

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: January 30, 2025
RE: NALP JD Career Advisors Section Third 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, twenty-four posts have been made in NALPConnect, with 5 replies. We have closely watched the uptick in activity on our Section's Discussion Board related to the federal government hiring freeze, to assess opportunities to help facilitate connection and support.

Our Section's third quarterly remote meeting took place on Tuesday, January 14, 2025 at 2pm ET/1pm CT, 12pm MT/11am PT. There were 44 attendees, 3 of whom were new to the NALP community. The agenda was as follows:

- Welcome, ask if there's anyone new to NALP or new to our Section, and briefly review agenda
- Board Update
- Highlight that registration is open for the AEC in Cleveland and solicit questions or suggestions from the group about how to have a successful conference
- Highlight Bulletin+ articles recently published or soon to be published by Section members and solicit webinar ideas
- Work Group Reports

CSO employer outreach
JD counseling
First gen
JD Advantage
AI and CSOs (not present)
Online JD advising
Well-being

- Small group discussion of "hot topics." Groups can decide from the following suggested topics or pick their own topic.

-Pre-recruiting timelines - what are you hearing about and what questions/suggestions do you have for the group?

- Common application for diversity fellowships - are schools advising their students on using the form and have you heard from employers about using it?

- Best practices for reaching truly unengaged students - those who have never met with their CSOs may be performing poorly academically, don't come to programming, and maybe have never had a legal internship

- Reciprocity

- Close: share that we will seek work group reports from vice-members soon; the next Section meeting will be on March 4 (same time); remind attendees about the ABA training on Jan. 28; and announce the next 30 min. are for any vice-chairs and champions that want to stay on the call

Amongst other resources shared on the Zoom call, we provided links to the most recent Bulletin+ article on early recruitment by Nikia Gray; the sign up for the Newer Professionals' Forum; the new NALP Directory; and NALP's "make the case" resources to help those seeking professional development funds to attend the Annual Education Conference.

Immediately following the meeting, Kathy and Elizabeth facilitated a meeting for all work group 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 January 14, 2025 quarterly call, the membership engaged in small-group, break-out room discussions. We suggested that small-group discussion topics might include pre-cruiting, the common application for diversity fellowships, best practices for truly unengaged students, and reciprocity, but welcomed each group to talk about whatever was on their mind at the moment. After the break-out rooms returned to the full group discussion, participants shared the following take-aways:

- We are likely a cycle too soon for assessing whether the common application for diversity fellowships will be used by employers, but we are eager to continue to promote the resource.
- At least one school received a FOIA request for career service office records and emails referencing DEI initiatives, including the names of specific employers.
- Widespread agreement on wanting more resources on how best to support the truly disengaged.

III. JDCA WORKGROUPS

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.

October 2024: Laurie Feldon, "See the Student, Not the Data" (best practices for using AI)

December 2024: Millie VandenBroek, "From the Tightrope, With Love: Self Compassion Practice" (about self-compassion practice)

Upcoming planned (specific publication issue dates might change):

February 2025: Alison Finn, article about online JD Programs

February 2025: Laurie Feldon, article about AI safeguards in the hiring process

March 2025: Laurie Feldon, article about the transparency of law firm hiring timelines
March 2025: Erik Turkman: article about Stoic philosophy and potential application to law student character development

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 revising and developing the “Employer Outreach Checklist” resource. Each meeting has been focusing on a different section of the draft checklist and soliciting feedback and edits from workgroup members. The workgroup has continued to see strong attendance and participation at meetings, including suggestions for future resources. Members have been eager to connect with one another, with some members sharing their contact information to encourage discussing employer outreach-related questions outside of workgroup meetings or NALP Connect.

The next workgroup meeting is scheduled for Tuesday, February 25, at 3:00pm EST.

JD Counseling

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

We did not receive enough responses from the OCI survey so we are reaching out to schools in each NALP region to get an idea of what is happening in each area. We hope to have gathered all data by Feb. 14 to have a best practices guide drafted by March 15.

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 November 14, 2024. The meeting focused on 1) the potential for collaborating with a similar workgroup out of the Lawyer PD section; 2) the two tracks the group plans to divide into – best practices for career offices and specific guidance for students; and 3) next steps. The group plans to meet in February to begin our work in earnest. At our next meeting we will assign group members to tracks and explain how collaboration with the companion workgroup will work. We also plan to solidify the work product(s) the group wants to produce at this meeting.

First Generation College Students

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

- The group had a well-attended meeting on 11/20, with attendees from firms and schools
- At the meeting, they 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.
- They are working on scheduling their next meeting

Online JD Advising

Vice Chair: Alison Finn, Case Western

Our work group 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 also have an article connected to online career advising upcoming in February.

JD Advantage Careers

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

The JD Advantage Careers Work Group has met twice on October 3, 2024 and January 15, 2025. A December meeting, scheduled for December 11, was not held in light of a conflict with the NALP/PSJD Public Service Conference on the same day. Seven (7) new members have joined and been welcomed to the group during these meetings.

During the Work Group's meetings, updates on group charges and other initiatives were discussed, including the following:

- Members provided updates on recent changes they have made to JD Advantage programming at their schools, and on progress made towards other NALP initiatives.
 - Kathy Greenier, University of Richmond School of Law, reported success on offering a program for students which combined both JD Advantage and emerging careers. The program featured alumni panelists in compliance representing the JD Advantage career field, and General Counsel for a large corporation representing the emerging career field, which resulted in greater participation and engagement from students.
- Celestine Oglesby, Ave Maria School of Law, provided an update on two projects related to the NALP Annual Education Conference.
 - The first relates to an accepted RFP to be presented during the upcoming AEC. The program will highlight and provide the perspective of the JD Advantage employer, offering comprehensive insights into JD Advantage careers, focusing on understanding employer needs, guiding students and alumni, and dispelling misconceptions. Another new member of the Work Group, Kimberly Fine, Ex Judicata, will present as a panelist during this session.
 - The second relates to an effort to include a JD Advantage employer or professional association as part of the AEC's vendor resource center. This initiative remains underway and is awaiting further response from NALP leadership.
- Work Group Co-Chairs provided an update and solicited volunteers to assist on the project related to the JD Advantage Career Guide
 - Ellen Dolan, Suffolk University Law School, provided an overview on the status of updates to the 2020 JD Advantage Career Guide. Updates to the Guide, originally published in 2020, began by Work Group members in 2023, and need to be finalized. Comprised of an introduction, 11 career areas, and 3 appendices, Work Group volunteers and co-chairs are diligently working to substantively

review assigned sections, edit content, and update links. The timeline of this project has been extended to be completed during the Spring of 2025.

- Three Work Group volunteers have submitted an Article for NALP's Bulletin+. The article, "The JD Advantage: Rethinking Legal Careers: Turning Legal Expertise into Opportunity", was authored by Celestine Oglesby, Director for the Office of Professional Development, Ave Maria School of Law; Meredith Wiggins, Assistant Director of Professional Development, Washburn University School of Law; and Frannie De Simone, Associate Recruiting Manager, Faegre Drinker Biddle & Reath LLP.
 - Discussion was had on the work group's charge relative to a JD Advantage Career Week. As the focus of the initial Work Group charge was to provide a model for schools to adopt and adapt for their own programming purposes, and that subsequently, the group executed two consecutive JD Advantage Career Week programs in 2023 and 2024, and has published recordings of each panel and resources to advance schools' initiatives on offering similar programs, all available on NALP's website, it was decided that the group would not pursue a JD Advantage Career Week this year. Discussion continues on whether an alternative to a JD Advantage Career Week, in the form of a shorter podcast/interview style program, should be pursued.
- Most recently, discussion was had on the prospects for JD Advantage careers for the Class of 2025 and future classes. One group member noted that many large companies are moving JD Advantage jobs in-house, including for entry-level positions, which may be a boon for upcoming graduating classes.

Next Meeting: Wednesday, February 19 at 1:30pm EST