

MEMORANDUM

To: Gwen Ferrell, Board Liaison

From: Mary Beth Nielsen, JD Career Advisors Section Chair

Cc: Fred Thrasher, Deputy Director

Date: February 4, 2021

Re: NALP JD Career Advisors Section Quarterly Report

SUMMARY OF ACTIVITIES

On January 14, 2021, we held our third quarterly section call. Approximately 35 members joined us on Zoom. We heard from workgroups on their projects, a Board report and discussed topics submitted by members of the section – including participation in January/February OCI, engaging first-year students and virtual employer outreach. We also heard from the Developing Professional Lawyer Work Group about the professionalism modules available on the NALP website. We even viewed a preview of one of the modules.

As noted below, the JD Career Advisors Section continues to move forward on many projects – work groups have drafted new resources for members, been well represented in the Bulletin, Conference RFPs, and creatively found ways to engage JDCA Section members.

WORK GROUPS

Annual Education Conference/Bulletin Articles and Webinar Planning

Vice-chairs: Hallie Prest (Minnesota) and Alexis Joyce (Pepperdine)

Hallie oversaw the Bulletin Article RFP process for the JD Career Advisors Section. The section submitted 8 articles to Andrew Parker on behalf of the section, and all 8 were accepted.

The section's articles this year are:

- Employer Outreach in the Time of the Pandemic – August 2020
- Navigating Remote Work Placements During COVID-19 – September 2020
- Tips for Counseling Students Remotely – October 2020
- Kitchen Table Connections: Using Remote Technology to Conduct Employer Outreach – October 2020
- Virtual Interview Preparation – December 2020
- Law Student Financial Literacy/Financial Considerations in Career Exploration – January 2021
- Helping Students Manage Anxiety/How to IRAC Anxiety – February 2021
- Job Search Resilience – cosponsored by the Well Being Committee – May 2020

Alexis oversaw the Conference RFP process. We submitted 9 conference RFPs on behalf of the section and four were selected. Those four are:

- Always Be Closing: Advising Students and Alumni on Strategy and Tactics of Salary Negotiation
- Et tu, ABA? Getting to March 15th While Running Your Office
- Externship Programs in a COVID-19 World: How to Adapt and Manage
- Impact ESG and Corporate Sustainability: The Bridge Between Public Interest and The Private Sector

Member Relations

Vice-chairs: Beth Lee (SMU) and Valerie Castelo (UC - Berkeley)

Eight new members joined the section from October 17, 2020 to January 13, 2021. Beth and Valerie sent an email to all new members welcoming them to the group and offering to speak with each individually. Four of the new members scheduled meetings to learn more about the purpose and role of the section, how they can become more involved in NALP, and the tools and resources that will be helpful to them. Total membership in the section is 463.

Each month they continue to run a report to learn of new members and welcome them to the work group.

On December 14th, Beth and Valerie hosted a JD Career Advisors Social for members of the section. The format for the social included breakout rooms and provided an opportunity for NALP section members, new and old, to meet virtually and connect. They kept the social fun and lively with a holiday theme – lots of trivia, holiday pun games, and polling. In total about 40 members joined the social.

They received positive feedback from the participants of the December social and plan to host a similar social event in the spring.

CSO Employer Outreach

Vice-chairs: Kourtney James (Houston) and Jill Backer (Pace)

The CSO Employer Outreach Work Group reviewed the [CSO Employer Outreach Best Practices Guide](#) on the NALP Resources page and provided updates. After submitting to NALP, we learned of a more recent version of the document that was only shared in the NALPConnect Library from 2014. They are adding their revisions to the 2014 version and resubmitting to NALP for publication on the website.

JD Counseling

Vice-chairs: Samantha Ciriaco (Case Western), Marti McCausland (Willamette) and George Podolin (William & Mary)

The JD Counseling Work Group finalized a new resource, "Negotiating Compensation: A Guide to Assisting Law Students and Graduates," which identifies resources that CSOs can consult to provide guidance on reasonable expectations for a base salary, outlines potential additional elements of compensation beyond salary, and offers guidelines for helping the student through the negotiation process. This guide was published in November 2020 and is available on the NALP website, in the "For Career Services" section under the "Resources and Initiatives" tab: www.nalp.org/careerservices. The

work group made announcements in JD advisor-focused groups on NALPConnect to highlight the resource. Now, they have turned their attention to the presentation that focuses on negotiating compensation for the annual conference.

The group was also charged with working with the public service section on a resource for government background checks. In their research to get the ball rolling on the resource, they found Yale's *Understanding Government Background Checks* and asked the NALP Board about a way to utilize the resource. NALP reached out to Yale and the resource is now cross-linked on PSJD.org from this page: https://www.psjd.org/Applying_and_Interviewing.

First Generation College Students

Vice-chairs: Kate Harrison (Mercy) and Becky Fitzsimmons (Villanova)

Becky and Kate met with their work group to discuss the best way to capture the First-Gen data from their survey into an easy to read document for NALP members. They are hoping to frame the information with an introduction and then showcase the different types of programming offered to first-generation students at various law schools. They've also talked about a similar survey or other methods they could use in the future to create a similar list for law firms that offer First-Gen affinity groups.

JD Advantage Careers

Vice-chairs: Irina Gomelskaya (New York Law School) and Rhonda Rittenberg (Northeastern)

The JD Advantage Work Group continues focus on their three main projects for the year, as outlined below.

Project 1: Create a model for regional career fairs (virtual and/or live format)

Project 2: Collaborate with NALP and Law School members to create a national JDA-focused week (virtual and live programs). Design a webinar series and live program ideas that schools can implement.

Project 3: Create a podcast series on JDA careers (interview attorneys for each career path outlined in the Guide) to be posted on NALP website.

The vice-chairs were also selected to present as part of the Annual Education Conference with their presentation, *Impact ESG and Corporate Sustainability: The Bridge Between Public Interest and The Private Sector*.

In looking forward to next year, both Rhonda and Irina have decided to step down as vice-chairs for the work group and are actively seeking their replacements. They'd like to be able to work with an incoming person to make sure no balls are dropped in the transition. They are happy to schedule a call with anyone interested.

Recruitment Tools Evaluation

Vice Chairs: Nicole Simmons (Texas) and Simona Suen (Minnesota)

Nicole and Simona continue to work with their work group on their Assessment Tools Survey. The survey aims to determine how NALP employers use assessment tools in the recruiting process and develop a guide to highlight best practices for such use. Based on the Board's recommendation, they are circulating their survey through NALPConnect. They are finalizing their survey early this month and developing a dissemination strategy, including ideal timing due to the heavy recruiting activity in January and February.

Additionally, the questions below were added to the post-OCI employer survey that will go out to all NALP employer members in March 2021.

Assessment Tools for Recruiting

35. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2021 program? Examples include writing assessments, personality assessments, psychometrics, Pymetrics, and Thine.

- Yes (please complete questions #36-37 below)
- No (survey will skip to Part III)

36. If yes in question #35, please list the assessment tools that your office/firm used. Examples include writing assessments, personality assessments, psychometrics, Pymetrics, and Thine.

- _____
-

37. The Recruitment Tools Workgroup of the NALP JD Career Advisors Section would like to learn more about non-interview assessment tools that are used by firms. Are you willing to be contacted by the workgroup?

- Yes
- No

Knowledge Management

Vice-Chair: Laurel Hajek (Louisville)

Laurel is working with the Knowledge Management Implementation Work Group on the content audit of the NALP website. Following her knowledge management training, she was assigned the "For Career Services" section of the website, and she is checking all materials to determine if they are still relevant, and, if so, how to label/record each so they will be more helpful to NALP members. For each item, she logs her recommendations on a spreadsheet. She has completed most of her section, and has 10-15 links left to check. She shared an update with Andy Hales at the end of January.

ENVIRONMENTAL SCANNING

During the section call on January 14, members wondered what the general trend for recruiting ended up looking like for schools after deciding to move to January OCI. Some schools had increased firm participation, but lower student participation, while others saw a decreased number in firms registered due to pre-recruiting. Trends varied by school and geographic location, but pre-recruiting was common for many.

Another area of interest for members was student engagement – especially 1L students who have never been on campus. Members discussed what schools were doing to encourage engagement and make sure they don't fall through the cracks long-term.

Some schools had integrated career services into the legal writing program for the first time, as a way to make meeting with their advisor and doing cover letters required. In the virtual environment, it helped keep them on the radar. Others tried to do mandatory resume workshops as a way to interact with students, but it didn't work as well since students turned off cameras and were not engaged. In the end, they just recorded it. Others found that telling students to turn their cameras on at the beginning of a session was helpful, but finding ways to get them to talk and remain engaged was still a struggle.

Finally, our discussion turned to doing virtual outreach to employers. Kourtney, a vice-chair for our Employer Outreach Work Group, shared tips from the employer outreach guide she had recently updated to include virtual outreach. She emphasized that members should recognize that there is a lot of Zoom fatigue and be okay with emails and phone calls instead. It was also suggested to build in more social media connection since the virtual environment has made it harder to have less formal interactions.

As schools begin to plan for their fall semesters, the conversation has started about whether to plan for in-person or virtual programs and recruiting as schools continue to adapt.