

M E M O R A N D U M

April 12, 2010

TO: Jennifer Queen
Board Liaison, Recruiting Section

FROM: Christina Kunz Fox
Chair, Recruiting Section

CC: Fred Thrasher
Deputy Director, NALP

RE: Recruiting Section Fourth Quarter Board Report

This memo summarizes the activities of the Recruiting Section for the fourth quarter of the 2009-2010 NALP year. Included in this report is an update on the following: (1) final status reports on our work groups; (2) fourth quarter conference call; and (3) section year-end wrap-up.

Work Groups Updates.

Evaluating Leadership – This work group (Francesca Schoenwandt, Heather Cavanagh and Randy Liss) created a bibliography of resources relating to alternative evaluation models, ones that moves beyond law school pedigree and grades. The resources identified mainly focused around alternative interviewing techniques, methods and strategies. In addition, they gathered case studies and statistics as well as NALP resources on interviewing practices. The final draft of the bibliography was submitted to both Fred Thrasher and you on April 1 for review, and I understand from Fred that it will be ready for posting to the website shortly.

Lateral Recruiting: Best Practices Guide – This work group (Donna Manion, Debbie Foster, Lauren O'Rourke, Ali-Shaun Sugalski and Wanda Woods) spent the last several months updating NALP's Lateral Hiring Best Practices Guide. The guide consists of the following sections: Needs Assessment; Methods for Hiring Laterals; Strategy and Procedures for Lateral Hiring, Marketing; Due Diligence; Integration; and Resources. The final version of the guide was submitted to both Fred Thrasher and you for on April 5 for review, and I understand from Fred and Janet Smith, NALP's Director of Publications, that after some minor re-formatting, it will be posted for the membership shortly.

Evaluating Alternative Recruiting Models – This group (Erin Springer, Karen Amatangelo-Block, Polly Lawson, Lacie Marshall, Tracey McIntyre, Melanie Priddy, Susan Reonegro and Diana Ross-Butler) completed their charge, which was to identify and evaluate alternative recruiting models in other industries as well as in legal markets outside of the U.S., at the end of the second quarter.

Fourth Quarter Conference Call. The fourth quarter conference call was held on March 12. During this brief call, an update from the work groups was provided, as well as requests for member input on their work product were made. Our members engaged in brief discussions on the effectiveness of using various interview techniques, such as behavioral interviewing and incorporating case studies and hypotheticals, as well as how members were responding to surveys (internal and external) regarding deferred associates. Our members are looking forward to more discussion at the annual conference about this.

Year-End Wrap-Up. Overall, the Recruiting Section had a very productive year, and I cannot praise and thank our volunteers enough for their hard work and valuable contributions. In addition to having 4 conference program proposals accepted, and 4 *Bulletin* articles written on behalf of the section, our work groups produced 3 resources relating to legal recruiting for both the Board and the general membership. As I know you are aware, there was a great deal of enthusiasm to volunteer and participate in projects among the Section members this year, and I have shared this with Carol Sprague, NALP President-Elect, so that the momentum built this past year can continue into next year. Lastly, I would like to thank you for all your valuable thoughts and support as our Board Liaison this past year. I look forward to working with you on future projects.

As always, thank you for your time. If the Board has any questions, please feel free to contact me.