

MEMORANDUM

TO: Deborah Snyder, Board Liaison
FROM: Erik Turkman and Kathy Greenier, JD Career Advisors Section Chairs
CC: NALP Office (reports@NALP.org)
DATE: October 16, 2025
RE: NALP JD Career Advisors Section Second Quarterly Report

I. SUMMARY OF ACTIVITIES

The chairs are pleased to report that the workgroups are all engaged and active, and the section is making progress on its charges. Achievements include the CSO Employer Outreach Work Group's Employer Outreach Checklist, available in our section's library on NALPConnect, and the JD Advantage Careers Work Group's publication of the newly updated JD Advantage Career Guide, also available in the section's NALPConnect library and on the NALP website's Resources and Initiatives page. Thanks to the efforts of our section's AEC/Bulletin+ Article/Webinar Planning Work Group, the JD Career Advisors (JDCA) Section hosted a webinar on August 27, 2025, "Psychodrama and Sociodrama: Using these Tools to Support Law Student Well-Being," and ultimately submitted 10 proposals for the 2026 Annual Education Conference (AEC). On September 4, 2025, we submitted the prioritization of proposals requested by Meaghan Hagner. Since the last JDCA Section quarterly report (June 26, 2025), 29 posts have been made in NALPConnect, with eight replies.

We hosted a remote meeting on Thursday, October 9, 2025. Forty-two people attended. The agenda was as follows:

- Welcome and introductions
- Updates from of work group vice-chairs
- Discussion of hot topics
- Close meeting and announcement of the next meeting on January 15, 2026

Immediately following the meeting, Kathy and Erik facilitated a huddle for all workgroup vice-chairs to build relationships and solicit the kind of support they needed for the year ahead.

II. ENVIRONMENTAL SCANNING

During our open forum discussions at the October 9, 2025 meeting, we conducted a poll to ask participants three questions: 1) How did summer recruiting activities impact your students this summer?; 2) What are you excited about for guiding your students through their employment search this fall and spring?; and 3) What are you nervous about for guiding your students through their employment search this fall and spring? Following the poll, individual participants shared their answers with the large group for discussion and focused mainly on the federal government's hiring freeze, restructuring, and shut down; the decline of programs to support diverse students; reduced funding impacting employers' ability to hire; finding time to prioritize the needs of students not seeking employment at large law firms; and how to manage the need to meet with 1Ls earlier than ever before.

Participants shared the following:

How did summer recruiting activities impact your students this summer?
moderately
They were busy interviewing while also trying to do a good job at their jobs and it was overwhelming for many.
Lots of Rising 2Ls were surprised at how quickly things moved & how much was done over the summer. For those who didn't stay as engaged with their law school email news, they are frustrated.
They wondered how to manage offers and interviews while not offending their current placements.
Students are confused why we start the job search timeline starts so early and how to navigate offers
students were extremely stressed and interviewed during exams
Not much since it was over relatively early in the summer. We expect to be busy w/ rising 2Ls in July and were not, really.
I saw a lot more students disappointed in early June sometimes before they even started their summer positions.
Our Summer OCI resulted in many post-grad jobs for Class of '25!
OCI is changing and EIP is growing.
very stressful for everyone involved, unclear what best practices are
Caused stress and confusion. Those who didn't get offers early had a long, drawn-out process, and they found it exhausting
recruiting was done already and/or very early on
higher stress for all around
An uptick in anxiety among some students - many who weren't heavily invested in OCI's (like my government and public interest students) were worried they missed out over the summer (but didn't).

What are you excited about for guiding your students through their employment search this fall and spring?
for them to make connections needed to navigate their legal journey
I feel slightly better prepared after last year's "unprecedented" season to advise students on what is likely to come.
Excited about them getting settled faster.
They are still passionate about public service and opportunities for social justice
I work with students mostly interested in public interest work and they are fired up.
helping to show them other opportunities for 1L summer
Excited to start building relationships and learning about what 1Ls are wanting to pursue. Looking forward to hearing updates and pivots that 2Ls and 3Ls may want to make.
our new online student group seems more engaged than in previous years
Info session on EIP, OCI and external career fairs.
Uhm...
Planning our annual Career Forum/Networking event in November.

I can't think of anything to be excited about, rather, I'm concerned about how the students will navigate all the changes
public interest opportunities are still around on local and state level!
Being a part of this journey with them. It fills my cup to know I am helping kids that will be the change we need.
Finding positions that line up with what students are looking for their internships, especially 1L students.

What are you nervous about for guiding your students through their employment search this fall and spring?
the changing market
Even firms have said they don't really know what they're doing so that makes me nervous.
Everything...so much is unknown and the impact on both public and private sectors is stressful for students and for advisors.
The shift in Federal employment, how AI will impact them
Nervous about possible tightening of 1L internship classes.
How to apply to 2L positions without having a 1L position secured. How to balance academics with the concurrent job searches.
How the federal govt is impacting employment and initiatives that matter to students' identity.
so much uncertainty for students economically, politically and socially.
Worried about Big Law early recruiting.
They will miss opportunities.
the extremely accelerated recruiting timeline
Uncertainty in federal hiring, both in terms of timing and what it now means to work in some parts of the federal government. Varying timelines even among large firms for 1L and 2L hiring.
Chaotic energy related to BigLaw recruiting starting even earlier this year.
the timelines changing all the time
This 1L class feels more competitive than years past and that concerns me
Student stress over new recruiting landscape due misinformation on Reddit /Discord/TikTok.
It is hard to advise students when it is unclear what criteria law firms are using to evaluate student applicants so early.
Nervous about earlier timelines and deadlines for applying for our 1Ls
Nervous about the burden of educating them about practice areas and differences between firms since they have no time to learn these things the usual way
Big Law recruiting and the very early start.
Funding opportunities going away that are essentially eliminating jobs.
I am nervous about our usual process for meeting with students keeping pace with shorter timelines for internships opening.
I am concerned about students' balance efforts on coursework with work on job search.

III. JDCA WORKGROUPS

AEC/Bulletin+ Article/Webinars: Samantha Ciriaco, Brenda Smith Porter, Ellen Oganessian

Webinars

With our assistance, Kimberly Fine from ex judicata, presented a webinar on Wednesday, August 27. The topic was *Psychodrama and Sociodrama: Using These Tools to Support Law Student Well-Being*. Frank Bartolomeo, PhD, CGP, CP/PAT, Founder & Chief Clinical Officer of The Well Center for Development, and Anna Schaum, Founder of Dramatic Changes: Center for Sound Relationships, presented a dynamic discussion on psychodrama and sociodrama. Through a presentation and role play, attendees learned what it is and how career advisors can use this as another tool in the toolkit while advising students and advancing their well-being. [Watch the recording](#), [View the slides](#) (PDF)

Bulletin+ Articles

Since June, our workgroup has submitted four (4) Bulletin+ article topics for NALP's consideration. One has already been featured in the October Bulletin, *Document Review Best Practices for Career Counselors*, by Alexis Joyce, Director, Career Development Office, Pepperdine University. We continue to encourage members to submit NALP Bulletin articles.

2026 AEC RFPs

10 RFPs were submitted for the 2026 NALP AEC from the JDCA section. To date, we do not know which RFPs were accepted.

JD Counseling: Kim Underdown, Amy Rowland

The JD Counseling Work Group has finalized the Best Practices for Early Recruiting Guide. NALP will put its branding on it and release it to the membership. Our last meeting was focused on hot topics including the stress students face because of early recruiting, the state of the job market in general, and the use of AI in the job search.

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

The CSO Employer Outreach workgroup held its second quarterly meeting on September 30, 2025. We continue to focus on sharing strategies for employer outreach in this unconventional recruiting environment. We covered four discussion topics at this meeting:

1. How are CSOs managing firm visits to campus this school year under the constraints of the accelerated recruiting timeline?

Workgroup members are hosting “Meet the Firms” events, inviting firms to do panel presentations during mid-day breaks between classes, connecting firms with student groups for other events, offering tabling in the lobby, hosting OCI “preview days” to allow students to network with OCI employers ahead of their interviews, and holding traditional career fairs.

2. How are CSOs advertising firm-hosted events with their 1Ls in a way that doesn't overwhelm students or cause school-hosted events to get overlooked?

Members report using Symplicity Events, 12twenty Events, Flo Forward Events, email newsletters, email blasts to highlight local employers, and GroupMe.

3. What's the best way to obtain information about firms to share with students so that the students can make informed decisions about where to apply and how best to prepare for interviews?

Members are encouraging their students to use the NALP directory, Vault, FloForward, the schools' alumni at firms, Chambers, and Firm Prospects. CSOs are also creating custom spreadsheets for their students and are setting up info in Blackboard pages. Members are also asking firms to provide a 60-second pitch that can be shared with students.

4. How are CSOs working with their schools' alumni/development teams to partner with employer outreach efforts? (This topic isn't specific to the current recruiting timeline changes.)

Some group members are using the 12twenty alumni module. Those without that module list alumni names in the appropriate firm contact section. Some alumni/development teams will include alumni job postings in their newsletters. Several CSOs use alumni for mock interviews and may connect with their alumni/development teams to locate interviewers.

Since last year's project has been completed, the workgroup welcomes ideas from other Section members as to how we can best support the Section and NALP members generally. In our next meeting we plan to expand our discussion beyond outreach to law firms. We will explore how CSOs are working with employer partners generally, including government and public interest organizations, and how to focus our efforts in the areas that best support the career goals of our schools' student population.

Please join the workgroup at its next meeting on Tuesday, January 6, 2026, at 10:00am PT/1:00pm ET.

First Generation Students: April Giancola, Carletta Sanders-Chavers

The First Gen Working Group had our first meeting on September 16, 2025. We talked about how our individual schools support first gen students and what type of programming or staff resources are dedicated to First Gen. We discussed ideas for future meeting topics and getting a law firm representative to talk about how they may engage with/onboard/integrate their First Gen Summer Associates/New Associates at their firm. We also talked about a First Gen Glossary and why/how it is important to our First Gen students. We have asked if anyone is interested in writing a *Bulletin+* article on the idea of a First Gen Glossary and How Firms Engage with First Gen Students. Our next meeting is November 18, 2025, at 2:00 pm EST.

JD Advantage Careers: Ellen Dolan, Cassie Butler

The JD Advantage work group had a meeting on September 10, 2025. They also updated the JD Career Advisors Guide, which was posted on the NALP JD Advantage Careers page.

AI and CSOs: Amy Kimmel, Jackie Russell

We have all been really swamped and haven't gathered as a group since June. The best update I can provide is that we are working on our assigned sections of an AI Best Practices Guide for Career Offices. I am hopeful that we will have a finished product by the end of the year.

Online JD Advising: Alison Finn

The online JD program work group has been expanding. We submitted an RFP for the annual conference this year, and if it is not accepted, we are looking to possibly write an article or host a webinar. We have shared internally a few documents that members have found helpful, including a spreadsheet/sample document listing resources within other states/metro areas for our students to review to help them in their job search, including bar associations, reciprocity, and volunteer opportunities. 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.

DEI Liaison: Lauren Jackson

No report available at this time.

Well-being champion: Patrick Niebaur

No report available at this time.