

NALP International and Advance Degree Recruiting and Advising Section Report

To: Georgia Gray, Board Liaison
Cc: Fred Thrasher, Deputy Director
From: Clara Solomon, Section Chair
Date: April 2, 2015

Please find below a summary of the Section's activities during the most recent quarter. Our quarterly conference call was attended by 9 members. I am happy to welcome Sara Marshall from BU Law as the new Chair of the Section for 2015-2016. While Sara will not be at the Annual Conference in Chicago, she is excited to step into this role for the coming year!

1. Work groups:

a. Conference Proposals & Bulletin Articles:

Kandice Thorn and Clara Solomon submitted an article for the upcoming Bulletin on cultural differences in working with students from China.

The Section is sponsoring a webinar on visa issues for lawyers on May 19 at 2:00 p.m. EST.

We are working on topics for the 2016 Conference and Bulletin articles.

b. Twitter Feed - Recent Tweets include:

i. Is now a good time to go to law school?

<http://www.nytimes.com/2015/04/01/business/dealbook/despite-forecasts-of-doom-signs-of-life-in-the-legal-industry.html?action=click&pgtype=Homepage®ion=CColumn&module=MostEmailed&version=Full&src=me&WT.nav=MostEmailed> ...

ii. The Corporate Scorecard is out! Who represents the biggest companies in the "cross-border M&A boom"?

<http://www.americanlawyer.com/home/id=1395154455727/2015-Corporate-Scorecard-?mcode=1202615710885&curindex=0> ...

iii. Number of international students in the US is on the rise, especially from Asia.

http://www.wsj.com/article_email/international-students-stream-into-u-s-colleges-1427248801-1MyQjAxMTA1NTIzNTUyNTUyWj... [@WSJ](#) [#LLMs](#)

iv. Debunking immigration myths [@nytimes](#)

<http://www.nytimes.com/2015/03/29/magazine/debunking-the-myth-of-the-job-stealing-immigrant.html?smprod=nytcore-iphone&smid=nytcore-iphone-share> ... [#llmjobs](#)

v. Did you know that [@PSJDTweets](#) from [@NALPorg](#) has great resources for international public interest careers?

http://www.psjd.org/Public_Sector_Career_Paths ...

2. Pro Bono: No changes in the NYS Pro Bono rule, and so far no schools have reported difficulty with having the pro bono hours approved for international work or work done by LLM students. California announced that they will likely introduce a pro bono requirement as well, and Elizabeth DiGiovanni from Stanford is going to research how this will affect LLM students.

3. Strategic Plan: All section members were encouraged to review the draft strategic plan to see where NALP anticipates changes and growth in the next five years. Of particular interest to our section are the following bullet points:
 - a. Membership Growth: Increase members' global connections by expanding membership opportunities beyond North America. (page 12)
 - b. Membership Growth: Seek out and cultivate opportunities to engage with emerging legal employers. [potentially JD Advantage categories such as the "Big Four" Accounting Firms]
 - i. Create a group to consider membership options for the following: NALP alumni, law firm alumni professionals, small employers (particularly those with interests in lateral hiring), government agencies, public service organizations, corporations, new D&I professionals, consultants, JD Advantage employers, international employers, pre-law advisors, emerging legal employers, search firms, and higher education administrators
 - c. Information Development: Ensure that NALP's research and information about legal careers and legal career development considers the global perspective.
 - i. Collect employment data for LLM, MLS, and other advanced degree candidates.
 - d. Programming: Explore programming to educate members on LLMs and other non-JD degree students.

The section would appreciate the ability to be part of any future plans or projects implemented by NALP with respect to these goals.

4. Environmental Scanning/Additional Information:
 - a. Admission season is here and school members are speaking with admitted students. All school members expressed frustration with managing student expectations vs. admissions office messaging, and trying to work with students to help them understand the realities of the LLM job market. Some schools said that they prepare a letter to all admitted students from the career office in order to set expectations up front, before the student enrolls.
 - b. Visa concerns are also a big topic this time of year, with the H1B application process opening on April 1. Employers have expressed difficulty with the hiring timing for Tax LLM students who may be on a student visa. The interview process starts in March, giving employers very little time to make an offer and gather documentation if the student needs to be sponsored for a visa.
 - c. Similarly, the Big Four Accounting firms are starting to push for some level of timing/offer guidelines for Tax LLMs – most likely set and enforced by the schools with the biggest Tax LLM programs.
 - d. New York State has proposed moving to the Uniform Bar Exam. The section is monitoring this proposal and any potential changes that may result for LLM students. If the proposal moves forward, the Section will likely advocate on behalf of changes that could benefit LLM students with other states that accept the UBE.
 - e. For schools that don't participate in the LLM job fairs in January/February there is discussion over what other resources are available to those students. The NALP Directory currently has an option to search by "Hires Foreign LLMs" and "Hires Domestic

LLMs”, but the Section would like to investigate something more robust – this may turn into a work group for 2015-2016.