

SIDLEY

MEMORANDUM

TO: NALP Board of Directors

FROM: Olivia Schmit (Sidley Austin LLP) and Tanisia Charles (Jones Day)

RE: NALP Recruiting Section Board Report – November 2024

DATE: October 17, 2024

Enclosed is a report of the NALP Recruiting Section's activities from May 2024 – October 2024.

QUARTERLY SECTION MEETING

Our last meeting was held on October 1. In this meeting, each of the work group vice-chairs gave an update on what their work groups were working on. At the end of the meeting, we split into breakout rooms to discuss managing recruiting budgets as well as to discuss any other recruiting topics that were on people's mind. For example, in the group that Olivia participated in, we discussed the mental toll our recruiting teams handled this cycle and thought on ways to ensure that we are staying mentally healthy during a very busy season. Tanisia also acknowledged the devastation on the east coast from hurricane Helene.

We had 36 people on the call, which seems a bit low considering we have 573 members subscribed to the Recruiting section. Our next meeting is scheduled for February 4.

WORK GROUP UPDATES

Over the last several months, our work groups have been very active. We have met with each work group vice-chair to discuss their goals and plans for their groups and most groups have already set up meetings and calls.

- **Annual Education Conference / *Bulletin+* Article and Webinar Planning**
Vice Chair(s): Victoria Sievers & Jill Steier
 - Recruiting Section Accepted 2025 Annual Education Conference Proposals
 - *Can I Speak to The Manager?* – Michael Nguyen, Kara Sommers, and Ramji Kaul
 - *Here, There and Everywhere: Best Practices for Multi-Office Recruiting* – Linda Bystrowski and Caity De La Rosa
 - *Mapping Legal Recruiting Teams: Different Paths to Hiring Success* – Kim Mordan, Clare Fifield, Diana Park
 - *Secrets of Partner Compensation and the Impact on Lateral Recruiting* – Blane Prescott

SIDLEY

- *Summertime and the Livin' is Busy: How to Staff Your Team for Success in the Summer* – Olivia Schmit, Stephanie Denney, and Christie Vonk
- *Bulletin+* Articles Submitted / In Progress
 - October – Salary Transparency Laws: An Update for Legal Recruiters
 - November – Working Across Time Zones
 - December – Using LSAC as an Information Source
 - January – Conference Planning Committee discusses recruiting content at AEC
- *Webinars Conducted / In Progress*
 - TBD – Insights on MarComms: Ways that Recruiting team members can best market and brand their recruiting initiatives.
- **Lateral Associate Hiring**
Vice Chair(s) – Emily Reichs and Kasey Fenn

The Lateral Associate Hiring work group had a kickoff meeting on September 10. 94 people RSVP'd for the meeting, but we couldn't see how many attended. In the meeting, Emily recapped the Partner Recruiting workgroup kickoff meeting. The two work groups will actively collaborate on several key projects this year.

They also discussed updating the *Lateral Hiring Best Practices Guide* that was last updated in 2020. Kasey Fenn volunteered to work on the guide. The plan to update the guide by April.

The group discussed reinstating the Lateral Recruiting Summit. Cybele Smith, Joe Christian, Kasey Fenn, Sheryl Roberts, and Lindy Resh volunteered to work on a proposal to reinstate the conference and highlight considerations.

The group ended the meeting with breakout sessions that discussed 2024 lateral associate hiring trends and what is predicted for 2025 and environmental scanning on what topics they would like the workgroup to explore this year. Recommended topics included: how to navigate mergers, assessments for lateral candidates and direct sourcing.

- **Lateral Partner Hiring**
Vice Chair(s) – Laura DeRise and Becca Levine

The Lateral Partner Hiring work group had a kickoff meeting on Thursday, August 15. 40-45 members attended the meeting. The group focused their conversations on how to increase partner recruiting within NALP. Laura and Becca are going to organize a smaller work group to create a proposal for the board to consider which generally includes ideas for increasing content by may suggest revamping a lateral-focused summit, workshop, etc.

SIDLEY

- **OCI Forms**

Vice Chair(s) – Sarah Musacchia-Gallagher

Based on the new timing of 2L recruiting, we have decided have members work on updating forms in the spring (at the end of the NALP cycle) rather than in August. The Employers Outcome form has been updated for 2024 for the remaining forms (as well as the Employers Outcome form) will be updated by March 2025, ahead of 2L recruiting.

- **Small/Mid-Sized Firms**

Vice Chair(s) – Sheryl Roberts

Members involved in PD, recruiting and DEI at small and mid-sized law firms have met a couple of times over the last several months to discuss various topics. Sheryl will be collaborating with the small/mid-size firm vice-chairs in the DEI and PD sections to create a proposal/plan going forward for their respective groups. There is an appetite to combine these work groups into one as many members at small/mid-sized groups tend to be involved in all three buckets. They would like to get the board's insights on this.

- **Recruiting Foundations**

Vice Chair(s) – Ginny Mueller and Alex Doll

Ginny and Alex are in the process of refreshing the Management Foundations for Recruitment Professionals guide which is distributed as part of the Newer Professionals' Forum each year. Currently, soliciting samples for updating to reflect today's recruiting landscape, but the document is also undergoing a total refresh for consistent formatting and for ease of future editing.

A draft of the document is set to be due to the NALP office on December 1.

- **Recruiting Technology**

Vice Chair(s): Branden Mullins and Krista Gylling

This work group will have their initial meeting on October 24. They have invited members of the Recruiting section to join them for the meeting and/or complete a survey to better understand what topics members are most interested in.

UPCOMING SECTION MEETING

We are currently scheduled to host one additional meeting but may add additional meetings at the request of the membership or Board.

- Tuesday, February 4 at 3:00 PM ET – Debbie Stone is set to present.