

MEMORANDUM

To: Gwen Ferrell, Board Liaison

From: Tammy King, JD Career Advisors Section Chair

Cc: Fred Thrasher, Deputy Director

Date: April 9, 2020

Re: NALP JD Career Advisors Section Quarterly Report

SUMMARY OF ACTIVITIES

On March 26, 2020, we held our final quarterly section call where members received updates from our work groups and shared experiences regarding adjusting to working with students in our new, remote COVID-19 lives and best practices/advice for socially distanced student job searches.

As noted below, the JD Career Advisors Section has had a successful year and work is largely complete with respect to the charges for the various work groups.

WORK GROUPS

Annual Education Conference/Bulletin Articles and Webinar Planning

Vice-chairs: Pamela Hoh (Arizona State) and Hallie Prest (Minnesota)

The vice-chairs continue to shepherd through the publication process articles planned for the *NALP Bulletin* in May and June, but work for the year is completed for the most part.

Strategic Planning

Vice-chairs: Sandy Minea (Northwestern) and Leslie Becker Wilson (UMass)

Work for the year is completed.

CSO Employer Outreach

Vice-chairs: Korey Henson (Stetson) and Sarah Polly (Case Western)

The Work Group chairs will author a *NALP Bulletin* article for the May 2020 issue on “best practices” for engaging in outreach to smaller and mid-sized law firms. In authoring that article, they plan to draw on the limited data collected directly from the employers from a prior survey attempt, draw from their own experiences (and those of colleagues in other CSOs) with employer outreach, and utilize the recent

experience in trying to survey small- and mid-sized employers to illustrate one of the inherent difficulties involved in engaging that group of employers.

JD Counseling

Vice-chairs: Samantha Ciriaco (Case Western), Marti McCausland (Willamette) and George Podolin (William & Mary)

At the beginning of March, the JD Counseling Work Group submitted an article entitled "Guiding Students through Salary Negotiations" for publication in the April issue of the *NALP Bulletin*. The article provides an outline of information that the Work Group is building into the salary negotiation resource. The Work Group is continuing the process of drafting that resource and should be finished soon.

First Generation College Students

Vice-chairs: Nikki Harris (UNLV) and Heather Spielmaker (West Virginia)

As noted in the last board report, the vice-chairs would like to shift focus slightly and produce a new resource for members. Jessica Tomer, the web content manager for New England Law in Boston, recently published an article about first gen programming at law schools across the country. Only a few schools were featured in her article. Using that as a stepping-off point, she has agreed to partner with the Work Group to produce a new NALP resource. The purpose of the resource would be to encourage law schools to offer First Gen programming and to provide a robust catalogue of ideas that schools have tried thus far.

The Work Group hopes to quantify the estimated percentage of law students, nation-wide, who are first generation students who encounter issues with respect to their First Gen status. To achieve this, Jessica will draft a survey for NALP members to complete. They hope for good response rates based on the fact that responding schools will be featured in the resource. The resource will start with general information and statistics, and then list schools, either alphabetically or grouped by programming themes, with summaries of the First Gen programming they have offered and their thoughts on how successful each effort was. The impetus for this resource idea was a similar resource on professionalism programming that was launched by NALP a few years back.

Is this something the Board would like the Work Group to pursue in the next NALP year?

Sexual Harassment & Recruiting Conduct

Vice-chair: Mary Beth Nielsen (SMU)

Work Group chair Mary Beth Nielsen has already authored and submitted an article for publication in the June 2020 *NALP Bulletin* that highlights and promotes the new Sexual Harassment resource that was created in partnership with the Recruiting Section.

JD Advantage Careers

Vice-chairs: Irina Gomelskaya (New York Law School) and Rhonda Rittenberg (Northeastern)

The JD Advantage Work Group has sent the final draft of the JD Advantage Career Guide to the NALP staff which is putting on the finishing touches. The guide focuses on 10 tracks of JD advantage careers. They anticipate it will be available to members on the NALP website by the end of April/early May.

In the upcoming year, the work group plans to focus on building a model template for Regional JD Advantage career fairs and related educational events. Of course, all of this remains fluid and subject to change given the current environment.

ENVIRONMENTAL SCANNING

During the Section Call on March 26, members engaged in a robust discussion of how COVID-19 and the move to online law classes and remote work has affected their ability to work with students. Topics discussed included remote career counseling and remote job search strategies for students; the summer job outlook for students and changes to employer summer programs; best practices for gathering class of 2020 employment outcomes remotely; and the status of the July bar exam administration and the effect on May graduates.

Members shared ideas for virtual office hours and student drop in times via the Zoom waiting room feature and best practices for coordinated outreach to students that includes all student services departments of the school. They also shared tips for socially distant networking that students could engage in with attorneys and ideas for summer employment back up plans if employers cancel summer programs. It was definitely NALP at its best with members sharing information and expertise with each other to help us all during a trying time.

Members expressed concern over whether the ABA would change the “employed as of March 15” for the class of 2020 if the July bar examination is postponed (at the time of the section call, no state had yet announced a September bar exam, that has now become a reality in several states). Members wanted to know if NALP would reach out to the ABA to express concern or take a position on using a March 15 employment date for this class of graduates.