

MAIDA PUBLIC INTEREST SCHOLARS PROGRAM MAIDA POST-GRADUATE PUBLIC INTEREST FELLOWSHIP 2023-2024

General Description and Rutgers Policy of Equal Opportunity and Agreement to Fellowship Terms (1 of 2)

The Maida Public Interest Fellowships Program is made possible through the generosity of James and Dr. Sharon Maida. Established in 2015 to acknowledge, support and sustain public interest legal work by students and graduates of Rutgers Law School, the Program supports Maida Summer Fellowships and the Maida Post-Graduate Public Interest Fellowship.

Graduates from the Classes of 2023, 2022, 2021 and 2020 with a commitment for new employment at a public interest legal organization or government entity (generally not at a law school clinic) that will entail attorney supervision and employer-paid benefits are eligible to apply for the 2023-2024 Maida Post-Graduate Public Interest Fellowship. The Fellowship is intended to provide new opportunities, and not to be used as a substitute for funding otherwise available from the host site or for continuation of an existing position. Please contact Dean Friedman to discuss your proposal before you draft it, particularly if you are considering a project involving a law school clinic or government entity.

Depending on the design and scope of the project and available funding, the Committee will consider granting a one year fellowship or a one year fellowship with the possibility of a one year renewal. The Maida Post-Graduate Public Interest Fellowship will be administered by the Law School. The Fellow will earn a stipend equivalent to the salary paid to New Jersey judicial clerks at the trial level, paid by the Law School to the employer in regular installments through the Fellowship term. The host site will be responsible for the Fellow's supervision, training and benefits, and will employ the Fellow on the same terms and conditions as those applied to other lawyers or professionals at the Fellow's level of experience at the organization. The Fellow will be responsible for all applicable taxes on the income and benefits s/he receives. The host site is free to supplement the salary provided by Rutgers if able.

The selection committee will consider several factors, including the applicant's commitment to a career in public interest law, the potential impact of the applicant's work, and the student's record of service and accomplishment. Strong preference is given to projects benefiting residents of New Jersey.



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Post-graduate Fellows will submit semi-annual reports describing their experience to the Law School. They will comply promptly with all requests for non-privileged information from Rutgers Law School about the Fellowship, and will cooperate fully with recruitment and recognition requests related to the Fellowship. Post-graduate Fellows will respond promptly and accurately to requests for information from the Center for Career Development.

Post-graduate Fellows will represent Rutgers Law School with the highest standards of professionalism and will exercise impeccable standards of professional responsibility. In its sole discretion, Rutgers Law School retains the right to terminate a Maida Post-Graduate Public Interest Fellowship if necessary for failure to meet these expectations, with no obligation to the host organization nor to the Fellow.

It is the policy of Rutgers, The State University of New Jersey, to make the benefits and services of its educational programs available to students, and to provide equal employment opportunity to all employees and applicants for employment, regardless of race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity and expression, disability, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, veteran status, and any other category protected by law. The Fellowship welcomes applications from diverse applicants.

Your signature below indicates that you understand and agree to the terms above.

Applicant's Name:

Applicant's Signature:

Date:

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Application Process and Instructions

The completed application packet for 2023-2024 must be received by noon Thursday March 23, 2023 and should be emailed **as a single PDF**, with a subject line as follows:

Maida Post-Grad 2023-2024 – YOUR LAST NAME, YOUR FIRST NAME

to the following address:

Maida Post-Graduate Public Interest Fellowship Committee
c/o Associate Dean Jill Friedman
jill.friedman@rutgers.edu

Letters of recommendation should be included in the applicant's packet.

Application due date: March 23, 2023 at noon

Finalists notified: March 28, 2023

Interviews (virtual available): week of April 3, 2023

Fellow announced: approximately April 10, 2023

Fellowship begins: on or about September 5, 2023

The required materials, which should be provided in the order listed below, are:

1. Applicant's signed Agreement to Fellowship Terms
2. Completed Fellowship application
3. Unofficial law school transcript
4. Resume
5. Applicant's narrative
6. 5 page writing sample (scholarly or practice-based, and appropriately redacted if necessary), along with a short explanation of context (remember to include your name on the sample)
7. Two academic and/or professional letters of recommendation
8. Commitment letter from sponsoring organization
9. 501(c)(3) letter from sponsoring organization
10. Sponsor's signed Agreement to Fellowship Terms



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Fellowship Application (1 of 2)

Applicant Information

Name:

Address:

Telephone Number:

Email Address:

Rutgers Law School Graduation Date and Campus:

Undergraduate Institution(s), Degree(s), Graduation Date(s) and Major(s):

Sponsoring Organization Information

Name:

Address:

Telephone Number:

Website Address:

Nature of Organization:

Supervisor's Name:

Supervisor's Title:

Supervisor's Telephone Number:

Supervisor's Email Address:



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Fellowship Application (2 of 2)

Recommender Information

Name of Recommender:

Telephone Number:

Email Address:

Title:

Organization:

Nature and duration of relationship:

Name of Recommender:

Telephone Number:

Email Address:

Title:

Organization:

Nature and duration of relationship:

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Applicant's Narrative

In 2300 words or fewer, please provide the following information. You need not answer in the below order or format, but you should cover all the elements listed below:

- a. The host organization and its mission;
- b. Your project:
 - i. If you will be undertaking ongoing work of the organization, specify which ongoing work.
 - ii. If you will be introducing a new project, describe it;
- c. Population to be served;
- d. Specific anticipated accomplishments during your year of service;
- e. Anticipated obstacles;
- f. Whether you would want a second year of fellowship funding, and plans for continuation or expansion of the work if granted;
- g. Planned collaborations or partnerships with other agencies, community groups, etc.
- h. Why the proposed work is important;
- i. Why the proposed work is important to you;
- j. How you are qualified to undertake this challenge.



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Sponsoring Organization Materials

Organization:

Fellowship Applicant:

Thank you for agreeing to sponsor the above-named applicant for the Rutgers Law School Maida Post-Graduate Public Interest Fellowship. Please provide the following materials:

1. **Commitment Letter:** In order to understand and assess the proposed project, the Fellowship Selection Committee requires a commitment letter from the sponsoring organization. On your letterhead, in 1000 words or fewer, please describe your organization's mission, the importance of the proposed project to your work, what makes you believe the project will be successful, and the supervision and training you will provide to the Fellow. You may also provide background materials about your organization, such as an annual report or brochure, though these are not required.
2. **IRS Determination Letter:** Please provide a copy of your IRS 501(c)(3) determination letter, granting your organization tax-exempt status.
3. **Agreement to Fellowship Terms:** If a Fellow is selected to work at your organization, Rutgers will fund a salary equivalent to that of New Jersey trial court judicial clerks (approximately \$53,000) for her/his year of service, paid at regular intervals upon your invoice to Rutgers. Your organization will be responsible for providing the Fellow's health insurance and the same benefits package offered to other lawyers or professionals at your organization at the Fellow's level of experience, and for administering the salary and benefits (including withholding taxes, etc.). Depending on the nature and success of the project and available funding, the fellowship may be extended to a second year.

Your signature below indicates that you are authorized to commit to these terms on behalf of your organization and that you understand and agree to the terms above.

Employer's Name:

Employer's Signature:

Date:

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Frequently Asked Questions (Page 1 of 2)

1. Why is my organization receiving this information about the Maida Post-Graduate Fellowships?

We have identified your organization because we are confident you will provide an outstanding professional development opportunity for our post-graduates. We want to work with you as partners.

2. How does the post-graduate fellowship work?

The Maida post-graduate fellowship funds the full-time salary of one recent Rutgers Law School graduate in a new position at a legal nonprofit organization for one year. The employer provides benefits. Depending on the nature and success of the project and available funding, the fellowship may be extended to a second year.

Must the applicant be a graduating student, or may recent graduates (e.g., those who have clerked) apply?

Students in the current graduating class (2023) and those who graduated in 2022, 2021 and 2020 are eligible to apply.

3. Does the Fellow have to propose a brand new project, or may s/he apply to perform the ongoing work of our organization?

Optimally, the proposal will outline new work that will extend your organization's reach in some way (new geographic area, new substantive extension, new approach, e.g., impact advocacy as an outgrowth of direct individual representation, etc.). The Committee will consider projects that essentially create a staff attorney position, but the Fellowship will not be used simply to

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extend the employment of an existing staff attorney or Fellow or to fund someone already planned to be hired.

Frequently Asked Questions (Page 2 of 2)

4. What if our work is primarily national in scope, or focused on residents of a state other than New Jersey?

The Committee welcomes all applications. However, please be advised that all other things being equal, there is a strong preference for projects that will benefit residents of New Jersey. You may want to think about how the proposed work could be planned or adapted to have an impact in New Jersey and/or nationally.

5. If my organization is South Jersey or Philadelphia-based, may we consider Newark-based law students? And likewise, if we are North Jersey-based, may we apply to host a Camden-based law student?

Absolutely. One of the primary benefits of the 2015 merger of our formerly independent campuses in Camden and Newark is that employers now have access to students from both our campuses.

6. Is Rutgers able to help us develop a proposal or identify a student partner?

Yes. If you have an idea, please feel free to contact Jill Friedman at 856-225-6263 to flesh it out. Likewise, if you have an idea and need to be connected with a student or recent graduate, please call. We will happily reach out directly to students and graduates we know, and also will enlist the help of colleagues who may know students with passion for the work you want to accomplish.