

Memorandum

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TO: Fred Thrasher, NALP Deputy Director

Chris Modesto, NALP Board Liaison, Recruiting Section

FROM: Melanie R. Priddy

RE: **NALP Recruiting Section Board Report**

Please find below a report of the Recruiting Section's activities during the fourth quarter of the 2011-2012 NALP Year.

Summary:

The Recruiting Section has had a busy and productive year and it has been a pleasure serving as the section chair. Below I give a brief overview of what each work group has accomplished over the course of this year, along with any tasks that should be carried over into the 2012-2013 business cycle.

Working Group Updates:

- **Request for Proposal Work Group** - We submitted seven proposals for consideration for the 2012 NALP Conference in Austin, and three were selected. I have listed the presentations, their dates and times during this year's conference below:
 - *Effective Lateral Partner Recruiting Through Third Party Relationship Building & Firm Branding*, Thursday, April 19th @ 9:15 am.
 - *Alternative Staffing Models: How to Build and Administer an Effective, Beneficial Program for Firm and Attorney*, Friday, April 20th @ 10:30 am.
 - *How to Keep a Summer Program Relevant in the World of Increased Lateral Hiring*, Friday, April 20th, 3:45 pm.

- **Bulletin Article Work Group** - On behalf of the recruiting section we had a total of six articles published in the NALP Bulletin. Two articles have been published in this fourth quarter: “It’s All About social...ME...dia”, by Erin Springer and “Four Simple, Yet Effective Ways for Recruiting Professionals to Cultivate Inter-Departmental Unity,” by Anja Heidenreich.
- **Cutting Edge Information Analysis & Real Time Data Collection** - Over the course of the year this workgroup produced a Snapshot survey of the fall recruiting season that was released and published in November. We had 34 firms respond to the survey at the time.
- **Form Review Work Group** - In June we reviewed several NALP forms for fall recruiting and gave our comments to Fred Thrasher. This included NALP’s open letter to students and the Employer Interview Outcome Form.
- **NDLE Work Group** - Erin Springer from Alston + Bird was our liaison between the Recruiting Section and the NDLE. Erin participated on a number of conference calls in the redesign and revitalization of the NDLE. Their work has culminated in the rollout of the Phase-One “new-look” data collection for employers that is much more user friendly. Phase-Two of the redesign will launch very shortly with the searchable directory for jobseekers.
- **Experienced Hiring Work Group** - Unfortunately, the work for this subgroup never really got off of the ground. The charges for this group could easily be rolled over into the charges for the 2012-2013 NALP year at Charlotte Wager’s discretion. This work group was to examine the practice of judges hiring experienced attorneys as their law clerks. The group would identify to the extent of post-graduation unpaid intern hiring and how the experience is viewed by the interns and future legal employers. The group would also continue to examine the practice of clerkship openings after students have committee to work for one or two years. The group would bring together NALP members from the school side and the employer side to discuss the impact of such experience attorney hiring clerkship counseling, recruitment and retention. The results of these discussions could be shared with the membership either as Bulletin articles or future conference programs.

Environmental Scanning:

We had our quarterly recruiting section call on March 28, 2012. We had a number of topics on our agenda including summer programs, upcoming conference in Austin, Fall OCI and introducing the new Section Chair. Below I have provided a brief summary of the main topics covered:

1. **Summer Programs**- Members discussed if there were any unique issues or concerns in planning the upcoming hiring season. At the request of one member, we discussed suggestions for writing instructors, including Ross Guberman.
2. **Austin Conference** - Most section members on the call stated that they planned on attending the conference in Austin. Many were excited to see the return of Chris DeSantis, a popular speaker from the annual conference last year in Palm Springs. Others mentioned Verna Myers as a popular speaker, and were anxious to attend diversity-related programming as their new responsibilities at the firm included diversity initiatives.
3. **Fall OCI** - Most employers members of the call reported that they would be attending the same number of schools during OCI in the fall. A few reported a lesser number, due in part to the compressed nature of the recruiting season last fall.
4. **Lateral Recruiting** - Most member firms reported on the call that their lateral recruiting remains very active. Practice groups that noted the most activity were litigation and intellectual property. Also several firms (on the East Coast) mentioned that they were searching specifically for junior level rate-makers (vs. the typical mid-level search). One smaller regional firm noted that they were recruiting attorneys who had recently completed clerkships, and that the market is flooded with former clerks with great academic credentials who are having a difficult time securing entry-level positions at law firms.
5. **New Recruiting Section Chair** - Finally, Kristina Gajewicz, the incoming Recruiting Section Chair was kind enough to join the call to introduce herself to the members. We also promoted NALP's Open House on Tuesday, April 17th, and our section meeting on Thursday, April 19th at 4:30.