

## MEMORANDUM

**To:** Gwen Ferrell, Board Liaison

**From:** Mary Beth Nielsen, JD Career Advisors Section Chair

**Cc:** Fred Thrasher, Deputy Director

**Date:** June 23, 2020

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

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### **SUMMARY OF ACTIVITIES**

On May 5, 2020, we held our first quarterly section call and kick-off meeting for 2020-2021. Over 65 members joined our Zoom call, where we discussed this year's work groups, their charges and heard updates from continuing work groups. The members also discussed issues facing them in this new time including grades and the change to pass/fail, decisions being made by schools in regard to recruiting and how to provide programming to students in the fall. Many members were interested in learning more about how to provide quality remote programming or additional resources for students when in-person programming is not available. Despite differences in school sizes, office sizes, geographical location, these were issues facing all members and the newness of adjusting events, programming and advising to this new normal was felt across the board.

As noted below, the JD Career Advisors Section is off to a strong start despite not being able to meet in person in May.

### **WORK GROUPS**

#### ***Annual Education Conference/Bulletin Articles and Webinar Planning***

Vice-chairs: Hallie Prest (Minnesota) and Alexis Joyce (Pepperdine)

Hallie oversaw the Bulletin Article RFP process for the JD Career Advisors Section. The section submitted 7 articles to Andrew Parker on behalf of the section. Those submitted include:

- Employer Outreach in the Time of the Pandemic
- Excelling as a Remote Legal Intern/Extern/Summer Associate
- Tips for Counseling Students Remotely
- Virtual Interview Preparation
- Law Student Financial Literacy/Financial Considerations in Career Exploration
- Helping Students Manage Anxiety/How to IRAC Anxiety
- Job Search Resilience – cosponsored by the Well Being Committee

Alexis is overseeing the Conference RFP process. She actively reached out to members who were selected to present at the 2020 AEC and encouraged them to resubmit their programs. To date, we have 6 RFPs submitted on the following topics: Peer Counseling, Soft Skills, Employment Reporting, JD

Advantage Stigma, Top JD Advantage Careers, and Impact ESG. We continue to reach out to members to encourage more submissions on behalf of the section.

### ***Member Relations***

Vice-chairs: Beth Lee (SMU) and Valerie Castelo (UC - Berkeley)

Thirty new members joined the section from March 15 to May 24, 2020. Valerie and Beth sent an e-mail to all new members welcoming them to the group and offering to speak with each individually. Eighteen of the new members scheduled meetings to learn more about the purpose and role of the section, how they can become more involved in NALP, and the tools and resources that will be helpful to them.

Each month they will run a report to learn of new members and welcome them to the work group.

Additionally, Beth contacted Fred Thrasher to inquire about the ability to generate a report of NALP members who are not members of the section for outreach purposes. Fred mentioned a report of "Community Members Joined and Left" in the reports sections under settings and gave her access to generate the report. The reports do not include e-mail addresses, so they will need to be obtained from the NALP membership directory.

This work group has proven to be effective in getting members involved within the section – we filled a couple of vice chair roles through this outreach.

### ***CSO Employer Outreach***

Vice-chairs: Kourtney James (Houston) and Jill Backer (Pace)

The CSO Employer Outreach Work Group submitted a proposal for a Bulletin article – *Employer Outreach in the Time of the Pandemic* – and are in the process of brainstorming for another. The group is also reviewing the current shared document "Employer Outreach Guide" to determine best updates and how it can be adjusted for 2020-2021.

### ***JD Counseling***

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

The JD Counseling Workgroup continues to work on its draft of a resource to help advisers work with students on salary negotiations, and has initiated communications with the Public Service Section about potentially developing a resource for advisers about the government background check/clearance process for interns and post-graduate hires.

### ***First Generation College Students***

Vice-chairs: Kate Harrison (Mercy) and Becky Fitzsimmons (Villanova)

The vice-chairs and I have a meeting scheduled for Friday, June 26 to discuss the work of the group going forward.

I recently added the second vice-chair, and I have spent the last month in an information gathering quest for these leaders as to where last year's group left off. We were informed their survey was

approved, so we were seeking more information on what they had proposed and how the previous group had intended to use the survey information.

I reached out to both former vice-chairs on multiple occasions for an update and received no response. Additionally, Jessica Tomer, who they were partnering with on their resource, has left New England Law for a secondary institution. I reached out to her for more information and also received no response.

Using the information from the April 2020 Board report, the vice-chairs and I will determine the best way to move forward with the work. The information we have on their plans is included below.

*The Work Group hopes to quantify the estimated percentage of law students, nation-wide, who are first generation students who encounter issues with respect to their First Gen status. To achieve this, Jessica will draft a survey for NALP members to complete. They hope for good response rates based on the fact that responding schools will be featured in the resource. The resource will start with general information and statistics, and then list schools, either alphabetically or grouped by programming themes, with summaries of the First Gen programming they have offered and their thoughts on how successful each effort was. The impetus for this resource idea was a similar resource on professionalism programming that was launched by NALP a few years back.*

### **JD Advantage Careers**

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

The JD Advantage Work Group held two meetings to brainstorm ideas and solidify plans for their work in the 2020-2021 year. They are actively promoting the JDA Career Guide by circulating via fellow consortium members, regional groups, LinkedIn, student newsletters and Symplicity. They submitted several RFPs on JDA Careers for the 2021 Annual Conference. This year the group hopes to focus on the below three projects and are in the process of forming sub-groups for each.

**Project 1:** Create a model for regional career fairs (virtual and/or live format)

**Project 2:** Collaborate with NALP and Law School members to create a national JDA-focused week (virtual and live programs). Design a webinar series and live program ideas that schools can implement.

**Project 3:** Create a podcast series on JDA careers (interview attorneys for each career path outlined in the Guide) to be posted on NALP website.

### **Recruitment Tools Evaluation**

Vice Chairs: Nicole Simmons (Texas) and Simona Suen (Minnesota)

Simona and Nicole met in June to discuss the workgroup, charge and strategies for engaging employers in this challenging environment. Based on what the industry looks like, they expect launching new recruitment tools may be put on the back burner by employers managing the fallout of COVID-19. Simona established an online workspace for them to upload relevant resources and work product. They are in the process of reaching out to the corresponding vice-chairs with the Recruiting and DEI sections.

### ***Knowledge Management***

Vice-Chair: Laurel Hajek (Louisville)

This was the last work group to receive a vice-chair. Laurel has connected with Andy Hales, and they will be meeting soon to go over the charge and ways to move forward.

### **ENVIRONMENTAL SCANNING**

During the Section Call on May 5, members engaged in a robust discussion of how COVID-19 and the move to remote work has affected their ability to work with students and engage employers. Topics discussed included advising students on how to showcase grades to employers and indicate the school's grading policy for spring 2020. Another big area of interest for the group was how to provide quality online programming to students during the fall semester. At the time, schools were planning in-person events with an online backup plan. The group also discussed recruiting programs and on-campus interviewing, career counseling and remote job search strategies for students and the job outlook for students and recent graduates. Members also brainstormed bulletin article ideas based on these relevant topics.