



Winning Strategies for Supporting Diverse Clerkship Applicants

Michele Hoff, Assistant Director for Judicial Clerkships, Georgetown University Law Center, Washington, DC
Elizabeth Peck, Assistant Dean for Judicial Engagement and Professional Development, Cornell Law School, Ithaca, NY
Tamara Stephen, Associate Director of Career and Professional Development, Brooklyn Law School, Brooklyn, NY



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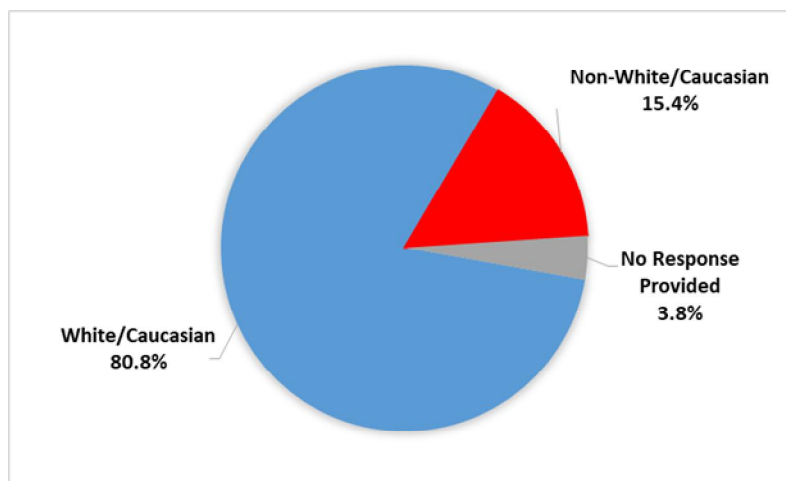
Program Agenda

- Introductions and Overview
- Survey Results
- Obstacles for Candidates
- Strategies for Counselors
- Q&A

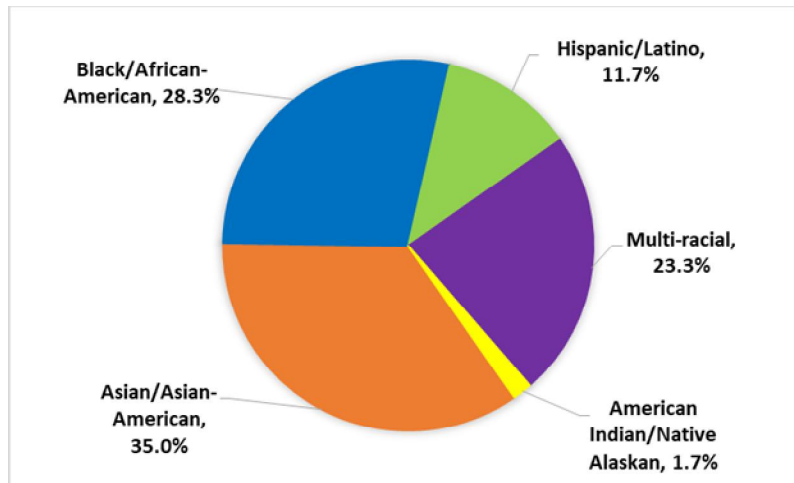
Survey Results

- Survey method and questions
- Survey participants
 - 440 responses, 390 valid/useable responses
 - 86% of responses from 4 schools
- Comparative data
 - Responses mirror NALP judicial clerk data

Responses by Race



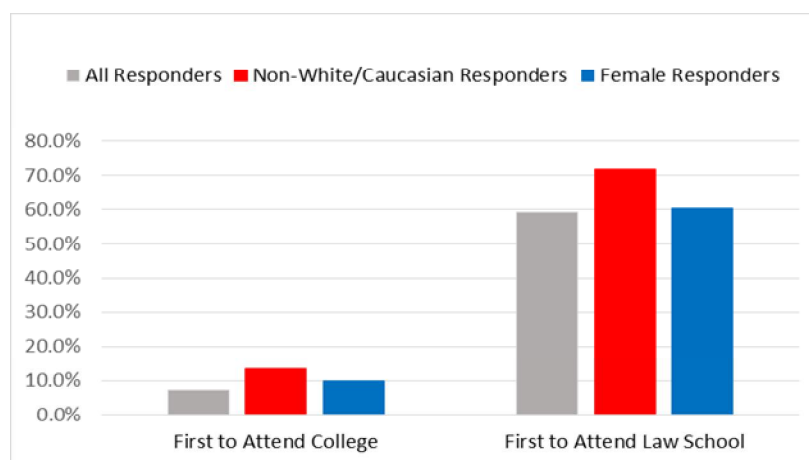
Racial Diversity



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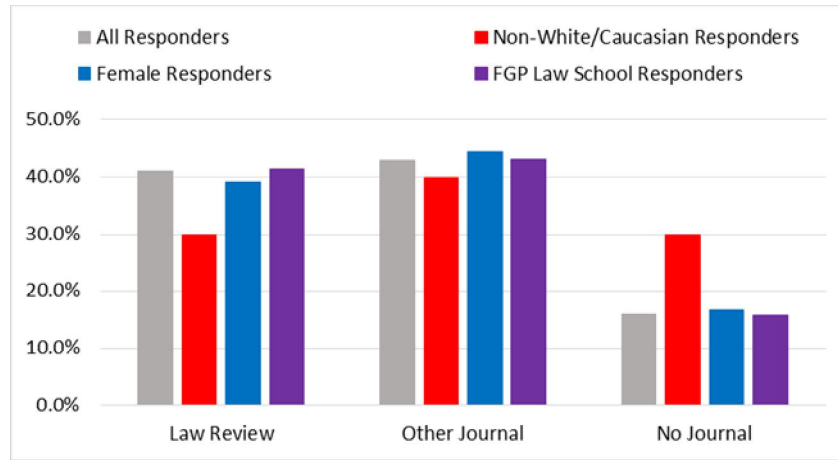
Educational Background



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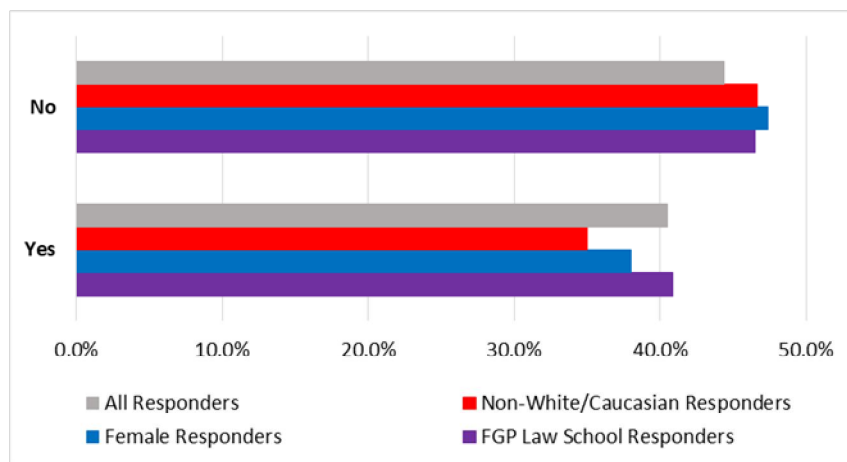
Journal Participation



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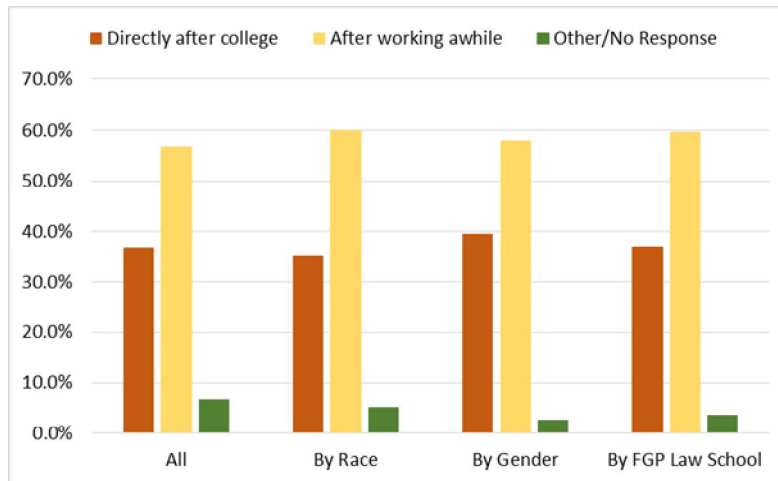
Internship/Externship Participation



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Timing of Law School Attendance



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Motivations for Applying

- Value to long-term career goals
- Suggested/encouraged by a colleague
- Great training – opportunity to focus on research and writing skills
- Interest in litigation
- Internship/externship experience

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Pros/Cons Considered

The Pros	The Cons
Prestige (Value for Career Advancement)	Lower Salary (Student Loan Debt Load)
Skill Development	Short-term, Temporary Job
Network of Clerks	Moving to New Location
Mentoring Relationship with the Judge	Uncertain Post-clerkship Job Prospects
Low Stress and Good Hours Compared to Other Jobs	Nature and Timing of the Application Process
Having a Job	Delays Practice of Law
	Difficult Judge/Bad Boss

Role of Judicial Diversity

- No role as the judiciary lacks diversity
- Some role with a focus on the judge's
 - Racial/ethnic background
 - Gender
 - Practice area/work experience
 - Military service
 - Political leanings

Qualities and Experiences in Hiring

- Law school reputation, grades, journal and legal writing experience
- Hobbies and interests that showed a “fit”
- Ties to geographic area and/or willingness to move to judge’s location
- Military backgrounds
- Public interest backgrounds

What Should Law Schools Do

- Faculty and advisors – encourage and support students in a more personal way
- Provide information in 1L year
- Encourage all students regardless of rank to apply broadly
- Partner with diverse students groups
- Admit more diverse students



Obstacles for Diverse Candidates

Must recognize the potentially stronger impact of any obstacle to diverse candidates

- Lack of role models – “lonely only me”
- More lucrative competing opportunities
- Different perception of value
- Self-selection – “not good enough to . . . ”

Hurdles for Counselors

- Profile and credentials of the incoming class
- Administrative turnover
 - Senior leadership
 - Faculty supporters
- Geographic market limitations
- Lack of funding for
 - Interviews
 - Internships



Overall Strategies for Counselors

- Utilize a clerkship inclusion strategy
 - move away from “diversity”
- Create a campus clerkship culture
 - identify key stakeholders to speak with you
- Start clerkship conversations early
 - engage individuals, groups and the community
 - and have the conversation often!

Strategies to Use with Students

- Make sure to reach out
 - Need personal encouragement
 - Educate about all options
- Establish judicial internship or externship programs
- Leverage funding possibilities
 - Application/interview funds
 - Include in LRAP programs



Strategies for Pipeline Programs

- Judicial internship v. clerkship programs
- Limitations of pipeline programs
 - Small or no permanent staffing
 - Programs are still “young”
- Reasons for resistance from students
 - Lack of knowledge
 - No choice in location/type of opportunity

Strategies to Use with Faculty

- Emphasize the importance of their role
 - value of individual encouragement
- Communicate ways in which they can help
 - crafting strong letters of recommendation
 - making calls to chambers to support candidates
- Showcase alternative measures of excellence

Strategies to Use with Judges

- Showcase alternative measures of excellence
- Learn more about their hiring considerations
- Find ways to introduce them to candidates



Continuing the
Conversation

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Today's
Q & A

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Thank You
for
Participating!

Contact Information

Michele Hoff
Assistant Director for Judicial Clerkships
Georgetown University Law Center, Washington, DC
(202) 662-9612 w mh1845@georgetown.edu

Elizabeth Peck
Assistant Dean for Judicial Engagement and Professional Development
Cornell Law School, Ithaca, NY
(607) 255-9057 w ep83@cornell.edu

Tamara Stephen
Associate Director of Career and Professional Development
Brooklyn Law School, Brooklyn, NY
(718) 780-7963 w Tamara.Stephen@brooklaw.edu