

**International & Advanced Degree Advising & Recruiting Section  
NALP June Board Report**

To: Clara Solomon, Board Liaison  
CC: Meaghan Hagner, Member Services Coordinator NALP  
From: Sarah Hall, Section Chair  
Date: June 14, 2018

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

**Schedule of Quarterly Section Calls (2018-2019)**

- Our Section's quarterly calls are scheduled as follows:
  - October 9, 2018 at 11 am PST
  - January 22, 2019 at 11 am PST
  - March 12, 2019 at 11 am PST
- We held our first Section call on June 12, 2018 and approximately 12 people attended.

**RFP and Bulletin Article Submissions**

- Vice Chairs Shannon Kahn and Julia Martinez oversaw the RFP and article submission process this year.
- Our Section submitted 8 RFPs and 5 bulletin articles. The descriptions and panel volunteers are provided below. Many of our submissions included law firm panelists and/or were co-sponsored with another NALP section.
- We informed our Section that NALP will make decisions on the submissions by July 31.
- In the 2017 Annual Conference, our Section submitted 6 RFPs, of which 3 were adopted; in past years we have traditionally had 1 or 2 proposals that were adopted.

**Bar Exam Update**

- Vice Chair Rebecca Moor provided an update on changes to the bar exam that are relevant to LLM students. We discussed the new New York Skills Competency requirement will go into effect for the 2019 LLM class.
- Through the call, we learned that schools are working on developing Pathways 1 and 2 to satisfy the requirement, but are unsure whether the Pathways will be approved by the New York Court of Appeals—currently the Court is refusing to review school submissions. They have indicated that they will form an advisory board to handle such requests, but it is not clear when the board will be created.
- Other schools have indicated that the NY BOLE seems to be tightening its review of LLM students' eligibility determinations. We are seeing an increase in the number of students who have to file a formal petition with the Court of Appeals.

## Legislative Update

- Vice Chair Caroline Springer shared that there are no current legislative updates on visa or OPT issues. A few schools are seeing a delay in the OPT application process, but are not noticing an increase in denials or requests for evidence.

## Summer Projects and Open Discussion

- One of the subjects of the section call was the kind of summer programming that schools offer students before they arrive on campus.
  - Several schools provide information and materials to students via podcasts, recordings, and print and website materials over the summer. The focus on these materials is generally related to the bar exam and to help introduce students to the legal culture in the U.S.
  - Some schools offer or require students to provide their U.S.-style resume to the office for review. This can help the office manage the timing of the resume review, and offers students an early start to a career search in the U.S.
  - Several schools also offer a separate summer program (often between 2-4 weeks) that students can attend to help prepare for the LLM and generally learn more about the U.S. legal culture.
- We also discussed the kind of professional development programming schools might offer to our LLM students.
  - One school hosts a leadership series to connect students with more senior/established alumni to discuss their career paths through small-group breakfasts.
  - One school is considering offering a salary negotiation workshop for students.
- One member asked what schools' best practices are for tracking students after graduation.
  - Most schools use surveys and an excel spreadsheet to track students after graduation and during OPT.
  - Several schools recommended using LinkedIn as an additional way to connect and track students.
- One member asked what information schools share with prospective students about employment statistics.
  - Most schools agreed that they do not provide specific information, but share the general understanding that finding a permanent job in the U.S. is very challenging and only a few students are able to find positions post-OPT.
  - A few schools do specifically track employment data for graduates and share this information with incoming students. This information can be helpful to set expectations for the incoming students.
- Finally, one member asked about schools' policies for allowing LLM students to participate in Early Interview Week (EIW).
  - Most schools do not permit LLM students or graduates to participate in EIW. Two schools had experience allowing students to participate in EIW, but noted that it was not a good experience for students or employers. Employers who interview at this time are typically not looking to hire immediately, while LLM graduates are looking for available positions.

## RFP Submissions

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- **“Two Paths Diverged: Helping LLM Students Satisfy the NY Bar Skills Competency Requirement”**
  - Sarah Hall, Caroline Springer, Rebecca Moor, Caryn Voland
  - This presentation will discuss the new skills competency requirement by the NY bar and how different law schools are working with LLM students to meet this requirement. Schools that have enacted a Pathway 1 will discuss the course curriculum they have developed and share feedback about how students are reacting. Schools that do not offer a Pathway 1 will share how they communicate this requirement to students, whether they help students with finding an internship to satisfy Pathway 4, and the feedback (or pushback) they have received from students.
- **“Regional Trends in International Hiring: Employers' Perspective”**
  - Shujun Tian, Mary Schaus, Even Jowers
  - Law students often start law school wanting to practice international law but what does that mean in a private practice context and how do you practice international law with an American law degree? This panel will feature international legal employers and recruiters discussing what they are looking for in American-educated candidates and private practice career paths for lawyers who want practice abroad. The panelists will educate career advisors, recruiters and law firms on practice areas and major financial centers in which having a U.S. law degree provides a competitive advantage and how an American-educated lawyer can market him or herself for a career outside the United States.
- **“It’s a Small World—Counseling International Alumni and Leveraging Your Network”**—*Joint program with Legal Employer Alumni Relations*
  - Shannon Kahn, Sarah Hall, Melanija Radnovic, Kito Huggins
  - With the practice of law becoming ever more global in scope, law schools and legal employers are being increasingly called on to engage with their alumni overseas at the same time as they seek to expand their institution’s presence abroad. Strong international alumni networks can provide tremendous value, but identifying, connecting with and maintaining relationships with international alumni present many unique challenges. And once a strong international alumni network is established, how can schools and employers best leverage these networks in service of their goals? This panel will include representatives with both international law firm and law school perspectives and share experiences and best practices for growing and maximizing international alumni networks, including opportunities for employers and schools to work together to maximize this often untapped resource.
- **“Better Together: Working with Employers to Maximize International Student Success”**
  - Caroline Springer, Mary Schaus, Zabella Hassan, Ana Maria Knapp
  - Hear from both career service professionals and legal recruiters to learn how they can work together to find possible job opportunities for international JD and LLM students. Get tips on how to educate employers about the LLM degree and OPT, as well as how

best to conduct employer outreach. Learn from legal recruiters and employers about which students are best positioned for a job in the U.S. How have schools used CPT and externship programs to reach smaller and mid-sized firms to open new employment options for students?

- **“One Size Doesn’t Fit All: Professional Development Programming for LLM and MLS Students”**—*Joint program with Law Student Professional Development Section and Legal Master’s Program Interest Group*
  - Melissa Berry, Sarah Hall, Jose Bahamonde-Gonzalez
  - The efforts we have seen to date of law schools adopting professional development in their coursework—whether as a mandatory or elective programs, has been focused on JDs. We would like to discuss these efforts and how schools may develop or adapt professional development programs that would meet the needs of non-JD students. It may also be interesting to examine the nuances of professional development that these students may need—with some students having no work experience all, and others having long and successful legal careers.
- **“Welcome to the (Career Services) Jungle!: Helping Skills for New(er) Career Services Professionals in a Nutshell”**—*Joint program with New Professionals Section*
  - Julia Martinez, Sarah Tesconi, Maryanne Forrayi, Amrita Singh
  - Although career service professionals are not expected to be counselors, we are still expected to demonstrate:
    - active listening skills
    - empathy, integrity, and compassion in interactions with others
    - cross cultural communication skills
    - group facilitation
    - crisis intervention skills
    - mediation skills
    - leadership and teamwork skills

This presentation will cover strategies for demonstrating these skills. Useful for career services professionals from legal backgrounds (those new to helping roles), newer professionals, or seasoned professionals who would like a refresher.
- **“Making It, Not Faking It: Counseling Students With Impostor Syndrome”**
  - Kevin Motsinger, Sarah Tesconi, Melanija Radnovic, Amrita Singh
  - Students of certain ethnic, racial, or cultural backgrounds may suffer from impostor syndrome. Students in LLM programs or other non-JD programs may feel "second-best". How can CSOs recognize and address these issues to help students present themselves effectively in interviews and instill confidence in students. Providing counselors with suggestions and techniques to share with students while being sensitive to cultural or other nuances that may make it difficult for students to recognize and overcome their feelings of being impostors or second best.
- **“Designing Your Career Service Office to Maximize Student Engagement”**
  - Julia Martinez, Laurie Powers, Erin O’Neal Muilenburg, Melissa Norman

- This presentation will focus on the four different aspects of environment (physical, aggregate, organizational, and constructed) outlined by Strange and Banning in their book, *Educating by Design: Creating Campus Learning Environments that Work*. The goal is to help attendees conduct an environmental audit of their career services offices or firms to improve the experience of students and/or staff.

## Bulletin Article Submissions

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- NY Bar skills competency requirement, Allison Ashe-Card
- LLM to JD Transfers--How can a CSO support the transition?, Sarah Hall
- Visa/Immigration Update, Shannon Kahn
- Best practices for engaging LLM students - putting gamification strategies into practice (e.g., RSVPs, name tents, food, mandatory/compulsory messaging, lunch sessions, recordings and tracking views), Julia Martinez
- Supporting students with their legal communication (editing emails, resumes, cover letters) -- how much guidance is appropriate? Should students offer disclaimers to employers?, Natalie Bautista, Maddie Shaw