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MEMORANDUM

TO: NALP Board of Directors

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

RE: NALP Recruiting Section Board Report – July 2023

DATE: June 28, 2023

Enclosed please find a report of the NALP Recruiting Section's activities for April 2023 – June 2023. The Recruiting Section has a total of 523 members and we held a section meeting on June 7, 2023 covering the following topics: Hot Practice Areas, The Lost Class (JD Class of 2021), and conducted a Wellness check-in.

Recruiting section members are currently consumed by the summer program and increased pre-OCI recruiting activities. Our next meeting will be scheduled for September.

2023-2024 Work Group Updates:

Below please find the updates for each of the Recruit Section Work Groups

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

RPFs on behalf of the recruiting section have been submitted and the group has pivoted to compiling ideas to submit for articles and working on webinar content ideas.

II. Lateral Hiring
Vice Chairs: Jean Hadley and Matthew Brown

This work group currently has 13 members. They conducted their first meeting on June 26, 2023. In their initial meeting, they brainstormed topics that they would like to discuss in terms of lateral recruiting. Some topics include:

- How are firms tracking metrics on successful/unsuccessful lateral hires?
- Where/what are the NALP resources for lateral recruiting?

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- Does your lateral recruiting team also handle on-boarding and integration? If not, who handles this at your firm? Is the hand-off from recruiting to the on-boarding team a smooth one?
- How are firms sourcing candidates? What is the current trend?
- Is your ATS working for you? How can the process be more efficient without losing the essential personal touch needed for lateral recruiting?
- How about skills assessments? Will firms ever use these effectively for lateral recruiting? Firms struggle to even get the interviews to ask the hard questions to assess skill and experience.

They discussed conducting a pulse survey with NALP membership to gauge their interest and thoughts on various lateral recruiting topics and resources.

III. OCI Forms

Vice Char: Luke Lemmeier

Luke posted on NALPconnect to solicit feedback on our current OCI forms and received a few responses. He reached out to various career services offices to inquire about their use of the Student Employer Feedback form. He plans to propose edits to the forms by the first week of July.

IV. Small/Mid-Size Firms

Vice Chair: Sheryl Roberts

Sheryl is currently working on promoting the work group within our section. She is interested in discussing how small firms can improve their DEI efforts and is will be reaching out to the DEI section for collaboration.

V. Wellness Champion

Megan Smith

No current updates.

VI. DEI Liaison was appointed earlier this month - Sherry-Ann N. Smith-Gomez (Cardozo Law School)