

## **MEMORANDUM**

**TO:** Alisa N. Benedict O'Brien, Board Liaison  
**FROM:** Elizabeth Bernstein and Kathy Greenier, JD Career Advisors Section Chairs  
**CC:** NALP Office (reports@NALP.org)  
**DATE:** March 20, 2025  
**RE:** NALP JD Career Advisors Section Fourth Quarterly Report

### **I. SUMMARY OF ACTIVITIES**

The chairs are pleased to report that the workgroups are all engaged and active. The JD Career Advisors (JDCA) Section has 6 articles published or forthcoming (October 2024 - April 2025) in the NALP Bulletin+. Since the last JDCA Section quarterly report, fourteen posts have been made in NALPConnect, with two replies. We continue to closely monitor the activity on our Section's Discussion Board specifically related to the federal government hiring freeze, but no posts were made about the subject since our third quarterly Board Report. We are excited to confirm Kathy Greenier will be returning as Section Co-Chair and Erik Turkman will be joining as Section Co-Chair for the year ahead.

Our Section's fourth quarterly remote meeting took place on Tuesday, March 4, 2025 at 2pm ET/1pm CT/12pm MT/11am PT. There were 20 attendees. The agenda was as follows:

- Welcome (Kathy)
- RFP Process Open for PDI and 2026 AEC + NALP Voting (Elizabeth)
- NALP Board update (Alisa)
- Encourage workgroup and section chair volunteering for next term (Elizabeth)
- Workgroup reports and overview of their work to solicit new members (workgroup chairs)
  - CSO Employer Outreach
  - JD Counseling
  - First-gen (not present)
  - JD Advantage
  - AI and CSOs (not present)
  - Online JD advising
  - Well-being (not present)
- Open forum on hot topics (Kathy)
  - Federal hiring freeze
  - Summer/fall recruiting timelines
- Close meeting and announce NALP AEC JDCA meeting time of Wednesday, April 9 at 7:30 AM (Kathy)

Immediately following the meeting, Kathy and Elizabeth facilitated a meeting for all workgroup vice-chairs, to build relationships and solicit from them what kind of support they are looking for in the year ahead.

### **II. ENVIRONMENTAL SCANNING**

During our open forum discussion on the March 4, 2025 quarterly call, we suggested talking about topics like the federal hiring freeze and summer/fall recruiting timelines, but welcomed

participants to talk about whatever was on their mind at the moment. Participants shared the following:

- One person asked, and received helpful suggestions from the group (including referencing the resources and meetings hosted by the Public Service Section), about how to advise students who received post-graduate federal government job offers.
- Another participant remarked that they feel like their students are scrambling putting together applications for opportunities outside of federal government hiring.
- One person shared that they set up a survey seeking to see which students were impacted by the federal hiring freeze, and also put together resources on how students can pivot to search for state government employment and clerkships.
- One person asked, and received helpful suggestions from the group, about what to say to employers who ask the career office to push up their interview program timeline because other schools are doing so.
- People questioned if we can track whether early recruiting results in retention; for example, could we track if employers currently engaged in early recruiting are seeking 3Ls and lateral hires in a few years in order to ascertain whether students who were asked to make commitments to employers very early ended up renegeing.
- The group also engaged in a discussion about advisor well-being; participants shared the following:
  - “This last semester and year have felt like five years.”
  - Feeling burned out and “just when I feel like I’m catching up, I get swamped again and can’t catch my breath.”
  - Advisors are noticing a sharp decline in students’ professional skills; the increase in student need is overwhelming. People questioned *why* students need so much more skill building than ever before. Others remarked that while advisors feel like they know what students need, the students don’t agree and complain about career office services. Another participant noted they try to solve students’ complaints on the front end by hiring fellow students to play a role in designing career office services.
  - New recruiting timelines create more anxiety for students, and it’s difficult for advisors to switch gears.

### **III. JDCA WORKGROUPS**

When soliciting updates from workgroup vice-chairs for this report, we asked who plans to attend the AEC in Cleveland, who will go to our Section’s meeting at the AEC, and who would like to return to their role as work-group vice-chair for the upcoming academic year. We also asked what topics people would like to see included on the agenda for our in-person Section meeting at the AEC. Below are the responses we received to the first three questions:

	<b>Will attend AEC?</b>	<b>Will attend AEC Section meeting?</b>	<b>Would like to continue to serve as Workgroup Vice-Chair?</b>
<b>Erik Turkman</b>	Yes	Yes	No (in order to serve as Section Co-Chair)
<b>Amelia Curotto</b>	Yes	Yes	Prefers to have someone else take on the role, but will consider if nobody else volunteers
<b>Amy Roesel</b>	Yes	Yes	Was not planning to stay on, but might be willing to consider if nobody else volunteers
<b>Kim Underdown</b>	Unknown	Unknown	Unknown
<b>Amy Rowland</b>	Yes	Yes	Yes
<b>Amy Kimmel</b>	Maybe	Maybe	Yes
<b>Jackie Russell</b>	Yes	Probably	Yes
<b>Laurie Feldon</b>	Unknown	Unknown	Unknown
<b>Robin Grieff</b>	Yes	Maybe	No
<b>Alison Finn</b>	Yes	Yes	Yes
<b>Ellen Dolan</b>	Yes	Yes	Yes
<b>Cassie Butler</b>	Yes	Yes	Yes
<b>Patrick Niebauer</b>	No	No	Yes

**Annual Education Conference / Bulletin+ Article and Webinar Planning**

Vice-Chair: Erik Turkman, The George Washington University Law School

There have been a few recent (and upcoming) articles published in the *Bulletin+* by representatives from our section.

February 2025: Alison Finn, "CDOs Grapple to Meet the Needs of Online JD Students"

March 2025: Erik Turkman, "Character Matters: Using Stoic Philosophy"

April 2025: (forthcoming) Erik Turkman, "Those Summer Days: Setting Learning Goals for 1L Summer Jobs"

Laurie Feldon planned for a March 2025 article about the transparency of law firm hiring timelines, but it is not yet published. I sent her a query about whether it was rescheduled.

2026 AEC proposals:

We received one topic proposal for the 2026 AEC, submitted by Leslie Scolnick Hauser and Mindy Finnegan. We started a new spreadsheet for collecting 2025-26 proposal ideas; Leslie and Mindy's topic submission is included therein:

[https://docs.google.com/spreadsheets/d/1srMXkFqe-5iNKmp0K6oH8ZfDR3KAZS\\_oGYUxYYCMMiE/edit?gid=575953649#gid=575953649](https://docs.google.com/spreadsheets/d/1srMXkFqe-5iNKmp0K6oH8ZfDR3KAZS_oGYUxYYCMMiE/edit?gid=575953649#gid=575953649)

I suspect more proposals will come in once we get closer to the deadline, and will plan to continue encouraging Section members to submit.

Webinars:

Despite raising the topic in section meetings and in messages to the section, no one has shared interest in any topics for webinars.

### **CSO Employer Outreach**

Vice-Chairs: Amelia E. Curotto, Villanova University School of Law; Amy Roesel, University of Cincinnati Law

The CSO Employer Outreach Workgroup is continuing their work finalizing the "Employer Outreach Checklist" resource started by previous workgroups. Our last meeting of the 2024-25 academic year is scheduled for April 29, during which we anticipate discussing any final revisions to the checklist before submitting to publish to the NALP community at large. Workgroup members have remained engaged, and they have provided suggestions for additional resources which future workgroups might consider developing, including: (1) "Frequently Asked Questions" by employers with sample answers or ways to approach the conversation; (2) a sample checklist of questions to ask and information to gather during an employer meeting; (3) sample language on how to have difficult conversations with employers (for example, issues such as diversity, mental health, or students disadvantaged by precrucing practices.)

### **JD Counseling**

Vice-Chairs: Kim Underdown, St. Mary's University School of Law; Amy Rowland, New York Law School

No report available at this time.

### **AI Topics and Trends in Student Advising**

Vice-Chairs: Amy Kimmel, UC Law San Francisco; Jackie Russell, Chicago-Kent College of Law

The group had a second meeting on March 12, 2025. The meeting focused on moving the group out of the planning phase and into action. We settled on producing one item rather than two as previously planned. This was decided based on the Lawyer PD section's AI workgroup

deciding to work on guidance for students. The workgroup is going to produce a Best Practices Guide for law schools to use when teaching students to use AI. At this meeting, we collaborated on an outline and members volunteered to work on specific sections of the outline. The group plans to meet again after the April AEC conference in Cleveland.

### **First Generation College Students**

Vice-Chairs: Laurie Feldon, Georgetown Law; Robin Grieff, Sandra Day O'Connor College of Law

We had a well-attended meeting on 11/20, with attendees from firms and schools. At the meeting, we discussed (1) making a glossary of terms for first gen students; (2) brainstorming clarification language of what first gen means; (3) how to advise first gen students and develop recruitment strategies for them.

### **Online JD Advising**

Vice-Chair: Alison Finn, Case Western

Our workgroup expanded at the start of the semester. We typically meet once a month on the first Tuesday of the month at 3 PM EST. Some of the topics that we look forward to addressing next semester include: online vs hybrid part-time, employment numbers, increasing engagement, how to deliver technical information, well-being applications for students, and our place in online orientation. We plan to meet at the annual conference to explore creating a proposal for the next annual conference.

### **JD Advantage Careers**

Vice-Chairs: Ellen Dolan, Suffolk Law; Cassie (Katherine) Butler, University of Massachusetts School of Law

The JDA work group is currently working on revisions to the JDA Guide. Our individual assignments have been distributed and are due back on 5/19/25.

### **Well-Being Steering Committee Champion**

Champion: Patrick Niebauer, New England Law

The Well-Being Committee is working on developing a one-page sheet with information on the role of the Well-Being Champion and what the person in that role can offer as a liaison to their working groups. The aim of the one-pager is to provide information to those who might be interested in serving in this role in a way that can be easily published and accessible on NALPconnect. The group has also discussed various well-being exercises and activities that promote stress management and good performance, such as sketching and playing word searches and sudoku, that give the brain an opportunity to reset and refocus. Finally, the Well-Being Committee is going to be a full committee going forward and will be considering ways to contribute more to NALP and its members. The Well-Being Committee is also working on programming to promote the Well-Being in Law Week, the week of May 5-9, 2025.