

Programming Pathways Help You Map Out the Conference

With so many concurrent sessions it's sometimes difficult to determine which programs to attend. This conference brochure features pathways that allow you to choose courses based on your areas of interest. Icons included with each program title indicate the different pathways.



Counseling



Legal Economy



CSO Administration



Management



Diversity



Member Professional Development



Judicial Clerkships



Public Service



Lateral Recruiting and Hiring



Recruiting



Law Student Professional Development



Technology



Lawyer Professional Development



Hot Topic



Leadership

Audio Recording of Sessions: The majority of the conference programs will be audio recorded and may be distributed, including comments from both speakers and audience. Therefore all participants acknowledge that comments or questions made during recorded programs will be recorded.

This manual indicates some sessions that will not be recorded. This information is current as of April 9, 2010. Recordings are only made when all presenters have given permission to do so. Because presenters have a right to decline being recorded, no guarantee can be made that any particular session will be recorded. For an updated list of what will be recorded, please stop by the Convention Recordings International desk to obtain a list of recorded sessions.

NALP Open Meeting Policy: NALP is committed to the free exchange of information and open meetings at its annual conference. Therefore, in addition to member participants, NALP opens registration to nonmembers, including program speakers, vendors, and members of the press. NALP will have members-only business and regional meetings and retains the right to determine whether specific Section meetings will be closed to nonmembers.

Conference Schedule

Tuesday, April 27

2:00 - 8:00 pm

Registration Open

5:30 - 6:00 pm — Tropical

Newcomers' Welcome and Orientation Session

If this is your first NALP conference, join us for this session to learn how to get the most out of this week of educational and networking opportunities. Representatives from the Newer Professionals Section, Experienced Professionals Section, and the NALP Board will share advice on various conference activities and on how to take full advantage of your conference attendance. This will also be an opportunity to start to meet and network with your NALP colleagues.

William Chamberlain, Assistant Dean for Career Strategy & Advancement, Northwestern University School of Law
Marty Grenhart, Recruitment Programs Manager, UC Berkeley School of Law
LeaNora Ruffin, Assistant Dean, Career Development, Widener University School of Law

6:15 - 7:30 pm — Tropical

A-01 Engage, Energize and Emphasize: Involve Your Audience to Lead a Memorable Conference Session

As conference speakers arrive in San Juan and prepare for the days ahead, this special training will address how to engage the audience to ensure an effective conference learning experience for all. You will learn a variety of interactive training techniques and tips in an interactive session. Join us to learn how to engage participants from the start to the finish of your session – and beyond. *(This session will not be recorded.)*

Brent Baer, President, BAER ESSENTIALS

This pre-conference session has been provided with speakers at the 2010 NALP Annual Education Conference in mind. Other conference attendees are also welcome to attend.

Wednesday, April 28

7:30 am – 5:30 pm

Registration and Resource Center Open

7:30 - 9:15 am — San Cristóbal & San Gerónimo Foyer

Coffee Service in the Resource Center

7:45 - 8:45 am — San Gerónimo C

Roundtable Discussion for Newer Professionals & Experienced Professionals

Attention members of the Experienced Professionals and Newer Professionals Sections! Bring your breakfast and join your fellow Experienced and Newer Professionals at a roundtable discussion among members from both schools and employers. Tables will be designated by pre-selected topics that should provide opportunities for lively discussion and friendly debate. You are sure to come away with several new ideas – and new friends! Topics will include: **(1)** Creating and Sustaining Diversity Efforts; **(2)** Maximizing Leadership Opportunities for your Professional Development; **(3)** Leadership Changes and their Impact on Your Work; **(4)** Social Media: To Tweet to Not to Tweet? **(5)** Consortiums: Ideas about Collective Efforts? **(6)** Will There be a New Hiring Timeline? The Future of Entry-Level Hiring and More; **(7)** How Has the Great Recession Impacted or Changed Your Organization? **(8)** How YOU Can Survive and Thrive in a Down Economy; **(9)** Managing Expectations and Relationships of Key Constituents in a Challenging Market; and **(10)** How did the Post-Graduate Public Interest Internships REALLY Go? Is this Model Sustainable? *Breakfast is on your own. Coffee is provided.*

9:15 - 10:30 am

CONCURRENT SESSIONS

9:15 - 10:30 am — San Cristóbal BCD

B-02 A Step-by-Step Guide to Lateral Partner Recruiting: From Identifying Firm Needs to Successful Integration



Lateral Recruiting and Hiring

This nuts and bolts presentation will provide participants with a step-by-step guide to lateral partner recruiting. From the first meeting with a managing partner about strategy and the assessment of needs to the offer and acceptance – and everything in between – this presentation will provide a checklist and best practices for handling a partner search. Specifically, you will learn how to establish criteria and work with search agencies and other sources to identify candidates, how to use a lateral partner questionnaire to determine if

a candidate would be a good fit, and the factors related to compensation and conflicts that should be addressed at the time of an offer. Finally, the presentation will address some important early steps to ensure a successful integration for a new partner hire.

Melinda Adams, Manager of Global & Partner Recruiting, Milbank, Tweed, Hadley & McCloy LLP

Ari A. Katz, National Director of Legal Recruiting, Bingham McCutchen LLP

Katy von Mehren, Director of Legal Recruiting, Mintz Levin

9:15 - 10:30 am — Conference 3/4/5

B-03 Charting Innovative Directions in Law Firm-Client Relationships



Lawyer Professional Development

Today, business development and professional development (PD) must become better aligned to promote firm success. Clients report that many lawyers still don't fully understand the client's need to optimize value while reducing "total legal spend." Focusing on sweeping changes in how legal services are marketed, delivered, and billed, this presentation describes how PD professionals can help lawyers master the challenges that are redefining today's legal relationships: convergence programs, RFPs, alternative fee arrangements, e-billing, Web 2.0, and innovative approaches to service delivery. *(This session will not be recorded.)*

Pamela Woldow, Principal and General Counsel, Altman Weil, Inc.

9:15 - 10:30 am — Las Olas

B-04 Counseling Students and Associates to Overcome Barriers to Career and Job Search Success



Counseling

Are you counseling someone who is smart, talented, and ambitious – someone who takes all the right steps but just can't seem to get a break? What's holding your students or associates back? Whether it's something you can easily identify or an issue that's more difficult to resolve, this session will provide you with tools for helping students and associates get "unstuck." You'll learn to help students and associates unlock their potential by working with them to increase their empathy and creativity – and you'll learn ways to encourage them to become more engaged in their own development and to take charge of their job searches or career paths.

William Chamberlain, Assistant Dean for Career Strategy and Advancement, Northwestern University School of Law

Diane Downs, Manager, Global Attorney Development, Paul Hastings Janofsky & Walker LLP

Robert Kaplan, Associate Dean, Career Services and Public Service Initiatives, and Director, Externships, William & Mary School of Law

9:15 - 10:30 am — San Cristóbal A

B-05 Employer Insiders: What Your Students Need to Know about Professionalism to Survive and Thrive



Student Professional Development & Lawyer Professional Development

Panelists from a variety of legal employers will share their insiders' take on professionalism and which student behaviors have impressed (and distressed!) them. They will also share specific suggestions for skills and lessons CSOs should be teaching law students in their curriculum. Give your students the benefit of advice directly from these employer insiders: when you return to campus, you'll be able to share the stories you heard and provide your students with a helpful handout, attributed to employers. Armed with this information, students will better understand the importance of professionalism in obtaining a job and in career success.

- Amee McKim, Director of Lawyer Recruiting and Development, Hunton & Williams LLP – Moderator*
- Sharon L. Crane, Director of Legal Recruiting, Davis Polk & Wardwell LLP*
- Laurie Hartman, Director of Professional Development, Carlton Fields*
- Peter Krauthamer, Deputy Director, Public Defender for the District of Columbia*

9:15 - 10:30 am — San Cristóbal EFG

B-06 Great Expectations: A Staff Management Toolbox for the Experienced Manager



Management

Managing a staff is somewhere between an art and a science. Join us as we look for productive space between the two. We will provide a roadmap and practical tips on developing a staff plan, provide guidance on developing your team, offer insights on identifying and refining your leadership style, and share strategies for working collaboratively across departments and offices. With these concepts in mind, the participants and facilitators will engage in exercises involving hypothetical situations.

- Lisa Dickinson, Director of Attorney Recruiting and Professional Development, Kirkland & Ellis LLP*
- Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP*
- Sonia Menon, Director of Professional Recruitment & Development, Neal, Gerber & Eisenberg LLP*

9:15 - 10:30 am — Salon del Mar

B-07 Leadership as an Essential Lawyering Skill



Lawyer Professional Development & Leadership

This presentation will provide an overview of the Center for Creative Leadership's expanding research relative to the "Changing Nature of Leadership for Lawyers." It will also explore best practices and practical approaches in creating development systems that are well received by lawyers and result in positive impact for organizations. We will discuss the environment that lawyers operate in and discuss the gap between skills learned in law school and essential competencies required to operate effectively in times of change and complexity. In addition, we will look at the unique "profile" of lawyers and how some elements of their personality create a culture that is often difficult for individual lawyers to navigate. We will also explore the role of those who support lawyers and will explore the lessons of experience in coaching and developing. *(This session will not be recorded.)*

Roland Smith, Senior Faculty and Lead Researcher, Center for Creative Leadership

9:15 - 10:30 am — Tropical

B-08 Make Presentations Come Alive



Member Professional Development

Gain tools to sharpen presentation and communication skills in this dynamic, interactive program. Learn to master voice, body, and words to make an impact. Learn the five biggest mistakes that presenters make and how to avoid them. Whether conducting training, orientations, interviews, group meetings, or one-on-one discussions, this program guides you in the critical elements of a successful presentation. This experiential workshop teaches how to manage your anxiety, gain confidence, and connect with listeners. Practice and coaching feedback are provided. *(This session will not be recorded.)*

Brent Baer, President, BAER ESSENTIALS

9:15 - 10:30 am — Conference 6/7

B-09 Productivity and Profitability: Facilitating the Understanding of Firm Economics



Member Professional Development & Legal Economy

In this changing landscape, law schools and firms are increasingly searching for ways to teach students and lawyers the economics of law firms. This interactive program will offer a new approach through a simulation exercise. Following the team-based exercise, participants will be challenged to think about how to better prepare students and associates to successfully transition to firm practice.

Maureen Reid, Principal, Maureen M. Reid, LLC
Timm Whitney, Director of Attorney Recruiting and Professional Development, White & Case LLP

9:15 - 10:30 am — Flamingo A/B

B-10 The Good, the Bad and the Ugly — The Case for Affinity Groups



Diversity

Diversity remains a business imperative for most large law firms, and in response we've seen an emergence of affinity groups within our organizations. But why are law firms trying to emulate their corporate clients? This session will take a look at affinity group success stories, pitfalls to avoid, and unique issues to consider when launching an affinity group. Learn how affinity groups, when done well, can serve to enhance your firm's diversity goals.

Nicole H. White, Attorney Recruiting Manager, Morgan, Lewis & Bockius LLP – Moderator
Anna Brown, Special Attorney, Director of Diversity, Shearman & Sterling LLP
Sylvia James, Diversity Counsel, Baker Botts L.L.P.
Vernā Myers, Principal, Vernā Myers Consulting Group, LLC

9:15 - 10:30 am — Auditorium

B-11 Volunteer Internships Pay, Particularly at DOJ: Getting a Legal Internship and Making the Most of It



Public Service

The Department of Justice has opportunities for 1,800 law student volunteers annually. Building legal skills through internships is always a good strategy and is even more important in a period of shrinking opportunities. This program will paint a detailed picture of the incredible range of volunteer opportunities available throughout the Department both in Washington, DC and in the 94 U.S. Attorneys' Offices, and also include the perspectives of intern managers on the selection process, typical assignments, and strategies for making the most of the experience. *(This session will not be recorded.)*

Suzanne Bell, Deputy Director, Office of Attorney Recruitment & Management, U.S. Department of Justice
Jeanne Svikhart, Assistant Director, Office of Attorney Recruitment and Management, U.S. Department of Justice

10:30 - 10:45 am

Break

10:45 am - 12:00 pm — San Gerónimo

A-12 PLENARY I

Law Firm Profitability: A Shifting Dynamic

The past 18 months have seen significant upheaval in all industries, and the legal industry has been no exception. Law firms have experienced dramatic changes in profitability and the basic assumptions underlying their business model.

Dan DiPietro, Managing Director & Advisory Head, Law Firm Group at Citi Private Bank, will provide a birds-eye view of where the law firm market has been, along with some predictions as to where it might be going. He will discuss 2009 financial performance for the legal industry in the U.S., placing it in historical context, and will highlight changes that are likely coming to the law firm business model, including changes to associate hiring and compensation practices. This session will provide up-to-the-minute information on the state of the industry, information you can't afford to be without.

The 200 professionals who are part of the Citi Private Bank Law Firm Group that Mr. DiPietro heads provide financial advice and services to more than 38,000 attorneys and over 650 law firms in 14 offices in the U.S. and London. The Law Firm Group lends to over 200 law firms in the U.S. and U.K., including almost 60 of the Am Law 100. With over \$6 billion in

loans to law firms and their lawyers, Mr. DiPietro and his colleagues have more than a passing interest in the health of the industry.

Mr. DiPietro has been a student of the legal industry for close to 30 years. He regularly meets with law firm leaders to discuss industry trends and their firms' performance versus peers. He also speaks at numerous industry roundtables, partner retreats, and leadership groups at law firms and has been published in a number of legal industry periodicals, including regular articles in *The American Lawyer*. Mr. DiPietro is a Visiting Professor at Harvard Law School in the Leadership in Law Firms program. Prior to joining Citi in 1987, Mr. DiPietro managed Mellon Bank's middle market lending office in New York and was a banker within Chase Manhattan Bank's middle market lending division. He also managed a not-for-profit organization and taught in the NYC school system.

(This session will not be recorded.)

12:30 - 2:00 pm

Regional Meetings and Lunch

Join your regional colleagues for lunch to learn the results of your regional elections and exchange views on issues close to home.

Northeast: San Gerónimo B

Mid-Atlantic: San Gerónimo C

Southeast: San Gerónimo A

Midwest: San Cristóbal BCD

West/Rocky Mountain: San Cristóbal EFG

Canadian: Las Olas

1:45 - 2:30 pm — Conference 8/9

Exhibitor Classroom Presentation

Vault, Inc. will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

2:00 - 2:15 pm

Break

2:15 - 3:30 pm

CONCURRENT SESSIONS

2:15 - 3:30 pm — Tropical

C-13 America the Beautiful – Exploring the Country through State Court Clerkships



Judicial Clerkships

This program is designed to provide an overview of the state court clerkship application and interview process. It will focus on the benefits of state court clerkships, tips for application strategy and content, and insider information about the interview process. The program will introduce a new resource – a counseling guide for state court clerkships that has been prepared by the State Court Work Group on Judicial Clerkships as a supplement to Vermont Law School's *Guide to State Judicial Clerkships*.

Michele Hoff, Associate Director, Career Planning Center, University of Connecticut School of Law
Melissa Lennon, Assistant Dean, Office of Career Planning, Temple Law School
Lorri Olan, Director, Law Career Planning, Washington and Lee University School of Law

2:15 - 3:30 pm — San Cristóbal A

C-14 Counseling on Federal Opportunities & Public Service 101



Counseling

Have you sensed the interest in federal careers among law students and lawyers looking to make lateral moves? Between the economic downturn and the continued excitement surrounding the new administration's policy initiatives, federal internships and lawyer positions are more sought after than ever. Law school and law firm career professionals alike should take advantage of this opportunity to learn the fundamentals of federal career counseling from experienced public service career advisors. Through interactive dialogue, this program will provide information on where, when, and how federal jobs are advertised; guidance on skill sets valued by federal employers in general; strategies for determining the best "fit" with specific agencies; tips on writing effective federal applications; pointers on understanding the interviewing and hiring process; and discussion of how federal employment fits into a long-term career path.

Karen Comstock, Assistant Dean for Public Service, Cornell Law School
Paula Nailon, Assistant Dean for Professional Development, University of Arizona James E. Rogers College of Law

2:15 - 3:30 pm — San Cristóbal BCD

C-15 E-Networking, Part 1: To Tweet or Not to Tweet



Technology

In Part 1 of the E-Networking series, we will explore social networking tools like LinkedIn, Twitter, and Facebook to enable you to understand whether your firm or law school should engage in a social media campaign. We will discuss how having a social media strategy can help build an employer or school's public reputation or brand, increase visibility, recruit employees or students, engage alumni, and expand your network. Learn about the pros and cons of social media and discover for yourself how law firms, employers, and law schools are using these tools to their advantage.

Chandra Clouden, Attorney Hiring Manager, Alston + Bird LLP

Marina Sarmiento Feehan, Assistant Director, Employer Relations, Office of Career Planning, University of San Francisco School of Law

Doug Mandell, Managing Partner and Founder, Mandell Law Group, PC, and former General Counsel, LinkedIn Corporation

2:15 - 3:30 pm — Las Olas

C-16 How to Reinvigorate Your Core Training for Associates



Lawyer Professional Development

Have you been asked to create, re-energize, or retool the associate training program at your firm? This program will give you the tips, tools, and strategies you need to design an organized, substantive, and stand-out curriculum for associates. Program leaders will discuss how to create and deliver successful training programs that add value to the firm and build your associates' skills in key areas.

Jennifer Cook Johnson, Senior Manager of Professional Development, Arnold & Porter LLP

Elizabeth Tingey, Manager of Professional Development and Attorney Employment, Andrews Kurth LLP

2:15 - 3:30 pm — Salon del Mar

C-17 Issues in the Legal Profession for Transgender Law Students and Lawyers



Diversity

This session will give a general introduction to transgender issues in the context of the legal profession. How can law schools and employers create a welcoming environment for transgender law students and lawyers? What steps and considerations are needed to make a law school, firm, or other place of employment trans-inclusive? Topics will include recruiting, student services, student housing, safety and support issues, professional development, and career services for both students and alumni in transition.

Shawn Beem, Associate Director for Professional Development, Capital University Law School – Moderator

M. Dru Levasseur, Transgender Rights Attorney, Lambda Legal

Paula Zimmer, Assistant Dean and Director of Career Services, Western New England College of Law

2:15 - 3:30 pm — Auditorium

C-18 Partnering Together to Make a Successful Lawyer



Lawyer Professional Development & Law Student Professional Development

As we are faced with an ever-changing legal environment, now is the time to think creatively and collaboratively to ensure the success of our future generations of lawyers. Can law firms and law schools work together to manage expectations and better prepare those coming out of law school for life in law firms? Yes, and this interactive session will continue the dialogue between schools and firms to reach our common goal of collaboratively training the successful lawyer. *(This session will not be recorded.)*

Michele Bendekovic, Director, Attorney Recruiting & Professional Development, Steptoe & Johnson PLLC
Sandra Magliozzi, Director of Professional Development and Externships, Santa Clara University School of Law
Petal Modeste, Assistant Dean and Dean of Career Services, Columbia University School of Law
Jeanne Picht, Director of Professional Development & Recruitment, Stites & Harbison PLLC

2:15 - 3:30 pm — San Gerónimo B

C-19 Recruiting in the Aftermath of the Recession



Recruiting & Legal Economy

Firms face new questions and considerations when recruiting in these economic times. Should a firm continue to defer 3Ls? Resume associate lateral hiring? Suspend entry-level hiring? How about paring campus visit lists, adjusting hiring standards, restructuring associate compensation, replacing summer programs with 3L hiring, or shifting to a two-year training model? This program will also address how to analyze the efforts of competitors; the virtues of candor about growth, attrition, economics, and compensation; and how to deal with skeptical, nervous, and uncertain students. An extensive report on these and other subjects will be provided, outlining what lessons firms can learn from the recession.

*Frank Kimball, Owner, Kimball Professional Management
Helen Long, Director of Legal Recruiting, Ropes & Gray LLP*

2:15 - 3:30 pm — San Gerónimo A

C-20 Reinventing Yourself: Changing Positions, Changing Employers, Changing Sides



Member Professional Development

Law schools and legal employers afford rich diversity for new career tracks and professional satisfaction. When considering a shift of skill-set one need look no further for possible outlets. This session will explore avenues for new roles and realms within your current employment sector and offer examples of how to creatively cross between the school and employer side. Panelists will share their personal journeys and offer concrete ideas and initiatives for retooling, repackaging, and ultimately reinventing yourself.

*Elizabeth Armour, Director of Employer Relations, Suffolk University Law School – Moderator
Emily Leeson, Director of Attorney Professional Development, Alston + Bird LLP
Tomea Mayer Mersmann, Associate Dean for Strategic Initiatives, Washington University School of Law
Rachel V. Simmonds-Watson, Diversity Manager, Debevoise & Plimpton
Lynne Traverse, Recruiting and Professional Development Manager, Bryan Cave LLP*

2:15 – 3:45 pm (extended 90-minute workshop) — Flamingo A/B

C-21 Knowledge Is Power: Using Recruiting and Professional Development Data to Raise Your Profile at the Firm



Recruiting, Lawyer Professional Development & Management

Recruiting and PD efforts increase the value of the firm’s most important asset – its human capital – but how do you demonstrate this return on investment in an organized and compelling way? This program will address the importance of compiling recruiting, attrition, training, and other statistics and apply them in a way that your firm’s management will value. Presenters will demonstrate what data to keep, how to keep it, and how to use this data to gain a “seat at the table.”

*Mary Beal, Consultant
Irena McGrath, Chief Associate Recruitment Officer, Hogan & Hartson LLP
Kay Nash, Director of Professional Development and Attorney Recruiting, Wiley Rein LLP
Jennifer Queen, Chief Recruiting and Development Officer, McKenna Long & Aldridge LLP*

2:15 – 5:15 pm (extended 3-hour workshop) — San Cristóbal EFG

C-22 Strengthening Diversity Leadership through Emotional Intelligence



Leadership & Diversity

What does it take to lead a diverse organization? Good leaders and diverse organizations share many attributes, and yet, most legal organizations are not diverse. This workshop provides participants with the how-tos of diversity leadership. Through interactive exercises, self-assessments, and discussion, participants examine their leadership experiences and styles, and learn emotional intelligence-related competencies necessary for effective diversity leadership. Participants will also learn how to support the leadership of women and people of color who face unique barriers to leadership. The extended length of this session will allow extra time for full exploration and discussion of this topic.

*David Hall, President, University of the Virgin Islands
Vernā Myers, Principal, Vernā Myers Consulting Group, LLC*

4:00 - 5:30 pm — Las Olas

PSLawNet Advisory Group Meeting

See the fourth section of this manual for more about NALP Sections and Advisory Groups.

4:00 - 4:45 pm — Conference 8/9

Exhibitor Classroom Presentation

Amanda Ellis (Amanda Ellis Legal Search) will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

6:30 - 9:30 pm — Caribe Hilton Grounds

Member Celebration: NALP with an Ocean View

Join your NALP colleagues for an evening of delicious local cuisine, networking, and island music – all with a great ocean view. The grounds of the beautiful Caribe Hilton play host to this year's Member Celebration. After the year that has just concluded, everyone deserves some time to relax and rejuvenate with friends old and new! This is required downtime for you to simply relax and enjoy the lush island surroundings and vibrant local culture of our hosts in San Juan! *Guests (non-registrants) can attend for a fee of \$55. Tickets must be purchased in advance at the conference registration desk.*

Thursday, April 29

7:30 am – 3:30 pm

Registration and Resource Center Open

7:30 - 9:15 am — San Cristóbal & San Gerónimo Foyer

Coffee Service in the Resource Center

8:00 - 9:00 am

Section/Group Meetings

The following groups will meet from 8:00 - 9:00 am. For a description of these groups, see the tabbed "Sections/Committees" section of this manual.

Sections open to all interested members:

- Canadian Section – Conference 6/7
- Lawyer Professional Development Section – San Gerónimo C
- Public Service Section – San Gerónimo B
- Small & Solo CSO Section – San Cristóbal EFG

Elected or appointed groups:

- Ethics & Standards Advisory Group – Conference 3/4/5
- Member Services Advisory Group – Conference 8/9
- Nominating Committee – Tropical

9:15 - 10:30 am

CONCURRENT SESSIONS

9:15 - 10:30 am — Tropical

D-23 Becoming a More Culturally Competent Career Counselor



Counseling

Do counselors check their assumptions at the door? How does our lack of cultural awareness affect our ability to effectively advise? Because of the increased racial/cultural diversity of student bodies it is imperative that counselors have the awareness, skill, and sensitivity to work with a diverse population. Cultural insensitivity, lack of cultural knowledge, or bias may impair our ability to work with diverse student populations and to spot special issues that these individuals may encounter in interviews and in the workforce.

*Erica Edwards-O'Neal, Director, Career Services,
Touro College Jacob D. Fuchsberg Law Center
Vernadette Horne, Director of Career Service, Hofstra
University Law School*

*Mercedes Pino, Director of Career Services, St. Thomas
University School of Law*

*Diane Schwartzberg, Director, Career Service, Hofstra
University Law School*

9:15 - 10:30 am — Salon del Mar

D-24 Change of Face: How the Recruiting Professional Can Help Ease New Hiring Partner Transition



Recruiting

Hiring partners come and go. When that happens, legal recruiting professionals spend valuable time building a relationship with the new hiring partner and educating him or her on practices and procedures. This can be time-consuming and frustrating. This panel of experienced recruiting professionals and a hiring partner will share experiences and provide concrete tips for building a strong working relationship with new hiring partners and for helping them adjust to the new role. Join us to discuss best practices and brainstorm ideas. *(This session will not be recorded.)*

Christine J. Carlson, Senior Manager of Legal Recruiting, Jenner & Block – Moderator

Patricia Patrick, Director of Legal Recruiting and Benefits, Greenberg Glusker Fields Claman & Machtinger LLP

Leslie Ripley, Chief Recruiting Officer, Gibson Dunn & Crutcher LLP

Charlotte L. Wager, Partner, Chief Talent Officer, Co-Chair of Hiring Committee, Jenner & Block

9:15 - 10:30 am — San Cristóbal BCD

D-25 Coaching Diverse Lawyers for Career Success



Diversity

Diversity among the senior associate and partnership ranks remains disproportionately low at most law firms. Even firms that have improved the recruitment of diverse associates have not done as well with respect to retaining and promoting them. NALP Foundation studies have demonstrated persistently higher minority associate attrition rates, departures due to “unmet performance standards,” and higher levels of dissatisfaction among diverse associates. A panel of experts will discuss how associate coaching, advocacy, and interventions by legal career professionals can bolster firms’ efforts to retain and develop diverse lawyers. *(This session will not be recorded.)*

Jacqueline Wilson Cranford, Director of Diversity, O’Melveny & Myers LLP

Tyree Jones, Jr., Partner & Director of Diversity, ReedSmith LLP

Natalia Martin, Director of Diversity, Simpson Thacher & Bartlett

9:15 - 10:30 am — Auditorium

D-26 Developing Data Driven PD Initiatives



Lawyer Professional Development

Another associate training program on relationship-building: boring stuff, unless it is based on 360-degree data gathered from across generations and geographic offices. In this interactive session you will learn how one firm designed one-of-a-kind associate training using interview and survey data gathered from lawyers across the firm. In addition to owning the customized training, the firm continues to use the data to inform a range of professional development initiatives including its associate mentoring program, the lawyer review process, and more.

Mary Kaczmarek, Principal, Skillful Means Marketing, LLC
Ann Rainhart, Director of Legal Personnel and Professional Development, Faegre & Benson LLP

9:15 - 10:30 am — Conference 6/7

D-27 Is Anybody “Out” There?: Strategies for Legal Employers to Attract and Retain LGBT Lawyers



Diversity

Much progress has been made by law firms and other legal organizations to create either independent LGBT diversity initiatives or to incorporate the LGBT community into existing initiatives. However, many challenges in recruiting, retaining, and promoting LGBT lawyers remain. Do law firm leaders really believe such efforts on behalf of LGBT lawyers are necessary? Will LGBT diversity efforts survive all of the necessary budget-trimming that firms are doing? This panel will directly address these questions and provide an overview of current best practices in firm-wide LGBT diversity initiatives. Beginning practitioners will benefit from panelists’ outline of the origins of LGBT workplace protections and movements for inclusion.

D’Arcy Kemnitz, Executive Director, National LGBT Bar Association

Lisa A. Linsky, Partner in Charge of Firmwide Diversity and Chair of the LGBT Diversity Committee, McDermott Will & Emery LLP

9:15 - 10:30 am — San Gerónimo B

D-28 Lessons Learned from the Economic Downturn



Management

Over 5,000 lawyers have been laid off since the beginning of 2009. Firms saw first-hand the impact of having solid professional development and recruiting processes in place. Hindsight is always 20/20, but analyzing what firms did well, what they did not do well, and their most important lessons learned can help make sustainable changes. This presentation will help protect against returning to the status quo and history repeating itself.

Diane Costigan, Managing Director – Northeast, Shannon and Manch LLP

Marcia Shannon, Principal, Shannon and Manch LLP

Timm Whitney, Director of Attorney Recruiting and Professional Development, White & Case LLP

9:15 - 10:30 am — San Gerónimo C

D-29 New Perspective on Recruiting Models



Recruiting

Our legal recruiting model has long been the standard by which we have operated. Changes in the economic environment have exposed problems in our current model, causing dramatic results to an extent not seen before – deferring associates, reducing class size, and eliminating summer programs. In this dynamic panel discussion we will explore recruiting models from Canada as well as from other (U.S.) professional fields. Understanding processes utilized by other industries and Canada for effective and efficient recruiting will assist in determining if and how those methods could be translated into the U.S. legal recruiting model.

Erin Springer, Director of Attorney Hiring, Alston + Bird LLP – Moderator

André Bacchus, Director of Professional Development, Heenan Blaikie

Joseph P. Martinez, Assistant Professor of Emergency Medicine and Assistant Dean of Student Affairs, University of Maryland School of Medicine

Holly Paul, Managing Director, PricewaterhouseCoopers

9:15 - 10:30 am — San Cristóbal A

D-30 OSCAR (Online System for Clerkship Application and Review): Season Review and Look Ahead



Judicial Clerkships

Since 2005, OSCAR has become the single, centralized online resource for U.S. federal clerkships. Judge participation reached nearly two-thirds in 2009, and a variety of enhancements were introduced. The panel includes people who have both designed OSCAR and have used it and will discuss OSCAR's fifth season. The program will also

explore what's next for OSCAR and provide a forum for participants to voice their concerns, hopes, and expectations about OSCAR's role in the clerkship process in the future.

Marilyn Drees, Director, Career Development Office, Yale Law School

Sheila Driscoll, Director of Judicial Clerkships, The George Washington University Law School – Moderator

Hon. Justo Arenas, Chief Magistrate Judge, U.S. District Court for the District of Puerto Rico

9:15 - 10:30 am — Flamingo A/B

D-31 Says Who? The Art and Science of Changing Minds



Member Professional Development

How would you like to just snap your fingers and have your colleagues instantly agree with your position? It may not be *that* easy, but you can dramatically improve your ability to persuade others by understanding how people make decisions and what causes them to act. This dynamic program draws on the latest psychological research to illustrate how you can influence others inside your organization to change their minds. You'll leave with practical ideas you can apply immediately.

Steve Hughes, President, Hit Your Stride, LLC

9:15 - 10:30 am — Las Olas

D-32 Ten Questions You Should Ask Yourself Before Choosing a Practice Area



Counseling

Job satisfaction can depend upon a lawyer's choice of practice area. Since each practice area offers different rewards and challenges – notwithstanding the dynamic of the current economic climate – it's crucial that the area chosen fits with an individual's personality and preferences. The "Ten Questions" program is designed to help provide law students and associates with an overview of the wide array of law firm practices and provide a framework to use when choosing their practice area. *(This session will not be recorded.)*

Elizabeth Berner, Recruiting Manager, Southern California, Jones Day

Matt DeGrushe, Assistant Dean and Dean for Career Services, USC Gould School of Law

Courtney Goldstein, Partner, Major, Lindsey & Africa

10:30 - 11:00 am

Break and First Prize Drawing

The First Prize drawing will be at 10:45 am at Booth #9 (Vault, Inc.) in the Resource Center. You must be present to win!

10:30 - 11:00 am — Conference 8/9

Tips for Submitting a Strong Conference Proposal

Interested in submitting a proposal for the 2011 Annual Education Conference? This special session will offer tips for creating a successful proposal.

Mary Hoagland, Assistant Dean, Career Services & External Relations, Brigham Young University Law School

Cristóbal Modesto, Associate Director of Legal Recruiting, Davis Polk & Wardwell LLP

11:00 am - 12:30 pm

CONCURRENT SESSIONS

11:00 am - 12:30 pm — Tropical

E-33 Deferred Associates and Public Sector Placements: Looking Back and Building Relationships



Public Service & Legal Economy

Panelists will share data collected over the past year regarding the trend of deferred associates and discuss best practices, obstacles, and areas for improvement. In addition, presenters will share survey results from host agencies, firm personnel, and law school counselors as well as ask attendees to engage in discussion and share stories from the field. Attendees will learn best practices and strategies for wrapping up 2010 arrangements and building on relationships created out of economic necessity.

Michelle Stevens, Senior Director, Office of Career Services, Emory University School of Law – Moderator

Kelly S. Mixon, National Director of Attorney Hiring, Fish & Richardson PC

Cybele E. Smith, Director, Public Service & Public Interest Programs, The Ohio State University Moritz College of Law

Jennifer Thomas, Director of Legal Recruiting, Public Defender Service for the District of Columbia

11:00 am - 12:30 pm — Flamingo A/B

E-34 Diversifying the Law School Applicant Pool – Tools for Success



Diversity

With more legal employers focused on diversifying their ranks, increased attention has been paid to how law schools can improve their diversity efforts. Many schools, however, continue to struggle with efforts to admit

students from traditionally under-represented groups. This session will consider how law schools and legal employers can work together to increase the overall diversity of law schools by developing pipeline initiatives targeting issues such as socioeconomic status, test anxiety, and LSAT preparation. (*This session will not be recorded.*)

Denise Robinson, Diversity Administrator, O'Melveny & Myers LLP – Moderator

David Hall, President, University of the Virgin Islands

Alan Haynes, Director, Career and Professional Development Center, University of Minnesota – Law School

Kent Lollis, Executive Director for Diversity Initiatives, Law School Admission Council

11:00 am - 12:30 pm — San Gerónimo C

E-35 Employment Law for the Recruiting Manager



Recruiting

Law firm recruiting managers face myriad employment law issues. This program will cover the basics – how long interview evaluations and summer associate reviews should be kept and best practices for candidate due diligence – and such difficult issues as a request for references from a summer associate who didn't receive an offer. Presenters will give guidance on how to deliver constructive criticism to a summer associate, and participants will have an opportunity to ask questions of an employment law partner.

Nancy Berry, Legal Consultant

Justin Eller, Partner, Miles & Stockbridg

11:00 am - 12:30 pm — Las Olas

E-36 E-Networking, Part 2: Putting Your Best E-Footprint Forward



Technology

In Part 2 of E-Networking, learn about the guidelines for e-professionalism and e-diligence. Law school professionals who have seen students' casual – and sometimes careless – use of Web 2.0 can gain tips for coaching students to understand why they need to protect their online presence, and strategies for using online communications effectively to enhance students' professional personas. Employers considering e-diligence can learn about best practices, guiding NALP principles, and issues that may arise from conducting e-diligence on potential employees.

Susanne Aronowitz, Associate Dean for Law Career Services & Alumni Relations, Golden Gate University School of Law

Marina Sarmiento Feehan, Assistant Director, Employer Relations, Office of Career Planning, University of San Francisco School of Law

Brianne O'Leary, Professional Development & Recruitment Manager – Bay Area, Perkins Coie LLP

11:00 am - 12:30 pm — San Cristóbal EFG

E-37 Getting Your Money’s Worth: Evaluating and Measuring the Effectiveness of Professional Development Programs



Lawyer Professional Development

Law firms invest significant resources in lawyer development and training. Now, more than ever, it is important to ensure that a firm is reaping the tangible and intangible benefits. Join us for this session to learn how to: (1) set measurable objectives; (2) cost-effectively design and implement programs; (3) evaluate success; and (4) report the findings to firm management. Participants will leave the session with numerous best practices and sample forms to aid in the evaluation of all types of professional development programs. *(This session will not be recorded.)*

*Tammy Patterson, CEO/President, The NALP Foundation
Caren Ulrich Stacy, Principal, Lawyer Development Strategies LLC*

11:00 am - 12:30 pm — San Cristóbal A

E-38 Managing Your CSO in a Shifting Environment



CSO Administration & Hot Topic

With challenging economic times, career counselors have seen an increased counseling demand from both students and alumni. In addition, the current environment has resulted in different staffing challenges at some institutions – reductions in force for some; for others, additional new staff at a time when there is no time to train them. How are schools coping? In this session, we will discuss unique ideas to both meet student needs and manage staff effectively in today’s challenging environment.

*Brian Lewis, Assistant Dean for Career Services,
University of North Carolina School of Law – Moderator
Vickie Brown, Director, Career Services Office, Georgia State University College of Law
Heather W. Frattone, Associate Dean for Career Planning and Professionalism, University of Pennsylvania Law School
Jessica Heywood, Director, Office of Career & Professional Development, Catholic University of America, Columbus School of Law*

11:00 am - 12:30 pm — San Cristóbal BCD

E-39 Maximizing Hiring, PD, and Diversity Initiatives in Small and Mid-Size Firms



Management, Recruiting & Diversity

This session will focus on managing the challenges related to acquiring and training talent. Creative solutions for competitive techniques, strategic planning for professional development, and diversity initiatives will be supported with specific ideas and resources. Learn how to build programs with limited resources and how to communicate your value to the organization.

*Kathleen A. Grant, Director of Membership and the Young Lawyers Section, Cincinnati Bar Association
Stacey Kielbasa, Director of Professional Development, Attorney Recruitment & Diversity, Chapman and Cutler LLP*

11:00 am - 12:30 pm — San Gerónimo A

E-40 Preparing Your Students and Redesigning Your Outreach Efforts to Effectively Reach Small Firms



CSO Administration

Becoming an expert at small firm outreach is critical now that large law firms have significantly reduced entry-level hiring. This session will provide career services office staff members with the tools necessary to become the go-to person for critical small law firm issues. Participants will learn how to assess their own CSO office environment to determine whether it’s small-firm friendly and how to become a credible resource for both students and regional small firms.

*Samantha Williams, Assistant Director – Career Services,
Sandra Day O’Connor College of Law at Arizona State University*

11:00 am - 12:30 pm — Salon del Mar

E-41 Tools for Constructive Conversations across Differences



Leadership & Diversity

What happens when: Your comments or suggestions in a meeting are repeatedly ignored while those of others are heartily endorsed? A colleague says or does something inappropriate, insensitive, or offensive and no one says anything? A person of color fears that she’s not getting good assignments or informal mentoring that she sees colleagues getting? These types of events occur frequently, but most people feel uncomfortable or unable to respond. Rather than feeling as if you are always walking on eggshells, develop tools in this seminar to initiate constructive conversations that will result in more productive work relationships, especially across differences. *(This session will not be recorded.)*

*Mitchell Karp, Partner, VallotKarp
Angela Vallot, Partner, VallotKarp*

11:00 am - 12:30 pm — Auditorium

E-42 Welcome to the Family: Managing the Recruitment Process of Lawyer Groups and Firm Mergers



Lateral Recruiting and Hiring

We will use a fictional case study to discuss the recruitment process of lawyer groups and firm mergers from beginning (identifying the need for a group) to end (integration of the group). We will outline each step along the process, discuss how to create a recruiting plan, review common pitfalls and best practices, and facilitate small group discussions to share experiences.

Lindsay Callantine, Firm Manager of Attorney Relations, Morgan, Lewis & Bockius LLP
Jean Durling, Chief Talent Officer, Fox Rothschild LLP
Susan Reonagro, National Recruiting Manager, Manatt, Phelps & Phillips, LLP

12:30 - 2:00 pm — San Gerónimo

Networking Lunch

12:45 - 1:45 pm

Section/Advisory Group Meetings

The following groups will meet from 12:45 - 1:45 pm. For a description of these groups, see the tabbed “Sections/Committees” section of this manual. If you are attending one of these meetings, get some lunch first and take it with you to the meeting.

Sections open to all interested members:

- International & Advanced Degree Advising & Recruiting Section – San Cristóbal EFG
- Newer Professionals Section – San Cristóbal A

Appointed groups:

- Research Advisory Group – Boardroom 2
- Technology Advisory Group – Conference 10

12:45 - 1:45 pm — Tropical

City Group and Law School Consortia Leaders Luncheon

A representative from each City Group and Law School Consortium is invited to this information-sharing luncheon.

12:45 - 1:45 pm — San Cristóbal BCD

Experienced Professionals Section Luncheon

Don't miss this opportunity to join your colleagues in a private luncheon space specially set aside for the Experienced Professionals Section – no speakers, no agenda, just a chance to catch up, network, reminisce, and plan new adventures with other long-term NALPers.

12:45 - 1:45 pm — Las Olas

Public Service Luncheon – The Work of Public Interest Lawyers in Puerto Rico

Just as on the mainland U.S., the Puerto Rican public interest legal community is robust and dynamic, with organizations focusing on many different missions, from poverty relief to environmental advocacy and more. The public interest community also contends, though, with unique regional challenges...and embraces unique opportunities. We invite the Public Service Section and all other interested NALP members to attend the annual Public Service Luncheon, where we will hear from a distinguished panel of Puerto Rican public interest advocates about their experiences in seeking justice for clients and promoting public interest careers among the island's next generation of lawyers.

Steve Grumm, Director of Public Service Initiatives, NALP – Moderator
Rafael Cancel-Vazquez, Founder, Asociacion Nacional de Derecho Ambiental (National Environmental Law Association)
Maria Jimenez, Director, Legal Aid Clinic, University of Puerto Rico School of Law
Charles Hey Maestre, Executive Director, Corporación de Servicios Legales de Puerto Rico (Puerto Rico Legal Services Corporation)

1:15 - 2:00 pm — Conference 8/9

Exhibitor Classroom Presentation

Kaplan Legal Education will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

2:00 - 3:00 pm

CONCURRENT SESSIONS

2:00 - 3:00 pm — Tropical

**F-43 Are You Still Keeping Your Keepers?:
A First Look at Associate Attrition Statistics
for 2009****Lawyer Professional Development**

Now that the dust has settled from recent associate terminations, it is time to take a deep breath and analyze how hiring and departures at your firm measured up to other firms. How many associates departed voluntarily and how many were asked to leave for performance-related issues? How did women and minority associates fare in the 2009 layoffs? If “keeper” associates departed, where did they go? Did “keeper” associates hired at entry level have a higher or lower attrition rate than those hired laterally? Participants in this session will be the first to get answers to these questions and many more based on results from the NALP Foundation’s annual study of associate attrition, plus have the opportunity to discuss best practices for retaining those valued associates. (*This session will not be recorded.*)

Pamela Malone, Senior Vice President, The NALP Foundation

Tammy Patterson, CEO/President, The NALP Foundation

2:00 - 3:00 pm — Flamingo A/B

**F-44 Become a Strategic Partner in
Lateral Hiring****Lateral Recruiting and Hiring**

This program will cover four key components to successfully strengthening the recruiter’s role in lateral hiring: (1) Strategy – identifying lateral hiring needs and how to have a constructive conversation with hiring partners or department heads, including a mock scenario of law firm economics that impact hiring decisions such as billable hours, billing rates, attrition rates, and work in the pipeline. (2) Criteria – establishing effective hiring criteria. (3) Sourcing – locating qualified candidates. (4) Protocols – identifying interviewing and offer protocols.

Lisa Dickinson, Director of Attorney Recruiting and Professional Development, Kirkland & Ellis LLP

Sonia Menon, Director of Professional Recruitment & Development, Neal, Gerber & Eisenberg LLP

2:00 - 3:00 pm — San Gerónimo A

**F-45 Easing the Transition of Deferred
Associates****Recruiting & Lawyer Professional Development**

A new phenomenon resulting from recent economic challenges is that of the deferred associate. This presentation will discuss how to navigate toward a successful integration and help bolster the productivity of these associates as quickly as possible. Speakers will address potential speed bumps, including possible disconnects created by a long period of time away from the firm, difficulty in immediately assessing skills and abilities, and paths and programs that can help address these issues. We will also discuss balancing the expectations and needs of both associates and firms against the backdrop of unsettled and complex environments.

Madeleine Kershek, Director, Attorney Recruiting and Professional Development, Dow Lohnes

Serena Miller, Senior Manager of Professional Development, Hunton & Williams LLP

2:00 - 3:00 pm — Auditorium

**F-46 Jump the Shark: How to Cope When
Programs Outlive Their Usefulness****Member Professional Development**

Remember when Fonzie overcame his fear of sharks by jumping over one while wearing water skis? The term “jump the shark” – describing a moment when something that was once great has reached a point where it will now decline in quality and popularity – has become part of our everyday vernacular. This program will take a look at what happens when career services and recruiting programs, events, and processes extend past their expiration date. How do you know that something has truly “jumped the shark”? Is it possible to reinvent or re-imagine your program or event?

Carlos Dávila-Caballero, Assistant Dean for Career Development and Diversity Initiatives, Tulane University Law School

Skip Horne, Interim Assistant Dean for Law Career Services, Santa Clara University School of Law

Cristóbal Modesto, Associate Director of Legal Recruiting, Davis Polk & Wardwell LLP

Elaine Petrossian, Assistant Dean for Career Strategy and Advancement, Villanova University School of Law

2:00 - 3:00 pm — Salon del Mar

F-47 LRAPs Post CCRAA



Public Service

Join us to learn about the impact of the College Cost Reduction and Access Act on law graduates and schools, per a newly completed study by Equal Justice Works and the ABA's Standing Committee on Legal Aid and Indigent Defendants, in collaboration with John Ahlers, Director of Financial Aid at Duke University School of Law. We will also explore how Income-Based Repayment and Public Service Loan Forgiveness will play out over time for borrowers choosing various career paths.

Heather Jarvis, Senior Program Manager, Equal Justice Works

2:00 - 3:00 pm — Las Olas

F-48 Reading Between the Lines: A Candid Conversation about Resumes in Today's Market



Counseling

What do employers really look for in a resume? How do I read between the lines for the real story on a candidate? Join us for a candid discussion about tips on crafting a resume and the secrets of editing. We will share the "absolutes" in resume writing, then turn to an open dialogue about the more ambiguous side of resumes. Although the panelists collectively have more than 30 years of experience to share, our perspectives vary. Join the discussion! (*This session will not be recorded.*)

Lisa Abrams, Director of Career Services, University of Chicago Law School
Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP
Ann Rainhart, Director of Legal Personnel and Professional Development, Faegre & Benson LLP

2:00 - 3:00 pm — San Cristóbal A

F-49 Reconciling Diversity, Inclusion, and Meritocracy: Challenges and Opportunities



Diversity

Meritocracy means treating everyone equally. Diversity and inclusion mean treating everyone fairly. Are these concepts compatible? Too often the discussion at firms and law schools gets framed as diversity OR meritocracy. Some people assert that diversity initiatives undermine a firm's commitment to a meritocracy and result in the lowering of standards. Others say that clinging to a meritocracy prevents honest dialogue about the many day-to-day subtle interactions and firm practices that challenge the notion of a meritocracy. What's really required is a series of paradigm shifts: from tolerating differences to valuing differences, from clinging to

meritocracy to acknowledging the presence and influence of unconscious bias, and from treating everyone the same to treating everyone fairly. This program will help legal employer and law school practitioners develop the awareness and tools to tackle these challenges. (*This session will not be recorded.*)

Alphonzo Grant, Jr., Director of Diversity Initiatives & Special Counsel, Sullivan & Cromwell
Mitchell Karp, Partner, VallotKarp
Angela Vallot, Partner, VallotKarp

2:00 - 3:00 pm — San Cristóbal EFG

F-50 Servicing and Supporting Alumni with Limited Resources



Counseling & CSO Administration

Layoffs, delayed starts, and dissolutions have increased the level of anxiety and tension in the legal marketplace. Alumni are returning to their career offices in droves with a variety of questions, heightened expectations, and a need for immediate solutions. Learn how to successfully work with and satisfy this important population, while still attending to the needs of your students. (*This session will not be recorded.*)

Marcy Cox, Assistant Dean, Career Development, University of Miami School of Law
Susan Steele, Associate Dean of Career Services, University of Kentucky College of Law
Kelly Voight, Executive Director, Yale Law School

2:00 - 3:00 pm — San Cristóbal BCD

F-51 The Role of Employer Outreach Professionals: Building Mutually Productive Relationships



CSO Administration

Employer outreach has been increasing exponentially in our field. In this presentation you will hear tips on how to conduct employer outreach from both schools and employers. We will discuss best practices of law school employer relations from the perspective of regional and national outreach. You will hear the perspective of an employer on how to make the relationship a success for both organizations. We will end with a discussion between employers and law schools on creating valuable relationships.

Jill Backer, Associate Director for Employer Relations, Brooklyn Law School
Stuart Smith, Director of Legal Recruitment, New York City Law Department
Daniel Vatanaviggun, Recruiting Attorney (University Relations), Shearman & Sterling
Tony Waller, Assistant Dean for Career Planning & Professional Development, University of Illinois College of Law

2:00 - 3:00 pm — Conference 6/7

F-52 What the NALP Directory of Legal Employers Data Tell Us about Diversity in Law Firms



Diversity

It is well known that corporate law firms often experience high levels of attrition by women and minority lawyers. Yet, when these patterns are examined at the office level, a more complicated (and potentially encouraging) story emerges. Substantial concentrations of women and minority partners and associates can be observed in virtually all of the largest and most important legal markets in the U.S. These successes, however, are generally limited to one or two subgroups per market, thus producing disappointing trends in the aggregate. Professor Henderson uses data from the *NALP Directory of Legal Employers* to explore these patterns and identify levers for additional forward progress.

William D. Henderson, Professor of Law and Harry T. Ice Faculty Fellow, Indiana University Maurer School of Law

3:00 - 3:30 pm —

Break and Last Drawing in Exhibit Hall

Be sure to stop by the Resource Center for the Grand Prize drawing during this break! The drawing will be at 3:15 at Booth #7 (Practical Law Company).

3:30 - 4:30 pm — San Gerónimo A

Town Hall

Join your fellow association members for NALP's annual Town Hall meeting. This forum is a time for a candid dialogue with each other and with NALP Board members about current events and issues.

4:30 - 5:30 pm

Section/Committee/Advisory Group Meetings

The following groups will meet from 4:30 - 5:30 pm. For a description of these groups, see the tabbed "Sections/Committees" section of this manual.

Sections open to all interested members:

- Diversity Section – Tropical
- Judicial Clerkship Section – Salon del Mar
- Law Student Professional Development Section – Flamingo

Appointed groups:

- Awards of Distinction Committee – Conference 8/9
- Leadership Advisory Group – Conference 6/7
- Publications Advisory Group – Conference 3/4/5

5:00 - 6:00 pm — San Gerónimo A

A-53 How to Work a Room: The Art of Networking



Member Professional Development

Networking is an essential skill for developing career contacts and exchanging best practices. Join us for this interactive event to learn and practice techniques for getting into conversations and exiting gracefully, remembering names, turning small talk into smart talk, exchanging business cards, and following up with potential contacts. Bring your business cards, and we guarantee that you will meet new colleagues who can help you achieve your professional goals! This is an excellent opportunity to brush up on your networking skills just in time for the diversity reception that follows.

Caren Ulrich Stacy, Principal, Lawyer Development Strategies LLC

6:00 - 7:30 pm — San Gerónimo B/C

NALP Celebrates Diversity: Reception and Remarks

This year's reception features remarks from **Celina Romany**, professor of law and practicing attorney with a specialty in gender discrimination cases and women's human rights. The former President of the Puerto Rican Bar Association, Ms. Romany has vast experience in civil law, international law, and international human rights law. Ms. Romany is the Founder and Director of the Center for Human Rights at the Inter-American University School of Law in Puerto Rico and was the Co-Director/Founder of the International Women's Human Rights Clinic – the first legal clinical program specializing in women and international human rights in the U.S. and Puerto Rico.

9:00 pm - 12:00 am — Las Olas

¡Bailemos! Let's Dance! — NALP's Salsa Night

Join us for salsa lessons! Step up, immerse yourself in the rhythms of salsa beats, and learn this very important aspect of the Puerto Rican social and cultural life. Whether you have golden dancing feet or two left feet, you won't want to miss this opportunity to learn salsa moves. Lessons will take place from 9:00 to 10:30 pm. After the lessons a DJ will keep the party going. *Guests (non-registrants) can attend for a fee of \$25; purchases must be purchased in advance at the conference registration desk. Lessons will be led by Rafael Cancel-Vazquez, Founder and Director of Cambio en Clave, which raises money for the public interest environmental law practice "Asociación Nacional de Derecho Ambiental" (National Environmental Law Association).*



ATTORNEY SEARCH
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*NALP thanks
Major, Lindsey & Africa
for its generous
sponsorship of this event.*

Friday, April 30

7:30 am – 4:30 pm —

Registration Open

7:30 - 9:15 am —

Coffee Service

8:00 - 9:00 am

Section/Group Meetings

The following groups will meet from 12:45 - 1:45 pm. For a description of these groups, see the tabbed “Sections/Committees” section of this manual.

Sections open to all interested members:

- Experienced Professionals Section – Las Olas
- GLBT Section – Conference 6/7
- Recruiting Section – Tropical

Appointed or elected groups:

- 2011 Annual Conference Planning Work Group – Salon del Mar
- Bylaws Committee – Flamingo
- Membership Structure Work Group – Conference 3/4/5

9:15 - 10:45 am

CONCURRENT SESSIONS

9:15 - 10:45 am — Flamingo A/B

G-54 Aligning Recruitment Strategy with Firm Vision



Recruiting

“Getting a seat at the table” might be cliché but that does not make it any less important. In fact, it has never been so important to align recruitment strategy and goals with a firm’s overall business strategy. This session will help experienced professionals explore how to proactively learn a firm’s business strategy, vision, and goals and, further, to ensure all recruiting initiatives support that strategy. Additionally, this session will address how to maintain a firm’s initiatives in context of overall market trends. We will explore examples of strategically retooling summer programs to focus on training and assessment, and revising lateral recruiting and integration procedures.

Marguerite E. Durston, Administrator, Attorney Recruitment, Quarles & Brady LLP

Esther G. Rodriguez, Firmwide Entry-Level Recruiting Manager, Holland & Knight LLP

9:15 - 10:45 am — San Cristóbal BCD

G-55 Competency-Based Compensation – Moving Away From Lockstep



Lawyer Professional Development & Hot Topic

Hear from the experts on considerations, best practices, and lessons learned about making a move from lockstep to variable compensation for nonpartners. Panelists will discuss various approaches, including competency-based and merit systems, and address the relationship between effective associate development practices and a carefully designed approach to compensation. They will discuss how a firm will know if the time is right for a move to variable compensation and steps firms can take to accomplish a move successfully.

Eileen Billinson, Chief Human Resources Officer, Howrey
Susan Manch, Principal, Shannon and Manch LLP
Terri Mottershead, Director of Professional Development, DLA Piper LLP (US)
Laura Saklad, Chief Lawyer Development Officer, Orrick, Herrington & Sutcliffe LLP

9:15 - 10:45 am — Las Olas

G-56 Crisis Counseling for Law Students: Providing Support Through the Current Economic Downturn



Counseling & Hot Topic

The devastating consequences of the economic downturn on the legal marketplace, as well as the student loan crisis, have negatively affected hundreds of law students nationwide. Depression, anxiety, fear, and an overall feeling of helplessness have become widespread in every law school. Career counselors must embark on more active student outreach and direct individual counseling. They must also be prepared to recognize symptoms or behaviors that require professional psychological attention and be ready to refer and follow up. This program will discuss strategies, methods, and tools counselors can use to effectively and compassionately deal with distressed law students. Participants will be able to actively engage in a discussion about sample cases, as well as brainstorm and identify effective and appropriate counseling methods. *(This session will not be recorded.)*

Dawna Cobb, Assistant Dean for Student Affairs and Lecturer in Law, University of Maryland, School of Law – Moderator

Yvette Bravo-Weber, Assistant Dean for the Minority Student Program and Externships, Rutgers School of Law–Newark

Nitza Escalera, Assistant Dean for Student Affairs, Fordham University School of Law

Natalia Martin, Director of Diversity, Simpson Thacher & Bartlett

9:15 - 10:45 am — Tropical

G-57 Diverse Lawyer Recruiting Challenges and Strategies



Diversity & Recruiting

This session will discuss innovative strategies to improve diverse student recruiting efforts and analyze the challenges that both employers and law schools have encountered, including those challenges specific to the current economic climate. Are there different needs among different law student populations, requiring different outreach methods? How can a firm ensure it is attractive to LGBT students, or aggressively recruit them, if they're not out in the process? How do you best recruit diverse students who may not want legal employers to focus on their diverse status in the process? How can legal administrators identify and combat institutional and individual biases that may disadvantage certain students in the hiring process? We will discuss innovative strategies, including employer and law school collaboration, to improve diverse student recruiting results.

Donna Harris, Director of Legal Recruiting, Cleary Gottlieb Steen & Hamilton LLP – Moderator
Robert Edwards, Director of Legal Recruitment, Fried, Frank, Harris, Shriver & Jacobson LLP
Alphonzo Grant, Jr., Director of Diversity Initiatives & Special Counsel, Sullivan & Cromwell
Michelle Jackson, Director of Career Counseling/Adjunct Professor of Law, Southern University Law Center
Sherry-Ann Smith, Assistant Director/Coordinator of Diversity Initiatives, Office of Career Services, Benjamin N. Cardozo School of Law

9:15 - 10:45 am — Auditorium

G-58 Exploring the Scope and Breadth of Legal Career Opportunities Offered by The Judge Advocate General's Corps



Public Service

This program will provide insight into the Judge Advocate General's Corps application and selection process and the professional development opportunities and quality of life provided by this legal career path. Panelists will highlight differences in the application process by branch, and the skills and experiences that can transfer to a civilian practice. Judge Advocates serve as legal advisors, prosecutors, defense counsels, and judges, and advise commanders on issues involving every area of law, including contracts, labor and employment law, environmental law, international law, and tort law. (*This session will not be recorded.*)

Alfred Ray English, Associate Director of Career Services, Georgia State University College of Law – Moderator
Afsana Ahmed, Chief, Recruiting Branch, U.S. Air Force Judge Advocate General Corps HQ USAF/JAX
Commander Jason T. Baltimore, U.S. Navy Judge Advocate General's Corps
Eric J. Kasik, Captain, Judge Advocate Recruiting Office, U.S. Army
Martha A. Rodriguez, Manager, Direct Commission Lawyer Program, U.S. Coast Guard CG-0948

9:15 - 10:45 am — San Gerónimo C

G-59 Hot Topic: Recruiting Open Forum

Hot Topic & Recruiting



The recession brought many traditional recruiting practices to a halt, and changed others. There was some hope that the economic slowdown would allow the recruiting model to rapidly evolve into something very different, but that evolution has been slow to actually happen. As the national and legal economies gain steam, what are the issues that are currently on the table? Join colleagues at this open forum session to identify and discuss challenges and opportunities in the current recruiting environment. Topics for discussion could include best practices for extending and tracking offers under the 28-day guideline, setting hiring goals and predicting yield in the current market, and innovative practices for identifying and recruiting student talent. This session will be a town-hall style open discussion where participants will learn from each other. (*This session will not be recorded.*)

Carol Lee H. Sprague, 2010-2011 NALP President, Skadden, Arps, Slate, Meagher & Flom LLP – Moderator

9:15 - 10:45 am — Conference 3/4/5

G-60 Inclusiveness Is the Key to Solving the Diversity Dilemma



Diversity

Tired of the revolving door for diverse lawyers? Do people in your organization understand the difference between diversity and inclusion? Are you stuck in old-school diversity efforts? Attend this session to learn about the new paradigm of inclusiveness from a national expert. You are just six steps away from creating a culture of inclusion where lawyers of difference want to stay. Learn how an entire legal community – law firms, corporate legal departments, and government law offices – is embracing this new concept and piloting a six-step inclusiveness program. (*This session will not be recorded.*)

Kathleen Nalty, Executive Director, Colorado Campaign for Inclusive Excellence

Jean Pavak, Director of Attorney Recruitment, Brownstein Hyatt Farber Schreck

Arin N. Reeves, President, The Athens Group

9:15 - 10:45 am — Conference 6/7

G-61 Leading and Managing a Multi-Office and Multi-Disciplinary Team



Management

Today's law firms demand efficient and effective management of teams that include members of varying degrees of experience in multiple offices across multiple disciplines. Join us to discuss concrete strategic tools to better manage your team in the following areas: (1) delegating, managing, and tracking responsibilities; (2) mentoring, motivating, and providing effective feedback; (3) communicating and developing a team mentality; and (4) developing and implementing consistent policies and procedures.

Mike Gotham, Director of Attorney Recruiting and Retention, Perkins Coie LLP

Kari Anne Tuohy, Principal, KAT Consulting

9:15 - 10:45 am — Salon del Mar

G-62 Leading in Challenging Times: Recharge, Refocus, and Renew



Leadership

How does stress impact your ability to lead in challenging times? Leaders don't have the luxury of taking care of themselves while managing ever-increasing responsibilities, building a successful organization, and balancing life and career. This workshop will engage leaders in examining sources of stress and how to become more effective by practicing self-care. Learn techniques for staying focused and inspiring staff members. You will leave this session feeling recharged, balanced, and renewed!

Carole Cowperthwaite-O'Hagan, President/CEO, Coaching Advisors for Executives

Ellen Dunagan, President, Traverse Management Solutions

9:15 am – 12:00 pm (extended workshop) —

San Cristóbal A

G-63 Emotional Intelligence for Leaders



Leadership

Research indicates that “emotional intelligence” accurately predicts a range of professional and personal outcomes including workplace performance, compensation, job title, leadership potential, how one is perceived by colleagues, social relationships, and mental and physical well-being. In a highly interactive format, participants will better understand the elements of EI and their relationship to on-the-job performance, measure their own EI and develop ideas about how to increase it, and create a framework for using and teaching EI in their firm or school. The extended session length will allow extra time for full exploration and discussion of the topic. (*This session will not be recorded.*)

Amee McKim, Director of Lawyer Recruiting and Development, Hunton & Williams LLP

Paula Nailon, Assistant Dean for Professional Development, University of Arizona James E. Rogers College of Law

10:45 - 11:00 am

Break

11:00 am - 12:00 pm

CONCURRENT SESSIONS

11:00 am - 12:00 pm — San Cristóbal A

H-64 A Roadmap for Counseling JDs and LLMs on International Opportunities**Counseling**

International employment opportunities are popular in good times and in bad, and in the current economy interest in these opportunities among JD students has soared. Similarly, employment opportunities for non-U.S. trained lawyers who pursue an LLM degree in the U.S. have always been most abundant in their home country or in other countries outside of the U.S. This means that every CSO counselor needs to be well-versed in the basics of global legal opportunities for JDs and LLMs. This program will provide career counselors with practical advice and resources to navigate the exciting – if sometimes overwhelming – world of international legal opportunities.

Beth Johnson, Director of Attorney Recruiting, O'Melveny & Myers LLP

Elise Luce Kraemer, Associate Director, Career Planning & Professionalism, University of Pennsylvania Law School

Mary Maher, Researcher and Co-developer of the International Directory of Lawyer Qualification for The NALP Foundation

11:00 am - 12:00 pm — San Cristóbal BCD

H-65 Advancing Women Lawyers: Creating Access to Cultures for Success**Diversity & Lawyer Professional Development**

Workforce diversity, including gender balance, is critical to organizational success. The business world increasingly reflects significant female leadership, and yet women continue to be under-represented in the leadership ranks of the legal profession. Are law firms attempting to “fix” women instead of ensuring they have access to the tools they need for success? In this session, we will uncover the necessary criteria to overcome obstacles that arise for female lawyers, and discuss steps law firms and other legal organizations can take to ensure women lawyers are best positioned for advancement. Panelists will discuss proactive and practical programs to help women lawyers be successful. Our discussion will include tips and tools for targeted career support during the critical early years of lawyering in which women establish the foundation of their professional reputations. *(This session will not be recorded.)*

Linda Bray Chanow, Executive Director, Center for Women in Law, The University of Texas School of Law

Nadia Ramadan Jones, Manager of Diversity & Professional Development, Morrison & Foerster LLP

11:00 am - 12:00 pm — Conference 6/7

H-66 Beyond Common Law: Mixed Jurisdictions Offer Global Experience and Talent**Lawyer Professional Development & Counseling**

Approximately 150 million people worldwide live in legal systems where common and civil law coexist. NALP members situated within these jurisdictions witness the advantages mixed jurisdictions afford in the context of the transnational practice of law and its relevancy to global practice. In this session, NALP members from Canada, Louisiana, and Puerto Rico will describe the education and practice of law from a transnational framework within their respective regions. Panelists will also share opportunities in these markets for transnational practice and employers seeking global talent. *(This session will not be recorded.)*

Carlos Dávila-Caballero, Assistant Dean for Career Development and Diversity Initiatives, Tulane University Law School

Carla García-Benítez, Partner - Litigation Department, O'Neill & Borges

Efrén Rivera Ramos, Professor of Law, University of Puerto Rico School of Law

Aisha Topsakal, Acting Director of Career Development, McGill University Faculty of Law

11:00 am - 12:00 pm — Tropical

H-67 Ethics of Lawyer Recruiting Practices**Lateral Recruiting and Hiring**

This session will look at case law, the ABA Model Rules of Professional Conduct, and selected state ethics rules to show how they relate to day-to-day law firm recruiting practices. The session is directed toward NALP's JD members and qualifies for ethics credit in many CLE jurisdictions (not including Washington State).

Brad Sprayberry, Director of Attorney Recruiting & Professional Development, Gunster

11:00 am - 12:00 pm — Auditorium

H-68 Have Questions About Public Service Initiatives? We Have Answers!

Meet the CAPSILS Team



Public Service

Ever find yourself asking, “Where can I get information about public interest career counseling?” “Who has data regarding law school pro bono programs?” or “What conferences should I attend?” Forget Google! Your search for answers ends here. The Coalition for the Advancement of Public Service in Law Schools (CAPSILS) is a collaborative group made up of representatives from Equal Justice Works, the ABA Pro Bono Section, the AALS Pro Bono and Public Service Opportunities Section, and NALP/PSLawNet. Participants will learn about the expertise, resources, and services provided by each member organization and will receive a copy of the new CAPSILS Handbook. The program is a must for newer NALP-ers and veterans alike! *(This session will not be recorded.)*

Charlene Gomes, Senior Program Manager, Equal Justice Works

Steve Grumm, Director of Public Service Initiatives, NALP
Arlene Rivera Finkelstein, Assistant Dean and Executive Director, Toll Public Interest Center, University of Pennsylvania Law School

11:00 am - 12:00 pm — San Cristóbal EFG

H-69 Judicial Clerkships: From Mainstream to Off the Beaten Path



Judicial Clerkships

Judicial clerkships offer judicial law clerks the opportunity to enjoy rigorous legal challenges and close mentoring. Judicial clerkships in the contiguous United States and also in more distant locales such as Puerto Rico and the Caribbean can be a great way to start a legal career. Panelists, including a federal judge and a current federal judicial law clerk, will discuss the benefits of judicial clerkships, clerkship application advice, and particulars about clerkships off the beaten path.

Beth Wickwire, Attorney-Counselor, University of Michigan Law School – Moderator

Edwin Cortes, Judicial Law Clerk, 2009-2011 Term for The Hon. Jaime Pieras, Jr., U.S. District Court for the District of Puerto Rico

The Honorable Gustavo A. Gelpi, U.S. District Court for the District of Puerto Rico

Gaylin Vogel, Associate, Hodge & Francois

11:00 am - 12:00 pm — Flamingo A/B

H-70 Managing Your Recruitment Team in a Shifting Environment



Leadership, Recruiting & Hot Topic

As law firms continue to tighten their budgets, recruiting departments have been deeply affected by reductions in force. This session will discuss how firms staff their recruiting departments and utilize various resources to maintain healthy and quality recruitment programs in a cost-cutting environment. The presenters will discuss how firms can effectively utilize cross-office recruiting teams to balance the workload evenly. You will also learn how to manage the stresses and fears that your staff is encountering. Leave this session with a game plan for how you can create a work environment that is mutually rewarding for you and your staff, while achieving your department's goals. *(This session will not be recorded.)*

Elizabeth Berner, Recruiting Manager, Southern California, Jones Day

Vanessa Dobson, Firm-wide Legal Recruiting Manager, McDermott Will & Emery LLP

Ari A. Katz, National Director of Legal Recruiting, Bingham McCutchen LLP

11:00 am - 12:00 pm — Las Olas

H-71 Navigating Online Rumor Mills and Maintaining a Positive Image for Law Firms/Schools



Technology

In the past couple of years there has been an explosion of information available to law students, law schools, and law firms via the Internet. We want to show you the easiest ways to compile the information most relevant to your school or firm and how to handle the challenges of managing your reputation on blogs and message boards. We will also discuss how to approach your employees' perusal and input on such sites, as well as maintaining a positive image in the light of negative media attention.

Marguerite E. Durston, Administrator, Attorney Recruitment, Quarles & Brady LLP

Traci Feit Love, President, HL Central and Love Communications LLC

Kelly Obenauer, Assistant Director of Recruitment & Marketing, Northwestern University School of Law

11:00 am - 12:00 pm — Salon del Mar

H-72 Strengthening the Legal Diversity Pipeline



Diversity

What are legal diversity pipeline programs and why are they important? How can your organization become involved in the effort to support future lawyers as they begin their careers? Every mature diversity program or plan needs to include a pipeline initiative of some sort. This session will highlight three different pipeline projects, each of which is focused on a different point along the pipeline. Join panelists for a discussion about the legal pipeline projects they support. You will leave this session with an understanding of the importance of pipeline programming, how to create a successful program, and how your organization can become involved in the movement to better support the diversity pipeline.

*James Leipold, Executive Director, NALP – Moderator
Millicent Bond, NALP/Street Law Legal Diversity Pipeline
Program Fellow, NALP*

*Justina Gonzalez, Manager of Legal Recruitment, Fried,
Frank, Harris, Shriver & Jacobson LLP
Melique Jones, Diversity Manager, Skadden, Arps, Slate,
Meagher & Flom LLP*

12:00 - 12:30 pm

Break

12:30 - 2:00 pm — San Gerónimo

Business Meeting and Lunch

All members are invited to participate in this annual business meeting, which includes the Awards of Distinction presentation, elections for 2010 Board positions, and an overview of the past year.

For nonmembers who are registered for the conference and others who are registered but cannot attend the business meeting, lunch will be available in Las Olas.

2:00 - 2:15 pm

Break

2:15 - 3:15 pm — San Gerónimo

A-73 PLENARY II

Successful Leadership through Times of Change

The past decade has been one of significant change and restructuring not just for law firms but also for major accounting firms. What leadership lessons can NALP members learn from the experience of the accounting industry? **Chris Simmons**, Managing Partner for the Washington Metro Region of PricewaterhouseCoopers (PwC), will provide insights on the key role PwC leaders played through this challenging transitional period. From the “Big 8,” to the “Big 5,” to the current “Big 4,” accounting firms have had to reinvent themselves in response to market needs and demands. PricewaterhouseCoopers, which was the result of the 1998 merger of Price Waterhouse and Coopers & Lybrand, has been identified as the top “Big 4” firm worldwide for FY2009 based on its reported revenue of \$26.2 billion. Mr. Simmons will identify essential skills required to successfully lead an organization through times of unprecedented change and discuss the importance of negotiating, planning, and implementing new operational models while keeping leadership development part of PwC’s core mission. Join us as we learn how PwC did it.

Chris Simmons is the Managing Partner for PricewaterhouseCoopers LLP for the Washington Metro Region. He is also a member of the PwC US Board of Partners and Principals, which oversees the governance of the US Firm. As a member of PwC’s Board, Mr. Simmons serves as Chair of the Partner Admission Committee, and is a member of the Management Evaluation and Compensation Committee. Previously, he was a member of PwC’s United States Leadership Team, the Human Capital Leadership Team, and served as Chief Diversity Officer. Mr. Simmons has held a variety of positions within PwC, beginning as a Senior Manager in 1992 in the Mergers and Acquisitions unit. He has also managed all PwC internal mergers, strategic investment, and acquisition activity for the US Firm in his role as Partner-in-Charge, US Corporate Development, from 2001-2004.

(This session will not be recorded.)

3:15 - 3:30 pm

Break

3:30 - 4:30 pm

CONCURRENT SESSIONS

3:30 - 4:30 pm — Conference 6/7

I-74 Adding Horsepower to Your CSO**CSO Administration**

Whether your CSO has a large, small, or nonexistent budget, there never seems to be enough money to go around. This program will describe ways to increase the visibility and effectiveness of your CSO with little or no cost. Learn how to leverage law students, undergraduate students, alumni, faculty, and friends of the school, as well as employers, NALP peers, and other existing resources to get your program into the winner's circle.

Cinnamon A. Baker, Director of Career Services, Barry University School of Law

Margann Bennett, Director of Professional Development, Washburn University School of Law

Julie Doss, Assistant Dean for Career Services, Texas Tech University School of Law

3:30 - 4:30 pm — Conference 3/4/5

I-75 Cultural Magnifying Glass: Challenges and Achievements of LGBT Legal Professionals in Puerto Rico**Diversity**

LGBT legal professionals encounter inclusion challenges as a result of the conservative nature of the practice of law. What happens when cultural viewpoints and local state laws magnify challenges? Learn about obstacles LGBT individuals overcome as the evolution of full inclusion unfolds in a jurisdiction where every member of the profession is technically a lawyer of color. Discover innovative approaches used by a law school clinic specializing in sexual orientation cases that can help the diversification of any legal organization. *(This session will not be recorded.)*

Carlos Dávila-Caballero, Assistant Dean for Career Development & Diversity Initiatives, Tulane University Law School – Moderator

José Dávila-Caballero, Adjunct Professor, University of Puerto Rico School of Law

Ana Matanzo-Vicens, Professor, University of Puerto Rico School of Law

Rafael Ruiz-Ayala, Member, McConnell Valdés LLC

3:30 - 4:30 pm — Auditorium

I-76 Diversify Yourself: Solidifying Your Role**Member Professional Development & Recruiting**

Now more than ever, it is critical for recruiting professionals to augment their value within their law firm. In this session, we will discuss ways to demonstrate your versatility and firm commitment by taking on key projects or expanding your responsibilities. These strategies will increase your value and visibility both at the firm and externally.

Jolie A. Blanchard, Firmwide Director of Recruiting, Jones Day

Lorraine Connally, Director of Legal Recruiting, Allen Matkins Leck Gamble Mallory & Natsis

E. Diane Marshall, Law School Hiring Manager, Bass, Berry & Sims PLC

3:30 - 4:30 pm — San Cristóbal EFG

I-77 Law Firm Interviewing: There IS a Better Way**Recruiting & Hot Topic**

While the legal industry reevaluates almost every aspect of the recruiting process, the interview process itself has gone unchallenged. With so much change underway in law firm recruiting and firms hiring the smallest class sizes in years, now is the time for law firms to consider more rigorous interview techniques that better assess the ability of candidates to succeed within their firm. Firms that succeed in reducing hiring mistakes by even a small percentage will reap hundreds of thousands of dollars in savings per year. This session will share the research about the more rigorous and innovative interviewing techniques U.K. law firms, top accounting firms, and premier consulting organizations have utilized for years.

Nancy Berry, Legal Consultant

3:30 - 4:30 pm — San Cristóbal BCD

I-78 Looking Beyond Today: Developing Recruiting Strategy in Tough Times



Recruiting

Legal employers have faced difficult management and hiring decisions in recent times and uncertainty about the future remains. This session will offer a discussion about how to focus your recruitment strategies as a result of such decisions, particularly how to map out short-term and long-term recruitment strategies.

Christina Fox, Attorney Recruiting Manager, Skadden, Arps, Slate, Meagher & Flom LLP
Polly Lawson, Assistant Dean for Career Services, University of Virginia School of Law
Erin Springer, Director of Attorney Hiring, Alston + Bird LLP

3:30 - 4:30 pm — Las Olas

I-79 Making Lemonade: Blueprint for the Alternative Career Counselor



Counseling

Given the significant changes in the legal hiring landscape, many professionals are being tapped to respond in creative ways to change. For many of us, this is the first time that we may be counseling students, alumni, or lawyers on alternative opportunities inside, outside, and around the law. For individuals, this may be the first time they need to consider pursuing an alternative legal career. So what do you do now? This session will help you answer this question by training you to counsel and engage individuals who are now seeking alternative legal options. The first half of the discussion will provide a blueprint that can be used as you begin to work with individuals who are seeking alternatives. The second part will focus on providing a birds-eye view of alternative industries thriving in this changing legal economy.

Carole Montgomery, Director, Career Development Office, George Washington University Law School
Tammy S. King, Assistant Dean for Career Development, Creighton University School of Law

3:30 - 4:30 pm — San Gerónimo B

I-80 NALP on 2009 Legal Recruiting Data

Legal Economy



If you missed NALP's acclaimed Market Wrap-up program in February, this is your opportunity see it. NALP's Executive Director will reprise this program that looks back at the 2009 legal recruiting season, the state of the legal economy, and the legal employment market generally. The program will review NALP's survey data from law firms and law schools, including summer program outcomes, fall on-campus recruiting levels, and fall recruiting outcomes for 2Ls and 3Ls, as well as the information that was gathered about the deferral phenomenon.

James Leipold, Executive Director, NALP

3:30 - 4:30 pm — Salon del Mar

I-81 Public Interest Workshop — What's Working, What's Not, and Hot Topics



Public Service & Hot Topic

This is an interactive workshop that will be facilitated by seasoned professionals and is an opportunity for those interested in public service to discuss issues of common concern. Topics may build upon those raised during the Public Service Section meeting and will likely include the impact of the economic downturn on public interest organizations and public interest job-seeking students, the CCRAA and other LRAPs, public interest career fairs, working with reduced budgets, the utilization of deferred associates by public interest organizations, student and alumni advising, and more as time permits. Attendees are encouraged to bring their ideas, questions, or concerns, as well as to add a topic or their perspective on issues raised.

Andrew Chapin, Director of Public Interest Scholars & Counseling, Fordham University School of Law – Moderator

Charlene Gomes, Senior Program Manager, Equal Justice Works

Valerie Kapilow, Associate Director of Career Services/Co-Director of Public Interest Advising, Northeastern University School of Law

Stuart Smith, Director of Legal Recruitment, New York City Law Department

Nicole Vikan, Assistant Director, Public Interest and Government Careers, Georgetown University Law Center

3:30 - 4:30 pm — Flamingo A/B

I-82 The Who, What, When, and Where of Law Student Mentoring Programs



Law Student Professional Development

Is it time to create, recreate, or resurrect your first-year mentoring program? Our panel will present three different models of first-year mentoring and the pros and cons of each: how to reach your alumni, working with your alumni department, and playing “match.com.” When is the right time for the program – right off the bat in the fall, or in the spring when students know if they still have the need or desire for a mentor? We will discuss the logistics of using an online program to match or a manual sign-up model. How useful is a kick-off reception/dinner once matches have been made? Finally, we will discuss models from other schools surveyed on this subject. Participants will be provided with a consideration checklist and a timeline for setting up a mentoring program.

Gary Greener, Associate Dean for Career Services, Southwestern Law School
Linda Kressh, Manager of Legal Recruitment, UCLA School of Law

Saturday, May 1

8:30 am – 12:00 pm

Registration Open

8:30 - 9:00 am

Coffee Service

9:00 am - 12:00 pm

SATURDAY MORNING WORKSHOPS

Join us Saturday morning for two interactive, in-depth workshops. The extended session length will allow you extra time for full exploration and discussion of these key topics.

9:00 am - 12:00 pm — San Gerónimo A

J-83 Coping with Crisis: Practical Tactics for Reinforcing Resiliency and Responding to Warning Signals of Lawyer Distress



Lawyer Professional Development, Member Professional Development & Hot Topic

Recent sweeping changes in the economics, structure, and service-delivery model in the legal profession have created unprecedented stresses and uncertainties for lawyers at all

levels and in all settings. There is a pressing need to develop practical techniques both for improving lawyers’ abilities to weather the stresses caused by career uncertainty and for helping firms provide effective personal support when lawyers display the danger signals of emotional overload. This workshop will cover: (1) practical approaches and exercises for “immunizing” lawyers against depression; (2) suggestions for helping professional development and HR staff recognize and respond appropriately to acute lawyer distress; (3) approaches for providing effective short- or longer-term support and coaching; and (4) guidelines for making appropriate referrals to professional support and suicide prevention resources, if necessary.

Susan Manch, Principal, Shannon and Manch LLP
Ellen Ostrow, Founding Principal, Lawyers Life Coach LLC
Douglas Richardson, Principal, The Richardson Group

9:00 am - 12:00 pm — San Gerónimo C

J-84 High-Stakes Presentations



Member Professional Development

Take charge of the perceptions and impressions of your department, your leadership, and your career through powerful high-stakes presentation opportunities. Participant reactions to on-the-spot video recorded mini-presentations will begin our look at what works during presentations to drive decisions and actions, even in the face of resistance, while earning the trust of those you serve. Effective preparation, organization, and rehearsal, along with a confident, focused delivery will elevate program importance as well as your career.

Barbara B. Miller, Owner, Barbara B. Miller Communication