your faculty mentor what you’d like to discuss during your spring meeting.

As ever, I encourage you to meet with your faculty advisor as many times as you’d like during the semester; however, only a meeting that occurs during the TBD date range *and* satisfies the additional requirements detailed on Blackboard will satisfy PIF course requirements.

5. Complete a **final written reflection.** Prompts will be posted on Blackboard no later than Sunday, March 30, 2025. You will submit your reflection via Blackboard.

Due date: Monday, April 21, 2025, by 11:59 p.m.
