

TO: NALP Board of Directors
FROM: Jessica Kitson, Chair, NALP Public Service Section
DATE: October 18, 2011
RE: Second Quarterly Report

MEETINGS

The Public Service Section held its second quarterly conference call on Wednesday, September 21, 2011. An in-person meeting is scheduled for later this week (Thursday, October 20, 2011), during the NALP/PSLawNet Mini-Conference in Washington, DC.

WORK GROUP REPORTS

Below, please find the quarterly report of each section's work groups. A conference call with the vice chairs will be scheduled for early December, just before the section call scheduled for December 6, 2011.

Annual Education Conference Program Proposals

Vice Chair: *Cybele Smith (Ohio State)*

Members: *Jessica Kitson (Rutgers-Newark), Steve Grumm (NALP)*

The Public Service Section submitted a total of sixteen conference proposals for the 2012 NALP Conference, of which the following ten were chosen:

1. Beyond the Basics: Leveraging Employer, School, State and Federal Loan Repayment Assistance Funds
2. Children's Rights, Parental Rights, and Juvenile Justice, Oh My! How Knowing the Nuances Can Get Your Students Jobs
3. Hypothetically Speaking: Preparing Students for Prosecutor and Public Defender Interviews
4. The Ins and Outs of Public Interest Advising When It's Just Your (Or Feels That Way)
5. Not All Employer Outreach is Equal! Navigating Public Service Employer Outreach
6. Public Interest Hot Topics * Updates & Discussion of Major Issues!
7. Running a Successful Field Placement Program: An A to Z Primer on the Academic and Practical Grounding for Career Services Professionals
8. Using Judicial Clerkships to Launch and Accelerate a Public Interest or Government Career
9. Landing a Job with the United Nations
10. Launching an Immigration Law Career at the Courthouse

Publications

Vice Chair: *Carol Vizquier, (Washington University)*

Members: *Nicole Ayala (Connecticut), Meta Copeland (Mississippi), Donna Davis (Texas Southern), Samantha Kasmarek (Syracuse)*

The Work Group met via e-mail during on-campus interviewing season and held a conference call on September 21, 2011. In addition to managing monthly Bulletin submissions, the group is focused on making Public Service Sidebars more distinctive and brainstorming "branding" ideas. The next project will be to remind about how to use the NALP archives to access advice from the past and identify author-experts.

NALP/PSLawNet Mini-Conference Planning

Vice Chair: *Nicole Vikan (Georgetown)*

Members: *Nicole Ayala (Connecticut), Kimberly Ann Bart, (Duke), Heather Creed (Baylor), Ginna Galbraith (South Texas), Sam Kasmarek (Syracuse), Dovie King (Thomas Jefferson), Lorri Olan, (Washington & Lee), Rachel Kronick Rothbart (USC), Cindy Wilson (Northwestern)*

This Work Group has been working hard to implement innovative new elements for the 2011 NALP Public Service Mini-Conference, which will take place on October 20, 2011, in Washington, DC (with Public Interest 101 on October 19). The schedule for this year's Conference is as follows:

Wednesday, October 19 (at Georgetown Law Center, afternoon/evening)

4:00-5:30 pm – Public Interest Advising 101

5:30-7:30 pm – Round-robin Networking Dinner

Thursday, October 20 (at Arnold & Porter, full day)

Morning – Public Service Section Meeting/Town Hall; updates on PSLawNet and public service employment market research

Lunch – Two award presentations: Deb Ellis, Assistant Dean for Public Service at the New York University School of Law, will receive the NALP Public Service Award; and the 17th annual PSLawNet Pro Bono Publico award will be presented to a law student who has performed exemplary public service during her/his law school career

Afternoon –

Breakout Workshops:

- Putting a Law Degree to Work for Workers: the New Landscape in Workers' Rights Careers
- Teaching Professionalism to Public-service Minded Students
- Working Your Inside Game: Advocating within Law School Administrations for Public Service Programs

Plenary: The closing plenary session will take an exciting new format. The session is titled Public Interest Potpourri: a Whirlwind Tour of Hot Topics Impacting Public Interest Career Professionals, and it will feature five, 15-minute presentations during which we will offer updates and insights on:

1. Tech Tips for the Busy Public Interest Career Professionals
2. Student Debt Roundup: the Latest from Heather Jarvis
3. Uncle Sam's Changing Ways: an Update on Federal Hiring Reform from the Office of Personnel Management
4. Best Practices in Conducting Effective Public Service Employer Outreach
5. An Update on ABA Accreditation Standard Changes and Implications for Law School Public Service Programs

Networking Reception: Legal recruiters from federal agencies are invited to mix and mingle with NALP members

Additionally, the Work Group is adding a few elements to make the conference even more enjoyable. Conference planning committee members will serve as hosts for the conference and shepherd the workshops. We will ask newcomers to don a sticker on their name tags and ask more seasoned section members to take extra care to make them feel welcome.

Law School Guide to Public Interest Careers – Update

Vice Chair: *Alisa Rosales (DePaul)*

Members: *MariLee Allred (BYU), Dena Bauman (UDC), Laura Cohen (Southwestern), Daisy Hung (U. of San Francisco), Lorri Olan (Washington & Lee), Cybele Smith (Ohio State), Teresa Schmiedeler (Maryland), Ramona Sein (William & Mary), Leslie Thrope (Cardozo), Cindy Wilson (Northwestern)*

The Work Group continue to work on their drafts and edits of for the update of the *NALP Law School Public Interest Career Guide*, which are due to Steve Grumm by November 15, 2011. Editing will commence in December.

Diversity

Chair: *Andrew Chapin (Fordham)*

Members: *Millie Bond (NALP), Christina Jackson (American), Tom Maligno (Touro), Lorri Olan (Washington & Lee)*

The Work group continues to identify sources of existing public interest attorney demographic data. The following are some notes from this process:

- 75 of the 97 public interest employers in the NALP Directory list some diversity demographic statistics (often limited).

- New York State IOLTA **does** collect and report attorney demographics by participating NYS employers (69) accessible through their annual reports (this would be very time consuming for anyone to analyze as it requires obtaining and reviewing each annual report individually for data).
- National District Attorney Association **does not** collect demographics.
- National Legal Aid & Defender Association **does not** collect demographics.
- The Work Group has a query out to Legal Services Corporation (our contact: Project Director Lillian Moy) as to whether they can query legal services nationally on our behalf.
- The Work Group also has a query out to Texas Access to Justice (IOLTA) as to whether they can query IOLTA's nationally on our behalf.
- The following organizations have been contacted (no replies), regarding the same: Asian American Bar Assn of NY, Assn of Black Women Attorneys, Bronx Women's Bar, Brooklyn Women's Bar, County Attorneys Assn of NYS, Federal Bar Assn, Hispanic Bar Assn, Latino Lawyers Queens, Metro Black Bar, Muslim Bar Assoc, National Black Bar Assn, Nat'l Asian Pacific American Bar Assn, NY Women's Bar, Nigerian Bar, NY County Lawyers Assn, PALS, Puerto Rican Bar Assn, Queens County Women's Bar, Richmond County Bar, South Asian Bar, Staten Island Women, Women's Bar of NY

The Work group is in the process of analyzing retrieved data to determine the extent of collection and identify obvious largest gaps. At present, it appears attorney diversity demographics are not easily obtainable from public interest employers. A campaign to educate around this issue might be a next step.

The following question will be added to the next PS Salary Survey: "Please check all of the following attorney demographics you collect:

- male/female
- Hispanic/Latino
- White
- Black/African American
- Native Hawaiian/Other Pacific Islander
- Asian
- Amer. Ind/Alaskan Native
- 2 or More Races
- Disabled
- Openly GLBT."

Finally, the Work Group has invited discussion, feedback and ideas from members of both the Diversity Section & Public Service Section. Little has been received.

Government Legal Career Resources

Chair: *Danielle Sorken (Brooklyn)*

Members: *MariLee Allred (BYU), Heather Creed (Baylor), Denyse Demel (Texas), Matt Gewolb, (Columbia), Jessica Hedrick (New York Law), Laura Scott (Michigan)*

The Work Group has identified a goal for this year of looking into the creation of "A State by State Guide for Government Jobs," in order to provide an overview of the hiring process in each of the fifty states. Group members will first reach out to the public service section as a whole to see what materials are already developed for state government hiring. Then each member of the working group will be assigned one or two states to work on. This will be a long-term project for the group and the section.

ABA Accreditation Revision Process

Chair: *Keeley Mitchell (Pittsburgh)*

Members: *Tara Casey (Richmond), Deb Ellis (NYU), Diane Fears (Wayne State), Christina Jackson (American), Tom Maligno (Touro), Brad Morgan (Tennessee), Pam Robinson (South Carolina)*

The Work Group has spent the past few months researching the ABA's views on pro bono as well as how other professions are dealing with pro bono requirements. In addition, Keeley spoke with Cheryl Zelenski at the ABA's Pro Bono Center in Chicago. She was very helpful and insightful. She explained that her office was very happy with the current ABA standards on pro bono and did not foresee any changes. However, she did note that she is watching the discussion on experiential learning because that area does have the ability to indirectly affect pro bono initiatives. Also, Adrienne Packard will be the new contact for law school issues.

Lastly, the working group agreed to submit a questionnaire to different law schools concerning their experience with the reaccreditation process and whether pro bono was an issue. Cheryl stated in our discussion that the topic has been virtually non-existent in most visits.

Recession's Impact

Chair: *Leor Neta (Golden Gate)*

Members: *Robyn Acampora (Yale), Kimberly Ann Bart (Duke), Mark Goldfarb (Iowa), Melissa V. McViney (Catholic), Alexa Shabecoff (Harvard), Nicole Simmons (Texas), Carol Vizquier (Washington University)*

The Work Group launched the public service employment market snapshot survey just after Labor Day. This anonymous survey of nonprofit and government public-interest law offices throughout the country collected information about 1) recent law student and attorney hiring and 2) hiring expectations for the immediate future. Leor and other Work Group members are working with NALP staff to produce a report about what the public interest employment market looks like now and how it may change in the near future. There will be a preliminary report given at the Mini-Conference, with the full report expected to be released later this Fall.

LRAP

Chair: *Jarrod Shirk (American)*

Members: *Tara Casey (Richmond), Kirsten Hill (UC Davis), Michelle Stevens (Emory), Cindy Wilson (Northwestern)*

The Work Group is focusing on monitoring developments and providing analysis about best practices as law schools, employer organizations, and others explore the possibility of maximizing their LRAP programs' benefits by dovetailing them with the CCRAA's LRAP provisions.

Please do not hesitate to contact me if you have any questions.

Jessica Kitson
Associate Director, Office of Career Services and
Co-Director, Eric Neisser Public Interest Program
Rutgers School of Law – Newark
973.353.3079
jkitson@kinoy.rutgers.edu