

Memorandum

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TO: Fred Thrasher, NALP Deputy Director

Chris Modesto, NALP Board Liaison, Recruiting Section

FROM: Melanie R. Priddy

RE: **NALP Recruiting Section Board Report**

Please find below a report of the Recruiting Section's activities during the third quarter of the 2011-2012 NALP Year.

Summary:

The Recruiting Section remains busy and productive. We successfully submitted a Snapshot Survey on behalf of the Recruiting Section that was distributed in November. We had two Bulletin articles published on behalf of the section during this quarter. We also had a very lively conference call on January 24th that discussed 1L hiring, entry-level start dates and lateral hiring among other topics. Below is a breakdown of our progress.

Working Group Updates:

During this "off" season in recruiting, the majority of our work groups have been quiet. The exceptions being the Cutting Edge Information and Analysis, and Real-Time Data Collection, the Bulletin Article and NDLE Work Group (liaison) and I have outlined their work below.

- **Cutting Edge Information Analysis & Real Time Data Collection** - The Recruiting Section was asked by Charlotte Wager and Jennifer Queen in October to generate a few questions for a quick Snapshot survey of the fall recruiting season. This survey was distributed in the NALPnow! published on November 3rd, and the results were in the November 17th issue. The summary of the conclusions are below:

- Of the 34 firms that responded to the survey, fewer than 9% said that their summer program for 2012 would increase in length. In addition, law firms had few waitlisted students withdraw from consideration (0-5%) and few students declined callbacks because they accepted another offer. On the law school side, of the 10 schools that responded, only 10% reported fewer employers on campus than last year; 60% reported that they do not have CSO staff devoted to employer outreach.
- **Bulletin Article Group** - We had two articles published on behalf of the recruiting section during this quarter. In November Stephanie Denney and Caroline Kwok's article titled "A Brief Primer on Recruiting Foreign-Themed Law Students & Lawyers" was published. In January Jennifer Fox and Melanie Priddy's article titled "How to Revitalize and Maximize the Relationship Between a Law Firm and a Placement Agency" was published.
- **NDLE Work Group** - Erin Springer is the liaison to the NDLE Work Group. Their work has culminated in the email that was distributed on January 25th announcing the almost completed design of the NDLE website. New features include the discontinuation of the print edition of the NDLE and later dates for data collection. The new online design is going to be much more user-friendly with a stronger variety of search parameters that will allow more detailed searches and firm-by-firm comparisons.

Environmental Scanning:

We had our quarterly recruiting section call on January 24, 2012. We had a number of topics on our agenda including 1L hiring, entry-level start dates, and lateral recruiting. Below I have provided a brief summary of the main topics covered:

1. **Lateral Recruiting**- Several section members on the call noted an uptick in lateral hiring both at the end of 2011 and the beginning of 2012. Many mentioned their firms have prepared to increase lateral associate hiring in advance of predicted attrition at the beginning of the year. Other regional firms noted that there has been an increase in work, and it was specifically noted that lateral hiring is quite busy in New York.
2. **Entry-Level Start Dates** - The majority of the section members on the call noted that their firms have gone back to fall start dates for their entry-level associates. One section member had mentioned proposing

a November start date for the entry-levels to ensure they start after being sworn into their respective state bars.

3. **1L Hiring** - Quite a few firms on the call mentioned participating in 1L hiring programs (these were mainly large national firms, or regional firms in the Southeast). Several of the firms noted that their 1L hiring programs were minority clerkship programs. Methods of recruiting 1Ls included Spring OCI, resume drops, resume collects, and simple write-ins. We discussed the successful conversion of 1Ls into entry-level associates and several firms noted a high success rate (thus the continuance of their 1L programs). Several of these same firms mentioned a change in their strategy of hiring 1Ls - that there is a more comprehensive and stringent interviewing process they enacted several years ago which has resulted in much higher conversion rate. Most firms with 1L programs required a significant commitment for 2L summers as well (anywhere from 6 to 10 weeks). One Miami firm on the call mentioned that even if the 1Ls did not return as entry-level associates, they often returned as lateral associates several years later in their career.
4. **1L Outreach** - Law firms reported that they continue to do 1L outreach programming to their local or key feeder schools. In order to save money on outreach firms have gotten "tighter" with who they send on campus and/or the amount of events that they are doing. Several firms noted that despite budget cuts, this remained an important part of their recruiting.
5. **Length of 2012 Summer Associate Program** - One of the questions raised on the call was the length of the 2012 summer associate programs. Most section members on the call stated 10 weeks as the length of their program.
6. **NALP Open House** - Finally, Kisha Nunez, as chair of the 2012 Annual Education Conference Planning Committee was kind enough to attend the call and give a plug for the Austin conference. In addition she gave the section a little more detail about the upcoming Open House on the first night of the conference.