

Careers in Health Law

Prepared by the Beazley Institute for Health Law and Policy
Loyola University Chicago School of Law

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INTRODUCTION

A primary aim of law school is to prepare for a fulfilling legal career. Loyola University Chicago School of Law provides a number of resources for students pursuing a career in the field of health law and policy. Students, staff, and faculty members from the Beazley Institute for Health Law and Policy created this guide to help students prepare for careers in health law by gaining knowledge and experience in the field and ultimately obtaining permanent employment.

Specifically, this guide will help students to:

- Become familiar with the field of health law
- Get involved with the health law program at Loyola
- Set career goals and identify steps to take each year in law school
- Identify health law job opportunities
- Prepare for a job search in the field of health law

If you have questions about this guide or suggestions to improve future versions please email us at health-law@luc.edu

We wish you the best of luck pursuing a health law career.

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Please note that this guide is most useful when accessed online so that one can follow the links on Loyola's website. You can find it at:

http://www.luc.edu/healthlaw/current_students/forms_and_other_pdfs/formatted_career_guide.pdf

HEALTH LAW AT LOYOLA UNIVERSITY CHICAGO SCHOOL OF LAW

Established in 1984, the Beazley Institute for Health Law and Policy at Loyola University Chicago School of Law has evolved into a nationally recognized center dedicated to the education of health law leaders and policymakers, and to the study and furtherance of the health law field.

The Beazley Institute offers a specialized Certificate in Health Law for J.D. candidates and four graduate degree programs in health law and policy: for attorneys, the Master of Laws (LL.M.) in Health Law and the Doctor of Juridical Sciences (S.J.D.) in Health Law and Policy; and for health care professionals, the Master of Jurisprudence (M.J.) in Health Law and the Doctor of Laws (D.Law) in Health Law and Policy.

Loyola's health law curriculum boasts over 40 substantive courses focusing on topics such as reimbursement and insurance, government regulation and policy, and corporate and transactional health law. Students gain firsthand knowledge of the health care industry by externing at local hospitals and health care entities, attending lectures and symposia focused on discrete subject areas, and regularly interacting with the practicing bar through Loyola's continuing education events and health law mentorship program. Students can gain further experience by participating in the Institute's law review, the *Annals of Health Law*, preparing the Illinois Association of Healthcare Attorneys' Annual Health Law Update, or serving in the Health Law Clinic.

With over 1,000 alumni worldwide and a consistent ranking in *U.S. News & World Report* as one of the nation's top health law programs, Loyola's Beazley Institute for Health Law and Policy truly does educate the health law leaders of tomorrow.

WHAT IS HEALTH LAW?

Health law is unique in that it's a practice area focused on an industry, not a body of law. Health law encompasses all aspects of the legal system governing the organization, financing, and delivery of health care services. Because of its breadth, health law affords attorneys the opportunity to practice law in a variety of areas or to develop a specialty in a specific niche area. Attorneys practicing in the field may touch on all of the following areas at some time, or may concentrate their practice in a particular subspecialty. The following descriptions offer a sampling of major areas of health law practice, although this list is not exhaustive.

Antitrust

Competition in the health field is controversial, resulting in opportunities for health law attorneys to deal with antitrust issues, from both the prosecutorial and defense perspectives, or simply in terms of client counseling. Antitrust issues often arise in connection with medical staff privileging decisions, health trade association activities, and joint ventures and acquisitions.

Contracts

The entire health delivery system, particularly where third-party reimbursement is concerned, is premised on a series of contracts, generally with government agencies, insurers, physicians, and institutional providers of care and suppliers of services. Contract law is thus directly or indirectly involved in most health care practices.

Corporate/Transactional

Corporate law issues arise during the establishment of hospitals and also in acquisitions, joint ventures, financings, during facility construction or expansion, and in dissolution. Related issues include state and federal health planning requirements, licensure obligations, and a myriad of other business concerns.

Criminal Law

Issues of medical malpractice can involve both civil and criminal law. One criminal law area involves Medicare and Medicaid fraud and abuse issues, which encompasses administrative law, corporate law, and contract questions in addition to criminal law. Attorneys with expertise in this area may assist in structuring contracts so as to avoid fraud and abuse problems, and may also represent clients who are under investigation by the government.

Elder Law

There is a growing need for attorneys who understand elder law issues. Issues of elder law frequently arise in the health law context, most often in situations involving advance directives, guardianship, long-term care, income maintenance, property management, healthcare funding, and elder abuse.

Health Policy/Bioethics

In the rapidly growing area of health law, the most exciting and controversial issues arise in the realm of health policy and bioethics. Bioethics and policy issues cover a wide variety of issues, including stem cell research, the human genome project, and reproductive rights. Individuals who study bioethics and health policy may find themselves researching and writing legislative initiatives concerning the legal and ethical applications of pharmaceutical breakthroughs, emerging medical technology, and various healthcare plans. In addition, these individuals may find employment with bioethics consulting groups and ethics committees, which are used by hospitals when making difficult decisions, including resource allocation.

Intellectual Property/Life Sciences

Intellectual property issues, including patents and trademarks, inevitably arise with the development of new technologies. An increasing interest in the therapeutic uses to which the products of biomedical research can be applied has made these issues far more critical and complex in recent years.

Labor

The delivery of health care is extremely labor intensive. Common issues include unionization of health care workers, equal employment opportunities, and occupational health and safety.

Litigation

Many attorneys in health law practice are involved in litigation. Some specialize in administrative litigation before components of the Department of Health and Human Services, the National Labor Relations Board, the Antitrust Division of the Department of Justice, and related government agencies. Other attorneys concentrate on litigation before state and federal judicial bodies. A litigation practice can cover all the areas listed above, or be limited to specialized issues, such as medical malpractice.

Regulatory

Regulations currently cover virtually every aspect of the health care delivery system. For providers of health services, regulations dictate their organization (health planning, certificates of need), their certification (Medicare, Medicaid), and their funding (Medicare, Medicaid, and other third-party payers). For consumers of health services, regulations determine the eligibility of third-party reimbursement as well as the quality of the services received. Medical societies and their individual members are governed by state and federal licensure requirements and by rate setting provisions. The list of agencies and organizations that regulate health care delivery is extensive and spans local, state, and federal levels.

Tax

Tax planning and analysis issues arise when attorneys structure corporate acquisitions, mergers and consolidations, reorganizations, or joint ventures for healthcare entities. Tax exemption is particularly relevant to health care delivery, as many health care organizations seek to achieve and maintain tax exempt status.

HOW TO MAKE THE MOST OF YOUR LOYOLA UNIVERSITY CHICAGO HEALTH LAW EXPERIENCE

An understanding of the health care industry is essential to success in the field of health law. Loyola's extensive health law curriculum focuses on the legal, political, ethical, and economic aspects of health care delivery. At Loyola, there are three primary ways to gain this essential knowledge:

1. Health Law Course Work
2. Practical Experience
3. Extracurricular Activities

Health Law Course Work

The Beazley Institute collaborates with practicing attorneys to ensure that Loyola's health law curriculum addresses the core substantive topics and practical skills required to practice in the field. Course offerings are evaluated and updated each year to address changes in the laws and regulations governing health care. The resulting curriculum offers health law students the opportunity to gain a familiarity with essential health law topics while developing practical lawyering skills. Experienced full-time and adjunct faculty teach health law courses, offering students diverse perspectives from outstanding faculty researching and practicing in different health law areas.

Loyola's health law courses range from broad survey courses to seminars focused on specific laws and statutes. The curriculum is designed to build core knowledge while also affording students opportunities to delve into specialty areas of particular interest to them. For example, health law students can learn to negotiate a managed care contract for a large physician group practice, determine how hospital policies measure against quality and patient safety standards, or draft and analyze public health policy.

To learn more about the health law curriculum and view course descriptions, visit:

<http://www.luc.edu/law/courses/health.html>.

Skills List

The Beazley Institute publishes a chart of health law knowledge and skill areas for use by health law students. This chart summarizes the substantive knowledge and practical skills covered by Loyola's health law curriculum. This tool is intended for students to use in preparing job and externship search materials and for interviews. To view the chart, visit:

http://www.luc.edu/healthlaw/degrees/application_material/Health_Law_Curriculum_Skills.pdf.

Health Law Certificate for J.D. Students

The Health Law Certificate is a special designation on a J.D. transcript recognizing completion of health law courses and participation in extracurricular activities. This credential allows students to demonstrate their interest and competency in health law studies. One core benefit of the certificate program is that it signals to employers that you have completed Loyola's rigorous academic requirements for the certificate and have gained practical health law experience. To learn more about the Health Law Certificate, visit:

http://www.luc.edu/healthlaw/degrees/jd_cert/index.html.

Practical Experience

No matter what concentration a J.D. student pursues, practical experience is an integral part of legal education and preparation for a career as an attorney. The Beazley Institute offers several types of opportunities for students to obtain practical experience. Our faculty and staff recommend that each J.D. student also work closely with Loyola's Office of Career Services to determine career goals and maximize opportunities for summer and permanent placement.

Externship Program

Chicago is home to a large health care community as well as a large practicing health law bar. Loyola students have unique opportunities to work as unpaid externs for hospitals, government agencies, and trade associations. Externships can be completed on a for-credit or volunteer basis. For more information on the health law externship program, please visit:

http://www.luc.edu/healthlaw/current_students/externships.html.

Employment While in Law School

Many Loyola health law students work as part-time law clerks and/or summer associates at firms with health law departments. While many of these opportunities are in Chicago, other students travel outside Illinois for this experience. More information on pursuing firm opportunities can be found in the section of this guide entitled, *Where to Get a Job in Health Law*.

Health Justice Clinic

The Beazley Institute will launch the Health Justice Clinic during the 2010-11 academic year. This clinic will be structured as a medical-legal partnership with Erie Family Health Center. Clinic participants will provide legal services to low-income clients in order to resolve the legal issues that underlie, exacerbate or could result in health disparities or problems.

Extracurricular Activities

Opportunities at Loyola

The Beazley Institute and affiliated student organizations offer many opportunities to learn about health law and become involved in the community outside of the classroom. In addition to meeting Health Law Certificate requirements, participation in extracurricular activities gives students a chance to meet other students interested in health law and explore many substantive areas. Participation also signals to potential employers your commitment to the field and ability to balance extracurricular and academic interests. The following are examples of activities you can pursue at Loyola. You can learn more about these activities by visiting the Beazley Institute's website at: http://www.luc.edu/healthlaw/current_students/activities.html.

- Health Law Society
- *Annals of Health Law* Journal
- Health Law Speakers and Panels
- Continuing Education and Conferences
- National Health Law Moot Court Team
- Health Law Fellowship Program
- Health Justice Clinic
- Faculty Research Assistance
- Clerical Assistance in Health Law Office
- Study Health Law Abroad
- Writing Contests in Health Law

Activities Outside of Loyola

Health law experiences outside of Loyola are also beneficial to students pursuing careers in the field. They provide educational enhancement and important networking opportunities with national and local professionals. There are a number of organizations in which health law students may become involved. Some have student memberships or discounted rates. The organizations that the Beazley Institute specifically recommends joining are:

American Health Lawyers Association www.ahla.org

The \$25 annual student membership includes access to the AHLA's online job bank where you can post your resume online and make it available to hundreds of potential employers. Students can also explore list serves, publications, and the many resources the organization has on the members-only section of their website. Students new to the field are encouraged to attend the AHLA's Fundamentals of Health Law conference.

Illinois Association of Healthcare Attorneys www.iahanet.org

The IAHA is the most prominent of the local health law organizations and offers a monthly newsletter, Illinois Healthcare Law, Quarterly Lectures, and an Annual Health Law Symposium, which Loyola faculty encourage all health law students to attend.

Chicago Bar Association's Young Lawyers Section www.chicagobar.org/AM/Template.cfm?Section=YLS

The CBA's Young Lawyers Section Health Law Committee hosts meetings and lectures for the newest members of the practicing health law bar.

Others organizations you may wish to consider include:

American Bar Association, Health Law Section www.abanet.org/health

American College of Healthcare Executives www.ache.org

American College of Legal Medicine www.aclm.org

American Association of Healthcare Consultants www.aahc.net

American Association of Legal Nurse Consultants www.aalnc.org

American Association of Nurse Attorneys www.taana.org

American Society for Healthcare Risk Management www.ashrm.org

American Society of Law, Medicine, and Ethics www.aslme.org

American Public Health Association www.apha.org

Food and Drug Law Institute www.fdli.org

Illinois State Bar Association - Health Care Law Section www.isba.org/sections/healthcare

National Business Coalition on Health www.nbch.org

National Health Care Anti-Fraud Association www.nhcaa.org

Healthcare Leadership Council www.hlc.org

ADVICE FOR LAW STUDENTS BY YEAR

First Year Students

The first year of law school is academically rigorous. The Beazley Institute recommends that first year students focus their energy on mastering the first year curriculum. The Office of Career Services provides advice and timeline specifically for first-year students in their job search, which is available at http://www.luc.edu/law/career/students/11_resources.html. Additionally, first year students may take advantage of health law extracurricular activities and programs to familiarize themselves with the health care industry and the legal and regulatory environment surrounding the delivery of health care. Here are some key ways to do that:

- Attend health law activities during orientation week
- Get to know the faculty and staff
- Discuss your general career goals with a health law faculty or staff member
- Attend the Health Law Open House to meet other health law students
- Get to know second and third year health law students and ask them to share their health law experiences
- Attend health law speaker events and conferences
- Enroll in the Health Law Legal Writing Section (apply during the JD admissions process)
- Join the Health Law Society and participate in committees
- Join health law organizations
- Attend conferences and events sponsored by health law organizations
- Get a mentor through the Health Law Society
- Take Access to Health Care or Introduction to Health Law as a spring semester elective
- At the end of the year apply to the *Annals of Health Law*

Second Year Students

- Review your career development plan
- Begin taking health law courses
- Take a leadership role in the Health Law Society
- Write a paper to submit for a health law writing competition
- Continue to meet with your Health Law Society mentor
- Attend conferences and events sponsored by health law organizations
- Make arrangements to complete a health law externship or work in the health law field during the summer

Third Year Students

- Review your career development plan
- Continue taking health law courses
- Serve on the *Annals of Health Law* editorial board or senior board
- Continue to meet with your Health Law Society mentor
- Apply for the health law certificate at your graduation interview
- Attend conferences and events sponsored by health law organizations

Beyond the J.D. Degree

Loyola University Chicago offers one of the nation's preeminent LL.M. or Master of Laws in health law programs and the only S.J.D. or Doctor of Juridical Sciences in health law and policy program in the country. To learn more about either of these programs, including how Loyola School of Law graduates may be able to complete Loyola's LL.M. in just one additional semester, visit the health law website at www.luc.edu/healthlaw/degrees.

WHERE TO GET A JOB IN HEALTH LAW

There are many types of places to seek employment in the health law field. Here are some practical places to start your search.

Law Firms and their Clients

A high percentage of health law attorneys work for law firms, at least at the start of their careers. In fact, most health care organizations, hospitals, and other providers do not hire lawyers who lack prior law firm experience because these organizations lack the resources to train someone straight out of law school. Thus, most health law students focus their job search on law firms that either specialize in health law or have a health law practice.

In choosing a law firm that is right for you, it is important to consider who you wish to represent, as different law firms represent different individuals and organizations. In general, here are the kinds of clients law firms represent:

Individuals

Firms may represent physicians and other healthcare professionals who are participating in mergers or joint ventures, need help structuring a private practice, are charged with professional malpractice, or in a variety of other matters. In addition, lawyers may represent plaintiffs and defendants involved in personal injury litigation.

Health Care Providers

Firms often handle various legal matters for healthcare providers, including hospitals, nursing homes, and long term care facilities. Attorneys at firms that represent health care providers assist clients with licensure applications, defending hospital policies, interpreting self-referral laws, determining tax liability, and drafting disclosure agreements. Common issues include regulatory matters, medical staff relations, provider termination proceedings, managed care and other third party contract issues, corporate restructurings, acquisitions and mergers, and compliance programs.

Insurance Companies

Nearly all health care litigation involves an insurance company at some level. Law firms provide many services to insurance companies, including advising on contractual issues, claim defense, and assistance with the many regulatory and compliance requirements inherent to the health care industry.

Suppliers and Vendors

Suppliers, such as pharmaceutical companies and equipment manufacturers, as well as group purchasing organizations and associations, play an important role in the delivery of health care services.

Law Firms with Health Law Practice Groups (those with Chicago offices are starred)

*Arnstein & Lehr www.arnstein.com

Baker Donelson www.bakerdonelson.com

*Baker & McKenzie www.bakermckenzie.com

*Barnes & Thornburg www.btlaw.com

Bradley, Arant, Rose & White www.babc.com

*Chapman Cutler www.chapman.com

*Chuhak & Tecson www.chuhak.com

*Cozen O'Connor www.cozen.com

Crowell & Moring www.crowell.com

*Drinker Biddle www.drinkerbiddle.com

*Epstein, Becker & Green www.ebglaw.com

*Foley & Lardner www.foley.com

Foster, Swift, Collins & Smith www.fosterswift.com

*Hinshaw Culbertson www.hinshawlaw.com

*Hogan Marren www.hmltd.com

*Holland & Knight www.hklaw.com

*Jones Day www.jonesday.com

Kamensky, Rubinstein www.kr-law.com

*Katten Muchin Rosenman www.kattenlaw.com

*Lewis & Gellen www.louis-gellen.com

*Michael, Best & Friedrich www.michaelbest.com

*McDermott, Will & Emery www.mwe.com

*McDonald Hopkins www.mcdonaldhopkins.com

*McGuire Woods www.mcguirewoods.com

*Much Shelist www.muchshelist.com

Ober Kaler www.ober.com

Phelps Dunbar www.phelpsdunbar.com

*Polsinelli Shughart www.polsinelli.com

Powers, Pyles, Sutter & Verville www.ppsv.com

*Reed Smith www.reedsmith.com

*Ropes & Gray www.ropesgray.com

Schottenstein Zox & Dunn www.szd.com

*Shefsky Froelich www.shefskylaw.com

*Sonnenschein www.sonnenschein.com

*Ungaretti & Harris www.uhlaw.com

*Vedder Price www.vedderprice.com

*Wildman Harrold www.wildman.com

Smaller Health Law Firms in Chicago

Loyola's Office of Career Services publishes a list entitled "Chicago Area Law Firms with Four or More Attorneys," which is available at www.luc.edu/law/career/4_or_more.html. This is a great resource for researching all Chicago area law firms and their practice areas, including those pertaining to health law.

Government Positions

Federal, state, and local governments all play an important role in regulating health care. Agencies at each level employ attorneys in areas related to public health and health care delivery.

Federal Government

United States Department of Health and Human Services www.hhs.gov

The Department of Health and Human Services (HHS) serves as the U.S. government's principal agency for protecting the health of all Americans and providing essential human services, especially for those who are least able to help themselves. There are a number of divisions within HHS that hire health care attorneys. Some of the key divisions are described below.

Agency for Healthcare Research and Quality www.ahrq.gov

The Agency for Healthcare Research and Quality (AHRQ) is the division of HHS charged with improving the quality, safety, efficiency, and effectiveness of health care across the country. AHRQ supports research to improve health care quality and implement evidence-based decision making.

Centers for Disease Control and Prevention www.cdc.gov

The Centers for Disease Control and Prevention (CDC) is the division of HHS that responds to health emergencies. The CDC conducts research and investigations designed to prevent and control all health threats, diseases, disabilities, injuries, and workplace hazards. In 2000, the CDC Public Health Law Program was established to improve the health of the public through law. One of the program's strategic goals is to develop legal preparedness of the public health system to address terrorism and other national public health priorities.

Food and Drug Administration www.fda.gov

The Food and Drug Administration (FDA) is the agency of HHS responsible for regulating food, dietary supplements, drugs, cosmetics, and medical devices. As an administrative agency in the executive branch of the government, the FDA derives all of its authority and jurisdiction from various acts of Congress. The main source

of the FDA's authority is the Federal Food, Drug, and Cosmetic Act. Regulatory enforcement is carried out by Consumer Safety Officers within the Office of Regulatory Affairs and criminal matters are handled by special agents within the Office of Criminal Investigations.

The Centers for Medicare and Medicaid Services www.cms.hhs.gov

The Centers for Medicare and Medicaid Services (CMS) is the division of HHS that ensures effective, up-to-date health care coverage, reimburses health care providers, and promotes quality care for beneficiaries. CMS Region V is headquartered in Chicago.

Office of the Inspector General <http://oig.hhs.gov>

Under Public Law 95-452, the Office of the Inspector General (OIG) must protect the integrity of the Department of Health and Human Services programs and the health and welfare beneficiaries of those programs. The OIG uses a nationwide network of audits, investigations, inspections, and other mission-related functions performed by OIG components to report program and management problems to Congress and the Secretary.

U.S. Department of Justice, Office of the United States Attorney www.usdoj.gov

Several Department of Justice (DOJ) divisions address health care issues, including the Antitrust, Civil, and Criminal Divisions, as well as the Office of Diversion Control. Some key divisions dealing with health-related issues are described below.

Antitrust Division www.usdoj.gov/atr/index.html

The purpose of the Antitrust Division of the DOJ is to promote and protect the competitive process, as well as the economy in general, through the enforcement of antitrust laws which apply to all industries, including health care. In addition, this division provides guidance to businesses, including hospitals and other healthcare facilities, and helps them structure and organize their operations in accordance with the antitrust laws.

Civil Division www.usdoj.gov/civil/home.html

The Civil Division is the largest litigation division within the DOJ, and it represents the United States, federal agencies and their employees, the President, the Members of Congress, the federal judiciary, and the citizens of the United States. Its cases often have significant domestic and foreign policy implications. A health law student interested in medical malpractice litigation or consumer litigation concerning medical products should look further into this division.

Criminal Division www.justice.gov/criminal/

The Criminal Division of the DOJ develops and enforces all federal criminal laws not specifically assigned to other divisions. Attorneys in this division litigate important health care cases, for example, cases involving Medicare and Medicaid fraud.

Office of Diversion Control www.deadiversion.usdoj.gov

The Drug Enforcement Administration's (DEA) Office of Diversion Control is responsible for policing the diversion of controlled pharmaceuticals and controlled chemicals. This office coordinates investigations, drafts legislation and regulations, establishes national drug production quotas, controls the importation and exportation of drugs and chemicals, and monitors and tracks the distribution of certain controlled substances.

Internal Revenue Service www.irs.gov/sitemap/index.html

A bureau of the Department of the Treasury, the Internal Revenue Service (IRS) is the U.S. government agency that collects taxes and enforces the internal revenue laws. Since the majority of health care entities in the U.S. are nonprofit, they are exempt from taxation and the IRS polices these organizations in regards to their tax exempt status.

United States Department of Labor www.dol.gov

The United States Department of Labor (DOL) is a Cabinet department of the government responsible for occupational safety, wage and hour standards, unemployment insurance benefits, re-employment services, and some economic statistics. Many U.S. states also have such departments. The DOL's purpose is to foster, promote and develop the welfare of working people, to improve their working conditions, and to enhance their opportunities for profitable employment.

Searching for Jobs in the U.S. Government

To search for health law positions with the U.S. Federal Government, use the following web sites:

Federal Government Internships <http://www.makingthedifference.org/federalinternships/directory>

Federal Jobs Digest www.jobsfed.com

FedWorld www.fedworld.gov

Govtjobs.com www.govtjobs.com

USA Jobs www.usajobs.gov

State Government

The Office of the Illinois Attorney General www.illinoisattorneygeneral.gov

The main Illinois agency responsible for dealing with health care issues is the Office of the Attorney General. The Office of the Illinois Attorney General has three bureaus responsible for health care. Each is described below.

Health Care Bureau

The Health Care Bureau assists the consumers of Illinois in obtaining the care and benefits to which they are entitled.

Health Care Mediation Bureau

The Health Care Mediation Bureau trains mediators in alternative dispute resolution and works with all parties involved in health care disputes.

Medicaid Fraud Bureau

The Medicaid Fraud Bureau prosecutes criminal and civil actions involving provider fraud, nursing home resident abuse and neglect, and fraud in the administration of the Illinois Medicaid Program.

Illinois Department of Public Health www.idph.state.il.us

The Illinois Department of Public Health (IDPH) promotes the health of the people of Illinois through the prevention and control of disease and injury. IDPH provides various services, including vaccinations, food, water

and drug safety testing, hospital and nursing home licensure, infectious diseases control, and the collection and evaluation of health statistics to develop prevention and regulatory programs.

Illinois Department of Insurance www.insurance.illinois.gov

The Insurance Division protects the rights of Illinois citizens by advancing a competitive insurance market, regulating and monitoring the market, and by providing information and assistance to consumers. More specifically, the Office of Consumer Health Insurance/Uninsured Ombudsman assists consumers in their health issues by explaining patients' rights, coverage provisions, and further handling citizens' problems and complaints. Also, the Senior Health Insurance Program in the Insurance Division trains volunteers throughout the state to counsel seniors about Medicare and Medicaid supplement and long-term insurance.

Illinois Department of Veterans' Affairs www.veterans.illinois.gov

The Illinois Department of Veterans' Affairs assists veterans and their families with obtaining services. The agency oversees Veterans' Care, which ensures access to health care for all veterans in Illinois.

Local Government

Chicago Department of Public Health www.cityofchicago.org/city/en/depts/cdph.html

The Chicago Department of Public Health works to improve the health of Chicago residents by providing leadership on citywide public health issues, emphasizing public health's role in medicine, and extending the presence of public health to more communities.

In-House Counsel Positions

In-house lawyers work for a single company, entity, or group of entities, providing advice on legal matters related to business activities. These matters range from government regulations to contracts with other companies to agreements with labor unions. Typically, lawyers work for three or more years in law firms before being considered for in-house positions. Here are a few examples of the different entities for which in-house health law attorneys may work:

Health Care Providers

Significant corporate, regulatory, transactional, patient care, reimbursement, labor, and other legal matters are addressed by in-house counsel working in our nation's hospitals, long term care facilities, and other patient care facilities. To locate health care providers in the U.S., check out www.hospitalconnect.com.

Suppliers and Vendors

Companies that provide medical, surgical, and pharmaceutical products and services to health care providers have specific legal needs relating to the health care industry as well. There are many of these companies; here are some typical examples:

American Imaging Management www.americanimaging.net

Apria www.apria.com

Baxter www.baxter.com

Consorta, Inc. www.consorta.com

Caremark, Inc. www.caremark.com

Pharmaceutical and Medical Device Companies

Drug and medical device companies, like those listed below, discover new medicines and technologies for health promotion and disease prevention. Their products range from nutritional items and pharmaceutical therapies to medical devices and laboratory diagnostics.

Abbott www.abbott.com

Bristol-Meyers Squibb www.bms.com

Boston Scientific www.bostonscientific.com

Johnson and Johnson www.jnj.com

Medtronic www.medtronic.com

Novartis www.novartis.com

Pfizer www.pfizer.com

Public Interest Law

Many public interest law organizations offer opportunities to represent underserved populations in areas relating to health law, including disability discrimination and benefits, Medicare and Medicaid coverage, government benefits and insurance, elder law, and others. Examples of public interest organizations working in areas related to health law include:

Legal Assistance Foundation of Metropolitan Chicago www.lafchicago.org

Equip for Equality www.equipforequality.org

Health and Disability Advocates www.hdadvocates.org

Access Living www.accessliving.org

Health Care Trade Associations

Health Care Trade Associations represent and serve as advocates and leaders for their respective member organizations. Trade associations and professional organizations require a broad range of legal counsel and services including regulatory, tort reform, and contract issues including work in the legislative, executive, and administrative arenas. Some examples include:

American College of Legal Medicine www.aclm.org

American Health Information Management Association www.ahima.org

American Dental Association www.ada.org

American Medical Association www.ama-assn.org

American Hospital Association www.aha.org

American Society of Health System Pharmacists www.ashp.org

Health Care Compliance Association www.hcca-info.org

Healthcare Financial Management Association www.hfma.org

Healthcare Billing & Management Association www.hbma.org

The Joint Commission www.jointcommission.org

Insurers and Payers

Health Insurance Companies of all types hire lawyers to work on corporate, contractual, regulatory, reimbursement, and litigation matters. Some examples of large health insurance companies include:

Aetna www.aetna.com

Anthem www.anthem.com

Blue Cross Blue Shield of Illinois www.bcbsil.com

CareFirst www.carefirst.com

Humana www.humana.com

Unicare www.unicare.com

United Healthcare www.uhc.com

Consulting Firms

Consulting firms assist academic medical centers, private medical practices, hospitals, ambulatory businesses, and other health care providers in improving their structure, efficiency, and financial bottom line. Healthcare consulting firms prefer to hire individuals with directly related, relevant healthcare experience, as well as business experience. Some examples of consulting firms that have health care practices include:

Capgemini www.us.capgemini.com

Ernst & Young www.ey.com

First Chesapeake Group www.firstchesapeakegroup.com

Health Directions www.healthdirections.com

Healthcare Strategies www.healthcarestrategiesllc.net

The Lewin Group www.lewin.com

KPMG www.kpmg.com

Mercer www.mercer.com

Murer Consulting www.murer.com

PricewaterhouseCoopers www.pwc.com

Research & Planning Consultants www.rpcconsulting.com

The Stein Consultancy www.thesteinconsultancy.com

Towers Watson www.towerswatson.com

Job Search Websites

Many students find employment by utilizing law-related job websites. Loyola's own site, Symplicity, <http://law-luc-csm.symplicity.com/students>, posts jobs specifically for Loyola law students. Visit the Office of Career Services website at <http://www.luc.edu/law/career/index.html> for a complete list of legal job websites. Additionally, the American Health Lawyer's Association features many health law career opportunities at www.healthlawyers.org.

PREPARING FOR YOUR JOB SEARCH

Legal Skills

While preparing for a career in law, it is important to consider what skills influence hiring decisions. Many legal employers seek candidates with strong writing and analytical experience, organizational and administrative skills, and good interpersonal and problem solving abilities. The Beazley Institute recommends that every student work closely with Loyola's Office of Career Services to develop a resume, cover letter, and interviewing techniques that demonstrate competencies in these areas.

Health Law Skills

Health care attorneys have identified core substantive and practical skills that are essential to success in the field. The Beazley Institute has incorporated these into the health law curriculum and generated a list that demonstrates the knowledge areas and practical skills covered, available at http://www.luc.edu/healthlaw/degrees/application_material/Health_Law_Curriculum_Skills.pdf. Students should use this list to familiarize themselves with their health law skill set and to prepare relevant content for resumes, cover letters, and interviews. For more information on incorporating health law interests into a legal resume, read the following section on preparing your resume.

The Importance of Networking

The Office of Career Services provides a number of resources on networking and the importance of networking to your career at <http://www.luc.edu/law/career/networking.html>. Additionally, your professors, Health Law Society mentors, and Loyola health law alumni are great resources for networking. Be sure to attend Beazley Institute conferences and alumni events and get to know Loyola's health law alumni. Most bar associations also provide opportunities for law students and young attorneys to network.

Interviewing Techniques

The Office of Career Services provides resources and workshops on interview skills. Additionally, students can sign up to participate in mock interviews with Career Services staff. The Beazley Institute recommends that every student take advantage of these resources to polish interviewing skills.

Other Resources

The American Bar Association offers a series of free podcasts on health law careers available to students through the Health Law Student Section, available at http://www.abanet.org/health/06_membership/03_law_students.html.

PREPARING YOUR HEALTH LAW RESUME

Resumes are law students' primary tool to present themselves to potential employers. If you wish to have a career in health law, it is important that your resume reflects that desire, as well as your professionalism, individual attributes, and personality. For general resume advice, consult the Office of Career Resources publication entitled, "How to Write a Resume & Cover Letter," available at http://www.luc.edu/law/career/pdfs/Handouts/How_to_Write_a_Resume_2009.pdf.

The following resumes are examples that highlight health law interest and experience.

James Fox (1L)

25 E Pearson, Chicago, IL 60611
(312) 123-4567 • James.Fox@gmail.com

EDUCATION

Loyola University Chicago School of Law, Chicago, IL

Candidate for Juris Doctor, May 2011

- Dean’s List, August 2008-December 2008
- Cali Award for highest grade in Contracts
- Law Related Education
- Public Interest Law Society

Michigan State University, East Lansing, MI

Bachelor of Arts in Political Science and Business Management, *summa cum laude*, May 2008

- Pi Sigma Alpha National Political Science Honor Society
- Dean’s List, August 2004-May 2008
- Miles Award in Law
- Study Abroad in Rome, Italy

LEGAL EXPERIENCE

Office of the Attorney General, Juvenile Section

Chicago, IL

Legal Intern

January 2007 – April 2007

- Responsible for preparing cases for trial, including writing subpoenas, acquiring evidence and videos, taking witness/victim statements, replying to defense attorney’s requests, compiling the Statement of Facts for motions and delivering motions.
- Interacted with victims and witnesses through phone calls, e-mails, and conferences.

EXPERIENCE

Comfort Inn

Stevensville, MI

Reception Assistant

May 2008 – August 2008

- Staffed the reception desk and facilitated the check-in and check-out procedure of hotel guests.
- Assisted individuals who contacted the hotel in making reservations.
- Maintained cash drawer balance.

Huron Hills Club

Ann Arbor, MI

Gold Shop Assistant

Summers 2003 - 2008

- Maintained cash drawer balance and interacted with members.

VOLUNTEER EXPERIENCE

Elder Law Society Pro Se Help Desk

Chicago, IL

Volunteer

August 2008 - Present

- Responsible for preparing cases for trial, including writing subpoenas, acquiring evidence and videos, taking witness/victim statements, replying to defense attorney’s Rosser requests, compiling the Statement of Facts for motions and delivering motions.
- Interacted with victims and witnesses through phone calls, e-mails, and conferences.

Michelle Brown (1L)

25 E Pearson • Chicago, IL 60611 • 312.123.4567 • Mbrown4@luc.edu

EDUCATION

Loyola University Chicago School of Law, Chicago, IL

Juris Doctor expected, May 2011

- Honors-at-Entrance Scholar
- Health Law Society, Member
- Women's Law Society, Member
- Illinois Association of Health Attorneys, Student Member

University of Notre Dame, Notre Dame, IN

Masters of Education, May 2008

Bachelor of Arts in Honors History/Italian, *magna cum laude*, May 2008

- Dean's List: Five semesters
- Semester Abroad: *Milan, Italy*, Fall 2004
- Department of History: *Graduation Speaker, Best Senior Thesis by a History Major Winner, Travel Grant Winner, Honesty Committee*
- Kellogg Institute for International Studies, Nanovic Institute for European Studies, Institute for Scholarship in the Liberal Arts: *Travel Grant Winner*
- Lyons Hall: *Vice President*
- Center for Social Concerns: *La Casa de Amistad Volunteer Coordinator, Crece Conmigo Tutor, ESL Tutor*

EXPERIENCE

Dance Marathon,

Davenport University Grant Rapids, MI

Logistics Director

May 2007 – May 2008

- Planned the all night philanthropic event which raised money for the Helen Devos Children's Hospital.
- Organized and executed various fundraisers, including an auction and oversaw the planning committee.
- Collaborated with the college administration to ensure the smooth operation of the marathon

Hudsonville Catholic School

Hudsonville, MI

Middle School Teacher

August 2006 – May 2008

Director, Service and Social Justice Program

- Planned and delivered all lessons for 6-8 grade Social Studies and Religion classes.
- Created and implemented curriculum for interdisciplinary service program.
- Served low-income, 95% Hispanic school as full-time graduate student and teacher with Notre Dame's Alliance for Catholic Education as academic tutor, cross country coach, newspaper advisor, and speech team advisor.

Institute for Latino Studies

Notre Dame, IN/Chicago, IL

Research Assistant

Summer 2005

- Edited demographic reports, researched migratory trends, and conducted focus group sessions.

Hispanic Leadership Intern

Summer 2004

- Independently developed and taught English as a Second language course for Latinos in Chicago
- Employed Spanish language skills to register Latino voters for 2004 election.

LANGUAGES

Proficient in Spanish and Italian

Heather Smith (2L)

25 E Pearson • Chicago, IL 60611
(312) 123-4567 • Hsmith7@luc.edu

EDUCATION

LOYOLA UNIVERSITY CHICAGO SCHOOL OF LAW, CHICAGO, IL

Juris Doctor expected, May 2010 GPA:*** Ranking:**/173 (Top 15%)
Loyola Law Journal Member • Torts Academic Tutor • Dean's List Fall 2007, Spring 2008
Phillip H. Corboy Fellow and Mock Trial Team Member
President, Health Law Society • Health Law Student Advisory Board
Executive Board, Catholic Lawyers Guild
CALI Award Torts Fall 2007 • Honors at Entrance Scholar • Circle of Advocates Scholar

COLLEGE OF WOOSTER, WOOSTER, OH

Bachelor of Arts, *cum laude*, May 2007 GPA:*** Dean's List (2003-2007)
Majors in English and Comparative Literature/Minors in Spanish and Advertising
Wooster Symphony Orchestra: Principal Violinist, 2004-2007
Soccer: Starting Varsity Goalie, 2003-2007
National Moot Court (2004-2007): Captain (2006-2007) • 7th Place Orator Award at Nationals
Phi Sigma Iota (Foreign Language Honor Society) • Phi Sigma Tau (Philosophy Honor Society)

LEGAL EXPERIENCE

- **SUPREME COURT OF COLORADO, DENVER, CO, Summer 2008**
Intern to Justice Nancy Rice, wrote certiorari reviews and memoranda of law, prepared justice for conference and argument
- **ILLINOIS ASSOCIATION OF HEALTHCARE ATTORNEYS, CHICAGO, IL, Summer 2008**
Co-authored *Illinois Health Law Survey*
- **PROFESSOR RICHARD MICHAEL, CHICAGO, IL, Summer 2008**
Legal research assistant for Professor Michael on Pre-Trial Civil Litigation
- **PROFESSOR LARRY SINGER, CHICAGO, IL, Summer 2008**
Legal research assistant for Professor Larry Singer on various projects regarding modern health care
- **ELDER LAW HELP DESK, CHICAGO, IL, Daley Center, Spring 2008**
Assist applicants with filing for guardianship of elderly or disabled adults.
- **LAW RELATED EDUCATION, CHICAGO, IL, Cook County Juvenile Jail, Fall 2007**
Taught basic governmental and legal procedures to inmates in the juvenile detention system
- **LOYOLA UNIVERSITY CHICAGO SCHOOL OF LAW, CHICAGO, IL**
Beazley Institute for Health Law and Policy
Office Assistant, 2008
Maintain alumni listing, assist with coordinating Catholic Care Conference, and perform clerical duties
Office of Admissions
Tour Guide, 2007-2008
Conduct guided tours to attract high-performing applicants

COMMUNITY SERVICE

CATHOLIC CHARITIES (2007-2008) Volunteer at local soup kitchen
RAINBOW BRIDGE (1997-2007) Provide music and companionship to elder residents at a nursing home

NICOLE LEE (2L/3L)

25 East Pearson
Chicago, IL 60611
(312) 123-4567 • Nlee@luc.edu

EDUCATION

Loyola University Chicago School of Law, Chicago, IL

Juris Doctor expected, May 2010

GPA: ***/4.0

- Health Law Certificate anticipated, May 2010
- 2008 Recipient of the William H. Pokorny Evening Student Scholarship
- Dean's List: Fall 2007, Fall 2008, Spring 2009
- Study Abroad Program, Beijing, China
- Elder Law Initiative Help Desk Program, Student Volunteer, Spring 2009
- OUTLAW, Symposium Coordinator
- Civil Procedure Tutor, Fall 2009

University of Wisconsin-Madison, Madison, WI

Bachelor of Arts in History and Political Science, May 2006

- Kappa Delta Sorority, Director of Social Activities, 2004-2005
- Home Chore, Madison Coalition for the elderly, Volunteer, 2003-2006

EXPERIENCE

Donohue, Miller, Cooke, and Smith, *Summer Associate*, Summer 2009 Detroit, MI

- Researched complex legal issues surrounding patient abandonment and prepared memorandum summarizing patient abandonment liability.
- Prepared instructional presentations for hospitals and nursing homes on how to advise patients and residents on the benefits and authority granted by advance directives.
- Researched and assisted in the drafting of a model occupancy agreement allowing foreclosed residents to stay in their homes and served on the interdisciplinary task force charged with development and implementation.
- Offer extended for full-time employment starting Fall 2010.

Chicago Legal Clinic, South Chicago Office, *Intern*, Summer 2008 Chicago, IL

- Drafted wills, pleadings, and correspondence relating to a variety of family law disputes including issues of custody, guardianship, and probate matters.

Jones Day, *Project Assistant*, May 2006-July 2008 Chicago, IL

- Managed cases for files for five related product liability suits in multiple states. Prepared case summaries, document summaries, and deposition files. Prepared attorneys for depositions and hearings, and assisted attorneys in preparing client presentations.
- Served as the chief legal assistant on multi-million dollar arbitration involving an international real estate contract dispute.

Schwartz Hick, P.L.L.C, *Intern/Clerk*, Summer 2004 and 2005 Detroit, MI

- Researched local laws and ordinances for six-attorney trust and estate practice.

LANGUAGE SKILLS

- Conversational Spanish