

MEMORANDUM

To: Gwen Ferrell, Board Liaison

From: Tammy King, JD Career Advisors Section Chair

Cc: Fred Thrasher, Deputy Director

Date: October 24, 2019

Re: NALP JD Career Advisors Section Quarterly Report

SUMMARY OF ACTIVITIES

The JD Career Advisors Section continues to do good work on behalf of NALP in 2019-2020.

On September 19, we held our quarterly section call where members received updates from our work groups and shared experiences from the most recent round of OCI under the new Principles for a Fair and Ethical Recruitment Process. Members also discussed whether their career services offices planned to change how they would work with first year law students given the Principles.

WORK GROUPS

Annual Education Conference/Bulletin Articles and Webinar Planning

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

Five of the eleven RFPs submitted by the JDCA section for consideration by the Conference Planning Committee were selected for presentation at the 2020 Annual Education Conference in Montreal, Quebec. The programs selected include:

- Et tu, ABA? Getting to March 15th While Keeping Your Office Running
- Who's the Expert Here? Hitting the Reset Button on Peer Counseling
- Gone is October 15th: Counseling 1L Students as they Navigate the New Normal
- We Can't Meme This! Effectively Engaging Gen Z Law Students
- Beyond Legal Skills: Holistic Integration of Competencies and Professionalism in Law School

Hallie and Pamela have reached out to those section members who submitted RFPs which were not selected and encouraged members to write *Bulletin* articles or host webinars on the topics instead.

In addition, 3 RFPs for *NALP Bulletin* articles were submitted and accepted for publication:

- Advising Students and Alumni on Strategy and Tactics of Salary Negotiation (April 2020)
- Reaching the Small- to Mid-size Employer: Best Practices from the Employer Perspective (May 2020)
- Sexual Harassment and Recruiting Conduct: Considerations for Law Firms and Schools (June 2020)

Strategic Planning

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

The Work Group held a Section-wide call on July 29 to engage members in discussion about NALP and its strategic planning efforts. Sandy, Leslie and work group members also engaged in individualized outreach to members via phone calls and emails to determine what members value most about NALP and what they'd like to see in the future from NALP. On September 12, the work group submitted an excellent memorandum to the Strategic Planning Advisory Group and the NALP Board of Directors detailing comments received from JDCA Section members.

CSO Employer Outreach

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

The Work Group is continuing its work from last year on an employer outreach survey designed to reach small and mid-sized law firms, but got off to a bit of a slow start this academic year due to an unexpected leave of absence by one of the Vice-chairs. The survey was originally sent to CSOs in each state this past spring who were asked to forward the survey to 5 employers in their region.

The Work Group is actively seeking an additional vice-chair and additional work group members so that the survey can be sent again in November. They are hoping for more employer responses and greater geographic diversity resulting in a more robust data pool. The Work Group has committed to authoring a *NALP Bulletin* article for May 2020 once data collection is completed and analyzed.

JD Counseling

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

For 2019-2020, this Work Group is charged with producing a resource on job offers and salary negotiations for law students. They envision a checklist with salary and benefits evaluation that career counselors can use in advising students and alumni who are negotiating job offers with smaller and mid-sized employers. The Work Group has committed to writing a *NALP Bulletin* article in April 2020.

First Generation College Students

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

Based upon last year's success with a webinar, the Work Group has decided to produce another webinar this year in order to potentially reach more members than they might at the annual conference (last year's webinar had 100 attendees). Work Group members are currently evaluating options for a unique take on a First Gen topic for the webinar. Suggestions are welcome.

Sexual Harassment & Recruiting Conduct

Vice-chair: Mary Beth Nielsen (SMU)

The Work Group is continuing its work from last year when they collaborated with the Recruiting Section to create a best practices resource for employers and schools to utilize as they intentionally plan recruiting programs with sexual harassment considerations in mind.

NALP has asked an employment lawyer to review the resource prior to publication. The Work Group has committed to writing a *NALP Bulletin* which will highlight the resource to the membership once approved. It is scheduled for publication in June 2020.

JD Advantage Careers

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

Following the successful Summit on Emerging Careers for Law Grads held in DC on June 7, 2019, the Work Group continues to drive forward with publication of a resource created last year on JD Advantage careers. They are also evaluating the feasibility of potential JD Advantage job fairs to determine if that major project is something that NALP could undertake in the future.

ENVIRONMENTAL SCANNING

On issue that recently came up on the Midwest Section NALP Connect listserv that has direct relevance to the JDCA Section was a question about whether career services offices have policies regarding employers who wish to treat law students as independent contractors instead of employees. One of the tax professors at my law school has serious concerns about the potential tax liabilities for students when employers claim an independent contractor relationship when the IRS would view it as an employment relationship instead. She is currently authoring an article on the topic for the *Kansas Bar Journal*. Once the article is published, I plan to share a link to the article with the JDCA Section members.