

Cultures of Assessment

Joseph D. Harbaugh, Nova Southeastern University, Shepard Broad Law Center
William F. Lee, Partner, WilmerHale, Boston, Massachusetts
Lori E. Shaw, University of Dayton School of Law

Joseph Harbaugh will launch the panel with a review of the work of the Committee on Outcome Measures, a reminder legal education was the last of the major professional fields to embrace outcome assessment in its accreditation standards, a summary of the Committee's recommendations, and the identification of the ABA Standards revised since the Committee's report to include elements of outcome assessment.

Lori Shaw will follow by discussing what we can learn from other disciplines about developing, and perhaps more important, implementing an assessment "plan." By referencing her recent co-authored book, "Student Learning Outcomes and Law School Assessment: A Practical Guide to Measuring Institutional Assessment," Lori will advise conference attendees that drafting learning outcomes is only the beginning of their assessment project. Lori also will provide several examples of how to develop and implement outcome measures in legal education.

Bill Lee will conclude the formal presentation by linking assessment in the legal academy to best practices for measuring outcomes in the profession. Bill will describe the process WilmerHale followed in defining competencies and the metrics the firm created to evaluate its lawyers in relation to those competencies. Bill also will describe in some detail WilmerHale's merit based system of promotion and compensation based on the identified competencies and the gauges the firm use to measure attorney achievement. Bill will underscore the challenge and importance of both developing and implementing an assessment plan to meet the Standards.