

MEMORANDUM

TO: NALP

CC: Marlon Lutfiyya, NALP Board Liaison to the Recruiting Section

FROM: Jessica Hoffer (Chapman and Cutler LLP) and Kara Barnachea (Venable LLP),
2022-23 NALP Recruiting Section Chairs

DATE: April 6, 2023

RE: NALP Recruiting Section Board Report – April 2023

Enclosed please find a report of the NALP Recruiting Section's activities for February 2023 – April 2023. The Recruiting Section has 531 total members as of April 6, 2023, which is an increase of 12 new members this past quarter.

As we close out the first quarter, our members are currently busy preparing for the upcoming Summer Program. The hot topics of discussion continue to be precruting efforts and the change in the economy and the impact on the market.

Our next section meeting will be at the Annual Education Conference on Thursday, April 27, 2023, at 2:45 p.m. PT in Rooms 118-120.

2022-23 Work Groups Updates:

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

I. Annual Education Conference / Bulletin Article and Webinar Planning

Vice Chair: Sonja Kent (Simpson Thacher & Bartlett)

The group continues their efforts to connect co-authors for Bulletin+ articles as well as webinar ideas and submissions.

II. Environmental Scanning

Vice Chairs: Ramona Sein (William & Mary)

The work group is currently conducting an additional survey for all Legal Employer and Law School members, and results will be shared at the annual AEC section meeting. This survey focuses largely on precruciting, hybrid work in the upcoming Summer Program, and virtual vs. in-person interviewing for OCI 2023.

Vice Chair Ramona Sein (William & Mary) will stay on for the 2023-2024 year as Vice Chair of the Environmental Scanning work group.

III. Lateral Hiring

Vice Chair: Samantha Gerstein (Venable LLP)

There are no additional updates for this group.

IV. OCI Forms

Vice Chair: Alex Gharghoury (Brown Rudnick)

There are no additional updates. Current forms are on the NALP website: <https://www.nalp.org/forms>.

V. Recruitment Tools Evaluation

Vice Chair: Olivia Schmit (Sidley Austin LLP)

The vice chair continues to compile information from different assessment companies with an eye toward the functionality for Recruiting, Professional Development, and Talent Development teams. The larger comparison/demo across all companies is underway. The group's demo of Suited has been completed and additional group demonstrations have been scheduled for the near future. The group is working with NALP on guidance for how to best disseminate this information to the NALP community.

VI. Recruiting Director Forum

There is no update from this section as we have not been able to source a Vice Chair to lead this group.

VII. Small/Mid-Size Firms

Vice Chair: Alex Gharghoury (Brown Rudnick)

The group hosted a virtual networking reception on February 28, 2023, with 25 attendees. The group also hosted a Small/Mid-Size Firms panel on March 28, 2023. Panel participants included Stacey Kielbasa (Chapman and Cutler LLP), Marlon Lutfiyya (Neal Gerber and Eisenberg) and Laura Yerhot (Klein Hornig) moderated by Alex Gharghoury (Brown Rudnick). Over 70 participants registered for the panel and 34 attended. Topics included navigating precruciting, OCI, and the current lateral market.

VIII. Federal Law Clerk Hiring

We do not have a Vice Chair to lead this group. Application for the 2024 JD class opened on January 9, 2023. Applications will be released to participating judges on June 12, 2023, and interviews can begin on June 13, 2023.

IX. Member Relations

Vice Chairs: Maria Krupinsky (Venable LLP) and Renee Nielsen (University of North Dakota)

The group continues to receive updates of new section members and send welcome emails each month. The email includes the dates and logistics of section calls and encouragement to new members to join a work group.

The group hosted a networking reception on February 7, 2023 and 30 members attended. The vice chairs hosted an open discussion about members plans for 1L recruiting, upcoming NALP conferences, and additional resources for members who are not able to attend the in-person conferences in February and April.

Vice Chair Renee Nielsen had to withdraw from her role with the work group.

Vice Chair Maria Krupinsky has volunteered to stay on for the 2023-2024 year as Vice Chair of the Member Relations work group.

X. Communications, Social Media & Marketing

Vice Chair: Molly Isken (Paul Hastings)

The group continues to look for content to roll out on the LinkedIn page. Previous content has primarily focused on advertising upcoming section networking events, panels, and upcoming conferences.

Vice Chair Molly Isken (Paul Hastings) will stay on for the 2023-2024 year as Vice Chair of the Communications, Social Media & Marketing work group.

XI. Knowledge Management

Vice Chair: Samantha Stern (Richards, Layton & Finger, P.A.)

All Knowledge Management chairs have reviewed the NALP archives, NALP Connect, and historical bulletin articles in order to locate resources for the section that could be updated to relate to the hybrid/remote work environment.

Vice Chair Samantha Stern (Richard, Layton & Finger, P.A.) will stay on for the 2023-2024 year as Vice Chair of the Knowledge Management work group.

XII. Diversity, Equity & Inclusion

Vice Chair: Sherry-Ann Smith Gomez (Cardozo Law)

The group continues to brainstorm about programming for both law schools and legal employers leading up to the SCOTUS decision on race-conscious admissions policies and how the decision will impact NALP members. The group recently created and rolled out the newly created NALP affinity groups. No decision has been made regarding the DEI Certification program for NALP members.

Vice Chair Sherry-Ann Smith Gomez (Cardozo Law) will stay on for the 2023-2024 year as Vice Chair of the Diversity, Equity & Inclusion work group.