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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 – November 2023

DATE: October 19, 2023

Enclosed is a report of the NALP Recruiting Section's activities for August–October 2023. The Recruiting Section has 529 members.

Recruiting Section members are currently decompressing from summer programs and OCI, coordinating on-campus recruiting efforts, and preparing for the 1L hiring season.

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 ATSs 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.

Work Group Request:

We request the creation of a Recruiting Technology work group that will be focused on applicant tracking systems, AI recruiting tools and other emerging technologies.

Our next meeting will be scheduled for January.

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

The work group met on October 2 to discuss upcoming publications and ideas. They are looking to host a webinar in the spring to encourage RFP submission and to highlight the RFP timeline and requirements.

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Accepted Articles

- Working with Search Firms, Best Practices and Communications: Jan issue, due: November 15
- How to Delegate Effectively: March issue, due January 15
- Tough Conversations with Career Services: April issue, due February 16

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

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III. OCI Forms

Vice Char: Luke Lemmeier

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

The work group is planning to meeting on November 7 and their meeting has been promoted on NALPconnect. They are hoping to engage with other small/mid-size firm professionals that are not solely involved in recruiting. Sheryl has been in discussion with Tony Waller about creating their own official section.

V. Wellness Champion

Megan Smith

The Well-being Steering Committee hosted a webinar on “Secondary Stress” with Unmind on September 19.