

## MEMORANDUM

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TO: Jennifer Queen, NALP Board Liaison, Recruiting Section

FROM: Erin L. Springer

DATE: July 1, 2010

RE: NALP Recruiting Section Board Report

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Please find below a report of the Recruiting Section's activities during the first quarter of the 2010-2011 NALP Year.

### Summary

The Recruiting Section has gotten off to a very productive start. Our first section call was held on Wednesday, May 5 and focused on our various work groups. Prior to the call, the vice-chairs and I had a lengthy discussion of our charges and talked through the most effective way to distribute the work. We then focused our section call on soliciting volunteers for each work group. Everyone is very excited about the challenging and relevant work of the Section this year.

### Work Groups

- **NALP Conference RFP Process.** Melanie Priddy (Katten Muchin) led the NALP Conference RFP Process this year. Through her leadership we discussed and collaborated on more than 10 proposal ideas, ultimately narrowing it down to the following six submissions:
  - Best Practices for Branding Law Firms on Campus: What Works, What Doesn't
  - Summer Programs: Where Do We Go From Here?
  - Integration & Assimilation: The Secret Ingredient for a Successful Recruiting Program
  - Bridging the Gap: Cross-Departmental Collaboration for Successful Hiring and Retention
  - Diversity Internship Programs – How to Find Them, and How to Start Them
  - Lateral Hiring in the “New Normal”

We look forward to hearing from the Conference Planning Committee and to our contributions to the 2011 Educational Conference.

- **Cutting Edge Information and Analysis, and Real-Time Data Collection.** This work group is being vice-chaired by Randy Liss of Bryan Cave. Randy informed me on Wednesday, June 30 that he had not started on the charge yet, but planned to do so in the coming weeks.
- **Form Review Work Group.** Originally vice-chaired by Laura Cappiello (Sullivan & Cromwell). Laura has recently resigned her position and Caren Schreiber (Morgan Lewis) has taken the helm. This work group completed Phase I by submitting updates to the Travel Expense Reimbursement Form, the Open Letter to Law Students, the On-Campus Interview Form Student Evaluation of Employer, the Law School Career Services Request Form, and the Employer's Interview Outcome Form. Phase II of this project will focus on the NALP Staff's proposal on collecting equity/non-equity partner data. We are collaborating with the Ethics & Standards Advisory Group on this issue and have a call scheduled on Tuesday, July 6 at 2:00 p.m. to discuss.
- **NDLE Work Group.** Megan McGrath (McKenna Long & Aldridge) has been assigned to serve on this work group as the representative from the Recruiting Section. Lisa Dickinson is chairing the work group and Susan Robinson is the Board Liaison. I spoke with Carol Sprague on June 30 and she confirmed that Lisa will be reaching out to Megan when the group is ready to get started. Megan will then give periodic updates to the Recruiting Section.

### **NALP Bulletin Submissions**

The Recruiting Section submitted six Bulletin article ideas to Janet Smith on June 25. On June 30, Janet responded with the following schedule:

-- For the October issue: Kate Reynolds on talent management and new interviewing techniques (can be a feature of up to 1,200 words) (we've been getting questions about this topic lately)

-- For the December issue: Juliette Clark on planning non-traditional events ( (This should be a one-page article, e.g., up to 750 words.)

-- For January 2011 issue: Erin Springer on the future of lawyer hiring (can be feature up to 1,200 words)

-- For the May 2011 issue: Amanda DiPolvere & school-side author on behavioral interviewing.

Additionally, I anticipate further articles around recruiting topics that will result from the new work group described below, as well as from the NALP Commission. I have also advised Janet that we will gladly author more articles as needed.

### **New Work Group**

The Recruiting Section would like to propose a new Work Group for consideration by the Board. The Work Group would be called Best Practices for Managing Deferred Associates and would focus on several issues around this relatively new phenomenon. Specifically, it would address communication with deferred associates, on-boarding, determining class year credit, alternative hours requirements/positions, orientation and reputational management. Should the Board deem it appropriate, we would gladly collaborate with other sections (such as the PD Section).

We would look for guidance from the Board as to the end product: a series of Bulletin articles, a trifold brochure, a white paper, a conference program, etc. Kathy Fox from Wayne State University is interested in serving as the vice-chair for this group.

cc: Fred Thrasher, NALP Deputy Director

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