

MEMORANDUM

TO: Alison Ashe-Card, Board Liaison

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

CC: Claire Nash

DATE: February 3, 2022

RE: NALP JD Career Advisors Section Quarterly Report

SUMMARY OF ACTIVITIES

On January, 13, 2022, we held our third quarterly meeting for 2021-2022. Approximately 23 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 and share something they did over winter break. We invited our vice-chairs to provide updates on their Work Groups and then spent the last part of the meeting polling members and discussing topics related to 1L counseling and NALP's Developing the Professional Lawyer student tip videos.

WORKGROUPS

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

Five of the eight RFPs submitted for the Annual Education Conference on behalf of the Section were accepted.

On December 9, the JD Career Advisors Section in conjunction with the International & Advanced Degree Advising & Recruiting Section offered an "International Student Advising Q&A for JD Advisors" to all NALP members. Approximately 65 members attended. The program was moderated by Shujun Tian (Georgetown), Chair of NALP's International & Advanced Degree Advising & Recruiting Section, and featured Clara Solomon (NYU), Amy Kimmel (UC Hastings), and Caroline Springer (Georgetown) as speakers. The speakers reviewed the varying presentations of an "international" student before discussing visas, strategic advising, and programming and resources to support international students. The speakers answered audience questions throughout the program. Based on the interest in the program as well as the complicated and ever-changing landscape of international advising, we strongly recommend

that NALP encourage or sponsor the development and maintenance of additional resources on advising international students.

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

The Employer Outreach Work Group has completed its survey on employer background checks and Work Group members will send the survey to five NALP employer colleagues within their network during the month of February. (The vice-chairs plan to ask for responses by Friday, February 25.) Group members will track their outreach in a shared Google sheet to ensure broad geographic representation and that there is no duplication of outreach efforts. Vice-chairs Cassandre and Amy will review the results with the hope of finding consistent trends and will share the results – without attribution to particular employers – with members of the group and the NALP Board. We believe the results will dictate the best format to share the information with the Section.

The Work Group's next meeting is scheduled for February 23.

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

The JD Counseling Workgroup is continuing its evaluation of potential additional topics for videos in the Developing the Professional Lawyer series, and recognize that NALP may have a budget to move forward now towards creating those videos. Using NALP Connect for the JD Career Advisors Section, the vice-chairs collected additional suggestions from members on videos that would be helpful. Ideas included videos on professional attire, the value of mentors, creating a professional reputation, high-quality writing, how to approach an employer at an in-person or zoom networking event, and project and time management. We are now considering which of these to suggest for priority. Prior video ideas were on using honorifics in written communication, informational interviews and networking strategies at attorney networking events.

Section Co-Chair George Podolin is checking with the Solo/Small CSO section to see if there is a good Work Group there for collaboration since the smaller offices may benefit the most from this video series.

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

The First-Gen Work Group has reviewed the results of their survey to NALP-participating law schools regarding their schools' first generation programming. The "Tips and Best Practices for Initiating or Supplementing First-Generation Programming for Law Students" resource has been finalized and approved for distribution by NALP. It will be shared with the JD Career Advisors, Diversity, Equity & Inclusion, and Law Student Professional Development Sections via NALP Connect.

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

The past quarter continues the momentum of activity within the JD Advantage Work Group with which we started our tenure as vice-chairs. The Work Group has met on three occasions since our last report: October 27 and December 8, 2021, and January 26, 2022.

The following is a summary of initiatives:

Annual Education Conference Proposals

Members of the Work Group submitted two proposals, one of which was accepted for the 2022 Conference:

- Kayla Doiron (Oklahoma), Steve Grumm (Legal Aid of Western Michigan), Debra Henley (Florida State), Delanté Spencer Thomas (Case Western Reserve): “The ABCs of JDA: Practical Pathways Toward Rewarding ‘Alternative’ Careers” (accepted)
- Anton Pal Montañó, Delanté Spencer Thomas: “Cut from the Same Cloth: Navigating Emerging Legal Markets & The JD Advantage,” (not accepted this year)

Charges for 2022-23

We have established three subgroups within the Workgroup to work on three respective initiatives:

1. JD Advantage Podcasts

The group has been charged with conducting 1:1 recorded interviews with JD Advantage professionals about their career paths, day-to-day work and industries, with the goal of completing at least one interview representing each of the subject areas detailed in the 2020 NALP JD Advantage Career Guide. The work will be underway, with several interviews completed. These will be submitted to NALP for eventual release to the NALP community as resources for advising students.

2. JD Advantage Career Week

Using the JD Advantage Career Week Template submitted in 2020-21, this subgroup is in the process of organizing three 90-minute series of panels on March 1-3, 2022, respectively. Each panel will introduce several related JD Advantage careers, groups in the following categories:

- Business and Financial Services
- Technology, Innovation and Intellectual Property and Privacy
- Government and Regulatory

The subgroup is in the process of finalizing moderators and panelists in the coming week, as well as publication materials.

3. *De-Stigmatizing JD Advantage*

The workgroup has undertaken three projects:

- Project 1: JDA Survey to be shared with NALP members in order to better understand perceptions about using JDA terminology and whether we should consider alternative names or other ways to market these career paths.
- Project 2: Assembling a library of successful JDA Program Titles and Descriptions
- Project 3: Assembling resources providing JDA Salary Data

The subgroup has reached out to the larger Work Group for assistance in collecting these resources that we hope will come to fruition with several new tools for the NALP community that were not widely shared in the past.

Professional Development

We conducted a poll of potential ideas for professional development of the Work Group, Section, and at-large members and the following topics were identified:

- Data Privacy careers and advising
- Working with recruiters in securing opportunities for students and graduates in JD Advantage Careers
- Career advisor well-being amid COVID

Each idea has at least one volunteer willing to work on developing programming around these. Recognizing that it may not be feasible to deliver programming around all three topics, George Podolin wisely advised considering them as potential Annual Conference session ideas for 2023 as well.

- ***Recruitment Tools Evaluation - Vice Chair: Maureen (Mo) Reilly (UPenn)***

Mo has no additional updates for this quarter.

In November 2021, Simona Suen stepped down from her role as vice-chair when she left her role at Minnesota for a non-NALP position. We reached out to Mo for leads on a replacement. Mo suggested a NALP member who was involved in the Recruitment Tool Evaluation Work Group but the person was not a member of our Section. During a discussion with NALP President Tracy Mundy Jenkins and Board Liaison Alison Ashe-Card in early January, we discussed whether it made sense to find a volunteer to join for the remainder of the term or

focus or whether to allow a new volunteer to start fresh with new charges at the start of the new term. We are following up with Mo to get her thoughts.

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

Twenty-four new members joined the section and two left the group from October 1, 2021, to January 13, 2022. A welcome email was sent to the new members and an invitation was extended to a Zoom welcome meeting on February 10, 2022 at 3:00 p.m. CST. Several members acknowledged the invitation and plan to join the meeting.

Beth Lee continued outreach as Chair by connecting with the new members of the Section. After Grace Roede left as Vice-chair and a call for volunteers interested in serving as a replacement was posted to the JDCA Section on NALP Connect, the position remains open.

The plan for 2022 is to continue to run reports quarterly and invite new members to connect for a Zoom meeting. Beth hopes to build connections within our new member group and boost member engagement.

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

Bev has no updates for this quarter. She continues to await guidance from the NALP Advisory Group.

ENVIRONMENTAL SCANNING

During our Section call on January 13, we used the poll feature in Zoom to gather information from our attendees and start our discussion related to 1L advising and the use of NALP's Developing the Professional Lawyer Student Tip Videos. With respect to poll results, we should note that the number of poll respondents (19 and 17) is small compared to the overall size of the Section so it is hard to tell if these results are generalizable. We are also including some recent discussion from NALP Connect related to 2L engagement.

- **General topic: 1L Advising**

Poll Question: How stressed did 1Ls seem / do 1Ls seem about their summer job search compared to previous years?

Responses	# of Participants	Percentage
More stressed than previous years	9	47%
About the same as previous years	12	63%

Less stressed than previous years	0	0%
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Discussion

To kick off the discussion, we shared that during a West/Rocky Mountain Regional Call in December, a NALP member reported an increased amount of stress among 1Ls around diversity fellowships. One school mentioned seeing similar stress in their students with respect to these particular opportunities, sharing that a 1L said they were “more concerned about their personal statement [for their diversity application] than they were for finals.” Another school agreed with the increased stress around diversity statements and that many students were asking for help with them. While the school offered a program on writing diversity statements, they found it challenging to provide advice because some international students who were interested were unable to point to negative experiences or challenges they had due to their diversity.

Other schools reported an increase in 1L stress for other reasons. Many schools had deadlines related to interview programs around the time of our Section Meeting in early January and counselors were receiving many late and last minute requests for help. There also continued to be elevated levels of stress around COVID. Some students (and potentially their family members) tested positive for COVID over the break, which may have distracted them from focusing on CSO deadlines. Some schools also faced uncertainty about whether and when students would be returning to classes in-person due to the omicron surge.

- **General Topic: NALP’s Developing the Professional Lawyer Student Tip Videos**

Poll Question: Have you referred a student to one of the videos in the last 6 months?

Responses	# of Participants	Percentage
Yes	3	18%
No but I did more than 6 months ago.	5	29%
No. I wanted to but I couldn’t find them.	0	0%
No. I forgot these videos exist.	7	41%
No. I didn’t find the videos useful for our students.	0	0%
No. We refer students to similar resources created by our office.	3	18%

Poll Question: Have you watched any of these videos in the past 6 months?

Responses	# of Participants	Percentage
Yes	5	29%
No but I did more than 6 months ago.	8	47%
No. I wanted to but I couldn't find them.	0	0%
No. I forgot these videos exist.	4	24%
No. I didn't find the videos useful.	0	0%
No. We have similar resources created by our office.	0	0%

Discussion

During the Section Meeting, members had a more general discussion about these videos. One member commented that we need more videos since they were “incredibly useful.” Another mentioned that she shared a link to a video from an email because the videos were “impossible to find on the website.” A third member, however, was able to find the videos on the website and shared them with an LRW instructor at her school who had asked for resources on the topics presented. According to another member, what made these videos good is that they were short (6-8 minutes) and targeted.

As mentioned above as part of the JD Counseling workgroup update, George Podolin will be reaching out to the Small/Solo CSO for additional input on the videos.

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

In the Environmental Scanning section of our last Report to the Board, we noted an observation that some 2Ls who had been wholly remote last year were facing anxiety from being in-person. The impact of remote learning on students was raised again more recently on NALP Connect. On February 2, 2022, a member kicked off a discussion with a post that stated: “We are curious to know if you have seen a decrease in student engagement with on-campus recruiting and online internship applications, particularly in your 2L classes. Many students in this class are on campus for this [sic] first time after spending their 1L years learning remotely. We've done a lot of outreach and communication to students, however we are seeing a lower percentage of the class engaging in OCI and internship applications through Symplicity. We are interested to hear if you've seen similar trends or to just generally hear how your 2L class is transitioning if they spent a good deal of last year online.”

Several Section members provided quick replies and shared similar stories of a lack of engagement by 2Ls with their OCI programs. Some schools have increased their outreach and communication to 2Ls to encourage them to apply. One member even provided an in-person reminder of an upcoming deadline prior to a required 2L class. Another school also reported low 2L OCI applications as well as less 2Ls working part-time during the school year, which is something students in previous classes usually did to gain experience.

It will be important to keep engagement with the Class of 2023 on the radar, especially as they become 3Ls. We should also be mindful of the impact that the fits and starts of in-person classes that have characterized the 1L experience of many in the Class of 2024 may have on their engagement with their school's CSO and their own career development.