

# MEMORANDUM

**To:** Alisa N. Benedict O'Brien, Board Liaison  
**Cc:** Fred Thrasher, Deputy Director  
**From:** Shawn Beem and Lauren Jackson, Co-Chairs, Law School CSO Chief Officers Interest Group  
**Date:** March 2025  
**Re:** Fourth Quarter Board Report, NALP Law School CSO Chief Officers Interest Group

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## MARCH INTEREST GROUP MEETING

Unfortunately, due to schedule complications, we could not host our March 2025 quarterly meeting.

## ENVIRONMENTAL SCANNING

Spring 2025 is full of issues impacting CSO offices.

### Presidential Executive Orders

- Federal Hiring Generally – Hiring freezes; position eliminations; closing departments, agencies, and programs; loss of programs like the Presidential Management Fellows, etc.
  - <https://www.cnn.com/2025/03/17/federal-government-hiring-freeze-leaves-law-students-scrambling.html>
  - <https://www.reuters.com/legal/government/trumps-hiring-freeze-leaves-thousands-law-students-out-cold-2025-01-27/>
  - <https://www.nytimes.com/2025/01/23/us/politics/justice-honors-program-trump.html>
- DEI – Attack on schools and employers, recruiting programs, scholarships, hiring, policies, etc.
  - <https://www.shrm.org/advocacy/executive-order-impact-zone>
  - <https://www.ed.gov/about/news/press-release/us-department-of-education-takes-action-eliminate-dei>
  - <https://www.ed.gov/media/document/dear-colleague-letter-sffa-v-harvard-109506.pdf>
- Public Student Loan Forgiveness – Limiting who can apply for loan forgiveness.
  - <https://nonprofitquarterly.org/public-service-loan-forgiveness-who-and-what-is-at-risk/>

### Summer 2026 Pre-Recruitment

- Questions
  - What employers will do?
  - What do employers want from schools?
  - Is OCI dead?
  - How will the data about summer 2025 recruiting reported in “[Perspectives on 2024 Law Student Recruiting](#)” impact decisions?
  - What and when to talk to students? How early/aggressive should they be?
  - Will we see a dip in hiring this year?
- Schools reporting
  - Employer requests for early access to 1Ls, including increasing requests for non-OCI visits, resume books, class ranks, etc.
  - Questions about when spring grades will be released.

**NALP AEC INTEREST GROUP MEETING**

The interest group will meet at the Annual Education Conference on Wednesday, April 9, from 7:30 – 8:45 am.

Unfortunately, co-chair Shawn Beem cannot attend the conference.