

# SIDLEY

## MEMORANDUM

TO: NALP Board of Directors

FROM: Olivia Schmit (Sidley Austin LLP) and Caitlin Ryan (Orrick)

RE: NALP Recruiting Section Board Report – February Board Report

DATE: February 1, 2024

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Enclosed is a report of the NALP Recruiting Section's activities for October 2023 – January 2024. The Recruiting Section currently has 552 members.

Our last meeting was held on September 20 and focused on applicant tracking systems (ATS). Before the meeting, we surveyed our section members to gauge which ATS they were using, what was working, and what areas needed improvement. On the call, we had three breakout rooms for users to discuss Micron, ViGlobal, and FloRecruit. Overall, the meeting was very informative, and we are requesting that a new section work group be added to the Recruiting Section in the next year.

Our next meeting is scheduled for February 7.

### **Work Group Request:**

In our last report, we requested the creation of a Recruiting Technology work group that will be focused on applicant tracking systems, AI recruiting tools and other emerging technologies. We continue to recommend this new work group be created for the next NALP year.

### **2023-2024 Work Group Updates:**

Below please find the updates for each of the Recruiting Section Work Groups.

- I. Annual Education Conference/Bulletin Article and Webinar Planning  
*Vice Chairs: Tanisia Charles and Victoria Sievers*

The work group is looking forward to the Annual Meeting in April. They are currently working on webinar content for “Demystifying the NALP Conference RFP & Speaking Process.”

### **Accepted Articles**

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- Working with Search Firms, Best Practices and Communications
- How to Delegate Effectively
- Tough Conversations with Career Services

## Work Group Members

Ginny Mueller	Baker & McKenzie
Jeannette Forgey	Foley Hoag
Christie Vonk	King & Spalding
Joe Christian	Bass Berry Sims
Jenalea Cree	Rutan & Tucker

## II. Lateral Hiring

*Vice Chairs: Jean Hadley and Matthew Brown*

The work group last met on September 18 to discuss:

- **Vendors and Search firms** – they discussed non-traditional recruiting vendors such as Lateral Hub.
- **A Lateral Recruiting Survey** – they discussed creating a survey for lateral recruits post-interview process and what should be included.
- **The 2024 Recruiting Outlook** – they discussed trends and what we expect from within their individual firms and the overall market.

## Work Group Members

Samantha Leonard	Greenberg Traurig
Beka Anardi	Davis Wright Tremaine LLP
Meghan Pier	Jackson Walker LLP
Nicole Salama	Minden Gross LLP
Wanda Woods	Ropes & Gray LLP
Yedida Hiller	Goodwin Procter
Robert Moss	Goodwin Procter
Hailey McEntyre	Stoel Rives LLP
Sheryl Roberts	Smith Anderson
Caitlin Treuting	Carlton Fields
Jack Sutch	Dunlap Bennett & Ludwig
Eden Mandrell	Jenner & Block
Jessica DuBrock	Barnes & Thornburg
Allison Shannahan	ClarkHill
Ayanna Ryans-Holder	Perkins Coie

## III. OCI Forms

*Vice Char: Luke Lemmeier*

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Luke has completed a review and the updated forms have been published on the NALP website and promoted on NALPconnect. While in charge is completed, Caitlyn and I were hoping to have him think about any updates to forms or creating new ones with the changing recruiting environment.

IV. Small/Mid-Size Firms  
*Vice Chair: Sheryl Roberts*

This work group last met on November 7, 2023, for a webinar on hot topics. Topics included pre-recruiting and making the case for why small/midsize firms are great. Additionally, Jennifer Lucas Ross gave a brief update on the small/midsize firm work group that she is leading under the Professional Development Section. 65+ NALP members attended the webinar. The group's next meeting is scheduled for February 27, where they will discuss lateral, partner, and group hiring.

The work group recommends that a small/midsize section be created rather than individualized work groups in already established sections.

V. Wellness Champion  
*Megan Smith*

The Well-being Steering Committee met on Thursday, January 18 to brainstorm ideas for Well-Being Week in Law which is May 6-10, 2024.