

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: June 28, 2022

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 Groups and Charges

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: Christopher 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. <i>Plan and coordinate programming related to state court clerkships as needed (newly added language).</i></p>
<p>Federal Law Clerk Hiring Plan</p> <p>Vice Chairs:</p>	<p>Monitor the extension of the pilot hiring plan and update the membership on any</p>

<p>Rochelle McCain (Yale Law) Greta Trakul (Michigan Law)</p>	<p>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 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 Vice Chairs: Michele Hoff (Georgetown Law) 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 Vice Chair: 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 Vice Chairs: Elizabeth Peck (Yale Law) Erin 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 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 Handled by Section Vice Chairs: Janet Brown (Northwestern Law) 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>

II. 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 five 2023 AEC RFPs that were submitted are listed below:

- I've Been Designated Our Clerkship Expert – Help! (Todd Rogers, Janet Siegel Brown)
- Focus on First Year: Best Practices for Building a Strong Clerkship Program (Michele Hoff, Jen Pollard, Laura Woodson)
- Searching the Globe: Looking Beyond National Borders for Clerkships (Michele Hoff, Janet Siegel Brown)
- A Golden Ticket to Transforming Law Clerk Diversity? Case Studies in Mentorship and Recruitment (Amy Nixon)
- Breaking Down the Myths of Applying to a Judicial Clerkship (AJ Finch, Julie McLaughlin)

Also, the Section has proposed two articles for the NALP Bulletin in the coming months:

- Jazzma Pryor, Roadblocks for Students of Color to Pursuing Judicial Clerkships (October 2022 or November 2022)
- Meredith Wiggins, Clerkships with Specialty Courts (February 2023 or March 2023)

In addition, two articles from our Section are slated for publication in upcoming issues as follows:

- An article on demystifying magistrate judge clerkships for the July/August 2022 issue, authored by Janet Siegel Brown and Julie McLaughlin.
- An article introducing the diversity resource page for the September 2022 issue (to be submitted by 7/14/22) from our section's DEI Workgroup (contact person is Amy Nixon).

III. Environmental Scanning

Some of the concerns that came up within the Section this quarter include:

- Diversity, Equity, and Inclusion (DEI) in clerkship hiring is definitely at the very top of the list of concerns of members of this section. We will look for trends in hiring, methods

judges use to increase diversity among their clerks, and the effect of adoption or not of the hiring plan on hiring of diverse law clerks.

- Status of the Federal Law Clerk Hiring Plan - Another big issue will continue to be the Hiring Plan, including both (1) whether it will be continued beyond the class of 2025 and (2) the inconsistent adoption of the plan and how that affects clerkship advising and hiring.
- State Supreme Court hiring - Because more federal judges have decided to comply, some state supreme courts have identified an opportunity to jump ahead of their federal colleagues in the hiring timetable. So many top students may be forced to choose whether to apply (and likely be hired) to state supreme courts before federal judges following the hiring plan have reviewed their materials.
- Legal Accountability Project - Aliza Shatzman of the Legal Accountability Project has been in touch with a number of Section members to inquire about programming and other partnership opportunities at their respective schools.

IV. Upcoming Section Calls, all at 1:00 pm EST

October 13, 2022

January 25, 2023

March 13, 2023