

## **THE HONORABLE ROBERT J. BRYAN AMERICAN INN OF COURT CHAPTER XXV**

### **Mentoring Policy/Outline:**

The Bryan AIC embraces the American Inn of Court mentoring philosophy. The Bryan AIC believes that mentoring is a time honored legal tradition and a cornerstone of the American Inns of Court. Mentoring is needed to cultivate professional excellence in support of the American Inns of Court goal of fostering excellence in professionalism, ethics, civility, and legal skills. Inn mentoring will assist members in developing high standards of professionalism based upon internalized principles of appropriate behavior consistent with the legal professions' core values.

The Bryan AIC by-laws establish informal mentoring through the creation of pupilage teams. The pupilage teams consist of a diverse group of Benchers, Masters, Barristers, Associates, and Students who work together to select and present a continuing legal education topic to the Inn each month. All active Benchers in each pupilage group are encouraged to make contact with Barristers, Associates and Students within their group between scheduled Inn meetings to discuss pertinent points of the practice of law, as appropriate. Additionally, all seasoned Active Masters and Barristers are encouraged to engage lesser experienced Barristers, Associates, and Students in discussions on professionalism, ethics, civility, and legal skills.

The Bryan AIC also understands the value of formal mentorship among its members and is dedicated to establishing a formal mentoring program to meet the needs of its members. The Bryan AIC will attempt to incorporate the American Inn of Court model mentoring program and locally based attorney mentoring programs during the development of its formal mentorship program. The Bryan AIC will create a mentoring committee to establish an effective, easily administered mentoring program that will focus on professionalism, ethics, civility, and legal skills. The committee will develop standards and goals for mentoring and suggest a straightforward format of administration, operation and scheduling which can be adapted to meet the needs of individual members of its Inn.

### **Evaluation Process:**

The Bryan AIC will create and send a mentoring survey to all members before the end of each year. The survey will gauge the mentoring wants and needs of its members. Additionally, the mentoring committee will develop an evaluation process for the formal mentoring program. The mentoring committee will incorporate the progress reports identified in the American Inn of Court model mentoring program. The mentoring committee shall establish the format for the reports. The mentoring committee will attempt to create an evaluation process that seeks input from mentors and mentees and the evaluation process will be a means for continually improving the Inn's mentoring program.