

MEMORANDUM

To: NALP Board of Directors

From: Amy Killoran, Co-Chair, Law School Alumni Advising Interest Group
Rob Cacace, Co-Chair, Law School Alumni Advising Interest Group

Date: March 26, 2026

RE: Law School Alumni Advising Interest Group Q4 Board Report

I. Quarterly Meetings

The Alumni Advising Interest Group held our fourth call of the NALP year on Thursday, March 19, 2026; 14 members attended, including one affiliate member, one law firm member, and several first-time attendees as well as frequent participants. The call included an update from our Board liaison, Cassandre Stump, environmental scanning and a discussion of the legal market, and a discussion about some members seeing an uptick in performative (task-based) interviews in the private sector as well as the public sector. The performative interviews have been used by AI companies, likely to prevent applicants from preparing too heavily with AI, as well as in-house and the occasional law firm. The tasks include take-home assignments, case studies, and project-based assessments. A member shared a related *Wall Street Journal* article about how candidates can succeed in screening interviews conducted by AI as well.

II. Section Administration

Since the interest group began in July, 70 members have joined us online through the NALP Community. Neta Borshansky (University of California Berkeley School of Law) served as our well-being champion.

The Conference Planning Committee accepted one of the Interest Group's two proposals for the 2026 Annual Education Conference next month:

- Larissa Brewster (Boston University School of Law), Melanie Starks (Washington and Lee School of Law), Meghan Pier (Jackson Walker), and Amy Killoran (Northwestern Pritzker School of Law) will present on *Navigating the Nuances: Effective Strategies for Law Alumni Advising*.

The Interest Group has published its first NALP Bulletin+ article:

- February 2026 – Neta Borshansky (University of California Berkeley School of Law) and Meredith O'Keefe (independent consultant) authored the article *From Career Gap to Career Growth: Reentering Legal Practice with Confidence*. The article has been posted in NALP Connect for advisors to use as a resource and to share with alumni individually.

The Interest Group will meet during the Thursday governance block at the conference to share ideas and brainstorm RFPs and Bulletin+ articles.

III. Environmental Scanning

Three trends emerged during our most recent Interest Group call: a continued tight market for junior attorneys, demand for early career changes, and some reports of robust opportunities outside of biglaw. Multiple members reported that junior associates continue to face a tight job market in large law firms, including post-clerkship candidates. Although many law schools' alumni express an interest in private firms doing plaintiff-side or public interest work, interest exceeds hiring demand. Nearly all call participants have seen an increase in the number of junior attorneys, including from the Class of 2025, looking to change employers and practice areas – a trend across the private and public sectors. Finally, in a bright spot, members in some markets report robust hiring outside of biglaw, including state court judges and the U.S. Department of Justice looking to hire many lateral attorneys.