

MEMORANDUM

To: Alisa N. Benedict O'Brien, Board Liaison
Cc: Fred Thrasher, Deputy Director
From: Shawn Beem and Laurie Powers, Co-Chairs, Law School Chief Officers Interest Group
Date: October 12, 2023
Re: Second Quarter Board Report, NALP Law School Chief Officers Interest Group

FOLLOW UP FROM FIRST QUARTER MEETING

At our May meeting we agreed to reach out to the Legal Employer Chiefs to host a dual meeting on AI and recruitment. We have since learned that the Future of the Legal Workplace Advisory Group is developing resources on this topic. We are holding off on scheduling a joint meeting until the Workplace Advisory Group has finished their initial work and will look to schedule a session combining all three groups.

SECOND QUARTER MEETING

The CSO Chief Officers Interest Group held their 2nd quarter meeting on September 28 via zoom. Topics discussed included Fall OCI, "pay to play" programs, handling of student grants/scholarship funding, and diversity fellowships.

Fall OCI:

- Schools noticed an increased number of employers participating in OCI, especially medium to small firms.
- Some schools had difficulty getting students to apply and we talked about how best to let down firms who are not seeing the application numbers they want.
- Many students continued to want virtual OCI interviews, and many students just assumed they would be done virtually. This led to scheduling hiccups, often very close to the interview date. Some schools required those students to reach out directly to the firms to ask to reschedule, other schools did that outreach for the student. One suggestion was to get your Fall OCI dates out to 1Ls in January so that they have them on their calendars and know they need to be available in-person, well in advance.
- For a number of larger firms, screening and follow up interviews were all done online with students needing to accept offers without ever visiting the firm.

"Pay to Play":

- Schools saw an increase in firms wanting to sponsor events (coffees, lunches, etc.) in order to gain earlier access to students. Some CSO offices accept these offers and others decline and refer them to the relevant student groups. Other schools have policies against firms directly contacting student groups, or that student groups need to contact the CSO if firms are reaching out to them directly.

- Concerns were around providing equitable student access to employers, not wanting the CSO to appear co-branded with a specific firm and balancing the need/appreciation for financial support to bring increased opportunities to students.

Grant/Scholarship Funding:

- We discussed how grants/fellowships that are targeted for specific internships are handled internally. Some schools require these funds be used to reduce tuition rather than be a direct cash award. Other schools provide the cash directly and issue a 1099-Misc. Many questions remained about best practices for these distributions.

Diversity Fellowships:

- In light of recent Supreme Court rulings, we discussed how schools are approaching diversity fellowships and programming. Most schools are looking to their corporate counsel for guidance.

FUTURE INTEREST GROUP MEETINGS

Our Third Quarter meeting is scheduled for November 16 at 3 pm Eastern (12 pm Pacific) via zoom.

Our Fourth Quarter meeting is scheduled for February 15 at 3 pm Eastern (12 pm Pacific) via zoom.

We also plan to meet In-person at AEC in Boston in April 2024