

MEMORANDUM

TO: Alison Ashe-Card, Board Liaison
FROM: Beth Maoui, JD Career Advisors Section Chair
CC: Claire Nash
DATE: October 20, 2022
RE: NALP JD Career Advisors Section Second Quarterly Report

I. SUMMARY OF ACTIVITIES

On Wednesday, August 10, 2022 (11:00 PT/2:00 ET), we held our second JD Career Advisors (“JDCA”) section meeting for 2022-2023 via Zoom. Approximately 25 members attended the Zoom meeting. After welcome greetings by the chair, members joined Zoom breakout rooms so they could say hello to each other in smaller groups. For the breakout rooms, we suggested members discuss their recent on-campus interview (“OCI”) programs and any other issues on their minds.

After returning from the breakout rooms, several JDCA work groups shared updates with the JDCA section:

- *JD Advantage (“JDA”) Update:* Kathy Greenier (University of Richmond School of Law) & Quaime Lee (Northeastern Law) updated the JDCA section about the latest with JDA, including two recent JDA work group successes, and the upcoming JDA meeting on September 14, 2022.
- *JDCA Annual Education Conference (“AEC”) / Bulletin+ Article and Webinar Planning Update:* Tom Lee (Penn State Dickinson Law) provided an update on the AEC proposals as well as on submitted articles and a webinar.
- *Legal Internship Guide Update:* Tami Diebel (Iowa College of Law) discussed the Legal Internship Guide and provided some background on the guide.

We discussed the upcoming 2023 AEC in Vancouver and several JDCA members shared and discussed their conference proposals accepted for the April 2023 AEC.

We also had a group discussion of “hot topics” facing us as JD career advisors, which included the following:

1. *Topic 1: Law students taking off time from their 1L summer jobs to interview with biglaw firms in advance of OCI and during OCI.* Some employers have complained about students taking too much time off from work to interview for OCI. There have also been issues with employers this past with students stopping summer jobs earlier in the summer (particularly, government employers) to interview at OCI.

- a. Are other law schools experiencing these issues? Yes, several schools at the meeting are experiencing this issue. One federal judge complained to several law schools over the summer about the issue. The view from some JDCA members is that this complaint is not reasonable. While there are some complaints from 1L summer employers, the group agreed that most employers are generally supportive of allowing rising 2Ls to interview during their 1L summer.
- b. Any solutions/ideas to help the situation? The group discussed career services offices telling employers early the timing of the law school's OCI program. We also discussed our advice to students in handling this issue with 1L summer employers.

2. Topic 2: OCI Recap

- a. Did almost all law schools have a virtual OCI week? No, several JDCA members had in-person or hybrid OCI weeks.
- b. Callbacks: Were they virtual, in-person, or a choice between the two? While many firms did virtual callbacks, a large number of students had in-person callbacks.
- c. Offers: Are students' offers open for 14 days, 21 days, 28 days, another amount of time? 14 days seemed to be the most common.
- d. We also had a discussion of precruiting, such as in Texas where recruiting started on November 1 and 1Ls are hired for 1L summer biglaw jobs and also interviewed early in June and July.

3. Topic 3: International Students, OCI & Biglaw Hiring

- a. The group discussed some of the issues facing international students, such as it may be harder for international students to receive an offer from OCI. We also discussed the range of firms who sponsor students and that you can look up individual firms at the site: <https://www.myvisajobs.com/>.
- b. We also discussed job offer concerns from international students, such as how some firms ask about summer work authorization (OPT/CPT) in the offer letter (*i.e.*, proof of authorization to work in the United States) but do not mention visa sponsorship for a post-grad job offer. We discussed how international students can consider (and probably should) have this conversation with firms when considering and accepting summer associate offers.

At the end of the meeting, the chair reminded members that our next JDCA quarterly meeting will be held on Wednesday, October 26, 11:00 PT/2:00 ET.

II. JDCA WORKGROUPS

The following are updates on the JDCA workgroups provided by each workgroup's vice chair(s):

1. **Annual Education Conference / Bulletin+ Article and Webinar Planning (Vice Chair(s): Tom Lee, Penn State Dickinson Law, thomas.lee@psu.edu)**

Tom Lee helped to solicit six article proposals and one webinar program. Prior to the July 18, 2022 deadline, JD Career Advisors submitted its proposed Bulletin+ articles to NALP’s Andrew Parker. Mary Beal approved the proposed webinar, which is slated for early 2023. Three of the proposed articles are “nuts and bolts” pieces that are 500-700 words in length. The other three articles are feature length articles that run up to 1000 words in length. Tom has not heard from Andrew Parker as to which month each article is scheduled for publication, if any. The webinar is scheduled for less than one hour.

Summary of the Proposed JD Career Advisor Articles

Articles and Columns

Author(s) Name, Email	Tentative Topic
Carole Tillotson (Drake) carole.tillotson@drake.edu	Resumes, Cover Letters and Diversity Statements—what employers want and what schools see (recruiting co-authors)
Dina Billan (Baltimore) dbillian@ubalt.edu	Counsel Students and Alumni to Be Their Own Staffing Agency (seeks co-author)
Dina Billan (Baltimore) dbillian@ubalt.edu	Encouraging the Use of Positive Psychology in the Job Search Process (seeks co-author)

Feature Articles

Author(s) Name, Email	Tentative Topic
Betsy Key (Vanderbilt) elizabeth.b.key@vanderbilt.edu ; Cliff Jarrett (W&L) jarrettc@wlu.edu	Mock interview program and article idea is to contrast two different programs – Vanderbilt and W&L – as a discussion around the impact of how these programs are structured. Vanderbilt is a 1L program offered over winter break and is run like OCI. W&L offers their program over the 1L summer and is structured for students to reach out to their chosen alumnus on their own, meeting professionals in the market the student is spending the summer.
Christopher Neal, Esq. (Temple) christopher.neal@temple.edu ; Tammy O’Hara (NYLS) tammy.o'hara@nyls.edu	The Life-Cycle for Career Advising First Generation Law Students
Amy Mattock (Georgetown) asj6@georgetown.edu [and] co-authors are being recruited.	Pulling Back the Curtain on Law Firm Diversity, Equity & Inclusion: What’s Marketing and What’s Real? (recruiting co-authors or solo)

Webinar

Author(s) Name, Email	Tentative Topic
George Podolin (William and Mary) [and] panel in formation. gppodolin@wm.edu	Webinar based upon George's NALP Bulletin+ article "Working With Students Who Reneg."

2. CSO Employer Outreach (Vice Chair(s): Ruby Sheikh, Georgetown Law, ris6@georgetown.edu and Carole Yeats, University of Richmond Law School carole.yeatts@richmond.edu)

Carole and Ruby discussed strategies to solicit more volunteers for the CSO Employer Outreach group over the summer. The work group plans to reach out to NALP members involved in OCI recruitment and employer outreach efforts shortly and will provide an update for the next JDCA quarterly report.

3. JD Counseling (Vice Chair(s): Lorelei Craig, University of Oregon, lcraig@uoregon.edu, and Katie Shaw Rabinowitz, Temple University Beasley School of Law, katie.rabinowitz@temple.edu)

Over the summer, Lorelei and Katie discussed three topics for videos for the NALP website: (i) honorifics, (ii) informational interviewing, and (iii) networking. The work group discussed handling honorifics first (as suggested), and have come up with a strategy to develop an outline for a storyboard using the resources presented to us as well as outside resources. The work group continues to work on all three video topics.

4. First Generation College Students (Vice Chair(s): Tammy O'Hara, New York Law School, tammy.o'hara@nyls.edu, and Chris Neal, Temple Law School, christopher.neal@temple.edu)

Tammy and Chris submitted a proposal for an article to be published in the Bulletin and were approved. We met on June 30th and July 18th to discuss the title and brainstorm an outline for the article. The title will be on "A Roadmap for Advising First Generation Students" where we will discuss common experiences and feelings faced by law students in six different stages (pre-law school, 1L, 2L, 3L, evening student, and post-graduation). Each of the phases will also provide tips and resources to help advisors with counseling first generation law students. In our last meeting on July 18th, we divided the work and started researching. We anticipate having a meeting before the end of the year to assess our progress on our article. The article is due in spring 2023.

5. JD Advantage Careers (Vice Chair(s): Quaime Lee, Northeastern University School of Law, q.lee@northeastern.edu, and Kathy Greenier, University of Richmond, kgreenier@richmond.edu)

The Workgroup met twice during this quarter: August 3rd and September 14th.

2023 Annual Conference Proposals: Two were approved: (1) “You Don’t Want to Be a Lawyer!? How to Coach, Guide, and Lead the Confused and Uncertain Professional” (Irina Gomelskaya, New York Law School; and Fairuz Abdullah, UC Hastings Law); (2) “You Give Us 60 minutes, We’ll Give You a JD Advantage Career Week” (Irina Gomelskaya, New York Law School; Rhonda Rittenberg, Northeastern Law; Kathy Greenier, Richmond Law).

Programming: The September 14th meeting featured a presentation by Catherine Martin (Stetson Law), moderated by Joel Walker (St. Thomas (Florida)), educating members on how corporate recruiters approach JD Advantage hiring, with the aim of helping members better prepare and support students in applying for JD Advantage corporate positions. The program saw a good number of participants in attendance.

Looking Ahead: There are several impending initiatives for the coming year, which the Workgroup hopes to narrow to 4-5 charges, including (i) updates to the JD Advantage Resource Guide, (ii) a second JD Advantage career week, building on the success of the March 2022 series, (iii) a professional development program on advisor well-being, (iv) continuing to build resources on demystifying JD Advantage careers, and (v) finalizing the JD Advantage podcast series of recorded interviews. The next meeting is scheduled for October 19th at 1:30 p.m. EST.

6. Recruitment Tools Evaluation (Vice Chair(s): Lauren Jackson, Howard University School of Law, lauren.jackson@law.howard.edu)

As of the date of this Quarterly Report, no update was provided by this work group.

7. UBE Score Portability (Vice Chair(s): Kimberly Underdown of St. Mary's University School of Law, kunderdown@stmarytx.edu)

On April 27th, George Podolin provided the workgroup with the word document of this chart. The document was last updated in 2018. The data in the chart is currently under review and being revised as needed. Once the data is updated, we will submit the chart to NALP to get the website updated as well. Completion of this project is expected to be 10/31/2022.

8. Legal Internship Guide (Vice Chair(s): Marcie Y. Davis, Dedman School of Law, Southern Methodist University, mydavis@smu.edu, and Tami Diebel, Iowa College of Law, tami-diebel@uiowa.edu)

Tami and Marcie collaborated to develop a draft Legal Internship Guide. Marcie has shared the draft with two colleagues at different schools and Tami has shared with a corporate employer. They are awaiting feedback that will be incorporated into the draft Guide. They will then share the next iteration with a couple of small firms each for additional input.

9. Member Relations (Vice Chair(s): Felipe Alonso III, University of Oregon School of Law, falonso@uoregon.edu)

From July 1, 2022 to October 16, 2022, twenty-eight (28) new members joined the section. The Vice Chair sent an email to all new members welcoming them to the group, inviting them to join the quarterly meetings, directing them to review NALPconnect, and reach out with any questions.

10. Knowledge Management and Resource Implementation (No Vice Chair volunteers as of 10/20/22)

As of the date of this Quarterly Report, there are no volunteers for this work group. The stated purpose of this group is to: “Identify top resources relevant to the section and collaborate with the NALP staff to explore location options for the compilation to provide easy access.”

Upon the advice of Board Liaison, Alison Ashe-Card, the JDCA co-chairs asked the JDCA work group vice chairs to coordinate with the JDCA co-chairs and Alison to make sure that any resources that they create are made accessible to NALP members. Vice chairs are welcome to share these resources on NALPconnect as well.

11. DEI Liaison (Vice Chair(s): Nicole Netkin-Collins, Villanova Law, nicole.netkincollins@law.villanova.edu)

As of the date of this Quarterly Report, no update was provided by this work group.

12. Well-Being Champion ((Vice Chair(s): Kimberly Underdown of St. Mary's University School of Law, kunderdown@stmarytx.edu)

Well-Being Champions met on September 29 to discuss any concerns from represented sections. Some topics discussed were the flood of information/communication overload, importance of building skills to deal with mental health, need for tools to protect one’s own well-being, and a feeling of isolation even when on a team. The work group plans to think about what resources are needed for each section.

13. Communications, Social Media & Marketing (No Vice Chair volunteers as of 10/20/22)

As of the date of this Quarterly Report, there are no volunteers for this work group. Note that no Vice Chairs served in this role in 2021-2022. The stated purpose of this group is to: “Develop at least four (quarterly) social media posts to share with the NALP staff and conduct monthly member outreach on NALPconnect to update the membership about the work of the group.”

Upon the advice of Board Liaison, Alison Ashe-Card, the JDCA co-chairs encouraged the JDCA work group vice chairs to post what their work group is doing on NALPconnect. As of the date of this Quarterly Report, there was a total of 16 posts by the JDCA co-chairs and vice chairs on NALPconnect for the quarter.

III. ENVIRONMENTAL SCANNING

Between the August 10, 2022 JDCA meeting and collecting items for the meeting agenda for the next JDCA meeting on October 26, 2022, the following JD career advising topics and issues were discussed and/or shared:

- *See the three topics discussed on pages 1-2 above.*
- Issues with law students reading their e-mails from career services. At one school, students did not know about the law school’s OCI despite announcing the program in class and

sending e-mail messages.

- How to best facilitate employers who want to engage with students on-campus. At some schools, there is a big uptick in employers wanting to find more opportunities to engage with students.
- This fall, at some schools, there is an uptick in biglaw employers trying to engage with first-year law students in connection with 1L biglaw diversity applications. The issue is how to balance (i) employer interest in connecting with 1Ls and 1Ls' interest in connecting with employers with (ii) the need for 1Ls to focus on their academic studies rather than job search activities to earn the law school grades that many biglaw firms require to hire students.
- Law schools received feedback from some biglaw employers that more 2022 summer associates than prior summer associates (at least in the last few years) acted as though they presumed they would receive a post-grad offer rather than treated their summer like a summer long "job interview." Examples of poor behavior were excessive summer lunching and asking to bill the firm for late night "after parties." This change in behavior and "entitled" attitude may have been a result of a few things, such as the first real in-person summer program post-COVID.
- Some schools see an increase in law students with high anxiety and stress, including among students at the top of the class with summer and post-grad jobs at large firms.
- First-year law students (class of 2025) seem more focused on their personal debt (largely educational debt) and earning a high income after law school than prior recent classes; and this seems to be a key factor (or the main factor) in their decision to attend law school.