

To: Craig Compton, Board Liaison, NALP Board of Directors

cc: Fred Thrasher, NALP Deputy Director

From: Amy Nixon and Jen Pollard, Co-Chairs, Judicial Clerkship Section

Date: October 16, 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 Groups and Charges

Work Group and Vice Chair(s)	Charges
Annual Education Conference / <i>Bulletin+</i> Article and Webinar Planning Handled by Section Co-Chairs: Amy Nixon (Chicago) Jen Pollard (Maryland)	Brainstorm with section members to develop ideas and identify speakers for the 2024 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.
OSCAR Vice Chair: Marilyn Drees (Texas)	Support and work in collaboration with the Administrative Office of the Courts (AOC) on the continued implementation and use of the OSCAR NextGen platform. Collect feedback on OSCAR from the membership and provide to the AOC.
State Courts Vice Chairs: Chris Gerlica (Roger Williams Law) Veronica Elizalde (St. Mary's)	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.
Federal Law Clerk Hiring Plan Vice Chairs: Rochelle McCain (Yale) Greta Trakul (Michigan)	Monitor the extension of the pilot hiring plan and update the membership on any alterations. Collaborate with the other sections to assess the impact of the extended plan.
Diversity, Equity and Inclusion in Clerkship Hiring & DEI Liaison Vice Chairs: Melissa MacDougall (U of Florida) Taylor Kaster (Loyola) DEI Liaison: TBD (DEI Steering Committee will appoint)	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 Steering Committee to create a webinar or <i>Bulletin+</i> article about the findings.

Judicial Workplace Conduct Vice Chairs: Liz Peck (Yale) Lisa Bossetti Barash (UCLA)	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
Well-Being Champion Ann Chang (Pepperdine Caruso Law)	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.

II. Section Meetings

The Section held its first section meeting on April 27, 2023. After a moment of appreciation to the prior year's leadership team by former vice chairs, Janet Siegel Brown and Todd Rogers, the new vice chairs Amy Nixon and Jen Pollard led a brainstorming session for RFP ideas for the 2024 Annual Education Conference and *Bulletin+* articles. Additionally, Amy and Jen issued a call for volunteers for the 2023-24 leadership team.

The Section held its second section meeting on Wednesday, June 21, 2023. The meeting started with a presentation on judicial clerk hiring by Nicole Papp Rao from the New Jersey Courts. Following that, the 2023-24 Work Group Vice Chairs were introduced and offered their reports. Finally, we opened the floor to discuss any current issues in the clerkship space, including any issues encountered with the start of the federal clerkship hiring periods, but no issues were raised.

The Section held its third section meeting on Thursday, October 12, 2023. The meeting started with a presentation on CORA, a new resource from the National Center for State Courts where students can find open judicial internships, externships, and clerkships. CORA is eager to partner with the Judicial Clerkship Section to improve and refine the tool. Amy Nixon is working with CORA on an article to be published in the *Bulletin+*. After the CORA presentation, the work groups provided updates. The OSCAR working group updated the group that the federal judges meeting will be held on November 13th where feedback from the schools will be shared. The Federal Law Clerk Hiring Plan work group is waiting for updates from the federal judges on the Class of 2026. The State Courts work group is updating the Insight and Inside Information resource. The Diversity, Equity and Inclusion in Clerkship Hiring work group is updating the resource page. The Judicial Workplace Conduct work group updated the group with the very positive news that the Office of Judicial Integrity and the Circuit Directors of Workplace Relations held the first-ever information session for incoming judicial clerks on the workplace conduct resources. The Well-Being Champion advertised the upcoming well-being circle on burnout and let the group know that she will be sending out a survey to the group soon on well-being needs. Finally, the Member Relations work group updated the group that they are working on direct outreach to members to put together programming for the group.

Our general discussion centered around CORA and how the platform would work for advisors. Many questions were asked that resulted in discussions about: (1) national buy in; (2) administrative accounts; (3) submitting letters of recommendation; (4) how to guide for users. Members seemed enthusiastic about CORA's efforts to increase transparency around state court opportunities and to simplify the application process. CORA is very open to feedback from the section and encouraged members to reach out with suggestions to improve and refine the tool. During the open discussion, we talked about potential presenters for future section meetings. It was noted that Alaska state courts and the NY Commercial courts will be hosting their own webinars in the near future. We encouraged members to reach out directly with recommendations.

The follow three 2024 AEC RFPs that were submitted on behalf of the Section were selected:

- Beyond Clerkships: Finding “Real Jobs” in the Judiciary (Rochelle McCain, Meredith Shih, Laura Simon, Susan Goldberg)
- Focus on Inclusion: Initiatives in the Federal Judiciary for Law Clerks and More (Marilyn Drees, Bruce Hendricks, Tiffany Blakey, Laura Simon)
- The Hidden Gem: Mining the Value of State Court Clerkships (Ann Chang, Sharon Buckingham, TBD)

Also, the Section submitted the following articles to be included in the *Bulletin+*:

- Guiding your law clerk through the post-clerkship job search—November issue
- Exploring the Rural Clerkship: Increasing Student Participation in Rural Clerkships—December issue

Finally, the Section will have the following article published in the future:

- CORA overview—Amy Nixon, Carleigh Lewaniak, CORA office

III. Upcoming Section calls, all at 1PM EST

January 25, 2024

March 21, 2024