

To: NALP Board of Directors
From: Alisa M. Rosales, Chair, NALP Public Service Section
Date: July 1, 2010
Re: First Quarterly Report

PAST & PLANNED MEETINGS

The Public Service Section (PSS) held its annual meeting at the NALP Conference in San Juan, Puerto Rico on Thursday, April 29, 2010. The notes of that meeting were shared with the Section e-mail discussion list and the meeting marked the official launch of the new PSLawNet State and Local Government Resources by State. The first quarterly conference call was held on June 16, 2010, and the notes from that call have been distributed to the e-mail discussion list and posted to the NALP website. A short survey asking members to share their "best" 3-5 resources to be compiled and shared with the Section was also distributed with the notes. It is aimed that the survey results will be shared with the Section when the Mini-Conference registration opens in mid-July. Additional quarterly calls have been scheduled for and advertised to the Section for September 21, 2010, December 9, 2010, and February 8, 2011. An additional town hall meeting is also scheduled for the NALP/PSLawNet Mini-Conference on October 21, 2010.

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. Based on feedback from members informally in Palm Springs, an effort was made to provide presentation submissions that would provide both 101 and in-depth information on narrow topics. In total, 11 programs were submitted for consideration to the Palm Springs planning committee. Those proposals included:

1. Networking: Important in Both the Online and Offline (Real) World; Ericka Hines (Equal Justice Works)
2. From A(uctions) to W(ork Study): Funding Your Students Summer Public Interest Internships; Leslie Thorpe (Cardozo), Sara Rakita (NYU), and Paula Nailon (Arizona) *The Mini-Conference Planning Team requested that this be pulled for consideration so that this topic could be presented at that conference this fall.
3. Legal Education & Professional Success: Fostering Collaborations Between Experiential Learning Programs & Career Development Offices; Dena Bauman (UDC), Teresa Schmieideler (Maryland), Cindy Wilson (Northwestern)
4. 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)
5. 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)

6. The Changing World of Loan Repayment Assistance Programs: What's New; Heather Jarvis (Equal Justice Works), Jarrod Shirk (American)
7. The Complete Guide to Federal Work Study; Michelle Vodenik (Chicago-Kent), Paula Nailon (Arizona), Sean Rhiney (Cincinnati), Karen Comstock (Cornell)
8. 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)
9. Recruiting and Supporting Students of Color in the Public Interest Arena; Tanya Greene (Columbia), Jamilia Frone (US DOJ), Tanya Douglas (Manhattan Legal Services), Lillian Moy (Legal Aid Society of Northeastern New York)
10. Public Interest Advising in Small & Solo Offices; Jessica Kitson (Rutgers-Newark), Holly Brajcich (Gonzaga), Amy Bedell (Hofstra)
11. Counseling for International Public Service Opportunities – A Practical Approach; Sara Rakita (NYU), Akua Akyea (Columbia), Shaila Rahman

Recession's Impact on Public Interest Employment

Vice Chair: Nicole Clark (Texas)

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

This group had its first call to discuss the survey project and timeline on June 3, 2010. Their next call is on July 12, 2010. The work group is collaborating with the following member organizations, and they have agreed to distribute the survey to their membership: National Legal Aid & Defender Association, National Association of Attorneys General and International Municipal Lawyers Association, with the request that they circulate the survey to the management-level attorneys that would be in a position to answer the types of questions that will be asked in the survey, with an approximate transmission date of late August/early September. The survey will include the opportunity to be contacted at a future date (most likely the following spring or summer) as many public service sector employers will not know their internship hiring needs for the next summer or permanent hiring needs for next fall. The work group has also submitted a NALP Bulletin proposal for December 2010 to summarize the findings.

Government Job-Seeking Resources

Vice Chair: Donna Miller (Illinois)

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 is currently focused on two ongoing projects: Updating the PSLawNet State and Local Government Interactive Map and evaluating/expanding the PSLawNet Federal Government Resources Page. All regions are now assigned and all changes/updates are being sent to Steve Grumm by July 9, 2010. The Federal Government Resources Page is an ongoing project due to the process changes expected over the next six months from the Office of Personnel Management. The work group is working with Steve Grumm and his contacts at the Partnership for Public Service and ABA to identify areas of improvement in the information. In the interim, Work Group members are reviewing the Resource Page to identify any areas for improvement, including layout for the next release of PSLawNet.

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)

This work group has met twice in June and the registration for this conference will open in mid-July. The Public Service Nuts & Bolts session for Newer Professionals will be held on Wednesday, October 20, 2010 at Georgetown, with Jarrod organizing dine-arounds for those attending that session. The full conference will be held on Thursday, October 21, 2010 with a town hall meeting in the morning, the *Pro Bono Publico* award ceremony with lunch, two or three break-out sessions (possible topics: non-traditional federal government positions, alumni public interest advising, and the A(uction) to W(ork Study) program), a plenary session (on policy jobs), and concluding with a short coffee/cookies social at the end of the day. The work group is also collaborating with Ericka Hines of Equal Justice Works to provide career conference programming on job search skills the following morning at the Equal Justice Works Career Conference. Their next call is scheduled for July 9, 2010 in advance of launching registration in mid-July.

Publications

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

This work group focused on submitting a full slate of articles for the NALP Bulletin, and submitted five feature, five column length, and two tentative titles for late in year. Twelve articles were accepted and scheduled as one feature and eleven column length submissions. Per Janet Smith, PSS is the only Section to currently schedule to have space in each upcoming Bulletin.

August 2010 Issue (Feature Article) – **already submitted**

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)

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)

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)

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)

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)

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)

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)

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.

The work group will continue to monitor the deadlines with the authors and continue to offer editing and brainstorming support. The group is also researching ways to cross-publish member articles to other legal publications. They are working closely with Steve Grumm to identify possible outlets and the necessary submission guidelines.

Newer Professionals

Vice Chairs: Sharon Booth (Nova Southeastern), Alisa Rosales (DePaul)

Member: Swati Parikh (Cardozo)

This work group is focusing on helping Newer Professionals find the Section sooner in their NALP careers as well as educating general career advisors on the diverse resources of PSLawNet. In working with the Newer Professionals Section leadership, Sharon is working to schedule a Public Service Advising 101 themed conference through their Ask the Experts series. Alisa has also reached out to Marty Grenhart of the Newer Professionals Forum Planning Group to discuss the feedback from past Public Interest 101 offerings at that venue.

Diversity

Vice Chair: Andrew Chapin (Fordham)

Andrew is collaborating with 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. Questions to be considered are appropriate methods and questions, timing, outreach efforts, and end-goal of the data compiled.

Clarification Point regarding the Diversity Work Group:

I am requesting clarification on direction from the Board, specifically on the charge given to the PSS this year as follows:

- Collaborate with the Diversity Section to explore options for expanded data information and analysis on diversity in the public interest and government employment settings.

It is unclear to me who the intended audience is for this information or the frequency of data collection for which the Board is aiming. Several Section members, myself included, are wary of polling public sector employers too often, as their resources are much thinner than in the private sector. It is my understanding that this is part of the reason that these sectors are only polled every other year for salary data, in addition to the fact that these sector's salaries generally do not fluctuate as much. In the coming year, we feel that it is more important to poll for the Hiring Data that the Recession's

Impact Work Group as that is what the PSS members are requesting, and because that Work Group plans to do additional polling based on the dates the employers request further follow-up, we certainly do not want to overwhelm the employers or the member associations with which we are working.

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 is compiling 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 targeted to be completed by the Annual Education Conference in 2011 and is currently engaged in developing its editorial timelines and a survey instrument to capture the various programs at each law school. 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.

Federal Work Study

Vice Chair: Paula Nailon (Arizona)

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

The group has met once by phone and discussed the following aspects of their project:

The group is compiling a Detailed Law School Survey on FWS Practices. In the next few weeks, Paula will circulate a draft survey she used in 2005, which we will revise. Afterwards, they plan to seek PSS input on format, whether we are asking the right questions in the right way, and how to maximize utility of the data which will be gathered. Steve Grumm is speaking with Judy Collins to provide technical assistance.

This information will be used to add information to 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 reviewed Paula's outline and continues to refine the scope and material covered. In addition to the survey, the group wants to create venues for NALP members to share ideas, sample forms, questions, etc. At this time, it is likely to be a through surveys and conference calls. Finally, 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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