

NALP Board Announces New Initiatives on Recruiting

To: NALP Members
From: LeaNora Ruffin, 2009-2010 NALP President
Date: August 28, 2009
Subject: NALP Board Initiatives on Recruiting

The NALP Board of Directors acknowledges the importance of addressing key issues facing our industry in a timely fashion and is committed to implementing initiatives that will help our members, and the profession, plan for the future during this challenging time. Accordingly, in addition to the recently announced [Roundtable Series](#), we are implementing the following two additional initiatives:

Commission on Recruiting in the Legal Profession

The NALP Board is pleased to announce the formation of a Commission on Recruiting in the Legal Profession. Given the complexity of the factors involved, this Commission will work in two phases. During Phase I, beginning this fall, Commission members will be charged with reviewing the current legal recruitment model, and will engage in a holistic nationwide conversation regarding issues including, but not limited to, the timing of 2L/3L interviewing and the viability and effects of a potential change to the interviewing timeframe on large firm recruiting as well as on government, public interest and small/medium firm recruiting. Recruitment models outside of our industry will be considered for best practices. During Phase II, likely to begin spring 2010, the Commission will examine the NALP Principles and Standards in light of the current dialogue about a potentially shifting recruiting paradigm. The Commission will report out to the membership at various intervals in order to provide real-time information on the results of its outreach and discussions. Additional information about the Commission membership and its scope of work will be forthcoming. Watch *NALPnow!* and the *NALP Bulletin* for progress reports and updates.

Recruiting Suggestion Box

We also are pleased to announce the creation of an additional method of communicating with the Board and the Commission via an e-mail "suggestion box." As you move through the recruiting season, we encourage you to use this method to voice your comments, suggestions and even frustrations by sending an e-mail message to suggestionbox@nalp.org with the phrase "NALP Input" in the subject line. Your responses will be reviewed by the Board and the Commission, and in addition to our other forms of outreach, will provide us with a timely, efficient and accurate sense of this recruiting season and where we should be headed in the future. It will also allow us a mechanism for harnessing our collective creativity and problem solving skills. We will report the feedback received and all comments will remain anonymous. Periodically, we will seed the suggestion box with questions in order to encourage discussion.

To get the conversation started, our first question is:
Is the current early interview week, which typically takes place in August following the first year of law school, still a viable recruiting model? Please put "NALP Input" in your subject line and e-mail your comments to suggestionbox@nalp.org.

We look forward to your input.