

## **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: February 1, 2018

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

### **Upcoming Quarterly Section Call (2017-2018)**

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

(Spring) Wednesday, March 21, 2018

Dial-in number: 1.888.346.3659

Passcode: 36502

#### **1. Relevant Programs for Section Members at NALP and Bulletin Articles Update**

Jose Bahamonde-Gonzalez, University of Maryland, and Amy Kimmel, UC Hastings, provided an update on the RFPs that have been selected for the 2018 Annual Conference and the schedule of Bulletin Articles from our Section Members.

Amy reported that the following programs at the NALP Annual Conference may be of interest to our Section members:

- Wednesday, 1:15 to 2:30 p.m. "Effective Partnering with Consultants, Coaches and External Providers."
- Wednesday, 1:15 to 2:30 p.m. "Engaging and Empowering First Generation and Law Students"
- Wednesday, 1:15 to 2:30 p.m. "Nametags, Handshakes, and Cocktails: Overcoming Cultural Barriers to Networking"
- Wednesday, 3:00 to 4:00 p.m. "A Career Advisors Guide to Work Authorization for International Students"
- Wednesday, 3:00 to 4:00 p.m. "All About Asia: Legal Careers in the Asia Market"
- Thursday, 9:00 to 10:15 a.m. "Coaching for the Career Advancement of Culturally Diverse Students"
- Thursday, 9:00 to 10:15 a.m. "CSO and Headhunters: Strange Bedfellows or Peas in Pod"
- Thursday, 10:45 to 12:00 p.m. "Hot Topic: How the Legal Market Continues to Change Ten Years After the Great Recession"
- Thursday, 1:45 to 2:45 p.m. "The Evolving American Dream: Counseling International Students"
- Friday, 10:30 to 11:45, "21<sup>st</sup> Century Careers for Today's Law School Graduates"
- Friday, The UBE Effect: Preparing Our Grads for Successful Out of State Job Searches"

Jose reported on our upcoming Section's Bulletin articles:

- **January:** nothing scheduled
- **February** issue - Alison Ashe-Card with a NY Bar update. Will check with Alison Beard about this one
- **March** issue - Mary Maher on a checklist for advising JD students on whether to pursue a specialized LLM degree after graduation. Since Mary has left the Section, we are looking for another person to write this article. Email Jose if you are interested.
- **April** issue - Julia Martinez on how early career advising sets international students up for academic and career success.
- **May** issue - Amrita Singh on externships for LLM students. This article will be due early because of the NALP conference. Likely due on March 22<sup>nd</sup>.
- **June** issue - Julia Martinez and Sarah Tesconi on best practices of law schools (for services offered to international students)

## 2. **Board Report by Julie Anna Alvarez**

Our Board Liaison, Julie Anna Alvarez, provided the Section with a summary of the last NALP Board Meeting. She reported:

- NALP is in a solid financial position. Revenue is slightly ahead of budget this quarter and expenses are slightly under budget.
- The Board accepted a clean audit report and showed no deficiencies or material weaknesses noted by the auditors. There are no recommendations for change, and the auditors commended NALP and the staff for its processes.
- The Directory of International Qualifications will be published shortly.
- The Emerging Careers Summit was well received and will likely be offered every other year.
- NALP is conducting a study of alumni employment and satisfaction for the class of 2014
- At the meeting, the Board did a generative thinking exercise and what the legal field will look like in 2027 and how this will affect career services
- Members should have received the Open Letter from the NALP Board regarding sexual harassment in the hiring process.
- Despite law schools doing more in the Professional Development space for their students, feedback on student communication skills and professionalism are generally negative (with the exception of Canada and some in the Southeast Region).
- On the innovation front, there are firms testing the idea of assessments and psychometric tools and students testing out the idea of texting reminders, tips and encouragement to students throughout the recruiting season.
- New this year at the Annual Conference – recordings from programs will be offered free to attendees.

- Julie Anna had not yet received the February Agenda for the Board meeting.

### **3. Legislative and Regulatory Task Force (update from Clara Solomon, NYU)**

- This is a Group that the NALP President started last spring in response to the new administration in DC and to track changes that would affect NALP members.
- Members of the Task Force are from both employers and schools.
- The Task Force is following employment law updates (e.g., NY has made it illegal to ask about salary history), Transgender military ban, tax reform and how it would affect law schools and students (referenced a recent article in the Chronicle of Higher Education).
- Regarding immigration regulations and change – frustrating because there’s a lot of talk of proposals but nothing concrete to act on. DACA is up in the air and how it will affect students and employers who hired DACA students.
- H1B applications have renewed scrutiny. Applications have been denied and even if you make it through the lottery, there are still issues
  - i. “Law Clerk Issue” – employers will apply for H1B for students in 3L year but some are being denied because a “law clerk does not require a graduate degree”
  - ii. National Association of Immigration Lawyers is working on clarifying the guidelines
  - iii. There is more pressure on students to pass the bar so that they have a stronger H1B application
  - iv. There are no proposals that affect OPT or F1 visas but there is more scrutiny on F1 visas being approved. At most schools, international student enrollment is down (see New York Time article)
  - v. Students are getting more questions when they are trying to get back into the country after leaving, being held at the borders. Schools should encourage students not to leave the country, of if they do, make sure they have all of their paperwork.
  - vi. Whenever there is a major change or event, the Task Force sends an email through NALPConnect.

### **4. Update on Bar Exam Issues – next Section call**

### **5. Open Discussion of Issues**

- Length of Foreign Associate Programs at law firms – is anyone seeing firms offer shorter than 1 year/9 months (OPT duration)? Recent Georgetown Law LL.M. who was offered 6 months instead of 1 year at a firm in NYC
- What are schools doing to comply with NALP guidelines re: preventing sexual harassment in the interview process?
  - i. Georgetown is asking the hotel where they have EIW to remove the beds from the rooms

- ii. NYU has discussed putting a note into the interviewer's folders that they must conduct themselves appropriately. Message needs to be that schools will not tolerate these behaviors
- International Student applicant pool
  - i. Georgetown is down a bit, but University of Maryland is steady. At Maryland, applicants are asking a lot of questions upfront

**6. Possible Topics for Next Call in March**

- Section Happy Hour at NALP
- Update on Bar Exam Issues
- RFP Process for 2019 Annual Conference
- Future Bulletin Article Topics
- Update from Legislative and Regulatory Task Force
- Invite Tibby Cail, Author of International Lawyer Directory, to discuss how she compiled the directory and highlight any major changes
- Invite Colleen Burke, International Student Visa Advisor at Georgetown Law, to discuss issues she is seeing with F1 and H1B visas
- Open Discussion