

## NALP International and Advanced Degree Advising & Recruiting Section

Forth Quarterly Report to the Board of Directors

March 29, 2012

Submitted by: Elizabeth (“Tibby”) Fogarty Cail

### Summary:

The Section held its fifth official conference call on March 21, 2012. The call was attended mostly by law school representatives. The main agenda items were: 2013 International Section Chair named, NALPconnect (new social media platform) – Listserves dissolving, Work Group Updates, proposed new work groups for next year, Annual Conference – our Section presents, Ongoing projects, Environmental Scanning – hiring trends? – regional trends?, and other issues anyone wanted to discuss. The attendees who announced their presence on the phone were: Tibby Cail (BU), Marta Ricardo (Columbia), Uri Jurist (Yale), Clara Solomon (NYU), Kandice Thorn (Fordham), Beth Johnson (O’Melveny & Myers), Adriana Vito (American), Stephanie Decker (George Washington), Samantha Freedman (BU), and Danielle Braun (University of Connecticut).

### 1. New Leadership

Kandice Thorn (Fordham) will be the 2013 International Section Chair. E-mail: [kthorn1@law.fordham.edu](mailto:kthorn1@law.fordham.edu).

### 2. 2011-2012 Work Groups

- A. **Annual Education Conference / Bulletin Article Group** – Skip Horne, V. Chair. Skip coordinated all of the RFP’s for the Annual Conference and the Bulletin article submissions.

#### **Two (2) of our Section’s RFPs were accepted:**

- Landing a Job with the U.N., in conjunction with the Public Service Section. Presenters: Sara Rakita and Akua Akyea.
- Navigating Bar Exam Requirements for Foreign-Trained Lawyers. Presenters: Clara Solomon, Charles Cramton, and Ian Kelly. Also contributing: Elizabeth Armand Di Giovanni and Tibby Cail.

#### **Bulletin Articles:**

- Common Myths about LL.M.s and Why You Should Hire Them, by Kristen Hulse and Stephanie Decker. Published in the August Bulletin.

- MA Bar Exam Update: Foreign-Lawyer Qualification, by Elizabeth (“Tibby”) Fogarty Cail with assistance from Gail Hupper, published in November.
  - When to Bring up Immigration Matters to Employers, by Clara Solomon and Chia King. Published January.
  - ABA Proposed Model Rule on Admission of Foreign-Educated Lawyers, by Skip Horne. Published in February.
- B. **Twitter** – The Twitter work group which is comprised of Jessica Dworkin and Stephanie Decker, has posted some great tweets. Our Twitter address is LLMINTL. The Twitter group has been active in March!
- C. **Law Firm Outreach**: Beth Johnson V. Chair. Mary Schrass from Skadden is a part of this effort. The purpose of the law firm outreach work group is to continue employer outreach, focusing on law firm participation. We would like to continue to coordinate the expansion of our Section to include recruiting administrators from overseas offices of NALP employee members. Kandice will ask Chia King (Ropes & Gray) and Mary Schrass about serving as Vice Chair or otherwise getting involved in this group. Mary handles all of Skadden Arps’s Asian offices. Mary reports that most of the peer firms are set up this way (with regional heads). So, Mary is happy to be the person representing Skadden for Beijing, Shanghai, Hong Kong, Singapore, Tokyo, and Sydney.
- D. **Bar Exam Issues**: Clara Solomon is the Vice Chair. This work group turned into writing for and presenting at the Annual Conference about foreign-trained attorneys sitting for bar exams in various states (New York, CA, MA, DC esp.). This group should be discontinued for the following year.
- E. **Proposed new workgroup for 2012-2013 or beyond: Collaborate with the Public Service Section to develop a Public International Law Panel; collaborate with PSLaw.net to keep job listings robust.** Natalie Aitken [<mailto:naitken@law.utexas.edu>] wants to be involved in this. Also, Sara from NYU might be interested in getting involved or leading this group once she returns from maternity leave later this year.
- F. **Another proposed new work group: NALPconnect.** NALPconnect will replace the NALP listserves. On March 26, NALP members who wish to continue participating in section discussion groups will be given the option to pre-subscribe to NALPconnect Groups. In April, NALPconnect will become available for all members. On May 11, the existing listserves will close. [www.nalp.org/nalpconnect](http://www.nalp.org/nalpconnect). Tibby Cail will serve as the Vice Chair of this group.

- G. **A third proposed new work group**: create a best practices guide for counseling students “left behind” by an economic recovery (jointly with the Experienced Professionals section). We proposed an RFP submission for the Annual Conference called “Counseling Students left behind by the Economic ‘Recovery’” but the board did not select it for the conference. The person from our section who was involved in this RFP submission (which means she probably has some sort of interest in the topic): Chante Span. I suggest Kandice reach out to her and ask about Vice Chairs after the Section creates the new work group.

### 3. 2011-2012 Section Goals

- A. Monitor proposed changes from the ABA Council on LLM Standards; consider possible ramifications for section members; draft proposed tips on how to manage new standards. We accomplished this with a Bulletin article by Skip Horne entitled, “ABA Proposed Model Rule on Admission of Foreign-Educated Lawyers,” published in the Feb. Bulletin.
- B. Explore the intercultural aspects of team building, especially as law firms build teams across borders and across cultural groups. Share info with membership via Bulletin article or webinar. Charlie Crampton liaised with his sister in law who is somewhat of an expert in this field. She and he were to write an article or an RFP, but it never got off of the ground.
- C. Identify the benefits of hiring LL.M. students in a down market. Share info via bulletin or webinar. We accomplished this with the Bulletin article, “Common Myths about LLMs and Why You Should Hire them, by Kristen Hulse and Stephanie Decker. Published in the August Bulletin.
- D. Create Best Practices Guide for counseling students “left behind” by an economic recovery (jointly with the Experienced Professionals section). See above.
- E. Collaborate with the Public Service Section to develop a Public International Law Panel. Collaborate with PSLawNet to keep job listings robust. Create a new work group for this. See above.

### 4. Annual Conference

Open House (Clara Solomon and Stephanie Decker will represent our section as Tibby Cail and Kandice Thorn will not be in attendance in Austin): Tuesday, April 17, 6:00 –7:30 p.m.

Section Meeting: Thursday, April 19, 12:45 p.m., Room 417.

Navigating U.S. Bar Exam Requirements for Foreign-Trained Lawyers (Clara Solomon, Ian Kelly and Charlie Cramton): Thursday, April 19, 11:00 a.m. – 12:30 p.m.

Landing a Job with the U.N., in conjunction with the Public Service Section. Presenters: Sara Rakita and Akua Akyea. Wednesday, April 18 2:15-3:30.

## 5. Ongoing and other Projects:

- A. NALP Blog Post: Chia King (Ropes) is currently working on a blog post called Deciphering and Interpreting International CVs. Chia is planning to use the NALP Foundation's International Directory of Lawyer Qualification as a reference guide for this project. This would be of interest to employers AND those who work with LLMs.
  
- B. Student Brochure/Manual:  

Student Brochure: Our Section may want to update this resource. You may want to submit this idea and the information on the Listserve to ask if any schools use or would like to use this kind of resource, and remind everyone that we have a newly updated LL.M. Advisor Manual on NALP's website already. Depending on the response, the Section could decide if a workgroup is needed to work on updating the brochure. We should consider updating the manual for counselors, and possibly the LL.M. recruiting manual for firms.
  
- C. *Going Global*: The Section participated in a free trial of this product on November 29, 2011 at 2:00PM EST. The most useful component is a list of companies that have sponsored H1B visa over the last couple of years.

## 6. Environmental Scanning:

- A. For those students trying to educate themselves on job markets other than the major cities, we suggest: conducting a simple Google search, scanning job postings, using The Vault, using Martindale, contacting career services programs at law schools in each city, and looking into the BYU Job Bank.
  
- B. Publishing Career Statistics  

Northwestern has published LL.M. hiring statistics. NYU has followed suit, but only with respect to the taxation program.
  
- C. Should students send resumes when requesting informational interviews or sending other networking correspondence? Schools differ on the answer to this question. This question was posted on a recent discussion board. Three approaches:
  1. Send it up front, but state clearly that the reason for attached it is purely for background information (NYU, Harvard, Yale, Northwestern use this approach);
  2. Send it as background information once a meeting is confirmed (GW, U of Toronto use this approach);
  3. Do not send it until the employer/contact requests it; should be dependent on the situation and the nature of the student's relationship with the employer. (Stanford, BU use this approach).

