

NALP International and Advance Degree Recruiting and Advising Section Report

To: Georgia Gray, Board Liaison
Cc: Fred Thrasher, Deputy Director
From: Clara Solomon, Section Chair
Date: January 22, 2015

Please find below a summary of the Section's activities during the most recent quarter. Our quarterly conference call was attended by 9 members, including one new participant.

1. Work groups:

a. Conference Proposals & Bulletin Articles:

The section published an article on online degree programs at law schools.

Natalie Bautista is working on a webinar on visa issues for foreign attorneys, planned for May or June and has confirmed speakers for the webinar. She will work with NALP Staff to set this up and promote it. *Natalie Bautista*

The Section has begun to discuss article and conference topics for 2016 and will be working on proposals focused on JD students with an international background; on training for international offices; international joint-degree programs (JD/LLM, LLB/JD, etc.) and on cultural competence in international settings.

A large number of section members plan to be in Chicago for the Annual Conference and have discussed attending a number of relevant programs, such as:

- Cultural Code Switching
- Recruiting in International offices
- Religious Diversity
- Counseling Non-JD Students

b. Twitter Feed: Work Group Vice Chairs Kandice Thorn and Elizabeth DiGiovanni. Recent Tweets include:

- College students think they're ready for the work force. Employers aren't as sure. <http://chroni.cl/1yIrfN>
- Think partnership track in the US is hard? Try making partner at a Chinese law firm [@AmericanLawyer](#):
[http://www.international.law.com/id=1202715510599/Top-Chinese-Firms-Face-Associate-Problem?rss=rss_gln&kw=%20Top%20Chinese%20Firms%20Face%20Associate%20Problem%20&et=editorial&bu=International&cn=20150119&src=EMC-Email&pt=Asian%20Lawyer%20News&slreturn=20150020094141 ...](http://www.international.law.com/id=1202715510599/Top-Chinese-Firms-Face-Associate-Problem?rss=rss_gln&kw=%20Top%20Chinese%20Firms%20Face%20Associate%20Problem%20&et=editorial&bu=International&cn=20150119&src=EMC-Email&pt=Asian%20Lawyer%20News&slreturn=20150020094141...)
- FCPA is a growing area - see the trends worldwide from [@CorpCounsel](#) and [@gibsondunn](#): <http://www.corpcounsel.com/id=1202715062529/FCPA-Shifts-in-China-India-Russia-and-Latin-America?back=GLN&kw=%20FCPA%20Shifts%20in%20China%2C%20India%2C%20Russia%20and%20Latin%20America%20&et=editorial&bu=International&cn=>

20150116&src=EMC-

Email&pt=International%20News&slreturn=20150016090914 ...

- Read City Bar President Debra Raskin's column on the Association's wide-ranging international work: <http://bit.ly/1BaT7Px>
2. Pro Bono: We are working on an update to the LLM FAQs that were published last year. Schools are also tracking LLM students as they actually complete the affidavits and submit their pro bono materials to the court for the first time this year. We will share information about LLM student challenges and successes with the group. Employers have begun to ask if schools are providing pro bono opportunities to LLM candidates – some employers have expressed reluctance at assisting an international or foreign associate in completing a pro bono requirement, as they are only at the firm for a short time, and those firms are expecting schools to help. Schools are also now facing requests from alumni who have left the country (or at least the region of the school) and who are still seeking assistance in finding pro bono projects. This is a role that may continue to grow as the NYS Pro Bono rule continues to evolve.
 3. Strategic Plan: The section prepared a strategic plan for 2015-2020 focused on LLM program growth and the growth of international recruiting at law firms worldwide.
 4. Environmental Scanning/Additional Information:
 - a. Schools are focused on international alumni outreach and sharing ideas on how law school offices handle this (if at all) as well as any collaboration between the career office, admissions office and alumni/development offices on international outreach to alumni. There is a possibility of putting together a Bulletin article on this idea as well.
 - b. New York State has proposed moving to the Uniform Bar Exam. The section is monitoring this proposal and any potential changes that may results for LLM students. IF the proposal moves forward, the Section will likely advocate on behalf of changes that could benefit LLM students with other states that accept the UBE.
 - c. Schools are balancing divergent trends in student programming – with an increase in demand for more personalized and hands-on services, while also seeing a demand for programming to be accessible online or after-hours at a student's convenience.
 - d. Visa issues continue to be a concern and schools are working on how to provide students with internship/externship experiences without violating either visa or labor laws. Unpaid internships are attractive to students, but both employers and students are wary of providing unpaid internships in the private sector, even for credit.
 - e. For schools that don't participate in the LLM job fairs in January/February there is discussion over what can be done to provide a recruiting program for those students or what other resources are available to those students.
 - f. Continued discussion on employment statistics and how to present a realistic employment picture to the students and also how to effectively collect data from a diverse international population.
 - g. LLM career offices are working with alumni offices to increase alumni engagement and have found this the most effective way to increase employer engagement as well. There is also an increased role for career offices in admissions, as job-related questions are common in prospective and admitted students.