

MEMORANDUM

TO: Deborah Snyder (Board Liaison) and Fred Thrasher (Deputy Director)
FROM: Kathy Greenier and Erik Turkman, JD Career Advisors Section Chairs
CC: NALP Office (reports@NALP.org)
DATE: March 26, 2026
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, and the section is looking forward to the Annual Education Conference (AEC) next month as well as the academic year ahead. We are thrilled that Erik Turkman will be returning to the role of Section Chair and will partner with Quaime Lee (Northeastern Law) as his co-chair. Kathy Greenier, outgoing Section Chair, Erik, and Quaime will meet next week to begin planning the section's in-person meeting at the AEC. Since the last JD Career Advisors Section (JDCA) quarterly report (January 29, 2026), 17 posts have been made in NALPConnect, with three replies.

We hosted a remote meeting on Thursday, March 12, 2026. Forty-one people attended, and one person identified themselves as new to NALP. The agenda was as follows:

- Welcome and introductions
- Call out March *Bulletin+* articles published by Section members
 - "Highlighting Law School Innovation: How Legal Education is Adapting to AI," by Celeste Oglesby: <https://nalpbulletin.mydigitalpublication.com/march-2026/page-23>
 - "Practical Tips for a Successful Summer: When, how, and what to communicate to busy 1Ls and 2Ls," by Jolynn Caroline: <https://nalpbulletin.mydigitalpublication.com/march-2026/page-28>
- Updates from workgroup vice-chairs
- Updates from NALP
 - Free NALP member webinars coming up can be found at www.nalp.org/events.
 - 2026 AEC Registration is still open, here: <https://nalpnow.cmail20.com/t/y-l-afiun-hkfjhdtk-v/> The AEC will be held in Hollywood, FL from April 14 to 17.
 - Check out the *Bulletin+* article "How to NALP: A Guide to Making the Most of Your First Annual Education Conference" <https://nalpbulletin.mydigitalpublication.com/march-2026/page-34>
 - Note that our Section will meet during the AEC on April 15 at 11:45am. Email us if you have any topics you'd like to make sure we cover at the meeting!
- Discussion of hot topics
- Close meeting and announcement of the next meeting, in-person, at the AEC on April 15, 2026

Immediately following the meeting, Kathy and Erik facilitated a huddle 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 discussion of hot topics at the March 12, 2026, meeting, we asked participants to reflect on the following questions in small group break out rooms: *What went well this year? What are you looking forward to next year? Is there anything you'd like to do differently next year?* Following the small group conversations, participants shared the following:

- Need to focus on planning OL programming

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- Rolled out a successful asynchronous course for 1Ls that will now expand to be a one-credit course
- Some students had to withdraw from summer 2026 judicial internships due to accepting law firm stipends for their summer 2027 positions and potential conflict of interest
- Consider whether firms would donate directly to law schools to help fund summer public service stipends, in lieu of or in addition to stipends given to students directly
- Successfully helped students feel less nervous about networking by leaning into online outreach
- Reflecting on how to address student reticence to join journal or leadership positions by helping them understand that professional development is important and may impact their search for a post-graduate clerkship and reminding them that they usually can't know for sure if the summer job will turn into a post-graduate job

III. JDCA WORKGROUPS

AEC/Bulletin+ Article/Webinar Planning: Ellen Oganessian and Brenda Porter

There have been no activities for our workgroup since the last report.

CSO Employer Outreach: Remy Cahn, Becky Bossle, Veronica Elizalde

The CSO Employer Outreach workgroup held its third quarterly meeting on January 27, 2026, and its fourth quarterly meeting on March 3, 2026.

In January we discussed challenges produced by the accelerated recruiting timeline: the importance of grade timing, short firm offer timelines, and other employers shifting their recruitment timeframes in response to the BigLaw shift.

Grade timing:

Some schools have adapted to the earlier recruiting season and have been successful in shifting their exam grading and transcript production early enough to make January OCI possible. Other schools have not been as nimble, and several members reported that their law schools' transcripts come from main campus and cannot be produced so early or efficiently. A suggestion was made to use NALP articles/data to support an argument to law school deans and faculty that grade timing is important.

Offer timelines:

Some large firms are giving candidates very little time to consider offers; group members reported hearing offer timelines as short as 48 hours, and even when they pushed back on that short timeframe, some firms did not budge. Members reported that some firms seemed to be using this tactic just for particular practice groups. Suggestions for ways to handle this included the candidate asking for a tour of the office to buy some time to make a decision, or, when appropriate, telling the firm about another offer and seeking an extension to consider both.

Employers outside of BigLaw:

One member reported that small and mid-size firms in their area haven't adjusted their hiring, as they usually hire on demand and don't have a true recruitment season. Others have seen mid-size firms in their areas shifting in an attempt to compete with the larger firms. Even some public interest organizations have shifted their recruitment earlier than normal, hiring before the traditional public interest career fairs. It seems to be those organizations that frequently partner with large law firms and are aware of the shift in that market. The group agreed that some employers don't understand their place in the market (or don't want to concede that point) and our biggest challenge will be to convince these employers not to adjust their hiring to attempt to compete with the largest firms. A future point of discussion: what kind of data should we capture and report to convince these employers that the better strategy would be to wait to recruit later in the cycle?

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In March, we continued our discussion of these issues and checked in with each other on how the semester has gone so far. We talked about what is working and not working in terms of connecting with employers and outlined a concept for a *Bulletin+* article that will address three key employer outreach issues: (1) communicating with BigLaw firms about their offer timing; (2) advising mid-size and small firms about their recruiting timing, and (3) handling the logistics of OCI in this “new normal.” The draft will be circulated among the workgroup members for their input and submitted to NALP for publication. The goal is to provide fellow CSOs with some practical tips on navigating these issues so they can head into the 2026-2027 school year better prepared to face these challenges.

JD Counseling: Kim Underdown, Amy Rowland

The JD Counseling Workgroup reviewed the Best Practice Guide, published by NALP on Oct. 31, and had no updates. The workgroup continues to discuss hot topics such as the recruiting times lines, the use of AI by law students, and the unintended consequences of early recruiting (such as students resigning from leadership roles in student organizations).

First Generation College Students: April Giancola, Carletta Sanders-Chavers

On March 17, the First Generation College Student workgroup held its last meeting of the service year. We discussed ideas on how to structure next year and possible ideas for meeting topics. April and Carletta also both volunteered to continue to be vice-chairs of the workgroup.

JD Advantage Careers: Ellen Dolan, Cassie Butler

The JD Advantage Work Group met in March. Two new members were welcomed to their first meeting of the Work Group.

After multiple solicitations, a leader and numerous members have volunteered to spearhead the Work Group's next project of designing a survey on JDA resources. An instructional email will be sent to all volunteers with next steps. The first order of business will be to consult with NALP leadership on the parameters of any survey.

Members of the Work Group that will be attending the NALP Annual Education Conference have been invited to gather informally on the first evening of the conference.

As current Vice Chairs will be stepping down from their roles, interest was expressed from Nicole Monsibais, St. Mary's University, and Ellen Tombaugh, Washington & Lee University, to serve as co-leads.

AI and CSOs: Amy Kimmel, Jackie Russell

No report available at this time.

Online JD Advising: Alison Finn

The online JD program workgroup has been expanding, and we are reaching out to potential contacts to set an in-person meeting at the NALP Annual Conference. We have shared internally a few documents that members have found helpful. We are also starting to discuss some potential advocacy options, including advocating to remove blackout dates for reciprocity and advocating for a change to the gold standard jobs to include other professionals, as we get many part-time students who have very successful careers in their fields (pilots, doctors, etc.), but would like to use their JD to level up their careers.

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DEI Liaison: Lauren Jackson

No report available at this time.

Well-being champion: Patrick Niebur

No report available at this time.