

MEMORANDUM

TO: Alisa N. Benedict O'Brien, Board Liaison
FROM: Tom Lee and Elizabeth Bernstein, JD Career Advisors Section Chairs
CC: NALP Office (reports@NALP.org)
DATE: February 1, 2024
RE: NALP JD Career Advisors Section Third Quarterly Report

I. SUMMARY OF ACTIVITIES

Our JD Career Advisors (JDCA) Section's quarterly meeting was scheduled for Thursday, January 9, 2024, at 2pm ET/1pm CT, 12pm MT/11am PT. There were fifty attendees. Past and present section leaders who were in attendance were given an opportunity to say hello and share announcements and updates. We are pleased to report that all workgroup vice-chairs were in attendance and able to provide brief updates about upcoming events and solicited workgroup volunteers.

The topics covered were as follows:

- A. A special wellness event will kick-off the JDCA Section meeting. Courtesy of our JDCA vice-chairs of the Well-Being Champions workgroup, Seth Mills (New York Law School) and Ros Lister (Penn State Dickinson Law).
- B. Our NALP Board Liaison shared that NALP is going to work on a best practices guide for schools and firms regarding pre-cruiting, market trends, etc.
- C. Best practices for connecting with and advising 1Ls & 2Ls in January.
- D. Counteracting discouragement after first-semester grades.
- E. Spring CSO events.
- F. Judicial internship and clerkship hiring trends.
- G. NALP JD Career Advisor Programming at NALP Annual Education Conference.

Since the last JDCA Quarterly report, twenty-six posts have been made in NALPConnect, with twelve replies.

II. JDCA WORKGROUPS

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

- A. **Annual Education Conference/ Bulletin+ Article and Webinar Planning (Vice Chair(s):** Tami Diebel, Univ. of Iowa College of Law anb77@uakron.edu. Alecia Beneze, Univ. of Akron School of Law anb77@uakron.edu.

This workgroup has helped to facilitate several successful webinars as detailed in greater detail in this report.

B. CSO Employer Outreach (Vice Chair(s): Daphne Telfeyan, Hofstra Univ. School of Law daphne.e.telfeyan@hofstra.edu . Maria Comas, Duquesne comas@duq.edu .

This workgroup held a meeting on October 19, 2023.

Attendees: Maria Comas and Daphne Telfeyan (co-chairs); and

- Jean Rowe Luciani, Assistant Director of Career Development, University of Georgia School of Law, Athens, Georgia. New to Employer Outreach, also does counseling. There are 5 admins total in the office.
- Emi Estelle, Assistant Director, Professional Development Office, University of Pittsburgh School of Law. All four counselors do a little bit of everything.
- Nina Abenante, Assistant Director, Career Services, Roger Williams University School of Law, Bristol, Rhode Island. Three counselors, split duties.
- Katie Shaw Rabinowitz, Colorado Law School, Boulder, Colorado. Five counselors.
- Olivia Cooley, Senior Assistant Director for Professional Development, IU McKinney School of Law, Indianapolis, Indiana. Three advisors.
- Nancy Richardson, Leadership Council on Legal Diversity, Richmond, Virginia. Reached out to members. A lot are proceeding with their diversity programs.
- Amelia Curotto, Associate Director of Employer Outreach, Villanova Law School, Villanova, Pennsylvania.
- Carole Tillotson, Director of Career Development, Drake Law School, Des Moines, Iowa.

Issues discussed:

1. Creating a talent pipeline to post-graduate employment. Nina at Roger Williams has found that employers hiring their students during the summer do not often extend post-graduate offers of employment. Employers do not seem to be making summer employment a pipeline to permanent employment. IDEA: Meet with alums at the firms that are failing to hire summers as post-graduates and get their support to push the firm to make those post-graduate hires. IDEA: try working with firm on a 3L law clerk position that might lead more naturally to post-graduate employment.
2. Successful New Events to Encourage Students to Look at Opportunities in Other Geographies. Discussion centered on the reality that students at many of the law

schools represented by the attendees do not consider employment outside of the locale of the school, or their town of origin. Jean at Georgia Law shared that they are trying a new event to encourage students to look at opportunities in wider geographies. They are holding smaller Zoom calls to have students and alumni share what it is like to work in another location. Hold a “virtual table talk” and get students excited about the given location. Table Talk Tips – gave 1Ls a run-down of what to expect.

3. Pre-cruting. Many schools are seeing that firms are seeking to recruit top talent earlier and earlier in the 1L year. There are many issues of concern around this, including the fact that it is likely to interfere with students’ studies, and students do not know yet what they want to pursue in a career. They are not prepared for this type of interview at this point. Emi at Pittsburgh shared that pre-cruting is not taking place in Pittsburgh. Might be a good idea to find a way to open up a channel of communication with firms. Use alumni to help keep employers in OCI.
4. Creative Ways to Bolster Opportunities for Students. Oral Argument competition gives participating employers a first look at 1Ls, who are then sometimes offered clerkships/internships. Employers are more interested in interpersonal and other soft skills than high GPAs. Develop programming that brings students in contact with alumni and employers so they can network their way into opportunities. We should be coaching the students who are more introverted. Help them work on elevator pitch.
5. Work Group Proposed Product. Co-chairs described the product they hope to create this year for the benefit of NALP membership, namely an Employer Outreach Checklist that will offer a skeletal outline for those new to this work and offer guidance to all those engaged in employer outreach. Many of us use check lists in our own offices to take stock/set goals/move forward.

Encouraged others on the call to support this effort.

The next meeting is scheduled for Friday, March 22. This work group will produce an Employer Outreach Checklist that will be made available to all NALP members. It is hoped the outline will guide those engaged in employer outreach to assess, set goals, and create an action plan. The vice chairs seek to submit a revised statement of purpose for our work group.

**C. JD Counseling (Vice Chair(s): Kim Underdown, St. Mary's Univ. School of Law.
kunderdown@stmarytx.edu. Suzanne Hard, UConn School of Law
suzanne.hard@uconn.edu.**

This workgroup will continue to survey the NALP members for hot topics on JD advising.

Suzanne started a new job as Dean of Career Services at GW Law.

This workgroup is working on counseling videos, and a 1Ls at St, Mary’s reviewed them and provided feedback. They felt that all the videos were helpful and useful, but also that a lot of the information was common sense. Here are the takeaways from the 1Ls:

1. Email and Voicemail Etiquette: an outline for what a voicemail should sound like would be helpful for the visual learners.
2. Managing Job Offers: a supplemental structured framework for navigating this conversation would be beneficial.
3. Best Practiced for Communicating with Employers During the Application Process: the video recommended using the law school email, but did not provide a “Why”?
4. Ace the Interview: did not talk about what to do with the information students research on interviewers – what do they do with that info? felt the video implied handing the interviewers a thank you vs emailing/ mailing one afterwards.
5. The Business of Law left the student with more questions, such as which positions are partner track vs not, when should students start thinking about partner-track, and does this apply only to private sector.
6. Maintaining Well-Being During the Job Search: the grades used to demonstrate low grades are average grades based on school curves and this could be harmful to students already struggling with their performance; and
7. Students also suggested a video on writing samples would be helpful.

D. First Generation College Students (Vice Chair(s): Samantha Ciriaco, Case Western Reserve University School of Law scx1031@case.edu . Ashli Rae Tomisich, The University of Wyoming, College of Law ashli.tomisich@uwyo.edu (departed) and Susan Galazen (new vice chair).

This quarter, Susan Galazen, Director, Career and Professional Development, Mitchell Ham line School of Law accepted the role as vice-chair following Ashli Rae Tomisich leaving NALP and The University of Wyoming, College of Law. Section co-chairs: Samantha Ciriaco, Director of Professional Development, CWRU School of Law

Our webinar entitled: Bridging the Gap: Supporting First Gen Students in the Legal Profession scheduled for Tuesday, February 6, 2024, 3:00 PM-4:00 PM EST is open for registration on the NALP website. Our speakers are confirmed, and we are finalizing questions and the agenda. We sent a message on NALP Connect asking for members' questions and received a few.

Looking ahead to Q4, we are collaborating with the Newcomers Section for an article in the June/July Bulletin.

E. JD Advantage Careers (Vice Chair(s): Kathy Greenier, University of Richmond, kgreenier@richmond.edu). Cassie (Katherine) Butler, UMass kbutler2@umassd.edu.

The JD Advantage Careers Work Group met three times in the past three months: November 1, 2023; December 13, 2023; and January 17, 2024. Each meeting included a welcoming ice breaker, a check-in on work group projects, and space for attendees to share recent positive experiences or challenges.

During the November 1 meeting, 13 attendees and the work group co-chairs reported being busy with counseling, programming, and other responsibilities, but the group also made progress on its deliverables by honing in which work group charges to pursue, agreed upon based on volunteer interest level, group discussion from prior meetings, direct follow-up, and survey responses. At this time, the group decided to move forward on the projects listed below, but note that #3 eventually dropped off the group's slate due to lack of sustained capacity and interest:

1. Plan and execute a second JD Advantage Career Week.
2. Explore the potential for JD Advantage careers in the emerging world of AI.
3. Compile a list (or update any existing list) of companies and organizations that might be recruiting students and recent graduates for JD Advantage positions.
4. Host a webinar, formatted like a showcase or "variety show," featuring topics such as careers in Legal Operations; resources and advice for those that are new to JD Advantage career advising; and highlighting any deliverables from the work group charges noted above.

The group also agreed, at this November meeting, that any other previously mentioned projects should be tabled to allow volunteers to focus on the main projects listed above. The tabled projects are as follows:

1. Create a primer on the skills students and graduates possess that appeal to JD Advantage employers to advance relations with JD Advantage employers and support students in marketing themselves
2. Develop resources to support partnering with the MBA programs and business schools

Between the November and December meetings, co-chairs sent individual emails to work group volunteers with direction setting and steps on scheduling sub-group meetings. Irina Gomelskaya (New York Law School) and Quinnie Lin (Boston University School of Law) volunteered to take the lead on two work group projects, respectively: "Plan and execute a second JD Advantage Career Week" and "Explore the potential for JD Advantage careers in the emerging world of AI." Irina Gomelskaya and Jocelyn Salvatori (University of San Diego Law) volunteered to spearhead the planning and execution of one or more webinars, per the work group's previously brainstormed ideas for webinar topics.

During the December 13 meeting, ten attendees and the work group co-chairs welcomed new work group members and shared their holiday plans or favorite winter traditions. Group members shared and discussed several resources for the benefit of building knowledge and supporting student counseling, namely articles on JD Advantage salaries; repositories of common JD Advantage job titles; and the new JD Advantage careers job board, Ex Judicata. Irina Gomelskaya and Gregory Gamble (Seton Hall Law) updated the group by announcing dates for the 2024 JD Advantage Career Week—March 4-6, 2024, from 12:30-2:00pm EST—as well as career areas to feature and a call for speaker suggestions. Quinnie Lin updated the group by sharing a Google Form seeking volunteers and availability for an initial meeting date, as well as specific topics to be discussed.

During the January 17 meeting, fifteen attendees and the work group co-chairs welcomed even more new work group members and discussed who planned to attend the April NALP conference as well as what questions newer conference attendees have about going. The group briefly updated one another on the new JD Advantage careers job board, Ex Judicata, namely, to share who planned to meet with, or met with, the site's creators; who plans to promote the site's resources and events; and who plans to pay for a subscription to the site. Work group leaders for the projects "Plan and execute a second JD Advantage Career Week" and "Explore the potential for JD Advantage careers in the emerging world of AI" shared progress made so far on their deliverables: the former cemented the career areas to be covered during the three days of virtual programming (sports, gaming, and contract management; healthcare and pharmaceuticals; and technology, innovation, and AI) and the latter brainstormed a long list of exciting topics that could be covered in one or more webinars, such as understanding AI; how to teach students how to use these tools; copyright and IP; data privacy; policies career in AI; prosecuting AI crimes; and how AI can be used in nefarious ways.

F. DEI Liaison (Vice Chair(s): Nicole Netkin-Collins, Villanova Law,nicole.netkincollins@law.villanova.edu.

This workgroup continues to serve as a resource for details about NALP activity related to DEI.

G. Well-Being Champion ((Vice Chair(s): Seth Mills, New York Law School seth.mills@nyls.edu. Ros Lister, Penn State Dickinson Law rbl5457@psu.edu.

On January 9th Vice-chair Ros Lister lead a wellness activity for the JDCA Quarterly Call.

On January 17th, this workgroup hosted a very successful and well attended NALP Member Webinar called "Financial Planning for Legal Career Professionals." In this program, Niraj Chhabra of SideBar Advisors LLC discussed financial wellness and planning strategies, with a focus on issues common to former attorneys and those now working in higher education. Around two hundred people registered! 62 Attendees were counted.