

## MEMORANDUM

**TO:** Alison Ashe-Card, Board Liaison  
**FROM:** Beth Maoui & Marti McCausland, JD Career Advisors Section Co-Chairs  
**CC:** Claire Nash  
**DATE:** June 27, 2022  
**RE:** NALP JD Career Advisors Section First Quarterly Report

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### I. SUMMARY OF ACTIVITIES

On April 7, 2022, we held our first JD Career Advisors (“JDCA”) section meeting for 2022-2023 at the NALP Annual Education Conference (“AEC”) in New Orleans, LA. Approximately 15 members attended this in-person meeting. Because of the intimate size of the meeting, each member in attendance introduced themselves. We reminded members to join the section using NALPconnect and called for volunteers for section workgroups. We also shared the deadlines for 2023 Conference RFPs (May 6, 2022) and Bulletin+ RFPs (June 15, 2022), and the date of the first JDCA section quarterly meeting (April 27, 2022). We next did some environmental scanning, which is discussed at the end of this report.

On April 27, 2022, we held our first JDCA quarterly meeting. Approximately 25 members attended the Zoom meeting. After welcome greetings by the co-chairs, we had members join Zoom breakout rooms so they could say hello to each other in smaller groups. For the first round of breakout rooms, we suggested two discussion topic ideas: (i) NALP AEC: For those who attended the NALP AEC in New Orleans, did they have a favorite session or was there a key takeaway they learned at the conference? and (ii) 1L Counseling: Are there any noticeable issues you are experiencing with 1L counseling? For example, do most of your 1Ls have summer positions? Do any JD Advisors notice an uptick in 1Ls still not having summer positions? Group representatives then shared key discussion points from the breakout rooms.

We then called for volunteers for work group vice-chair positions. In the Zoom chat, we shared our Google spreadsheet and encouraged section members to volunteer for vice chair positions via the spreadsheet (see <https://docs.google.com/spreadsheets/d/1obt053vvE6c2Exz5bUbS4EMxYO6fF1auWFytqe9hjGU/edit#gid=0>). We next introduced Arturo Thompson (Assistant Dean of Career Development, S.J. Quinney College of Law, University of Utah) as filling in at the meeting for NALP Board Liaison, Alison Ashe-Card. Next, we provided another deadline reminder on 2023 Conference RFPs and Bulletin+ RFPs. In the Zoom chat, we shared our Google share spreadsheet and encourage section members to submit ideas via the spreadsheet (see <https://docs.google.com/spreadsheets/d/1wEYHZTOxF3nxPi6CHRADGWGIZHgYXNz0zqbFBypzAw/edit?pli=1#gid=1125108116>).

We then did a second round of breakout rooms. The suggested discussion topic idea was: What key challenge is facing you and/or your office now or in the last few months? Group representatives then shared key discussion points from the breakout rooms. Last, we reminded

members that our next JDCA quarterly meeting will be held on Wednesday, August 10, 11:00 PT/2:00 ET. We are looking forward to a productive year.

## II. JDCA WORKGROUPS

The following are updates on the JDCA workgroups provided by each workgroup's vice chair(s):

**1. Annual Education Conference / Bulletin+ Article and Webinar Planning (Vice Chair(s): Tom Lee, Penn State Dickinson Law, [thomas.lee@psu.edu](mailto:thomas.lee@psu.edu))**

Tom helped to solicit RFPs and shared a spreadsheet to record section RFPs, article ideas, and webinar ideas. Nine RFPs were submitted from JD Career Advisors, with seven receiving approval/sponsorship from the JDCA workgroup. Tom submitted a ranking of RFPs to Marti and Beth on May 26th. A joint JD Career Advisors Section and Newer Professionals Section Bulletin+Article brainstorming session is scheduled for Friday, June 24 at 12:00 pm EST. The article brainstorming session was promoted by the co-chairs of JD Career Advisors and Newer Professions through an email announcement via NALPconnect.

**2. CSO Employer Outreach (Vice Chair(s): Ruby Sheikh, Georgetown Law, [ris6@georgetown.edu](mailto:ris6@georgetown.edu) and Carole Yeatts, University of Richmond Law School [carole.yeatts@richmond.edu](mailto:carole.yeatts@richmond.edu))**

Carole and Ruby met on June 13 to discuss strategies to solicit more volunteers for the CSO Employer Outreach group—so far the members are Ruby and Carole! We plan on reaching out to NALP members involved in OCI recruitment and employer outreach efforts in July and hope that we can begin discussing our group's charge once we have a core group of members. We also discussed last year's charge (Law Firm Background Check survey) and thought we could expand the survey to include public interest and government organizations and smaller law firms this year.

**3. JD Counseling (Vice Chair(s): Lorelei Craig, University of Oregon, [lcraig@uoregon.edu](mailto:lcraig@uoregon.edu), and Katie Shaw Rabinowitz, Temple University Beasley School of Law, [katie.rabinowitz@temple.edu](mailto:katie.rabinowitz@temple.edu))**

We met on June 23rd to discuss the three topics for videos for the NALP website: honorifics, informational interviewing, and networking. We discussed honorifics first since that is what was suggested to us, and have come up with a strategy to develop an outline for a storyboard using the resources presented to us as well as outside resources. Lorelei will be reaching out to Fred Thrasher to take him up on his offer to speak with us about the honorifics video, and we hope to be able to meet with him in mid-July.

Katie will be developing the first draft of the honorifics outline based on the NALP article from December 2021 and will start an outline for networking while Lorelei will start to develop an outline for informational interviewing. We will then fill in any gaps to have something more substantive.

Lorelei is also reaching out to Tony and Jeff who put together the NALP storyboards previously so we can come up with the best strategy in doing so ourselves.

**4. First Generation College Students (Vice Chair(s): Tammy O'Hara, New York Law School, [tammy.o'hara@nyls.edu](mailto:tammy.o'hara@nyls.edu), and Chris Neal, Temple Law School, [christopher.neal@temple.edu](mailto:christopher.neal@temple.edu))**

After the first JD Advisors quarterly meeting on April 27th, we reached out to Beth and Marti (section chairs) to ask questions and gather more information about expectations concerning the working group. We also reached out to the previous vice-chairs to get their advice on moving forward.

On May 24th, we met to brainstorm ideas for content for any webinars or articles in the future. We used the time to get acquainted and share our own experiences with being first generation law students and how we can best serve students as law career counselors. We came up with a list of topics organized by class level (1L, 2L, 3L, etc.). Some topics centered around emotional stressors of a first gen student such as imposter syndrome, perfectionism, belonging, etc. Other topics were more practical such as how to network from ground zero. We ended up with a comprehensive list of topics to consider for the upcoming year.

On June 16th, we met with the previous vice-chairs of the working group. The majority of the discussion was centered around understanding the work that they did last year and assessing what can be continued. Last year, the working group published an article about how to start a First Gen program at a law school. After understanding the content, method of research, and highlights from the data, we concluded that a logical next step would be to create a webinar.

Going forward, we want to host a webinar on the article that was published last year. We also want to publish an article about the life-cycle of First Gen counseling. We will be proposing these ideas in the next section meeting on June 24th. Our next working group meeting is scheduled for June 30th at 10AM. We plan to post a meeting invite in the section's page on NALP connect.

**5. JD Advantage Careers (Vice Chair(s): Quaime Lee, Northeastern University School of Law, [q.lee@northeastern.edu](mailto:q.lee@northeastern.edu), and Kathy Greenier, University of Richmond, [kgreenier@richmond.edu](mailto:kgreenier@richmond.edu))**

The Workgroup met twice during this quarter: May 4 (22 in attendance), and June 22 (14).

**Programming:** Debra Henley (Florida State Univ. College of Law), Steve Grumm (Legal Aid of Western Michigan), Delanté Spencer Thomas (formerly Case Western Reserve University School of Law), and Kayla Doiron (University of Oklahoma College of Law) presented at the 2022 Annual Education Conference (AEC) on “Practical Pathways Toward Rewarding JD Advantage Emerging and ‘Alternative’ Careers” on April 7, 2:30-3:30 p.m. Debra, Kayla, and Delanté shared afterwards that the resources and handouts they gave to conference attendees – resources culled from this workgroup – were particularly valuable. A number of workgroup members attended this session and applauded the presenters' work.

Irina Gomelskaya (New York Law School), Kathy Greenier (University of Richmond Law), and Rhonda Rittenberg (Northeastern Law) proposed a panel titled “You give us 60 minutes, we'll give you a JD Advantage Career Week” for the 2023 AEC.

Jocelyn Salvatori (University of San Diego School of Law), with Kathy Greenier's assistance, organized a panel titled Advising Students on Data Privacy and Cybersecurity Careers, featuring

four professionals engaged in data privacy and cybersecurity careers. J. Salvatori moderated the panel on Wednesday, June 15, via Zoom. There were 93 registrations and 57 attendees, with very positive anecdotal feedback about the substance of the program. The recording can be found at the following links:

- FOLDER (with all files):  
<https://richmond.box.com/s/y8vg8awveog5i8qerumu60tcp8x0c81q>
- VIDEO 1 (speaker only view):  
<https://richmond.box.com/s/fi5qjymiblngb9xsib0pbdsncg3j8i2g>
- VIDEO 2 (all attendees view):  
<https://richmond.box.com/s/cm02rqdnaawnhrk98mz58wgcpwd2d4x2>
- AUDIO: <https://richmond.box.com/s/uqswalsdp31snxv3tmb4w40qkb09pm65>

The Workgroup expects to conclude recordings in 10 different subject areas from the 2020 JD Advantage Resource Guide, to be published by the end of summer 2022 on the NALP JD Advantage Resources web page.

**Looking Ahead:** The Workgroup is currently planning a program focused on orienting career advisers to how recruiters and human resource professionals evaluate legal talent for JD Advantage jobs, including raising awareness to potential considerations and pitfalls.

The Workgroup is also working with the NALP Well-Being Interest Group on potential well-being professional development programming for members, specifically those working within law schools. More details to follow.

The Workgroup is currently considering ideas for new charges for 2022-23, including a likely update to the 2020 JD Advantage Resource Guide and a second JD Advantage Career Week series of panels after the recent successes of both endeavors.

**6. Recruitment Tools Evaluation (Vice Chair(s): Lauren Jackson, Howard University School of Law, [lauren.jackson@law.howard.edu](mailto:lauren.jackson@law.howard.edu))**

As of the date of this Quarterly Report, no update was provided by this work group.

**7. UBE Score Portability (Vice Chair(s): Kimberly Underdown of St. Mary's University School of Law, [kunderdown@stmarytx.edu](mailto:kunderdown@stmarytx.edu))**

On April 27th, George Podolin provided me with the word document of this chart. The document was last updated in 2018. The data in the chart is currently under review and being revised as needed. Once the data is updated, we will submit to NALP to get the website updated as well.

**8. Legal Internship Guide (Vice Chair(s): Marcie Y. Davis, Dedman School of Law, Southern Methodist University, [mydavis@smu.edu](mailto:mydavis@smu.edu), and Tami Diebel, Iowa College of Law, [tami-diebel@uiowa.edu](mailto:tami-diebel@uiowa.edu))**

On June 8th, Marcie and Tami connected to begin working on creating a Legal internship guide for a narrow niche market of corporate entities who want to create an internship for law students and are looking for guidance on how to go about doing this.

**9. Member Relations (Vice Chair(s): Felipe Alonso III, University of Oregon School of Law, [falonso@uoregon.edu](mailto:falonso@uoregon.edu))**

As of the date of this Quarterly Report, no update was provided by this work group.

**10. Knowledge Management and Resource Implementation (No Vice Chair volunteers as of 6/27/22)**

As of the date of this Quarterly Report, there are no volunteers for this work group. The stated purpose of this group is to: “Identify top resources relevant to the section and collaborate with the NALP staff to explore location options for the compilation to provide easy access.”

Upon the advice of Board Liaison, Alison Ashe-Card, the JDCA co-chairs asked the JDCA work group vice chairs to coordinate with the JDCA co-chairs and Alison to make sure that any resources that they create are made accessible to NALP members. Vice chairs are welcome to share these resources on NALPconnect as well.

**11. DEI Liaison (Vice Chair(s): Nicole Netkin-Collins, Villanova Law, [nicole.netkincollins@law.villanova.edu](mailto:nicole.netkincollins@law.villanova.edu))**

As of the date of this Quarterly Report, no update was provided by this work group.

**12. Well-Being Champion ((Vice Chair(s): Kimberly Underdown of St. Mary's University School of Law, [kunderdown@stmarytx.edu](mailto:kunderdown@stmarytx.edu))**

As of the date of this Quarterly Report, there are no updates in this space.

**13. Communications, Social Media & Marketing (No Vice Chair volunteers as of 6/27/22)**

As of the date of this Quarterly Report, there are no volunteers for this work group. Note that no Vice Chairs served in this role in 2021-2022. The stated purpose of this group is to: “Develop at least four (quarterly) social media posts to share with the NALP staff and conduct monthly member outreach on NALPconnect to update the membership about the work of the group.”

Upon the advice of Board Liaison, Alison Ashe-Card, the JDCA co-chairs encouraged the JDCA work group vice chairs to post what their work group is doing on NALPconnect. As of the date of this Quarterly Report, there was a total of 14 posts by the JDCA co-chairs and vice chairs on NALPconnect for the quarter.

### **III. ENVIRONMENTAL SCANNING**

Between the two April JDCA meetings, the following JD career advising topics and issues were discussed:

- Schools are seeing an uptick in law students renege on accepted job offers. In response to this, on NALPconnect, we shared the article ““On Second Thought...”: Working with Students Who Renege on Accepted Offers,” by George Podolin (Assistant Dean for Career Services at William & Mary Law School). We recommended this article as a resource when

thinking about how to handle this challenge in JD career advising.

- First-year law students (class of 2024) seemed less urgent about finding 1L summer jobs and/or less proactive about using the resources of the CSO offices. These same students may be very focused on 2L summer jobs at biglaw firms but not plugged into their 1L summer job search.
- Ongoing challenges of advising and helping international law students find post-grad positions in the United States.
- Law school CSO attrition seems to be higher than normal and JD career advisors are leaving schools for better resourced jobs at law firms. One key factor could be increasing private sector salaries (such as the new biglaw entry level salaries at \$215,000) compared to stagnant law school salaries. Another consideration is whether the COVID-19 “Great Resignation” is impacting law school retention.
- Career advising burnout. Although members seem to be adjusting some to the COVID model of work, many members are exhausted by the continued challenges that COVID has brought on.
- Some CSOs have staff shortages and are thinking of innovative ways to address this. For example, some schools use student ambassadors or part-time student workers to help their offices. Some schools ask alumni to help co-sponsor events.