



Reaching out to Employers: Large, Small, and Mid-Sized

by Assistant Dean Jane Heymann,
Director of Career Services

Happy 2005 from the Career Services Office, where we are busy with multiple projects.

Although Wisconsin's fall-semester classes begin in early September, the recruiting year seems to begin earlier and earlier each year. For us it began in August, when, for the third consecutive year, we participated (along with the University of Minnesota, University of Iowa, UCLA, and USC Law Schools) in three off-campus recruitment programs — in Los Angeles, New York, and Washington, D.C. Our students were very successful in obtaining interviews with many of the law firms and government agencies that were participating.

These off-campus programs have proven to be an excellent way to provide interviewing opportunities for our students with employers on the East and West Coasts who would be unlikely to come to Madison to take part in our fall on-campus interview program.

Participating employers choose the students they will interview by prescreening the résumés submitted by interested students. We will be contacting many of our alumni on the East and West Coasts again this

spring to urge you to ask the people in charge of recruiting at your organizations to consider registering for one or more of these programs.

In September and early October, the fall on-campus interview program brought about one hundred employers to campus to interview second-year students for summer positions and third-year students for permanent jobs.

The first issue of the Law School's new *Law in Action* newsletter, which was published in October, included a column asking alumni to volunteer to take part in our new Alumni Career Network. We have been very pleased by the response so far. Many of you have expressed a willingness to help our students by providing information and advice about your practice area and/or the legal market in your city, and we are very grateful. If you haven't yet contacted us but are willing to participate in the Alumni Career Network, please contact me at jheyman@wisc.edu.

In November, the Career Services Office and the State Bar of Wisconsin co-hosted a visit by Donna Gerson, the nationally renowned author of *Choosing Small,*

Choosing Smart: Job Search Strategies for Lawyers in the Small Firm Market. Donna presented a program attended by about sixty students, and then met individually throughout the day with students to help them adopt the right approach to finding a job with a small- or medium-sized law firm.

The job market continues to be challenging. Budget cuts have made it very difficult for state-government agencies to hire lawyers, and law firms have been extremely cautious in their hiring of summer law clerks and new associates.

The good news for employers is that it remains a buyer's market. We have many extremely capable first- and second-year law students who are eager for a chance to work for a law firm this summer, and many May 2005 graduates looking for their first jobs as lawyers. If you are in a position to offer a summer job to a law student, or if you are considering adding a new associate, please let us know. I can promise you that you'll receive résumés from many excellent candidates in response to any job posting you might send us. It is definitely not too late to advertise a job opportunity!