

## MEMORANDUM

---

Date: September 25, 2017

To: Fred Thrasher, NALP Deputy Director  
Michelle Gage, NALP Board Liaison, Canadian Section

Cc: Maryanne Forrayi, Canadian Section Chair  
Kimberly Grange, Canadian Regional Resource Council Representative

From: Chira Perla, Assistant Dean of Career Services at UBC's Peter A. Allard School of Law & CLCDN Liaison to NALP (perla@allard.ubc.ca | 604-827-3604)

Re: **NALP CLCDN Liaison Second Quarterly Board Report**

---

### **CLCDN projects and activities of interest to NALP:**

Since the June 22, 2017 CLCDN Liaison Report, the CLCDN has undertaken the following projects/activities of interest to NALP:

#### **1. Ottawa Employer Roundtable Meeting**

Stacey Keehn (Assistant Dean, Career and Professional Development, University of Ottawa) provided the CLCDN with a report from the Ottawa Employer Roundtable on June 22, 2017. In addition to passing along the approved Summer 2018 IP/general recruitment timelines, Stacey reported that Ottawa IP employers have agreed to discuss combining the IP recruit with the general summer recruit in February (with the aim of implementing for summer 2019). Ottawa employers also stressed that students who identify as bilingual should be prepared to interview in French and able to draft documents and appear in court in French. Finally, the possibility of introducing an articling match system was discussed, with Stacey to present research at next year's Roundtable.

#### **2. NALP Best Practices for Summer and Articling Recruitment (Toronto)**

On July 11, 2017, Jordana Laporte (Director, Career Development Office, UofT Faculty of Law) circulated the 2017/18 NALP Best Practices Guide for Toronto Summer and Articling Recruitment, which was updated to reflect the new 3-5pm Offer Day "cooling-off period". The updated Guide was also added to NALP Connect.

#### **3. 2018 CLCDN Summer Meeting**

Maryanne Forrayi (Director, Career & Professional Development Office, University of Calgary) invited CLCDN members to engage in an e-mail discussion on the location of the upcoming 2018 Summer Meeting. Strategic considerations included selecting locations to balance east/west travel with other NALP/CLCDN commitments (Annual NALP Education Conference and NALP/CLCDN Toronto Winter Meetings), as well as opportunities to engage in alumni and employer outreach in the Summer Meeting host-city. The 2018 CLCDN Summer Meeting location will be decided at the 2017 CLCDN Toronto Winter Meeting.

#### **4. Canadian Law School Career Services Survey**

The NALP Canadian Industry Data Collection Working Group has produced the first-ever NALP-coordinated report on Canadian law school CSO salaries, staffing levels, associated benefits, and other office information: [https://www.nalp.org/uploads/2017CanadianLSCS\\_survey.pdf](https://www.nalp.org/uploads/2017CanadianLSCS_survey.pdf)

On August 28, 2017, Judith Collins (NALP Director of Research) circulated the report to all Canadian Law School Members, and Sarah Ramirez (NALP Member Communications and Media Relations Manager) posted the report to the NALP Canadian Section discussion forum. The report is available for ongoing member access via the [Member Salary Surveys](#) page of the NALP website.

The NALP Canadian Industry Data Collection Working Group has solicited feedback on the survey from the CLCDN, which it will use to refine the next survey, scheduled for 2019.

#### **5. OCI Advisory Update and 2019 Schedule**

The OCI Advisory Committee has started working on the 2019 OCI schedule, and on August 28, 2017, Julie Banting (Director of Career Development, Queen's University Faculty of Law) surveyed CLCDN members for date preferences.

#### **6. NALP Regional Quarterly Report Conference Call, Canada Region**

Kimberly Grange (Canadian Regional Representative) chaired the Canada Region NALP Regional Quarterly Report Conference Call on September 14, 2017. Canada Region working groups provided a number of updates; among them were the following CLCDN-led groups:

- OCI Working Group (Anna Decia-Gualtieri, Director, Career Services, University of Windsor)
- Mid-Winter Meeting (Madeleine Natale, Career Advisor, Career & Professional Development Office, University of Calgary)
- National Recruitment Survey Working Group (Mike Molas, Career Counsellor, Queen's University Faculty of Law)
- Summer and Articling Working Group (Jordana Laporte, Director, Career Development Office, UofT's Faculty of Law)
- Small Firm Hiring Resources (Jennifer Lau, Director, Career Services, Peter A. Allard School of Law)

CLCDN members also discussed the NALP Foundation's invitation for membership and to participate in the annual Law School Alumni Employment and Satisfaction study among the Class of the 2014, as well as upcoming NALP Conferences, including the Annual Education Conference in Hollywood, FL and Summit on Emerging Careers for Law Grads in Washington, DC.

#### **Report any upcoming project or event of interest to NALP:**

##### **1. CLCDN Shared Resource Collection**

Jenifer Nadon (Professional Development Counsellor, University of Ottawa's Faculty of Law) is leading an update of the CLCDN Shared Resources Collection, which was last updated in early 2013. Most members have provided updates, which are being compiled with an aim to circulate in Fall 2017.

## **2. Small Firm Hiring Resources**

After reviewing the two new NALP resources on small firm hiring (*Understanding How Small Firms Hire* and *What to Do When it's Time to Hire a New Attorney*), the CLCDN formed a new working group, led by Jennifer Lau (Director, Careers Services, Peter A. Allard School of Law) to “Canadianize” the content and create analogous resources for small firms in Canada.

Once produced, these Canadian Small Firm Hiring Resources will be shared with NALP.

### **Identify what significant benefits there are for NALP to continue this liaison relationship:**

The CLCDN is an active network that continues to provide important insights into the Canadian market to all NALP members, with CLCDN members initiating, leading, and contributing many important NALP Canada Section and Canadian Region activities, discussions, and recourses.