

To: NALP Board of Directors
From: Alisa M. Rosales, Chair, NALP Public Service Section
Date: February 7, 2011
Re: **Third Quarterly Report**

PAST & PLANNED MEETINGS

The Public Service Section (PSS) held its quarterly call on December 9, 2010. In addition to work group updates, we also discussed the results of the Employment Trends survey completed last fall, and the article submitted to the NALP Bulletin in December related to that topic. The next quarterly call is scheduled for tomorrow, February 8, 2011.

WORK GROUP REPORTS

We have nine Work Groups; below please find a summary of each Group's work: Annual Education Conference Program Proposals; Recession's Impact on the Public Interest Employment; Government Job-Seeking Resources, NALP/PSLawNet Public Service Mini-Conference Planning, Publications, Newer Professionals, Diversity, Public Service & Legal Education, and Federal Work Study.

Annual Education Conference Program Proposals

Vice Chair: Cybele Smith (Ohio State)

Members: Alisa Rosales (DePaul), Steve Grumm (NALP)

The PSS submitted many ideas for Annual Education Conference planning and members coordinated with the Diversity, Small CS Office and LLM sections. One proposal was pulled and will be presented next week at the Mini-Conference (From Auctions to Work Study). Six proposals, and their speakers, that were accepted include:

1. Legal Education & Professional Success: Fostering Collaborations Between Experiential Learning Programs & Career Development Offices; Dena Bauman (UDC), Teresa Schmeideler (Maryland), Cindy Wilson (Northwestern); April 29th at 10:15 a.m.
2. Post-Graduate Public Interest Fellowships: The Inside Scoop on Project-Based Fellowship Applications and Tips for Maximizing Success; Dovie King (Thomas Jefferson), Cindy Wilson (Northwestern); Alex Lee (UC-Berkeley); Thursday, April 28th at 9:15 a.m.
3. Public Interest Hot Topics: What's Working & What's Not!; Andrew Chapin (Fordham), Stuart Smith (City of New York), Nicole Vikan (Georgetown), Alexa Shabecoff (Harvard); April 29 at 1:45 pm
4. The Complete Guide to Federal Work Study; Michelle Vodenik (Chicago-Kent), Paula Nailon (Arizona), Sean Rhiney (Cincinnati), Karen Comstock (Cornell); Thursday, April 28th at 11:00 a.m.
5. The Presidential Management Fellows Program: Entrée to Prestigious Non-Attorney Federal Government Positions; Ramona Sein (William & Mary), Yvonne Denenny (UCLA), Alisa Rosales (DePaul), Leah Tudan (past PMF Fellow); Thursday, April 28th at 2:00 p.m.
6. Counseling for International Public Service Opportunities – A Practical Approach; Sara Rakita (NYU), Akua Akyea (Columbia), Shaila Rahman; Wednesday, April 27th at 11:00 a.m.

Recession's Impact on Public Interest Employment

Vice Chair: Nicole Simmons (Texas)

Members: Judy Corello, William & Mary Law School, Cindy Wilson (Northwestern), Carol Vizzier (Washington University), Alexa Shabecoff (Harvard), Alex Lee (UC-Berkeley)

The group led the discussion on December 9, 2010 in conjunction with the Section's quarterly call.

The group's major project has been the Employment Trends Survey that has been distributed and collected—382 employers, representing 54 jurisdictions responded. The survey provided strong statistical data as well as qualitative commentary from employers. Meredith Flowe and Steve Grumm

interpreted the data for a formal report that was released last December. This was highlighted in the December 2010 NALP Bulletin. Several members have expressed interest in joining this work group going forward, with even more members expressing that they hope to see this continue into the future, much like the Public Sector & Public Attorney Interest Salary Survey.

Government Job-Seeking Resources

Vice Chair: Donna Miller (New Hampshire)

Members: Carolyn Goodwin (Boston University), Liz Dunn (Villanova), Susan Prosnitz (Suffolk), Christina Jackson (American), Toni St. John (Maryland), Vanessa Douglas (Loyola –New Orleans), Kim Bart (Duke), Melissa McViney (Catholic), Holly Brajcich (Gonzaga), Allison Hickey Regan (Houston), Patricia Hodny (North Dakota)

The Work Group has completed an annual update of the links in PSLawNet's State and Local Government Employment Resources by State. Pending the upcoming OPM regulations changes, the group plans to revisit what changes will need to be made to the PSLawNet website pages and the Federal Legal Opportunities Guide. They also continue to monitor for broken links.

NALP/PSLawNet Public Service Mini-Conference Planning

Vice Chair: Jarrod Shirk (American)

Members: Steve Grumm (NALP), Lauren Dubin (Georgetown), Cybele Smith (Ohio State), Alisa Rosales (DePaul)

The Mini-Conference welcomed a record breaking 150 participants for the full-day NALP/PSLawNet Public Service Mini-Conference. Just over 45 people participated in the Public Interest 101 session the evening before, hosted at Georgetown. Dine-arounds for the 101 participants were organized by Jarrod, for which much great feedback was received. The sessions were well-attended, and additional volunteers for future projects were developed.

Publications

Vice Chairs: Heather DiFranco (Case Western), Carole Vizzier (Washington University)

The Publications Work Group continues to submit fabulous and timely articles for publication in the *NALP Bulletin*. They have begun the process of exploring other professional organization with whom we can share resources and expertise. Steve is reaching out to some organizations on the Section's behalf, and the group brainstormed some topics that we might want to write about (or recast previous publications) to share with and educate members of these other professional organizations.

August 2010 Issue (Feature Article) – already submitted and published

Possible Title: "Fellowships in Focus: a Personal Account about Public Interest Fellowships"; Author: Dovie Yoana King, Esq. (Thomas Jefferson)

Summary: The benefits of a fellowship from a personal standpoint (the countless opportunities it opened in my legal career); Common challenges faced by applicants for project-based fellowships (again, from a personal perspective) and suggested solutions for helping students through the grueling application process; Simple ideas for integrating fellowships information/programs at any law school and getting the most bang for the buck, so to speak

September 2010 Issue (Column length) – already submitted and published

Possible Title: Networking to Get (or Create) a Public Interest Job, Author: Tracy J. Simmons (Ohio State)

Summary: Due to the fact that public interest communities are generally small and do not typically have recruitment events like private sector employers, I wanted to explore the unique ways to effectively network in this area. Also, I wanted to highlight the importance of networking in public interest since many public interest employers use fellowships as a way to bring in new attorneys.

Particularly with project-based fellowships, networking is critical to entering the public interest profession and creating opportunities for jobs with non-profit organizations that may not be hiring except for grant-funded fellows.

October 2010 Issue (Column Article) – already submitted and published

Tentative Title: Pathways to Jobs with Private Public Interest Firms for the Public Interest Law Minded Student; Authors: Robert J. Perkins & Carolyn Goodwin (Boston University School of Law)

Summary: In this article, geared toward law school career advisors, we will discuss counseling public interest minded law students on opportunities in private public interest firms and how to make their applications competitive. We will first define private public interest firms and then set forth resources for identifying these firms. We will also discuss the range of experiences and opportunities for law students/lawyers working in private public interest firms and why working in a private public interest firm can be a good fit for a public interest minded law student.

November 2010 Issue (Column Length) – already submitted and published

Possible Title: Getting That Job on the Hill; Author: Toni St. John (Maryland)

Summary: Using anecdotal research and interviews of alumni, this article will explore tips and tricks for getting your foot in the door on Capitol Hill.

December 2010 Issue (Column Length) – already submitted and published

Tentative Title: Long-Range Career Planning for Public Service-Minded Students, Author: Nicole Ayala (Connecticut)

Summary: This article will address long range planning (e.g. helping students create 5 year plans). I've found in my counseling that this issue comes up especially with my public interest students who are interested in policy/teaching/non-profit administration, but know that they need to get direct service experience first.

January 2011 issue (Column Length) – already submitted and published

Tentative Title: Current Hiring Trends in Public Interest Hiring, Authors: Nicole Clark (Texas), and Carol Vizzier (Washington University)

Summary: This article will summarize and provide information from the NALP Public Service Recessional Impact Work Group survey, including information about outreach and trends in where public service hiring is headed. The survey is being sent out mid-September, so this will cover the initial results.

February 2011 Issue (Column Article) – already submitted and published

Tentative Title: Clerkships as Launching Pads to Public Service Careers; Author: Lorri Olan (Washington & Lee University)

Summary: This article will address why clerkships are good places to launch public service careers - I often find that the public interest minded students don't think that the clerkship path is as valuable as it is for the private sector. This article will update the latest article NALP has (from maybe 2004?) on fellowship/clerkship application conflicts and encourage public service minded students to consider this route as the skills and experience gained in a clerkship would serve them well.

March 2011 (Column article) – already submitted

Possible Title: Experiential Learning Opportunities: Collaboration with CDO and Externship Programs; Authors: Teresa Schmiedeler (Maryland) & Samantha Kasmarek (Syracuse)

Summary: This article will explore possibilities and best practices for how law school career services offices can collaborate with their school's externship program offices to develop and ensure educational and successful externship programs in the public service for students.

April 2011 (Column article)

Possible Title: Planning and Promoting a Public Service Day, Author: Hillary Exter (Fordham)

Summary: Will give ideas and suggestions to law schools for planning a Public Service Day as part of new student orientation. The ideas discussed can also be adapted for Law Day events and more.

May 2011 Issue - Tentative

Tentative Title: TBD

Author: TBD

Summary: If the guide is completed and Paula Nailon (or someone on the work group) is agreeable, we'd like to publish a column article about Federal Work Study, highlighting the Public Service Section's new Guide on the topic.

June 2011 Issue (Column article)

Tentative Title: Call to Action: Gender Diversity in the Public Interest, Author: Tamesha Keel (Miami)

Summary: This piece will follow up on the piece written by Katie Dilks in June 2010 for the PSLawNet blog, continuing the discourse and providing ideas and suggestions for improving gender diversity within the public interest.

July 2011 Issue - Tentative

Tentative Title: TBD; Author: Christina H. Jackson, American

Summary: A possible article on how to engage alumni outside the career panel context and helping alumni transition into the public sector from the private sector.

Newer Professionals

Vice Chair: Sharon Booth (Nova Southeastern)

Members: Swati Parikh (Cardozo), Alisa Rosales (DePaul)

On November 18, 2010, the NALP Newer Professionals Section held a Public Service 101 Ask-the-Experts Call. Steve Grumm from NALP and Terrence Galligan (a member of the NALP Public Service Section) from Berkeley served as the "experts" and presented information to approximately 60 participants. The call was geared to all newer Career Services professionals in order to provide an overview of public interest/public service counseling and resources. On Wednesday, January 26th the following Ask-the-Experts Call was scheduled to take place: Lawyers in the Government: A Primer on Opportunities for Law Students and Graduates in Federal Jobs presented by Paula Nailon (and member of the NALP Public Service Section). Neither of these opportunities were presented to me or Sharon, and as such, we did not cross-advertise these to our Section. The Newer Professionals Chair is aware of that lack of communication, and hopes to remedy that into next year's planning process.

Diversity

Vice Chair: Andrew Chapin (Fordham)

Members: Tom Maligno (Tuoro), Alisa Rosales (DePaul)

Andrew has reached out to the Diversity, Recruiting, and GLBT Sections to explore options for expanded data information and analysis on diversity in the public interest and government employment settings. None of these groups were aware of the charge to collect Diversity data from public interest employers. The work group members have reached out several member groups (such as NLADA, AAG, NDAA, etc), none of which have collected the information recently, though it came to light that some of the federal employment information can be gathered from FedScope and that the LSC funded organizations must provide this information. To gain a better sense of what data already exists, the Work Group will reach out to various public interest membership associations to these

groups later this spring to ask to do an environmental scan survey to determine not the actual diversity statistics their members are currently reflect in their offices, but rather what they are collecting, and we can determine which sectors within public interest are collecting what, and perhaps be able to better create a strategy to approach and educate those that are doing less, and also dig deeper on the motivations on those that are doing so as to how that helps their missions and goals (ie, is it donors, foundations, regulators, the community stakeholders that are asking for this and how has that helped win with those various stakeholders). A question like this latter part will help frame for the organizations why they may find it beneficial, as well as give us clues on what kinds of education and programming we might develop to motivate organizations to (a) collect the information and (b) share it with us. Finally, it will also enable us to open the conversations with these member organizations as to whether we risk losing information on the Employment Trends or Public Sector & Public Attorney Interest Salary Survey, two sets of information that our current members find extremely valuable, especially in light that most of the respondents to this kind of information request are not likely to be NALP members.

Public Service & Legal Education

Vice Chair: Teresa Schmiedeler (Maryland)

Members: Dena Bauman (UDC), Cindy Wilson (Northwestern), Jessica Kitson (Rutgers-Newark), Melanie Kushnir (ABA Center for Pro Bono), Steve Grumm (NALP)

The work group has completed its drafts of an Overview Guide to Experiential Learning Opportunities for Law Students, as a joint effort with CAPSILS (Consortium for the Advancement of Public Service in Law Schools, a joint effort of The American Bar Association Standing Committee on Pro Bono and Public Service and the ABA Center for Pro Bono, the Pro Bono and Public Service Opportunities Section of the Association of American Law Schools (AALS), Equal Justice Works, and NALP/PSLawNet), to build on the already released (and recently revised) CAPSILS Law School Public Service Resource Handbook. This new Guide is undergoing final edits now. The work group also submitted an RFP for the Annual Education Conference to present this resource and some of the information learned from the process of compiling the information. The work group has also been researching with NALP Board Member Tom Maligno the ABA accreditation processes and how the trend toward outcome based measures (such as salary, debt loads, and timing of employment offers) may affect public service students. Equal Justice Works' Charlene Gomes and the ABA's Melanie Kushnir have also participated in these discussions. This topic was mentioned on the last conference call and is a separate agenda item for next week's meeting. Jessica Kitson has been leading these discussions and plans to schedule a section-wide conference call in March for further discussion.

Federal Work Study

Vice Chair: Paula Nailon (Arizona)

Members: Karen Comstock (Cornell), Tamesha Keel (University of Miami), Tom Maligno (Touro), Michele Vodenik (Chicago-Kent)

First drafts have been completed on the Comprehensive Guide to Federal Work Study. This will be an online document, with links, sample documents, etc, to be housed on the PSLawNet website, to be launched for the NALP Annual Education Conference. This Guide is intended to be used by various law school professionals to administer Federal Work Study programs. The group has also submitted a proposal for the Annual Conference to share this newly developed resource with members.

Please do not hesitate to contact me with questions.

Alisa M. Rosales

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