

To: Fred Thrasher, NALP Deputy Director  
Jennie Zwagerman, Board Liaison  
NALP Board of Directors  
From: Maureen Kieffer, Chair, Judicial Clerkship Section  
Date: April 5, 2018  
Re: Judicial Clerkship Section Quarterly Report

Below, please find information about the Judicial Clerkship Section's activities, including section communication and updates from work groups.

### **Section Communication**

On February 27, 2018, the Judicial Clerkship section held its fourth quarter conference call during which members discussed work group updates. On April 4, 2018, the section held a call focused on the Federal Law Clerk Pilot Hiring Plan.

### **Work Group Status Reports**

#### **OSCAR (Marilyn Drees, Yale):**

The judges' OSCAR Work Group held its annual meeting in DC on Feb. 22, and the OSCAR Work Group attended that meeting, as well as a half-day session with just the OSCAR staff on Feb. 21, focusing on the OSCAR platform. (At the moment, we don't have any information on the timeline for nextgen OSCAR).

The OSCAR Work Group collected feedback regarding OSCAR and federal clerkship hiring via NALPConnect from section members which was shared at the judges' annual meeting.

The judges' OSCAR Work Group approved a request from the ad hoc committee on federal law clerk hiring to conform OSCAR's release of applications to the schedule in the new law clerk hiring plan (discussed below.)

The OSCAR staff will attend the Annual Conference. In addition to their booth in the Exhibitor Hall, they will be holding a series of workshops.

#### **State Courts (Laura Woodson, University of Georgia School of Law; Samantha Kasmarek, Syracuse):**

Laura Woodson is spearheading a comprehensive update of existing entries in the *Insight and Inside Information for Select State Court Clerkships*. Volunteers have been identified to update the West and Midwest.

Sam Kasmarek led the effort to create a state court clerkship resource section on PSJD. The plan is to add this content under the Public Sector Career Paths section on PSJD. Diane Fears assisted in drafting the content and the materials were provided to PSJD.

#### **Judicial Clerkship and Employer Relations Work Group (Michele Hoff, Georgetown; Marti Worms, University of San Diego School of Law):**

The section will discuss additional outreach with the Recruiting Section as we gather more information on the Federal Law Clerk Pilot Hiring Plan.

### **Programming and Resources (Tamara Stephen, Brooklyn Law School):**

Tamara has created resources identifying regional and national programs to promote diversity in clerkships in conjunction with the program Michele, Tamara and Liz will be presenting at the Annual Conference. Specifically, there are two handouts (one is a directory of Judicial Internship & Clerkship Pipeline Programs and the other is a Reading List of relevant articles).

For the 2018 Annual Education Conference, the Judicial Clerkship Section will be presenting:

Title: Are you there, Faculty? It's me, the CSO: Leveraging Faculty in Pursuit of Judicial Clerkships

Presenters: Arturo Thompson (University of Kansas), Lisa Key (Mizzou), Jen Pollard (Maryland)

Title: Winning Strategies for Supporting Diverse Clerkship Applicants

Presenters: Michele Hoff (Georgetown), Liz Peck (Cornell) and Tamara Stephen (Brooklyn Law)

Title: Judicial Clerkship Advising for the Generalist - Tips for the Small CSO

Presenters: Jennifer Zwagerman (Drake) and Angela Cruseturner (Baylor Law School), Monica Gould (St. Thomas) and Samantha L. Ciriaco (Case Western)

Title: Put me in Coach! Strategies for Preparing Your Clerkship Advisees for the Interview Process

Presenters: Shavonne Henderson (The University of Texas School of Law), Jason Gray (Gonzaga, WA), Michele Hoff (Georgetown)

*Late addition* Hot Topic: New Federal Law Clerk Hiring Plan

Presenters: NALP's OSCAR Work Group – Marilyn Drees (Yale), Rochelle McCain (Pitt), Julie McLaughlin (GW), Susan Staab (Chicago), Eric Stern (Berkeley)

### **Recent Bulletin Submissions for 2017-2018**

- February issue – The Post-Clerkship Job Search: When and How to Start by Marti
- March issue- Book review:*The All-Inclusive Guide to Judicial Clerking* by Elise Diamond
- April Issue-Specialty Court Clerkships with Executive Office for Immigration Review by Beth Hansen and Jill Roberts

### **Environmental Scanning and Miscellaneous**

During our February call the group discussed how schools are approaching the issue of sexual harassment in the workplace and shared ideas for programming on this topic.

During our April call we discussed the Federal Law Clerk Hiring Plan. On February 28, 2018, an ad hoc committee of federal judges, responding to the significant difficulties generated from the absence of a coherent schedule for judicial clerkship hiring, announced a **new hiring plan for federal law clerks**. Under the terms of the plan, beginning with the current first-year class

(class of 2020), no applicants will be considered unless they have completed at least two years of law school. The committee announced a schedule for the next two years (classes of 2020 and 2021), as a pilot period, after which they will review the plan. The committee's announcement and the plan details are available on the OSCAR website, along with the OSCAR access dates and application release dates OSCAR has set to complement the plan schedule.

A page has been launched on the NALP website to assist in collecting and sharing information and resources at <https://www.nalp.org/judicialclerkshipinfoforcareerservices>. The site currently includes links to the plan details and courts which have formally endorsed the hiring plan. It can be updated with additional information on courts, or with information or resources from law schools, as it becomes available.

No one had any formal updates in terms of other courts adopting the plan beyond the DC Circuit, 2<sup>nd</sup> Circuit, 7<sup>th</sup> Circuit, and the District of Connecticut. There are rumors the district court judges in Texas and Arizona will follow the plan. No one reported any state court judges adapting their hiring practices in light of the federal hiring plan. Some schools have signaled their endorsement of the plan and are revising their materials and program schedules accordingly; other schools are currently waiting to see if the plan is widely adopted before changing their materials and programming for students or discussing with faculty.