

## MEMORANDUM

**TO:** Megan McGrath, Board Liason - Law Student Recruiting Section

**CC:** Fred Thrasher, NALP Deputy Director

**FROM:** Cristin Bolsinger, Law Student Recruiting Section Chair

**DATE:** July 3, 2008

**RE:** Law Student Recruiting Section Quarterly Report

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### Summary

This report provides a summary of the activity of the Law Student Recruiting Section for the period from April 2008 to the present. The following is an update on (1) the meeting of the Law Student Recruiting Section at the 2008 Annual Education Conference in Toronto, CA; (2) our first Section conference call; (3) the proposals generated by the Section for the 2009 Annual Education Conference in Washington, DC; (4) the article proposals generated by the Section for the NALP *Bulletin*; and (5) goals for the next quarter.

### **I. Section Meeting during 2008 Annual Conference**

Due to flight difficulties, I was unable to attend the Section's first meeting in Toronto. However, I met with Jean Durling (our previous Board Liason) and Fred Thrasher prior to the meeting and had several conference calls with Jean following the meeting, during which she debriefed me on the meeting.

The meeting was well-attended, despite the fact that it took place late on the Friday afternoon of the conference, and the group brainstormed regarding potential work groups, 2009 conference topics, and *Bulletin* articles, the results of which are set forth in more detail below.

## **II. First Quarterly Section Conference Call**

The first Law Student Recruiting Section quarterly conference call took place on May 29, 2008. A good number of people dialed in to the call, but participants were not as vocal as I would have expected. Per our agenda, we discussed some of the ideas generated at the Section meeting in Toronto, and I asked the group if there were additional conference topics, potential *Bulletin* articles or topics for future conference calls that they would like to discuss. We were able to generate two proposals for the 2009 conference and came up with a number of good ideas regarding articles, both of which are discussed below.

Our next quarterly conference call will take place sometime in August 2008.

## **III. Proposals for 2009 Annual Education Conference**

The Law Student Recruiting Section submitted two proposals for the 2009 Annual Education Conference in Washington, DC. The first proposal related to managing the on campus interviewing process in light of the new proposed timing guidelines. Our hope was that this would be structured as a panel consisting of law firm representatives, career services representatives and someone from the Part V Task Force.

The second proposal focused on effective behavioral interviewing techniques, and the session would be structured as a workshop.

The Section came up with a number of other possible conference topics, including use of recruitment databases (e.g. better utilization of Simplicity); coordination and integration of schools and employers in the hiring process; effective post-offer follow-up; and how to educate summer associates and mid-level associates on the importance of completing certain surveys (e.g. the American Lawyer surveys). However, none of these proposals were submitted formally online, as nobody in the Section volunteered to present on these topics.

## **IV. NALP *Bulletin* Article Proposals**

The Section has come up with proposals for four different *Bulletin* articles, on topics ranging from best practices for tracking offer deadlines in light of the new timing guidelines, to how to connect to law students in the manner in which they want to be contacted. I have been in contact with Janet Smith regarding the Section's proposed articles, and with her generous input, we have come up with a proposed publication timeline, with the first such article being published in November 2008 and subsequent articles coming out in January, March and possibly May 2009.

I have also been in contact with the various authors of these articles to discuss timing and to offer my assistance.

**V. Goals for the Section for Next Quarter**

My sense is that the Law Student Recruiting Section has gotten off to a relatively slow start but will become much more active in the coming months. It is extremely challenging to generate interest and enthusiasm during what is the busiest time of the year for law firm recruiting professionals. To date, Section members have been reluctant to commit their time to projects, like drafting *Bulletin* articles, which makes sense given the timing of my requests. However, I am confident that this will change as the Section gains momentum.

Our next Section conference call will take place in August 2008. At that time, I believe members will begin to engage in discussions as we approach the peak fall recruiting season.

I also welcome any suggestions or feedback from you regarding things that you would like to see the Section do or issues you would like for us to tackle in the coming months.

C.A.B.