

MEMORANDUM

TO: Kisha Nunez, NALP Board Liaison, Recruiting Section
Fred Thrasher, NALP Deputy Director

DATE: January 16, 2014

Re: NALP Recruiting Section Board Report

Please find below a report of the Recruiting Section's activities during the third quarter of the 2013-2014 NALP Year.

Summary

The Recruiting Section continued work on it's charges for this year, advanced the ball in several areas and held a substantive Section call in January. The progress of each working group, as well as a recap from our recent call, is detailed below.

Work Groups

NALP Bulletin Article Work Group

Vice Chair: Kate Kerr, FLEX, Fenwick & West, San Francisco

Since our last report, two articles from the Recruiting Section have been written and published. The first was an article entitled "Sourcing Experienced Attorneys – Using Online Tools to Increase Your Pool of Candidates," which was published in the November Bulletin. The second was an article entitled "Adaptive Re-Use: Recruiting Best Practices", and that was published in the January Bulletin. Our third article from the Section will be published in the March Bulletin. Earlier in the year, through the RFP process, a topic was raised about recruitment teams working with or within the HR department and how best to capitalize on that relationship. That topic was not selected as a program at the 2014 AEC, but Kate put out a notice to the Section to solicit authors for an article on the topic and received solid interest. She is working with Victoria Sievers (Arnold & Porter) and Megan Moyers (Sidley) to co-write the article. They are interviewing 3 recruiting / HR professionals from Morgan Lewis, Sidley and Venable who have had experience working closely with HR and expect to publish the article in the March Bulletin. Finally, two members have recently proposed an article on the topic of recruiting for office outside of the U.S. and how that differs from our process in the U.S. Given the rapid expansion of so many firms into markets outside the U.S., I think this topic is timely and worthy of an article (and perhaps a program at the 2015 AEC), so we will continue to explore both options. Kate is still in the very early stages, but if it comes to fruition, this would be published in the Summer, as that is where there is currently Bulletin space available.

Recruitment Professionals 201 Course

Vice Chair: Lauren Marsh, Akin Gump, Washington, DC

As you know, one of our new charges this year as a Section is to work in collaboration with the Experienced Professionals Section to create a program for midlevel recruitment professionals. The Work Group submitted a RFP and it was accepted for the 2014 Conference. The program's speakers have been selected, and Lynne Traverse and her work group within the EP Section have

an established timeline which spans from November to April 2014. Lauren will be participating in a planning call on January 21st. She will then determine how the Recruiting Section can assist in the planning and execution of the program.

Form Review Work Group

Vice Chair: Diana Ross-Butler, Paul Hastings, Atlanta

Work for this group was completed in Q2; no additional work has been done in this area.

Annual Education Conference Presenters Work Group

Vice Chair: Holly Barocio, Neal Gerber Eisenberg, Chicago

Work for this group was completed in Q2; no additional work was been done in this area in Q3. We anticipate bringing this to the forefront again in March, so that we can begin brainstorming discussions for the 2015 AEC prior to the Seattle conference. We found in 2013 that the Sections who were able to start the brainstorming process before the conference seemed to have a more productive in-person meeting at the conference, which we would like to see happen this year. It should also help the transition process to the next Vice Chair immediately following the Seattle conference. Holly has recently moved into a non-Recruiting/PD role at Neal Gerber, so she will likely be unable to lead this initiative, but the current Section leadership should be able to cover this piece before transitioning to next year's team.

Other Discussion Items of Note

In October, I started a new practice of sending a welcome email to all new members of the Recruiting Section as they joined the group via NALPConnect. It is a short message, but one that welcomes each member to the Section and invites him/her to engage in our calls and reach out to me with any questions or suggestions for programming topics (articles, webinars, discussions, etc). I regret not having done this from the start of my term, but am glad it's happening now and will certainly add this to the transition list for the next Chair. To expand on this, I'd like to see the Section explore what more we can do for new members, in addition to continuing to explore how to best engage current members. Perhaps this comes in the form of a one-pager of "Recruiting Section Fast Facts" of some sort or other short materials that explain what we do and what's on our agenda. I would like to be able to create something for use at the Open House at the Seattle conference. Membership development is an overarching theme in the Chair's role, and one that is inevitably the most challenging, but I'd like to explore further how to put something tangible into place.

January Section Call (45 members dialed in)

We had a substantive agenda prepared for the January quarterly call, which included the following topics:

- Updates from Vice Chairs Kate Kerr and Lauren Marsh on Bulletin articles and the 201 Course, respectively. We encouraged members to get in touch with Kate should they have ideas for other Bulletin articles or be interested in writing opportunities.
- Kisha raised the topic of the Board's requested input regarding changes to Part V. She reminded everyone of the details regarding the proposed changes and offered the opportunity for members to provide feedback on the call (if they had not already submitted the survey or responded in other ways).

- Marilyn Drees and Amy Killoran joined our call from the Judicial Clerkship section to provide our members with an overview of the new hiring guidelines (or lack thereof). As this new process rolls out over the next 6-12 months, we talked about exploring ways for the two sections to collaborate on defining best practices or a list of FAQ's or some other resource for our members.
- We reviewed the new announcement regarding the Section affinity groups and sought feedback on them (none was provided). I plan to distribute a follow up message to solicit additional interest in these groups. I've received just a few responses to my initial message, but hope to receive more.
- The last part of the call was spent on reminders and announcements -
 - the webinar on 2/5
 - an update on topics to be discussed at next week's Recruiting Summit (in case there were members on the call who would not be attending)
 - registration open for AEC in Seattle
 - reminder re: Open House on Tuesday in Seattle; solicit volunteers for attendance at Open House and to develop materials
 - reminder that the "call for volunteers" from President-Elect Terry Galligan will be distributed shortly and that members interested in getting involved should complete that form! I offered to talk with anyone interested in Recruiting Section leadership.

Participation on our calls has been inconsistent throughout the year, which is always a struggle. Members were very engaged and talkative on our call in October, but the topics on January's call elicited exactly one question/comment from the participants on the call.

Our next call will likely be in early March and, among other things, we will begin brainstorming ideas for RFP ideas for the 2015 conference. We hope the extra time on the front end will make our in-person meeting in Seattle more productive and also lead to more successful submissions from the Section as compared to 2013. I also expect that the March call will provide an opportunity to regroup on what I hope will be progress made on the affinity group initiative. I plan to continue to move that strategy forward in the coming weeks and hopefully build momentum for the next leadership team.

I hope this update is useful in providing a update on the work being done by the Recruiting Section. If you would like additional details about any of the topics raised above, please don't hesitate to reach out.

DPB