

To: NALP Board of Directors
From: Alisa M. Rosales, Chair, NALP Public Service Section
Date: October 15, 2010
Re: Second Quarterly Report

PAST & PLANNED MEETINGS

The Public Service Section (PSS) held its quarterly call on September 21, 2010. The topics discussed include the work of the various subgroups as listed below. The next quarterly call is scheduled for **December 9, 2010**, with a primary topic of the results of the survey recently (and an ongoing basis) being conducted by the Recession's Impact Work Group, as discussed below.

The PSS is hosting the NALP/PSLawNet Mini-Conference next week. Public Interest Advising 101 will be held at Georgetown Law Center on **Wednesday, October 20, 2010**, which currently has 50 registrants. It is likely that we will need to define Newer Professional for the Public Interest Advising 101 in the future to retain the smaller group participation. A dine-around is planned for interested registrants for that evening as well. There are 148 registrants for the following day's programming. On **Thursday, October 21, 2010**, the agenda includes a PSS meeting, town hall discussion, PSLawNet update, PSLawNet Pro Bono Publico Awards Luncheon, and breakout sessions and a plenary program, capped by a coffee and cookies social. The breakout sessions include: From A(uctions) to W(ork Study): Funding Summer Public Interest Internships, Law School Pro Bono Projects: Responding Effectively to Different Program Structures, Lesser Traveled Federal Career Paths for Lawyers. The plenary topic is Pathways to Public Policy and Think Tank Careers. Many attendees will also participate in the Equal Justice Works Conference to be held immediately following the Mini-Conference, which this year will be held in Bethesda, Maryland on **Friday, October 22** and **Friday, October 23, 2010**.

I will supplement this report after I return from the Mini-Conference with any developments, as necessary.

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 Schmieideler (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 29th at 1:45 p.m.
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 Clark (Texas)

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

This group has met three times by conference call – June 3, July 12 and September 30. The next call will take place on December 9, 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 will provide strong statistical data as well as qualitative commentary from employers. Meredith Flowe and Steve Grumm are working on interpreting the data for a formal report to be released this fall. Workgroup members reviewed qualitative comments and made recommendations as to which quotes to highlight. In addition, the work group will present an overview of the survey results at the Mini Conference. Alexa, Steve and Meredith will present during the plenary session. Finally, Carol has reserved a space for a December 2010 NALP Bulletin article summarizing the survey findings. The deadline for submitting the article for publication is November 5, 2010. Carol is working on preparing the article for publication.

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 is scheduled for next week (please see introductory comments above). As stated, an update will be sent along after the Conference.

Publications

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

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. The members of the Federal Work Study work group will be approached at the Mini-

Conference next week to determine an author for May's piece. The Vice Chairs will schedule a call after the Mini-Conference with Steve Grumm to identify possible secondary publications for these articles. Possible topics for those other publications include: Advice to employers about how to harness talent in this economy, from managing the timing of on-campus interviewing to landing the best and brightest, might be the most useful information to disseminate first. In the course of identifying appropriate placements for articles, the Group plans to develop a list of potential publishers for our members, together with publication requirements for each.

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**

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.

Newer Professionals

Vice Chair: Sharon Booth (Nova Southeastern)

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

Sharon has been working with the Ask the Experts Committee of the NALP Newer Professionals Section to plan a Public Interest 101 Ask the Experts Call. The call will be targeted to those who have been in the field for three years or less. The Newer Professionals Group and the Public Service Committee will be invited to participate. The goal is to provide exposure to and aware of basic public interest issues even if career advisors are not the designated public interest person for their office. The call has been scheduled for November 18th at 1pm ET. Steve Grumm from NALP/PSLawNet will participate as the secondary expert. The primary expert is being identified by the Newer Professionals Section. The speakers are planning to use the CAPSILS handbook as a guide for the call.

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, and this information while useful, is not widely collected. 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. Due to the fact that this 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 collaborating. I also feel that the efforts to build up the Public Service employer membership so that this information can be compiled in a meaningful way should also be addressed before launching additional polls/outreach efforts regarding diversity statistics.

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 first 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 targeted to be completed late 2010/early 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. This topic was mentioned on the last conference call and is a separate agenda item for next week's meeting.

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. Paula has circulated a draft survey. 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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