

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, 2017

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

1. 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:

- a) At the last meeting in November, the primary goals were to review the budget report and annual audit. Based on the review, the Board determined that NALP is in a good place financially (revenues are over budget, expenses are under budget) and similarly situated as other nonprofits.
- b) There was interest among members about how to use technology more effectively (e.g., producing more short videos, replacing binders for iPads, etc). This led to a discussion about how schools handle getting support to use new technology. Some Section members reported that they use their IT departments because they do not have the budget to outsource their technology projects.
- c) The Board adopted several changes to the NALP Principles and Standards. Updates were made to Parts 1, 2 and 5. Julie Anna provided us with an overview of these changes and noted that most of these changes affect JD students and the recruiting of JD students. The changes to the recruiting standards will take effect for the 2017 recruitment cycle.
- d) Several representatives from the NALP Foundation also visited the Board meeting. The Foundation appreciates our Section's help in updating the *International Directory of Lawyer Qualifications*. The Foundation is also doing studies on alumni, diversity, mentoring and their annual study on associate attrition.
- e) The next Board meeting will be at the end of February.

2. Upcoming Job Fairs and Recruiting Season Updates (trends/information sharing/questions)

Clara Solomon from NYU Law reported on the upcoming job fair for foreign-trained students (ISIP) at NYU Law. She made the following points:

- a) There was a decline in the number of interviews scheduled and students interviewing. NYU thinks this is because ISIP took place during the Lunar New Year which caused a conflict with students and many employers.
- b) NYU is monitoring the legal market in London because of Brexit, but so far there has not been a significant change in the hiring in this market. It is still early, so NYU will continue to watch this market for the next few years.
- c) The US market for foreign-trained students is relatively stable. It was up a bit in terms of postings, but not significantly.
- d) Employer registrations was slightly up from last year (there were a handful of new employers and they did not lose anyone from the year before). The resume collection number was higher, but not as many on campus interviews. NYU thinks this is because of the Lunar New Year.

3. **NALP's New Initiative: NALPnext Talk**

Caroline Springer reported on a new initiative at NALP called NALPnext

- a) NALPnext is like a TED style talk. Members are encouraged to use an iPhone to record themselves giving a 10 minute talk or members can submit a written proposal of what they would present in 10 minutes. Members should answer the question: "What's next for them?" This could be answered on a personal or professional level. It could be about what they see next for the legal market or about their goals, New Year's resolutions for 2017, etc.
- b) NALP will select four videos to be presented in person at the Annual Conference and they will put several other videos on the NALP website
- c) The recordings should be conversational and informal.
- d) Deadline to submit your recording or written proposal is in March.
- e) Members should reach out to Mary Beale if they have questions.
- f) Interested members should complete this short online proposal form: https://www.surveymonkey.com/r/2017_NALPnext
- g) There was agreement that someone in our Section should submit a recording and be featured at the Conference!

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

Sara Marshall and Caroline Springer highlighted a few programs for the Section that they thought would be helpful to members going to the Conference:

- a) Wednesday, April 19th
 - i. 10:00 a.m. - A Tool Kit to Embed Inclusiveness in Law Schools
 - ii. 10:00 a.m. – Big Ideas about Small Firm Hiring
 - iii. 10:00 a.m. – Legal Market Hot Topics: How the Legal Market Continues to Change in the Aftermath of the Great Recession
 - iv. 11:30 a.m. – The Times They Are A-Changing: Counseling Tips for New JD and Non-JD Programs
 - v. 2:15 p.m. – The Future of Compliance and Risk Management Career Opportunities

- vi. 2:15 p.m. – Building Law Student Resilience: Practical Tools for Programming and Counseling
- vii. 2:15 p.m. – The Myths and Realities of Entry-Level In-House Legal Hiring
- b) Thursday, April 20th
 - i. 9:15 a.m. – Blowing Up the Glass Ceiling: Ways to Increase Diversity
 - ii. 9:15 a.m. – Striking a Balance Between Handholding and Tough Love
 - iii. 10:45 p.m. - Global JD Admissions and Law Firm Growth vs. H1B Visa Cap (our Section’s proposal)
 - iv. 2:15 p.m. – OCI Meets World: Strategies for Counseling and Recruitment of International JDs
- c) Friday, April 21st
 - i. 10:30 a.m. – I Can’t Find a Job

One member mentioned that she found it useful to go to programs that were geared more towards law firm recruiters rather than career advisors as a way to learn about the issues and needs of law firms. Going to these programs allows career advisors to share the law firm perspective with students.

We also discussed having a Happy Hour for our Section after our Section Meeting on Wednesday. We will follow up with a member from San Francisco to locate a place to host the reception.

5. **Spring Program Ideas and Issues Being Raised by LL.M. Students**

- a) Caroline from Georgetown mentioned that Georgetown is doing a Countdown to Commencement series to help foreign students adjust to the US workforce. The career office is partnering with the Alumni Office to organize these programs in the Spring.
- b) Melissa Berry from the University Washington mentioned that she runs parallel career related programming for their ILs, foreign students and LL.M. students, but they are discussing whether this makes sense.
- c) One school reported that they require students to watch a webinar on resume and cover letter drafting before they will review the student’s documents. The school reported that this requirement has really reduced the number of student interactions the office has involving basic resume and cover letter questions.
- d) Clara from NYU uses podcasts to present practice area and practitioner information to students and students find this very helpful.
- e) Most career offices reported that they do not review writing samples and a few schools have graduate legal writing classes which help students with writing samples.
- f) Sara Marshall from Boston University mentioned that their big challenge has been how to develop courses and other programs to deal with the NY Bar’s new requirements.

6. **Bar Exam Questions and Updates** *(Vice-chair: Clara Solomon, NYU)*
Clara did not have anything to report or update on this topic. Our Section will continue to monitor any changes in the U.S. bar exam requirements and share updates with the Section.

7. **Environmental Scanning**
An issue that has come up at one of the schools is that some JD career advisors need more guidance from their LL.M. counterpart on how to help international students. One school asked if other career offices offer cross training to the JD advisors. Clara from NYU mentioned that she has created a one page handout for the career advisors who advise international students on F1 visas and other issues related to international students. She has also invited an immigration lawyer to come speak to the entire career staff. NYU has a Global Services Office and she sends students to that office if they have specific visa questions.

8. **Planned agenda topics for next quarterly call in March**
 - a) Discuss Section meeting at the Annual Conference
 - b) Update on bulletin articles and potential webinars
 - c) Environmental scanning