

To: Clara Solomon, Board Liaison
NALP Board of Directors
Cc: Fred Thrasher, NALP Deputy Director
From: Samantha Kasmarek, Chair, Judicial Clerkship Section
Date: March 19, 2019
Re: Judicial Clerkship Section Fourth Quarter Report

The following is a report on the activities of the Judicial Clerkship Section and its Work Groups for the fourth quarter.

I. Leadership Team

Chair:

Samantha Kasmarek, Syracuse University College of Law (kasmarek@law.syr.edu)

Annual Education Conference/Bulletin Article/Webinar Planning:

Michele Hoff, Georgetown (mh1845@georgetown.edu) and
Jen Pollard, University of Maryland Francis King Carey School of Law
(jpollard@law.umaryland.edu)

OSCAR:

Marilyn Drees, Yale (marilyn.drees@yale.edu)

State Courts:

Laura Woodson, UGA (lwoodson@uga.edu)

Diversity in Judicial Clerkships:

Eric Stern, Berkeley (ericstern@berkeley.edu)

Bankruptcy Court Clerkships:

Andrea Hilton, Washington and Lee (HiltonA@wlu.edu)

Federal Law Clerk Hiring Plan

Liz Peck, Cornell (ep83@cornell.edu) and Greta Trakul, Michigan
(gtrakul@umich.edu)

II. Section Meeting

The Section's fourth quarter call was held on Wednesday, March 13th at 2 pm Eastern. Almost 40 people were on the call.

The Work Groups provided the following updates:

A. OSCAR Work Group - Vice-Chair: Marilyn Drees

NALP, in conjunction with OSCAR, sent physical post card to all federal judges. It reminded them to update OSCAR profiles. It also provided a link/information on the new law clerk hiring plan. The post card was

delivered to chambers sometime between February 20th and 27th and [a PDF of postcard](#) can be found on NALPConnect under section's resources.

OSCAR is working on its next generation platform. Symplicity was awarded contract. More information and mock ups will be available at the AEC program (Wednesday, from 3:00-4:00) and at their booth in Exhibitor Hall.

B. RFPs and *Bulletin* articles - Vice-Chairs: Michele Hoff and Jen Pollard

Articles published during the 4th Quarter include:

- *Implications of the Federal Law Clerk Hiring Plan for Law Firm Recruiters* by Betsy DiPardo (February 2019)
- *Judicial Clerkship Buy-In - Convincing the Most Qualified Candidates to Apply* by Linda Hale and Paula Smith (March 2019)

Programs at AEC:

- #MeToo in the Courthouse (Wednesday, 10:30-11:45)
- When Clerkship Hiring and Summer Program Collide (Wednesday, 1:15-2:30)
- OSCAR Preview (Wednesday, 3:00-4:00)
- Inside Judicial Chambers: Exploring Diversity (Thursday, 9:00-10:15)
- State Court Clerkships (Thursday, 1:15-2:15)

We also discussed that the RFP process is open as well as the deadline for the Annual Education Conference 2020 in Montreal, Quebec, Canada.

C. Diversity in Judicial Clerkships - Vice-Chair: Eric Stern

The diversity in clerkships program at the Annual Education Conference (Thursday, 4/11 at 9:00 am) will discuss more about the study that will be happening.

D. State Courts - Vice-Chair: Laura Woodson

We had a very active discussion during the call about the impacts/issues of new federal hiring plan.

Some state high courts (in the 8th Circuit area) are moving UP deadlines to *before* the OSCAR release date; usually hire in August of 3rd year, but planning to hire before end of 2L year. Some other high courts/appellate level are matching federal court hiring plan.

States mentioned with movement on state court clerk hiring: Iowa, Minnesota, Missouri, one judge in Indiana.

Maryland Appellate Courts have traditionally hired by spring break of 2L year; seems like their applications have slowed this year - perhaps in light of hiring plan.

E. Federal Law Clerk Hiring Plan - Vice-Chairs: Liz Peck and Greta Trakul

Some judges seem confused about the new timeline; thought they would start getting applications from the Class of 2020 in February via OSCAR. Some judges think that the plan also applies to Class of 2019. Schools are calling judges to explain/clarify; judges in some areas (Texas was mentioned) seem to be updating postings on OSCAR to reflect that they are following plan. So, the phone calls to judges seem to be helpful.

Some judges are just moving forward and deciding to only consider 3Ls, resulting in many 2Ls feeling the squeeze; some schools who have early state court hiring are making sure 2Ls apply to those as well because of this.

To address student concerns, many schools are encouraging students to follow the new plan because 2 full years of grades make them stronger candidates; allows them to see everything available/their options/make more informed decisions. Other schools are not having faculty write/release letters until the June release date.

Schools in districts not following hiring plan are calling (or having students call) and having students apply directly via email or paper; some judges still hired 2Ls early on. However, some judges are still explicitly saying 2 years of grades; so students can't use the paper/email option.

F. Bankruptcy Court Clerkships - Vice Chair: Andrea Hilton

Just a reminder that the National Conference of Bankruptcy Judges event is in Washington, DC from October 30th - November 2nd. They typically do a panel discussion for law students local the DC Metro area; we anticipate Judge Isicoff will ask section members to market program and encourage students to participate; please keep dates on your radar; more information will follow as we receive it.

III. Environmental Scanning; Questions that Arose During the Quarter

Federal Judicial Conference -released [results of vote on sexual harassment issue](#)

IV. Section Meeting at the Annual Education Conference

Wednesday April 10th from 4:15-5:30 at the Annual Education Conference
Aqua Room 313.