

To: Alison Ashe-Card, Board Liaison, NALP Board of Directors
cc: Fred Thrasher, NALP Deputy Director
From: Janet Siegel Brown and Todd Rogers, Co-Chairs, Judicial Clerkship Section
Date: April 5, 2023
Re: Judicial Clerkship Section Quarterly Report

Below please find a summary of the Section’s activities and concerns from this quarter.

I. LEADERSHIP TEAM

Work Group and Vice Chair(s)	Charges
<p>Annual Education Conference / <i>Bulletin+</i> Article and Webinar Planning</p> <p>Handled by Section Vice Chairs: Janet Brown (Northwestern Law) Todd Rogers (Colorado Law)</p>	<p>Brainstorm with section members to develop ideas and identify speakers for the 2023 Annual Education Conference and topics for <i>Bulletin+</i> articles. Assist members through the completion of the RFP processes for both. Consider the production of educational webinars throughout the year, with potential small group topics on alumni clerkship databases, tracking “off-plan” judges, diversity clerkship initiatives and clerkship-oriented coursework.</p>
<p>OSCAR</p> <p>Vice Chair: Marilyn Drees (U of Texas Law)</p>	<p>Support and work in collaboration with the Administrative Office of the Courts on the continued implementation and use of the OSCAR NextGen platform. Collect feedback on OSCAR from the membership and provide to the AOC.</p>
<p>State Courts</p> <p>Vice Chairs: Chris Gerlica (Roger Williams Law) Jennifer Pollard (Maryland Law)</p>	<p>Continue to prepare and update a guide for career counselors serving as a complementary resource to the Vermont Law School Guide to State Court Clerkships covering as many jurisdictions as possible. Continue to collaborate with the Public Service Section to explore using PSJD as a resource for state court clerkship postings. Plan and coordinate programming related to state court clerkships as needed.</p>
<p>Federal Law Clerk Hiring Plan</p> <p>Vice Chairs: Rochelle McCain (Yale Law) Greta Trakul (Michigan Law)</p>	<p>Monitor the extension of the pilot hiring plan and update the membership on any alterations. Collaborate with the Recruiting Section to assess the impact of the extended plan.</p>
<p>Diversity, Equity and Inclusion in Clerkship Hiring & DEI Liaison</p> <p>Vice Chairs: Amy Nixon (U of Chicago Law) Andrea Saavedra (Columbia Law) DEI Committee Liaison: Sarah Good (Farella Braun + Martel LLP)</p>	<p>Continue to collect and update existing research, reports and publications addressing federal and state court diversity, including statistics on judges, clerks and recruiting and hiring initiatives. Collaborate with the DEI Standing Committee to create a webinar or <i>Bulletin+</i> article about the findings.</p>

<p>Member Relations</p> <p>Vice Chairs:</p> <p>Michele Hoff (Georgetown Law)</p> <p>Meredith O’Keefe (UConn Law)</p>	<p>Reach out to new members on a regular basis to welcome them to the section. Educate new and continuing members about ways to get involved. Consider contacting members from other sections and groups to encourage them to join.</p>
<p>Knowledge Management and Resource Implementation</p> <p>Vice Chair:</p> <p>AJ Finch (Iowa Law)</p>	<p>Identify top resources relevant to the section and collaborate with the NALP staff to explore location options for the compilation to provide easy access.</p>
<p>Judicial Workplace Conduct</p> <p>Vice Chairs:</p> <p>Elizabeth Peck (Yale Law)</p> <p>Eric Stern (Berkeley Law)</p>	<p>Provide section members with resources and guidance designed to help them more effectively counsel and support interns and clerks on conduct issues that arise in the judicial workplace.</p>
<p>Well-Being Champion</p> <p>Laura Woodson (Georgia Law)</p>	<p>Identify specific well-being issues faced by the section and propose and institute well-being initiatives to address these issues. Participate as a member of the Well-Being Steering Committee.</p>
<p>Communications, Social Media & Marketing</p> <p>Handled by Section Vice Chairs:</p> <p>Janet Brown (Northwestern Law)</p> <p>Todd Rogers (Colorado Law)</p>	<p>Develop at least four (quarterly) social media posts to share with the NALP staff and conduct monthly member outreach on NALPconnect to update the membership about the work of the group.</p>

Moving forward, we recommend the omission of the AEC/Bulletin workgroup since proposal for AEC and articles are now due so soon after the new NALP year begins. The duties would be easier handled by the co-chairs. The co-chairs could also likely manage the duties of Communications, Social Media & Marketing. Finally, it may be advisable to also shutter the Knowledge Management workgroup, as this year’s Vice Chair reports that he has not been communicated with since fall 2022.

II. RECENT SECTION MEETINGS, PROGRAMS, AND ARTICLES

A. **Section Meetings**

The Section held its kickoff section call on **Monday, May 2, 2022**. After a welcome from new vice-chairs Janet Siegel Brown and Todd Rogers, the Section recapped 2022 AEC clerkship programming, discussed workgroup vice-chair openings and any proposed revisions to workgroup charges, and brainstormed about RFPs for 2023 AEC and topics for 2022-23 NALP Bulletin articles. Finally, Janet and Todd invited reports from workgroups with information to share, and issued a call for 2022-23 volunteers.

The Section held its second section call on **Tuesday, June 22, 2022**. After remarks from NALP President-Elect Tony Waller about future leadership and planning ideas, the Section

reviewed submitted 2023 AEC RFPs and 2022-23 Bulletin article ideas. Following that, the 2022-23 Workgroup Vice-Chairs were introduced and offered their reports. Finally, we conducted an open discussion about the first couple of weeks of the federal clerkship hiring period.

The Section held its third section call on **Thursday, October 13, 2022**. After a welcome from Janet and Todd, the Section discussed the section's three AEC RFPs that were accepted, as well as the two articles published in the Bulletin since the last report and three to be published in 2023. Then, workgroups made reports, including the DEI work group discussing its diversity resources guide that is now in draft form, and the OSCAR work group reporting its selection of a new member (Felipe Alonso, Oregon Law). We also discussed ideas for the Section's November LinkedIn posting, before opening the floor for discussion, which included (1) the lack of applicants for state court judges in some states; (2) a proposal to move up the date on which 2Ls can access OSCAR; and (3) The Legal Accountability Project's ongoing efforts to partner with law schools.

The Section held its fourth section call on **Wednesday, January 25, 2023**. Janet and Todd welcomed everyone. They then shared updates on AEC registration, AEC clerkship-focused programming, and the 2024 RFP deadline. They also highlighted the three upcoming Bulletin articles submitted by the section. Then, workgroups made reports, including the workplace conduct workgroup encouraging members to attend the Feb. 16th webinar on judiciary workplace rights and resources and flagging the new workplace conduct resources on the OSCAR website. During the open discussion, we discussed hot topics including the Legal Accountability Project, post-clerkship law firm hiring trends, and law clerk wellness issues.

The Section held its fifth section call on **Monday, March 13, 2023**. After welcoming section members, Janet and Todd facilitated workgroup reports and 2023 AEC proposal brainstorming.

B. Upcoming Programs

The Section hosted the following free webinar in February that was open to all NALP members:

Federal Judiciary Workplace Rights and Resources

Thursday, February 16, 2023 at 4 p.m. ET

The Federal Judiciary's Circuit Directors of Workplace Relations and Office of Judicial Integrity will discuss the employment protections, policies, and processes applicable to all Federal Judiciary employees, including law clerks. They will also discuss who Judiciary employees can talk to confidentially if they have questions or concerns about workplace conduct, as well as about other available resources.

The Section will present the following concurrent sessions at the 2023 Annual Education Conference in Vancouver:

Breaking Down the Myths of Applying for a Judicial Clerkship on April 26

Panelists: AJ Finch and Julie McLaughlin

Focus on First Year: Best Practices for Building a Strong Clerkship Program on April 27

Panelists: Michele Hoff, Jen Pollard, and Laura Woodson

Many Methods, One Goal: Case Studies in Programmatic Efforts to Increase Law Clerk Diversity on April 28

Panelists: Amy Nixon, Andrea Saavedra, Andrea Hilton, and Jordan Carter

C. NALP Bulletin Articles

Two articles submitted by the Section were published in the February 2023 issue:

Counseling on Workplace Challenges in the Federal Judiciary

Author: Liz Peck, Yale Law School

Roadblocks for Students of Color in Pursuing Judicial Clerkships

Author: Jazzma Pryor, Northwestern Pritzker School of Law

The following article will appear in the June 2023 issue:

Judicial Clerkships with Specialty Courts

Author: Meredith Wiggins, University of Kansas School of Law

D. Other Section Activities

Through the leadership of the Section's Work Group on Judicial Workplace Conduct, a new set of [online resources](#) have been posted on OSCAR, the federal law clerk hiring website. This material was first developed by Section participants for the 2022 Annual Education Conference. These online resources provide career advisors and judicial clerks with key information about the people, protections, policies, and processes in place to support clerks who may face workplace challenges in chambers.

The Section submitted a proposed social media post for March 2023, highlighting the three upcoming AEC clerkship section programs.

III. UPCOMING SECTION MEETINGS

Thursday, April 27, 2023 in-person at the AEC in Vancouver