

NALP International and Advanced Degree Advising and Recruiting Section Report

To: Julie Anna Alvarez, Board Liaison
 Cc: Meaghan Hagner, Member Services Coordinator NALP
 From: Caroline Springer, Section Chair
 Date: October 12, 2016

Please find below a summary of the Section’s activities during the most recent quarter.

Schedule of Quarterly Section Calls (2016-2017)

All times are 1:00-2:00 pm EST

(Fall) Wednesday, October 5, 2016 (completed); (Winter) Wednesday, January 18, 2017;

(Spring) Wednesday, March 22, 2017

Dial-in number: 1.888.346.3659

Passcode: 36502

I. Work groups:

- a. Annual Education Conference/Bulletin Article Planning (*Vice-chairs: Mary Maher, Northwestern; Sara Marshall, Boston University*)

The Section is pleased to report that one of our proposals submitted for the 2017 Annual Education Conference was accepted:

Title	Presenters
Global JD Admissions and Law Firm Growth vs. H1B Visa Cap: Strategies for Hiring and Advising Students in this Landscape	Nirvana Dove (Georgetown); Marni Goldstein Caputo (Harvard); Looking for a law firm recruiter or practitioner

The Section has three Bulletin article ideas this quarter (one has a date to be published and the others have not yet been assigned publication dates):

Title	Authors	Publication Date
Advising Students on Careers in International Arbitration	Clara Solomon (NYU), Caroline Springer (Georgetown), Deidre Hay (Cornell)	April 2017
U.S. Networking Skills for International Students	Clara Solomon (NYU), Melissa Berry	TBD
LinkedIn Strategies for LLM Students	Mary Maher (Northwestern), Sara Marshall (BU)	TBD

On our recent conference call on October 5th, Sara Marshall, Vice-chair, led a discussion to encourage submission of new bulletin article topics. Suggestions included: U.S. lawyers in international legal positions; Behavioral interviews for consulting jobs; Exploring alternatives to

Simplicity; Addressing new legal skills competency requirement for the New York bar requirement (J.D./LL.M. issue).

There were a number of new members on the conference call who expressed interest in collaborating on bulletin articles. Sara is planning to follow up with those who expressed interest and assist with pairing co-authors. We especially look forward to encouraging involvement from new section members.

b. Bar Exam Issues (*Vice-chair: Clara Solomon, NYU*)

On our October 5th conference call, Clara Solomon led a discussion on recent updates from the NY Board of Law Examiners and other state bars that LL.M. students might be interested in. The updates included:

- Skills competency requirement has been adopted by the New York bar and will be implemented for the class graduating in 2019.
 - Schools are in the process of figuring out how to meet these requirements, but there has been no further guidance from the bar. This issue affects both J.D. and LL.M. students.
 - What kind of curriculum changes are schools making or looking into? Many schools are exploring this issue, but no new courses have been identified. Some LL.M. students might fulfill this requirement through prior work experience.
 - Schools are looking at adding experiential requirements to the LL.M. curriculum to satisfy this requirement. Adding LL.M.-only type skills classes, and/or pro bono partnerships might satisfy the requirement.
- California vetoed a pro bono requirement for bar admission. California was reviewing whether they should require 15 hours of pro bono work and this was moved to 6 hours which is already the ABA required amount, but vetoed the 50 hours requirement that the NY Bar has.
- The Connecticut bar is allowing some foreign LL.M. students to sit for the bar.
- The specific state bar requirements for candidates with a foreign law degree can be found on the National Conference of Bar Examiners website at this link: <http://www.ncbex.org/publications/bar-admissions-guide/>. It is updated annually.
- The Section will continue to monitor any changes to state bars that that may affect foreign LL.M. students

II. International Directory of Lawyer Qualification: Request for help from Tibby Cail

Tibby lead a discussion about the project to update NALP's International Directory of Lawyer Qualification. The Directory includes qualifications by country. There are several countries she needs help with finding current students or alumni to provide information about the law degree programs and lawyer qualifications in those countries. She is also looking for a typical CV from these countries. This Directory was last updated in 2009. She asked Section members to spread the word about this project and request assistance from current students and alumni from a variety of countries. Tibby uploaded the list of countries she is looking for help with and a questionnaire to the Section website.

III. Environmental Scanning

On our most recent Section conference call on October 5th, we discussed two main issues:

- a. Challenges/trends in law firms and accounting firms not sponsoring H1B visas. This is a problem for many foreign LL.M. students.
 - Clara suggested that NALP gather information from employers about their hiring practices by adding it as a question in the NALP directory questionnaire.
 - Section members discussed whether this is discrimination if employers don't want to sponsor students who need H1B visas. The Goingglobal website has a database of companies/law firms that have sponsored H1B visas in the past 6 months. Students and advisors should look at this resource.
 - NYU has a strong non-discrimination policy on their Symplicity website, but it didn't seem like any other school had this policy.
 - There was a suggestion to look at how Business Schools handle this since they have large foreign student populations and many employers coming to campus. NYU mentioned that they recently had a law firm retract an offer to a foreign JD student who had been a summer associate when the firm found out that the student needed to be sponsored.
 - The Section discussed how to counsel students about this. Should students be upfront about their need to obtain work authorization, or should they wait until they receive an offer to bring this up? There was no consensus on the best way to deal with this. Section members noted that it would be good to talk to people on the firm side to find out the best way to proceed with this type of situation.
- b. Employer recruitment on campus and at on campus interview programs (e.g., ISIP)
 - Some U.S. offices are switching to resume collections over traditional OCI due to hiring demand. Global offices haven't changed as much as U.S. offices have.

IV. Planned agenda topics for next quarterly call in January:

- a. Review of Annual Conference programming and relevance to international student advisors and recruiters.
- b. Update on bulletin articles and potential webinars.
- c. Discussion of resources available to new international student advisors.
- d. Update on any new bar exam issues.