
Date: February 1, 2018

To: Fred Thrasher, NALP Deputy Director
Michelle Gage, NALP Board Liaison, Canadian Section

Cc: Maryanne Forrayi, Canadian Section Chair
Kimberly Grange, Canadian Regional Resource Council Representative

From: Chira Perla, Assistant Dean of Career Services at UBC's Peter A. Allard School of Law & CLCDN Liaison to NALP (perla@allard.ubc.ca | 604-827-3604)

Re: **NALP CLCDN Liaison Third Quarterly Board Report**

CLCDN projects and activities of interest to NALP:

Since the September 25, 2017 CLCDN Liaison Report, the CLCDN has undertaken the following projects/activities of interest to NALP:

1. LSUC Recruitment Procedures Update

On September 27, 2017, employer representatives from NALP's Summer and Articling Working Group sent a letter to the LSUC in response to the CLCDN's June 2017 recommendations to revise the LSUC's Recruitment Procedures on intent to call (ITC) emails and follow-up interviews (see the June 22, 2017 CLCDN Liaison Board Report for full recommendation details). Employer representatives expressed significant concerns regarding the CLCDN's recommendations, citing they would impose increased regulation on an already heavily regulated recruitment process.

On November 28, 2017, Jordana Laporte (University of Toronto) shared with the CLCDN that she had received an e-mail from Claire Hepburn at the LSUC indicating that the LSCU had decided against making any substantive changes to the Recruitment Procedures for the upcoming year.

2. NALP Regional Quarterly Report Conference Call, Canada Region

Kimberly Grange (Canadian Regional Representative) chaired the Canada Region NALP Regional Quarterly Report Conference Call on November 16, 2017. Canada Region working groups provided a number of updates; among them were the following CLCDN-led groups:

- Mid-Winter Meeting (Madeleine Natale, University of Calgary)
- Diversity Working Group (Anna Decia-Gualtieri, University of Windsor)
- OCI Working Group (Anna Decia-Gualtieri, University of Windsor)
- National Recruitment Survey Working Group (Mike Molas, Queen's University)
- Summer and Articling Working Group (Jordana Laporte, University of Toronto)
- Small Firm Hiring Resources (Jennifer Lau, UBC Allard School of Law)

CLCDN members also discussed the upcoming call for NALP Nominations, as well as the upcoming NALP Annual Education Conference in Hollywood, FL.

3. 2017 CLCDN Winter Meeting

CLCDN members met for our annual Winter Meeting in Toronto on December 5th (at Thomson Reuters) and 6th (at Fasken). Representatives from the following schools attended: Schulich School of Law (Dalhousie), University of New Brunswick, McGill University, University of Toronto, Osgoode Hall Law School, University of Windsor, University of Ottawa, Queen's University, University of Western Ontario, Bora Laskin Faculty of Law, University of Manitoba, University of Calgary, University of Alberta, UBC Allard School of Law, Thompson Rivers University [Regrets from University of Saskatchewan and University of Victoria]. The CLCDN was also delighted to welcome a NALP member from Washington, DC's Howard University School of Law.

Below is an overview of some of the topics discussed:

Law and Technology and the Changing Legal Profession (Bonnie Preece, Thomson Reuters): As many CLCDN members were unable to attend the 2017 CLCDN Summer Meeting in Kamloops, Bonnie revisited her presentation on how Thomson Reuters can best prepare and support students to transition into today's legal market and identify elements that would be of interest or use to career development offices. In particular, Bonnie emphasized opportunities for collaboration with CLCDN members.

Market Trends and Recruitment Practices: Each CLCDN member school provided a brief report on recruitment trends and hiring in their region for Summer 2018 and the Class of 2017 (gathered thus far), with members generally reporting a stable or improved market, despite increases in the number of graduates at a number of schools. Various issues arising from the 2L Summer 2018 recruitment process were discussed, including firm reports on student-preparedness; advising students and employers on viLawPortal school selection issues (particularly for transfer and graduate students); and how best to manage NY split summers in the Toronto OCI process (issue generally isolated to Ontario schools).

NALP Recruitment Survey Update: Mike Molas (Queen's University) provided CLCDN members with an update on the following Canadian Structured Recruitment Experience Surveys: (1) 2018/19 Articling Positions in Calgary, Ottawa, Vancouver, and Toronto; and (2) 2018 Summer Positions in Calgary, Vancouver, and Toronto. Mike shared that 200 students had responded to the Articling Survey, and noted the following trends: appreciation for as much employer transparency as possible; increased student demand to modernize/humanize interview call day; continued pressure to communicate "top choice"; and, in Toronto, continued perception of strong employer bias for Monday interviews. For the Summer Survey, Mike shared that 300 students had responded, with results pending from NALP. Following a student request, CLCDN members discussed and decided against sharing the final Surveys directly with students.

Virtual OCI Scheduling: Member schools agreed that they would use best efforts to not schedule videoconference OCIs on the same day as another school's designated in-person OCIs with the same group of employers.

OCI Advisory Group Update: Patricia Neil (University of Alberta) is stepping down from the OCI Advisory Group. John MacDonald (University of Alberta), Maryanne Forrayi (University of Calgary), and Chira Perla (UBC Allard School of Law) each volunteered to serve as the new Western Canadian school-side representative on the Group.

Timing of August application to Calgary Market: Maryanne Forrayi (University of Calgary) shared with CLCDN members Calgary employer feedback and requests in connection with the structured 2L summer recruitment process. Maryanne and Chira Perla (UBC Allard School of Law) will directly follow up with these employers as appropriate.

Harassment and Discrimination Procedure for Websites: Jordana Laporte (University of Toronto) facilitated a discussion with CLCDN members on how each school handles student reports of harassment and discrimination in non-University employment, particularly whether each school's website includes a statement of the procedure. Members discussed having university-wide policies, as well as presenting students with the option of reporting offensive conduct to a Law Society ombudsperson. Jordana offered to circulate the University of Toronto's web content on Harassment and Discrimination Procedures as a resource for other schools looking to develop similar content.

New School Initiatives: CLCDN members shared various new initiatives, including switching from Symplicity to 12Twenty as a CSM; strengths-based assessment programs for students; targeted 3L support and resources; piloting a second structured articling recruit in one market; and the introduction of Mentorship Programs.

2018 CLCDN Summer Meeting: Due to budgetary concerns and planning, members agreed that the CLCDN should strive to alternate the CLCDN Summer Meeting's east/west location with the NALP Annual Conference in a given year. University of Manitoba (Winnipeg, MB) and University of Alberta (Edmonton, AB) both offered to host in 2018, with CLCDN members to vote via a subsequent e-mail poll.

Ontario Career Fair/Coffee Chats Day: CLCDN members discussed an employer suggestion that Ontario career fairs be combined into a single career fair as they are in Quebec. Ontario schools noted that many of them no longer hold career fairs (opting instead for coffee chats and smaller events); among those that do, concerns were expressed over requiring students to travel to different cities to participate.

Diversity, Inclusion and Accommodations: Laura Little (University of Windsor) and Ellen Schlesinger (Osgoode Hall) facilitated a lively group discussion on diversity and inclusion, particularly on supporting students during the structured recruitment process and students who have accommodations for entry into practice.

4. 2018 CLCDN Summer Meeting

Following the 2017 CLCDN Winter Meeting, Maryanne Forrayi (University of Calgary) surveyed CLCDN members for their preference as to the location and timing of the upcoming 2018 Summer Meeting. Strategic considerations included selecting locations to balance east/west travel with other NALP/CLCDN commitments (Annual NALP Education Conference and NALP/CLCDN Toronto Winter Meetings), as well as opportunities to engage in alumni and employer outreach in the Summer Meeting host-city. On January 7, 2018, Maryanne shared with the CLCDN the results of the survey, with the majority of respondents selecting Edmonton, AB for June 13 & 14, 2018.

5. Canadian Structured Student Recruitment Experience Surveys

This quarter, CLCDN members were asked to encourage students to complete following Canadian Structured Recruitment Experience surveys:

- 2018/19 Articling Positions in Calgary, Ottawa, Vancouver and Toronto; and
- 2018 Summer Positions in Calgary, Vancouver and Toronto.

On December 20, 2017, Mike Molas (Queens) shared with the CLCDN the raw, un-anonymized, and aggregate results of the Surveys. Mike indicated the Survey Working Group plans to release a consolidated and anonymized report on NALP Connect for a broader audience in early 2018, at which point CLCDN representatives will be contacted to communicate any employer or individual-specific survey results as appropriate.

6. Recruitment Resources:

This quarter, CLCDN members continued to generously share various recruitment resources and job postings. Of particular note are the following substantive recruitment resources:

- Calgary 1L Summer 2018 Recruitment Details, Law Society of Alberta Rules & 1L Protocol (Maryanne Forrayi, University of Calgary)
- Hiring Info for 2018 Summer Positions in London, ON (Robyn Marttila, University of Western Ontario)
- Updated Summer 2018 Ottawa IP Recruitment (Jennifer Nadon, University of Ottawa)
- Recruitment Guide for the 1L & 2L 2018 Ottawa Summer Recruitment Process (Karine Laframboise, University of Ottawa)
- 1L Toronto Summer Guide, 2018 (Karen Williamson, University of Toronto)

Report any upcoming project or event of interest to NALP:

1. Small Firm Hiring Resources

On November 22, 2017, Jennifer Lau (UBC Allard School of Law) circulated the following drafts to CLCDN members for feedback:

- **“Understanding how small firms hire summer and articling students”** – aimed at law students from any year level, including NCA candidates, who do not know where to start when faced with the prospect of finding a summer/articling job outside of the structured/OCI process; and
- **“What to do when it’s time to hire an articling student”** – aimed at smaller legal employers (not just law firms) who have never hired an articling student before and do not know where to start.

Once finalized, these resources will be available on the NALP website for any member of the public to access (including, for example, NCA candidates without access to a Canadian law school career development office, or small law firms). Each Canadian law school will also be able to further update these handouts for their own law student population and targeted employers, based on their own market’s needs.

Identify what significant benefits there are for NALP to continue this liaison relationship:

The CLCDN is an active network that continues to provide important insights into the Canadian market to all NALP members, with CLCDN members initiating, leading, and contributing many important NALP Canada Section and Canadian Region activities, discussions, and recourses.