

M E M O R A N D U M

July 2, 2009

TO: Jennifer Queen
Board Liaison, Recruiting Section

FROM: Christina Kunz Fox
Chair, Recruiting Section

CC: Fred Thrasher
Deputy Director, NALP

RE: Recruiting Section First Quarter Board Report

This memo summarizes the activities of the Recruiting Section for the first quarter of the 2009-2010 NALP year. Included in this report is an update on the following: (1) first quarter meeting and conference call; (2) responses to the 2010 Annual Education Conference RFPs; (3) proposals for the NALP *Bulletin*; and (4) status reports on the section's work groups.

First Quarter Meeting and Conference Call. The section met on April 2 in Washington, DC at the Annual Education Conference. Approximately 30 members were in attendance. The section discussed and solicited volunteers for our work groups. Also discussed were more than 20 topics of interest relating to student and lateral recruiting. While many of the topics have been discussed in past years, the group seemed to agree that all were worth re-visiting given the current economic climate. A majority of the members also addressed a concern for, and interest in the topic of re-evaluating the current student recruiting model. This interest resulted in the development of a new work group (detailed update provided in the work group summary section of this report).

The section held a conference call with more than 40 participants on April 28 to continue to generate topics for the Annual Education Conference RFPs and NALP *Bulletin* proposals. Volunteers to work on proposals and to join work groups were solicited.

Section Responses to the 2010 Annual Education Conference RFPs. The section put forth 10 proposals on the following topics:

- Gathering Market Intelligence Legally in Today's Market
- New Considerations for Working with Search Firms
- Effective Management: How to Avoid the Dangerous Traps of Mistaken Impressions and Biases
- Leading a Multi-Office Recruitment Program: Building your Leadership Profile
- The Truth about Work/Life Balance for NALP members
- Looking Beyond Today: Developing Recruiting Strategy in Tough Times
- ABCs of Agency Attorney Hiring
- Dancing with Lateral Partners: How to Successfully Recruit Star Partners to your Firm
- Law Firm vs. Placement Agency 2010 – A Look at this Case in a Down Economy
- Welcome to the Family: Managing the Recruitment Process of Lawyer Groups and Firm Mergers

Proposals for NALP *Bulletin*. The section has submitted 2 *Bulletin* article proposals on the following topics:

- How to get involved in leadership positions (scheduled for November 2009 issue)
- Handling outplacement for laid off associates and deferred students (not yet scheduled)

As our section's work groups progress during the year, we plan to submit additional proposals to NALP on topics relevant to their charges.

Work Groups Updates.

Evaluating Leadership - (Purpose/Charge: This group is spotlighting organizations that have found success with alternative evaluation models, ones that moves beyond law school pedigree and grades, as well as creating a bibliography of NALP and other articles relating to this topic to serve NALP members). This work group, chaired by Francesca Schoenwandt, has begun working on gathering relevant articles for the bibliography, which includes liaising with NALP's Director of Publications. Just recently, 2 members of the work group withdrew, and we are therefore currently looking for 2-3 additional volunteers. We expect to build more momentum in the second quarter once we solicit additional members.

Lateral Recruiting: Best Practices Guide - (Purpose/Charge: This group is finalizing the update to NALP's Lateral Hiring Best Practices Guide). This work group, chaired by Donna Manion, recently received the current version of the guide, and is currently assessing it to determine what updates are necessary given the recent changes to the lateral hiring market.

Evaluating Alternative Recruiting Models - (Purpose/Charge: This group is evaluating alternative recruiting models in other industries as well as in legal markets outside of the U.S.). This work group, chaired by Erin Springer, was approved by the Board in May. They held their first conference call this month at which time they divided up their research to cover hiring practices in Canada and London, as well as hiring practices for the accounting/business and

medical fields. After they conduct their initial research, including liaising with relevant sections, they will reconvene in September to discuss and organize their findings. The work group is seeking advice on how they should present their findings (e.g., formal memo to the Board summarizing their findings, *Bulletin* article).

Second Quarter Goals. Our goals for the section in the second quarter are to continue to build momentum in the work groups, and to have a second conference call to see if new topics of interest have developed among members given their most recent experiences with summer programs, fall recruiting preparations, and lateral hiring.

Thank you for your time, and please let me know if you have any questions.