

MEMORANDUM

TO: Claire Nash, NALP
CC: Rebecca Calman, NALP Board Liaison to the Recruiting Section
FROM: Lindsae Badgerow, 2020-2021 NALP Recruiting Section Chair
DATE: April 8, 2021
RE: **NALP Recruiting Section Board Report – April 2021**

Enclosed please find a report of the NALP Recruiting Section's activities for February and March 2021. The Recruiting Section has 430 total members as of April 5, 2021. Eleven new members have joined since the last report on February 8, 2021. There are not many additional updates from the February 2021 board report. I requested updates from all of the Vice Chairs but many of them did not respond, or did not have any further updates. Any new updates are specifically noted below.

2020-2021 Work Groups Updates:

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

- ❖ Annual Education Conference / Bulletin Article and Webinar Planning
Vice Chairs: Shannon Curry (Patterson Belknap) and Alexandra (Alex) Gharghoury (Linklaters)
Members: Janice James (Cooley) and Laura Chavez (Arnold & Porter)
 - NEW UPDATE: The Group is continuing to work with members to develop content and ideas for upcoming NALP bulletin articles.
 - The Group welcomed new member Laura Chavez.
- ❖ Environmental Scanning
Vice Chair: Derikka Mobley (Saul Ewing)
Member: Shaina Hearn (Perkins Coie)
 - In late 2020, the Environmental Scanning Work Group informally polled the membership as it related to the January 2021 OCI season. They used NALPConnect to pose these questions and collected aggregate member information.
- ❖ Lateral Hiring
Vice Chairs: Lisa Pachucki (Seyfarth Shaw) and Kat Davis (Seyfarth Shaw)
Members: Shaina Hearn (Perkins Coie), Emily Lindholm (Faegre Drinker), Katie Ivory (Fox Rothschild), and Michael Nguyen (Greenberg Traurig)

NEW UPDATES:

- Members of the Lateral Hiring Work Group are drafting an article that will highlight their experiences emerging as a recruiting professional in the industry this past year while serving in a work group. The goal is to publish this article in summer 2021.
- The Group has created a document of initiatives and webinar ideas that they were not able to fully plan and execute this year, but would like to pass along to the Lateral Hiring Work Group for the next NALP year.

❖ OCI Forms

Vice Chairs: Jessica (Jessi) Hoffer (Chapman & Cutler) and Isabelle Ting (Cooley LLP)
Members: Ginny Mueller (Husch Blackwell)

- The OCI Forms Work Group reviewed and redlined all applicable OCI Forms on the NALP website, with specific attention to the timing shift of OCI from fall 2020 to January 2021.

❖ Recruitment Tools Evaluation

Vice Chair: Fernando Romo (Morrison & Foerster)
Members: Sam Stern (Richards, Layton & Finger) and Shannon Scott (Hodgson Russ)

- The Recruitment Tools Evaluation Work Group met with their Work Group counterparts in the JD Career Advisors and the Diversity, Equity & Inclusion Sections to further advance the Group's charges.

❖ Recruiting Director Forum

Vice Chair: Vice Chair Still Needed

❖ Small/Mid-Sized Firms

Vice Chair: Olivia Schmit (Sidley Austin; formerly with Neal, Gerber & Eisenberg)

NEW UPDATES:

- The Small/Mid-Sized Firms Work Group conducted three video calls during the course of the current NALP year.
- The most recent call was in March 2021, and discussed January/February OCI and ideas for smaller, virtual summer programs.
- The Group remains interested in meeting again in the upcoming NALP year.

❖ Federal Law Clerk Hiring Plan

Vice Chair: Meredith O'Keefe (UConn School of Law)

NEW UPDATES:

- In early October 2020, the committee that oversees the Federal Law Clerk Hiring Plan announced that the previous two-year hiring plan will be extended for two more years.
- The Federal Law Clerk Hiring Plan has an applicant deadline of June 14, 2021 with interviews and offers to officially begin starting at 12:00 pm EDT on June 15, 2021.

❖ Member Relations

Vice Chairs: Ashley Julian (Akin Gump) and Martha Probst (DLA Piper)

- The Member Relations Work Group has drafted and sent a “welcome” email to over 40 new members since the start of this initiative. This email includes the dates of the section calls for the remainder of the year, along with a request that new members consider getting involved with the Recruiting Section’s various Work Groups.

❖ Knowledge Management

Vice Chair: Liz Granlund (UC Berkeley)

Members: Ginny Mueller (Husch Blackwell)

- The Knowledge Management Work Group partnered with the Vice Chairs in the Knowledge Management Section to review the NALP website, identify resources, and categorize them for future use. This project will occupy the remainder of the NALP year.

Member Outreach/Section Calls:

The Recruiting Section held its fourth Quarterly Call on March 2, 2021. Please see APPENDIX A for the agenda and notes from the call.

APPENDIX A

NALP RECRUITING SECTION QUARTERLY CALL March 2, 2020

Agenda

1. Board Update (Rebecca Calman & Lynn Heron)
2. Working Group Updates
 - a. Annual Education Conference RFP/Bulletin & Webinar Planning (Shannon Curry, Patterson Belknap Webb & Tyler and Alex Gharghoury, Linklaters)
 - i. The Group is continuing to work with members to develop content and ideas for upcoming NALP bulletin articles.
 - b. Environmental Scanning (Derikka Mobley, Saul Ewing)
 - i. In late 2020, the Environmental Scanning Work Group informally polled the membership as it related to the January 2021 OCI season. They used NALPConnect to pose these questions and collected aggregate member information.
 - c. Lateral Hiring (Kathren Davis, Seyfarth Shaw and Lisa Pachucki, Seyfarth Shaw)
 - i. The Lateral Hiring Work Group partnered with members of the Experienced Professionals Section to put on a webinar called, “Thriving as a Recruiting Professional During a Recession and Beyond” on Tuesday, October 27, 2020. This webinar featured a panel of members offering suggestions and advice for ways one can increase their profile both within and outside of their organization.
 - ii. The Group members are working with members of the Recruiting Section to solicit content, authors, and ideas for an upcoming NALP bulletin articles.
 - d. OCI Forms (Isabelle Ting, Cooley and Jessica Hoffer, Chapman & Cutler)
 - i. The OCI Forms Work Group reviewed and redlined all applicable OCI Forms on the NALP website, with specific attention to the timing shift of OCI from fall 2020 to January 2021.
 - e. Recruitment Tools Evaluation (Fernando Romo, Morrison & Foerster)
 - i. The Recruitment Tools Evaluation Work Group met with their Work Group counterparts in the JD Career Advisors and the Diversity, Equity & Inclusion Sections to further advance the Group’s charges. Together they are compiling a list of questions to survey the membership regarding the tools firms use when considering candidates. The goal is to create a list of recommended programs for firms to use during the recruitment process.

- f. Small/Mid-Sized Firms (Olivia Schmit, Sidley Austin)
 - i. The Small/Mid-Sized Firms Work Group conducted three video calls during the course of the current NALP year.
 - ii. The most recent call in March 2021 discussed January/February OCI and ideas for smaller virtual summer programs.
 - iii. The group is interested in continuing to meet in the upcoming NALP year.
- g. Federal Law Clerk Hiring Plan (Meredith O’Keefe, University of Connecticut)
 - i. In early October 2020, the committee that oversees the Federal Law Clerk Hiring Plan announced that the previous two-year hiring plan will be extended for two more years.
 - ii. Meredith O’Keefe, in her role as Vice Chair, has met with Recruiting Section members to answer questions about the current state of the plan.
- h. Member Relations (Ashley Julian, Paul Hastings and Martha Probst, DLA Piper)
 - i. The Member Relations Work Group has drafted and sent a “welcome” email to over 40 new members since the start of this initiative. This email includes the dates of the section calls for the remainder of the year, along with a request that new members consider getting involved with the Recruiting Section’s various Work Groups.
- i. Knowledge Management (Liz Granlund, UC Berkeley)
 - i. The Knowledge Management Work Group partnered with the Vice Chairs in the Knowledge Management Section to review the NALP website, identify resources, and categorize them for future use. This project will occupy the remainder of the NALP year.

3. General NALP Updates

- a. 2021 Virtual Design Thinking Workshop (March 16-19)
- b. 2021 Virtual Annual Education Conference (April 26-30) – Registration Now Open
- c. 2021 Virtual Legal Recruitment Summit (June 29)

4. Future Section Meeting Dates:

- a. TBD

5. Open Discussion/Questions

a. OCI

i. January/February OCI:

1. Pros: Extra semester of grades and learning; students more likely to know area of law they want to practice
2. Cons: Navigating both the 2L and 1L processes around the same time was difficult (both on school and firm sides); students struggled with balancing school and interviews
3. General comments

ii. Thoughts on January vs. August timeline

1. Pros: August provides separate timeframes for 2L & 1L processes
2. Cons: Marathon year; can't catch a break
3. Suggested timing alternatives – winter break?

iii. Virtual vs. in-person interviews

1. New normal? All virtual, hybrid (virtual OCI; in-person callback)
2. Easier to commit to video interview over traveling
3. Missed opportunities for students to get to know firm office and culture?

iv. Creative ways to stay engaged with students that received offers absent of in-person offer dinners, receptions, etc.

b. Summer Program:

i. Format: virtual, in-person, or hybrid

1. Informal poll of those already committed to a format
2. Dates/Length
3. Allow flexibility on summers going into office in area with looser restrictions

Lessons learned from 2020 programs to incorporate into 2021