

## MEMORANDUM

**TO:** Alison Ashe-Card, Board Liaison

**FROM:** Valerie Castelo & George Podolin, JDCA Section Co-Chairs

**CC:** Fred Thrasher

**DATE:** October 21, 2021

**RE:** NALP JD Career Advisors Section Quarterly Report

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### **SUMMARY OF ACTIVITIES**

On September 30, 2021, we held our second quarterly meeting for 2021-2022. Approximately 27 members attended the Zoom meeting. After an update by Board Liaison Alison Ashe-Card, we had members join breakout rooms so they could say hello to each other in smaller groups. We invited our vice-chairs to provide updates on their work groups. We spent the last part of the meeting polling members and discussing topics related to our most recent OCI season and the return to the workplace.

### **WORKGROUPS**

- ***AEC / Bulletin+ / Webinar - Vice Chairs: Hallie Prest (Minnesota) & Angela Cruseturner (Baylor)***

In mid-August, our vice-chairs submitted 8 RFPs for the Annual Education Conference on behalf of our section. On August 26th, Meaghan Hagner of the NALP Staff requested that the Section provide a prioritization of the AEC program proposals. On September 22nd, in response to that request, and following input from both workgroup vice-chairs and the Section co-chairs, the Section provided that prioritization of proposals.

On August 30, the Section co-chairs met via Zoom with Shujun Tian (Georgetown), Chair of NALP's International & Advanced Degree Advising & Recruiting Section, to discuss setting up a joint meeting/webinar on advising international students. All agreed that this was a good idea and that late November/early December might be a good time in the schedule for a program like that. The Section chairs expect to touch base on this in late October/early November.

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- ***CSO Employer Outreach - Vice Chairs: Amy Jones Mattock (Georgetown) & Cassandre Stumpe (NYU)***

The CSO Employer Outreach Workgroup held its second meeting on Thursday, October 7. Approximately 19 NALP members attended including several new members. Workgroup members engaged in a robust conversation about and reflection of the latest recruiting cycle, virtual interviews, employer-focused programming, and maintaining relationships with employers that infrequently hire. The group spent the remaining time discussing their official charge of working with the Recruiting Section on private sector employer background checks.

The workgroup is in the process of working out the mechanics of how to uncover the relevant information (recognizing that often background checks are coordinated through firm HR departments – not their recruiting departments) and coming up with a strategy to ask workgroup members to reach out to a small group of law firm counterparts about their firm processes. Our goal for the next meeting will be to have had those conversations and share what members have found. The work group's goal is to have a resource to share with the JDCA members by early Spring semester.

- ***JD Counseling - Vice Chairs: Marti McCausland (Willamette) & Tami Diebel (Iowa)***

The vice-chairs reviewed the NALP Developing the Professional Lawyer “Student Tip Videos” and recommended that additional videos be produced on the use of honorifics (e.g. Mr. / Ms. / Mx.) in the profession, informational interviewing, and networking with attorneys.

- ***First Generation College Students / Professionals - Vice Chairs: Kate Harrison (Detroit Mercy) & Cindy Lopez (LEAP)***

The First-Gen Workgroup continues to review the results from our survey to NALP-participating law schools regarding their schools’ first generation programming. Currently, the two vice-chairs and an additional member are working to compile and streamline the data from all of our responses as well as decide the most logical, easy-to-understand format for our planned first-gen resource guide. The work group's goal is to have all of the data combined and streamlined within the next month.

- ***JD Advantage - Vice Chairs: Quaime Lee (Suffolk Law) & Kathy Greenier (Richmond)***

Since June 2021, the JD Advantage Work Group has met three times: June 7, July 14 and September 15. In the July 14 meeting, the Work Group established subgroups to work toward several deliverables before the end of the 2021-22 year.

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### JD Advantage Career Week

Drawing on the work of last year's JD Advantage Career Week Template, this subgroup has been meeting to plan a pilot career week, consisting of several days of virtual programming showcasing panels of attorneys working in the 10 paths in the NALP JD Advantage Career Guide. Each day will feature 3-4 career paths. Members of the subgroup will recruit participants and will be responsible for virtually hosting each panel. Attendance will be open to member NALP schools. The target date of the event will be late February 2022.

### De-Stigmatizing JD Advantage Careers

This working group is curating a library of resources and documented best practices for promoting JD Advantage initiatives within one's law school community. These may include presentations, promotional materials from events. The working group is also considering the optimal mechanism for sharing this information with the larger NALP community.

### JD Advantage Podcasts

Building on the JD Advantage Podcast Template delivered earlier in 2021 to the Section Co-chairs, this subgroup has committed to preparing several recorded interviews with attorneys working in JD Advantage careers that will in turn be published on the NALP website. This project is expected to be ongoing as the library of recordings continues to expand. To start, the group will focus on interviewing attorneys working in one of the 10 career paths featured in the NALP JD Advantage Career Guide.

### NALP Education Conference Proposals

Working Group members have submitted two proposals for the 2022 Education Conference:

- Navigating Emerging Legal Markets in Emerging Legal Careers: The presentation would be a panel discussion of JD Advantage career professionals, plus resources/guides to be distributed to attendees. The focus will be on how to advise students in JD Advantage career opportunities, providing tools for educating interested students and students who are new and unfamiliar with JDA careers.
- ABCs of JD Advantage Careers: Practical Paths to Emerging Careers: This presentation would be focused on informing and educating career advisors, with Likely a four-person panel introducing JD Advantage career paths/roles, professional networks, counseling tips, and FAQs.

### Professional Development Programming

The Working Group hosted an information session on August 23 for NALP members on the Presidential Management Fellowship application process, featuring [Arianne Gallagher](#), Director of the Presidential Management Fellows Program. There were 90 registrants and 61 attendees.

Special thanks to Jamey Mentzer (Pittsburgh) and Freda Coleman-Jackson (Washington & Lee) for coordinating this event.

- ***Recruitment Tools Evaluation - Vice Chairs: Simona Suen (Minnesota) & Maureen (Mo) Reilly (UPenn)***

Mo and Simona presented at this year's (October 7th) NALP Summit on Using Data Analytics, Artificial Intelligence, and Assessments in the Recruiting Process on "How Assessments Impact Law Students" alongside Alyson Carrel and David Klieger. The session description was as follows: In recent years, legal employers have begun to incorporate psychological assessments into their selection process for entry level attorneys. Employers are considering these tools to enhance their understanding of candidates, refine selection decisions, and/or increase the diversity of their legal workforce. Notwithstanding the potential efficacy of these tools, law students who are being asked to complete them are voicing questions and concerns. This program will educate attendees about the impact of assessments on law students and how career services professionals can best prepare their students to approach them. Join us for a conversation where we will review the basics of selection assessments, identify common questions and concerns for students who may encounter these tools, and discuss approaches to best prepare for them.

Our vice-chairs are working with Sam Stern, Shannon Scott, Fernando Romo, and Liz Mrowiec to finalize the NALP December Bulletin article. In addition, our vice-chairs are still considering the idea to host a deeper dive discussion (focus group) for law schools and employers related to assessments in the spring. A new member and a new D&I co-chair will be joining the working group. The next working group date will be later this fall.

- ***Member Relations - Vice Chairs: Beth Lee (SMU) & Grace Roede (Campbell)***

Beth and Grace continued outreach as Vice-Chairs by connecting to the new members of the JD Career Advisors Section.

Twenty-nine new members joined the section from May 26, 2021, to September 30, 2021. A welcome email was sent to the eight new members who joined between May 26 to August 4, and an invitation was extended to a Zoom welcome meeting on August 25, 2021. (The welcome event was originally scheduled for August 11.) Two new members attended the Zoom meeting. Another Zoom meeting will be planned for early November and the twenty-one new members joining after August 25 will be invited.

The vice-chairs plan to continue to run reports quarterly and invite new members to join us for a Zoom meeting. We hope to build connections within our new member group. We want them to get to know us, as well as each other to boost member engagement.

Grace Roede has reported that she will be leaving Campbell Law on October 15 to join Nixon Peabody, and is therefore stepping down from her co-Vice Chair role. The Section Co-chairs will be working with Beth Lee regarding finding a replacement.

- **Knowledge Management and Resource Implementation - Vice Chair: Bev Ecklund (Willamette)**

Former Vice Chair Joe Christian bowed out of his position in late August after leaving the University of Tennessee for a law firm position, and was replaced by Bev Ecklund (Willamette) who brings to the position a background in library science.

Bev met with Joe via Zoom for a turnover and information about how the workgroup operates; the Section chairs introduced Bev via email to Andy Hales and Elizabeth Beal, the leaders of the Knowledge Management and Resource Implementation Advisory Group. Bev expects that guidance will soon be forthcoming from the Advisory Group about her next steps.

## **ENVIRONMENTAL SCANNING**

During our Section call on September 30, we used the poll feature in Zoom to gather information from our attendees, in addition to opening the floor for general discussion. With respect to poll results, we should note that the number of poll respondents (19) is small compared to the overall size of the Section so that it's hard to tell if these results are generalizable. However, it's notable that the vast majority of those answering the question of when 2L OCI should happen responded "August before 2L year," which is markedly different than views shared by some deans and BigLaw hiring partners at a recent NALP Town Hall, who had largely endorsed recruiting in January of the 2L year.

- **General topic: Fall OCI**

Poll Question: Where are you with 2L OCI?

<b>Responses</b>	<b># of Participants</b>	<b>Percentage</b>
We are starting.	0	0%
We are in the middle of it.	0	0%
We are close to done.	15	79%
We are done. Yay!	4	21%

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Poll Question: When would you prefer to have OCI?

Responses	# of Participants	Percentage
January of 2L Year	2	11%
August before 2L Year	17	89%

Discussion

Some schools observed that more firms came back for a “second bite,” seeking additional candidates later in the recruiting process. There was an observation that there were more firms recruiting through job fairs than in prior years, and that some schools were experiencing an uptick in the number of employers compared to the January 2021 recruiting season. There was also a sense that some firms are willing to recruit through virtual OCI that might not have been willing to spend the money to come in person.

In terms of recruiting, one school noted that they had heard there was recruiting (something that is kept from the school because it is discouraged) but that the firms still came to OCI. One school noted that some larger law firms that had participated in the school’s mock interview program for 1Ls used that experience to “screen” students for immediate callbacks for 2L summer positions later on - and that the students’ early demonstration of interest in the firm led to some leniency later on in terms of grades. Similarly, another school noted that they had seen firms invite rising 2Ls to interview based on a strong performance during 1L diversity hiring interviews (even though the student had not received a 1L offer).

- **General Topic: Engagement with 2Ls**

There was an observation that some 2Ls who had been wholly remote last year were facing anxiety from being in-person.

- **General Topic: How was Return-to-Work?**

Poll Question: Where are you working?

Responses	# of Participants	Percentage
In Office 5 days/week	6	32%
In Office 4 days/week and 1 day remote	4	21%
In Office 3 days/week and 2 days remote	8	42%

In Office 2 days/week and 3 days remote	1	5%
In Office 1 day/week and 4 days remote	0	0%
Remote 5 days/week	0	0%

Poll Question: How are classes being conducted?

Responses	# of Participants	Percentage
In-Person	16	84%
Virtual	0	0%
Hybrid	3	16%

Poll Question: How are CSO advisors counseling students?

Responses	# of Participants	Percentage
All In-Person	1	5%
Mostly In-Person	8	42%
Equally In-Person and Virtual	2	11%
Mostly Virtual	5	26%
All Virtual	3	16%

Poll Question: How are CSO programs being conducted?

Responses	# of Participants	Percentage
All In-Person	2	11%
Mostly In-Person	8	42%
Equally In-Person and Virtual	2	11%
Mostly Virtual	4	21%
All Virtual	3	16%

#### Discussion

Some advisors reported meeting with students in study rooms or conference rooms, where some distance could be maintained, rather than in the tighter confines of the advisor's office.

Similarly, some schools offer (while weather permits) the option of meeting outside, an option that students seemed to find attractive.

Some advisors noted that they found unmasked Zoom advising meetings to be more effective than masked in-person advising. However, some noted that students, who have returned to in-person classes, prefer in-person advising meetings.

There was a discussion of tools that are used for scheduling in a hybrid-location environment; one school suggested Calendly, another suggested Symplicity using different counseling types for different locations.