

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 manual 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 and Inclusion



Member Professional Development



Judicial Clerkships



Public Service



Lateral Recruiting and Hiring



Recruiting



Law Student Professional Development



Technology



Lawyer Professional Development



Hot Topics



Leadership

Download the Conference App: For the first time ever, thanks to West LegalEdcenter, there is an app for the NALP Annual Education Conference! To download it to an iPhone, iPod Touch, or your iPad, from your phone (or iPad) go to the iTunes App Store and search for "NALP." To download it to a Blackberry, Android, or other type of web-enabled phone, point your mobile phone's web browser to: <http://m.core-apps.com/NALP2011>. From there you will be directed to download the appropriate version of the app for your particular device. Through the app you will be able to access the schedule, speaker, and exhibit information found in the manual, and once you've decided what you want to attend you will even be able to set up your own schedule.

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 8, 2011. 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.

Members Only events are open to all employees of NALP member institutions.

Schedule

Tuesday, April 26

2:00 - 7:00 pm — Desert Ballroom Foyer

Registration Open

Registration will be open for the Fun Run/Walk as well.

5:30 pm — Director's Suite III

PSLawNet Advisory Group Meeting

5:30 - 6:00 pm — Spring A/B/C

Newcomers' Welcome and Orientation Session

If this is your first or second 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.

Wednesday, April 27

6:30 - 7:30 am — The Pointe

Yoga on the Lawn

Join your colleagues for a yoga session led by Arthur Fama. Mats will be available.

7:30 - 9:00 am — Desert 7/8 (of the Desert Ballroom)

Continental Breakfast & Coffee Service in Resource Center

Start your conference experience on a high note by networking and socializing with your colleagues while enjoying a light breakfast.

7:30 am - 4:00 pm — Desert Foyer and Desert 7/8

Registration & Resource Center Open

8:15 - 9:00 am — Director's Suite IV

Exhibitor Classroom Presentation

The Execu|Search Group will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

9:15 - 10:30 am — Spring F/G

PLENARY

ADAPT — Overcoming Adversity

Jim Abbott, a former professional baseball player and motivational speaker, will share his inspirational life story by building a message around the word "adapt." The words that best define Jim would be those that exemplify courage and overcoming adversity. Jim has created a common language to help us move toward our goals by discussing our willingness to "adapt" and change while molding ourselves to meet the obstacles that stand in our way. He will describe how using ADAPT as an acronym can put together a powerful set of words that stand alone in their significance, while collectively forming an amazing

chain: A (Adjustability), D (Determination), A (Accountability), P (Perseverance), T (Trust). Come be amazed by Jim Abbott's life story as a boy from Flint, Michigan born without a right hand, as an All-American hurler at Michigan who won the Sullivan Award in 1987, as the pitcher for the Gold Medal Olympic Team in 1988, as the hero who threw a no-hitter for the New York Yankees, and as an advocate who has worked on initiatives encouraging businesses to hire people with disabilities. Join us to learn how Jim's positive message can have meaning in your life and career. *(This session is not being recorded.)*

Jim Abbott, Motivational Speaker

10:30 - 11:00 am — Desert 7/8

Coffee Break in Resource Center

10:30 - 11:15 am — Director's Suite IV

Exhibitor Classroom Presentation

Lateral Link will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

11:00 am - 12:15 pm

CONCURRENT SESSIONS

11:00 am - 12:15 pm — Desert 5/6

4 Generations, 1 Workplace: Understanding Generational Differences in the Context of Diversity



Diversity and Inclusion

When we look across generations – from Traditionalists to Boomers to Gen X to Millennials – we see a mix of commonalities and differences. If we understand how our life experiences shape our world view, we can begin to appreciate how our beliefs and values often come into conflict with other people's beliefs. Embracing generational differences represents an opportunity for savvy firms to attract and retain the best and brightest talent. How can we minimize mutual frustrations and take advantage of diversity within workplaces? Why does a well-intentioned leader so often fail? How can leaders manage and reward diverse groups so that everyone remains happy and productive? *(This session is not being recorded.)*

Chris De Santis, Principal, CPDesantis.com

11:00 am - 12:15 pm — Spring D/E

Alumni Engagement through Career Services and Professional Development



CSO Administration

We look forward to introducing dialogue on alumni relations using our three models of working with alumni councils or boards. We will expand the conversation with findings from our survey, which was distributed

electronically to NALP member schools, and encourage participants to share successes, challenges, and possible solutions related to managing this non-traditional CSO function.

Christine Corral, Executive Director, Career Planning Center, Valparaiso University School of Law

Heather Karns, Assistant Dean for Alumni and Career Services, The University of Toledo College of Law

Cheryl Kitchen, Director of Law Alumni and Career Services, Ohio Northern University College of Law

11:00 am - 12:15 pm — Desert 9/10

Client Development: A Matter of Professional Development Not Marketing Magic



Lawyer Professional Development

Almost every law firm has committed itself to teaching client development skills to its lawyers. But what do in-house counsel think of the increased focus on client service and business development? What are the most effective ways lawyers can learn these critical skills? Top performing rainmakers do not view client development as "marketing." Rather, client development skills result from performance – the lawyer's ability to demonstrate and deliver differentiated value. Therefore, client development is a matter of professional development and not marketing. This program will examine the role professional development can play in helping law firm partners and associates understand how today's in-house counsel evaluates "value" and how professional development can help set firms and lawyers apart in today's competitive environment. *(This session is not being recorded.)*

Werten Bellamy, President, Stakeholders, Inc.

11:00 am - 12:15 pm — Spring A/B/C

Core Competencies for Recruitment Professionals: Understanding and Developing the Skills and Attributes That Result in Career Success



Member Professional Development

During this interactive session, we will examine a study that fully describes core competencies for law firm recruitment professionals. These core competencies will include skills and attributes needed for success at different career levels. Recruitment professionals can use these core competencies for career development and managers can use these core competencies to hire, train, and promote their talent. During the session, participants will begin to identify their core competencies and plan actions they will take to further develop their careers.

Eva Wisnik, President, Wisnik Career Enterprises, Inc.

11:00 am - 12:15 pm — Desert 1/2

Counseling for International Public Interest



Counseling & Public Service

Students are attracted to international opportunities because of the travel and what they imagine will be an exciting and exotic environment. The reality may be very different. This panel, designed to help schools without extensive international resources, will present practical advice about international public interest counseling. Starting with an overview of the job market and qualities employers look for, the presentation will move on to counseling tips: What should be discussed during counseling sessions? What should students expect? How can international experiences bolster a domestic career? Participants will leave with key resources for summer and post-graduate searches and a toolbox to better serve internationally minded students.

Sara Rakita, Associate Director, New York University School of Law Public Interest Law Center, Moderator
Akua Akyea, Director-Public Interest, Yale Law School
Shaila Rahman, Detention Attorney, Esperanza Immigrant Rights Project

11:00 am - 12:15 pm — Desert 11/12

From Black Boxes to Glass Houses: Evolving Expectations of Law Firm Transparency



Management

With the ubiquity of social media and evolving expectations for transparency, firms face unprecedented challenges in defining the proper balance between appropriate disclosure and protecting the interests of a firm and its clients. Through the lens of unique, proprietary survey data and expert panelists, we will examine the interplay between law firms' internal and external communications strategies and associate perceptions of their firms' business outlooks. Vault survey data will also be employed to explore the impact of these factors on recruitment and retention, as well as the correlations among associate perceptions of their firms' prospects, overall satisfaction, and other criteria.

Brian Dalton, Managing Editor, Vault.com Inc., Moderator
T.J. Duane, Principal, Lateral Link Group LLC
Susan Robinson, Associate Dean for Career Services, Stanford Law School
Charlotte Wager, Partner, Chief Talent Officer, and Chair of Associate Development & Evaluation Committee, Jenner & Block LLP

11:00 am - 12:15 pm — Spring K/L

From Classroom to Boardroom: How Career Services and Law Firm Professionals Can Help Students Prepare for Practice



Law Student Professional Development

Law firms and law schools have been very successful in advising law students on the finer points of landing a great job, but students need concrete, practical advice about how to excel in the law firm environment. Legal employers see a disconnect between what students learn in law school and the day-to-day challenges of legal practice. This program will arm career services and law firm professionals with practical tips to help bridge that learning gap, and will also provide ideas and strategies for promoting these sorts of programs to law students.

Matthew DeGrushe, Assistant Dean, Career Services, USC Gould School of Law, Moderator
Ari Blicher, Director, Student & Associate Programs, Aird & Berlis LLP
Pamela Cyr, Director, Career Services, University of British Columbia Faculty of Law
Marketta Jokinen, Director of Recruitment, Borden Ladner Gervais LLP

11:00 am - 12:15 pm — Spring H/I/J

Lead a Horse to Water and Get It to Drink: Coaching and Inspiring Your 3Ls Down the Home Stretch and Across the Finish Line



Counseling

Students entering the last year of law school without a job offer or career plan present CSOs with a challenge and an opportunity. Many 3Ls are myopic, others are waiting to get the bar exam behind them, and some are in denial. We'll need to pull something new out of our bag of tricks to get their attention. This session gives you a framework to inspire your 3Ls to develop a career plan, have a network in place before they get their degree, and partner with you all the way to (and beyond) the February 15th finish line.

Marcie Areias, Career Advisor, Golden Gate University School of Law
Lisa Taylor Carlock, Graduate Employment Specialist & Career Counselor, University of California, Davis School of Law
Lisa Wilkins, Leadership and Professional Development Program Manager, University of the Pacific, McGeorge School of Law

11:00 am - 12:15 pm — Desert 3/4

New Models of Leadership for a Changing Profession



Lawyer Professional Development

Radical and ongoing changes in client demands, lawyer demographics, the business environment, and the market for legal services are creating new models of practice that will require different kinds of leaders than in the past. This program will examine what the new practice models will look like and what the new leadership competencies will be. It will describe how law firms can identify, develop, and teach potential leaders who have those competencies or want to learn them. We will also examine new career possibilities for lawyers who want to move into full-time law firm management. *(This session is not being recorded.)*

*Ida Abbott, President, Ida Abbott Consulting LLC
Terri Mottershead, Principal, Mottershead Consulting*

11:00 am - 12:15 pm — Spring F/G

Next Generation Recruiting: Competency-Based Behavioral Interviewing



Recruiting & Lateral Recruiting and Hiring

You are hiring fewer lawyers, looking for better matches, and have or want to adopt a competency model. What represents the best next generation thinking on recruitment? As more firms introduce core competencies as the foundation for their talent management strategy, next generation recruiting is finally moving toward a behavioral focus. Pairing your firm's competencies with strategic behavioral interviewing methods can ensure that the lawyers you hire have the best chance to be successful at your firm. Learn how to get the hiring decisions right from the very beginning and increase the return on your talent investment.

*Diane Costigan, Managing Director, Shannon & Manch LLP
Susan Manch, Principal, Shannon & Manch LLP*

11:00 am - 12:15 pm — Desert 13/14

"We Are Family" – Institutionalizing Support for Your LGBT Students



Diversity and Inclusion

Career services professionals are called upon to assist and advise LGBT students and LGBT student organizations about issues that may or may not be related to career development. Career services professionals often play a large role in activating and sustaining these groups, which are an invaluable resource to students and to their professional development. This panel will discuss and explore strategies for addressing challenges that confront us in building institutional support for LGBT students and student groups.

*Karen Comstock, Assistant Dean for Public Service,
Cornell Law School
Arthur Fama, Associate Dean, Office of Career Services,
Benjamin N. Cardozo School of Law
Michelle Mohr Vodenik, Director & Public Interest Advisor,
Career Services, Chicago-Kent College of Law*

12:15 - 12:30 pm — Desert 7/8

Break

12:30 - 2:00 pm — JW Pavilion

Experienced Professionals Luncheon: Managing Your Brand in 2011 and Beyond



Member Professional Development

Attention members of the Experienced Professionals Section! Join your Experienced Professionals colleagues for a special session with executive coach Michael Melcher, who will examine the concept of brands. In the career context, brand connects who you are as a person with the needs of the market. A strong brand helps you land jobs, fuels progress within an organization, and can ensure that your career is consistent with your core interests. Because brand goes beyond job titles and even industry, a strong brand also helps you adapt to changes in the economy. Come learn more! *(This presentation is not being recorded.)*

Michael Urtuzuástegui Melcher, Partner, Next Step Partners LLC

12:30 - 2:00 pm — Sea Grille

Public Service Luncheon

Join NALP's Public Service Section for lunch with keynote speaker Ahilan T. Arulanantham, who is Director of Immigrants' Rights and National Security at the ACLU of Southern California. Mr. Arulanantham is a distinguished civil rights advocate, having successfully litigated several cases involving the detention and deportation of non-citizens detained as national security threats under the immigration laws, successfully represented a U.S. citizen wrongfully detained as an enemy combatant in Iraq, and won victories to alter the laws governing prolonged detention in the immigration context. In 2007, he was named one of *California Lawyer Magazine's* Lawyers of the Year for his work in the area, and in 2007, 2008, and 2009 was named one of the *Daily Journal's* Top 100 Lawyers in California. Mr. Arulanantham will discuss not only what drives him to advocate for those on the social margins, but also the importance of cultivating the next generation of public interest lawyers.

12:30 - 2:00 pm — Spring F/G and Desert 7/8

Networking Lunch

Reconnect with your colleagues and meet new people over lunch. Enjoy this chance to socialize and network.

1:15 - 2:00 pm — Director's Suite IV

Exhibitor Classroom Presentation

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

2:00 - 2:15 pm — Desert 7/8

Break

2:15 - 3:30 pm

CONCURRENT SESSIONS

2:15 - 3:30 pm — Desert 13/14

Becoming a More Culturally Competent Counselor: Moving Beyond Cultural Sensitivity



Diversity and Inclusion & Counseling

Because of the increased racial and cultural diversity of our student bodies, it is imperative that career counselors have the awareness, skill, and sensitivity to work with diverse populations. The lack of cultural knowledge or cultural insensitivity may impair our ability to spot special issues that students might encounter in interviews and the workforce. So having checked our assumptions and recognized our biases in a first session on this topic at last year's conference, what is our next step? It's putting our knowledge into practice, moving beyond sensitivity, and learning to effectively operate within different cultural contexts. *(This session is not being recorded.)*

Erica Edwards-O'Neal, Director, Career Services, Touro College Jacob D Fuchsberg Law Center

Vernadette Horne, Director of Career Services, Hofstra Law School

Chia Kang, Senior Lateral Legal Recruiting Coordinator, Ropes & Gray LLP

Mercedes Pino, Director, St. Thomas University School of Law

2:15 - 3:30 pm — Spring D/E

Bridging the Gap: Cross-Departmental Collaboration for Successful Hiring and Retention



Lawyer Professional Development & Recruiting

Whether you devote your time to recruiting, professional development, or both, you know that cross-departmental collaboration is vital to the seamless hiring and integration of new lawyers. Unfortunately, many of our administrative functions operate in silos, creating challenges and tensions that serve as road-blocks to successful collaboration, which ultimately results in frustration for a recruit or new hire trying to navigate through an intricate recruiting or on-boarding process. Join us for a deep dive into these challenges, as well as proven methods for overcoming obstacles and a discussion of best practices that will immediately result in improved communication and collaboration between key departments.

Dyana Pinkerton Barninger, Regional Recruiting Manager, K&L Gates LLP

Amy Sladczyk Hancock, Director of Professional Development, Andrews Kurth LLP

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

2:15 - 3:30 pm — Desert 11/12

Counseling Students for Criminal Justice Careers



Public Service & Counseling

Public defenders and prosecutors oppose each other in court, but they are strikingly similar jobs that serve the public, provide substantial court experience, and require exceptional maturity and integrity. Additionally, in a difficult economy, these are steady sources of public interest jobs. This panel will explore what criminal justice employers seek in hiring interns and lawyers, the hiring process, the unique interview process involving hypotheticals and simulations, and examples of how working as a public defender or prosecutor can lead to other public interest careers. *(This session is not being recorded.)*

Sara Rakita, Associate Director, New York University School of Law Public Interest Law Center, Moderator
Michele Akemi McKenzie, Supervisory Attorney, Federal Defenders of San Diego, Inc.

Christopher Teague, Associate Director, Career Services, Suffolk University Law School

Claudia Trupp, Staff Attorney, Center for Appellate Litigation

2:15 - 3:30 pm — Spring A/B/C

Developing and Maintaining the Law School — Employer Relationship



CSO Administration & Recruiting

It is a growing trend for career services offices to conduct formal employer outreach by establishing a position dedicated to these efforts or by otherwise incorporating employer outreach into day-to-day activities. These efforts often extend beyond traditional and necessary communication between schools and employers and include outreach to employers with which the school has had no prior relationship. This session will focus on the law school-employer relationship and on how a law school can establish and carry out a successful employer outreach plan. The presenters will also address the relationship from the employer perspective, discussing the importance of building and maintaining relationships with a variety of law schools.

Sarah Dylag Beznoska, Director of Programming, Case Western Reserve University School of Law

Kelli Curtis, Assistant Dean, Case Western Reserve University School of Law

Lacie Marshall, Recruiting Manager, McDermott Will & Emery

2:15 - 3:30 pm — Desert 1/2

Diverse Women: Success Strategies in Law Firms



Diversity and Inclusion

Diverse women working in law firms experience a “double negative”: their race/ethnicity and gender impact their workplace experiences and perceptions such that they fare worse on several measures than minority men or majority women, and far worse than majority men. The panelists will explore the role of their various minority statuses, based on race/ethnicity, gender, and sexual orientation; discuss overcoming the challenges of stereotyping, exclusion, a lack of mentoring and access to opportunities, and unique work/life challenges; and offer suggested strategies for achieving success in the law firm environment.

Kisha Nunez, Manager of Recruiting and Diversity, Wachtell, Lipton, Rosen & Katz, Moderator
Claudette Christian, Co-Chair of the Board/Partner, Project Finance, Hogan Lovells US LLP
Nicole Dogwill, Litigation Partner, Winston & Strawn LLP
Jennifer Hernandez, Partner/Co-Chair National Environment Team, Holland & Knight LLP

2:15 - 3:30 pm — Spring K/L

How Is That Performance-Based Compensation System Working for Ya?



Lawyer Professional Development

Responding to the recession, a noticeable number of firms shifted to a compensation system based in whole or part on associate performance. Now two years or more into those systems, how are they working? Representing many parts of the country, this panel of experts will examine the landscape and ask whether others will follow. *(This session is not being recorded.)*

David Cruickshank, Consultant, Kerma Partners, Moderator
Lori Berman, former Director of Professional Development for Howrey LLP
Siobhain McCarthy, Managing Director of Global Attorney Development, Paul Hastings
Laura Saklad, Chief Lawyer Development Officer, Orrick

2:15 - 3:30 pm — Desert 5/6

Recognizing and Responding to Mental Illness: A Guide for NALP Members without Backgrounds in Mental Health



Counseling

Most NALP members are not credentialed therapists or counselors. Yet those of us who offer career counseling will inevitably encounter law students suffering from mental illnesses such as depression, eating disorders, and substance abuse. Law students may also be affected by underlying conditions such as Asperger’s Syndrome that make counseling more difficult. This program will offer insights into how those of us without professional training can recognize and respond to mental illness in a sensitive and appropriate manner when it walks through our doors.

Bill Chamberlain, Assistant Dean for Career Strategy, Northwestern University School of Law
Hanna Stotland, Associate Director, Northwestern University School of Law
Nada Stotland, M.D., M.P.H., Past President, American Psychiatric Association, Professor of Psychiatry, Rush Medical College

2:15 - 3:30 pm — Desert 9/10

Short-Term Opportunities to Achieve Long-Term Goals: Bridging the Gap from Law School to Practice



Counseling & CSO Administration

Nationally, about 25% of all positions reported for the Class of 2009 were “temporary” in nature. Employers and candidates cautiously avoided long-term, permanent, full-time commitments, yet crafted a variety of “stepping stone” positions as new graduates continued their search and employers crystallized their needs. What did these positions look like? What obstacles did employers, new graduates, and schools encounter in these new arrangements? Is this the “new normal”? What programs, initiatives, and best practices can help schools assist our new graduates in this new hiring landscape? Join our panel as we get a view behind the data to learn more about this trend and how to prepare our students and employers for it.

Arthur Fama, Associate Dean, Office of Career Services, Benjamin N. Cardozo School of Law, Moderator
Susanne Aronowitz, Associate Dean for Law Career Services, Golden Gate University School of Law
Elizabeth Ellis, Assistant Dean and Director, DePaul University College of Law
Laurel Hajek, Assistant Dean for Career Services, The John Marshall Law School
Amy Schwarzenbach, Career Counselor, Loyola University New Orleans School of Law

2:15 - 3:30 pm — Desert 3/4

The Changing World of Client Expectations: How Talent Management Can Add Value in the New Paradigm



Lawyer Professional Development

Law firms are facing pressure from clients to focus on increasing efficiencies in their delivery of legal services. In response, firms must produce high-quality work while utilizing alternative staffing models and more effective project management in order to decrease legal fees. This session will describe how law firms can maintain a competitive edge through development strategies that answer to the new landscape of the legal market and how talent management professionals can add value to their firm and its clients.

Michele Bendekovic, Director, Attorney Recruiting and Professional Development, Steptoe & Johnson PLLC, Moderator

Phillip Bradley, Senior Counsel, McKenna Long & Aldridge LLP

Kristin Sudholz, Chief Value Officer, Drinker Biddle & Reath

Pamela Woldow, General Counsel, Edge International

2:15 - 3:30 pm — Spring H/I/J

This is Not the Time to Be Shy: How to Reach Out, Network, and Build the Strategic Relationships Your Legal Career Needs



Member Professional Development

What does it really take to move ahead in your career? Whether you're starting out or have plenty of experience under your belt, you know that it takes more than good work to get noticed, move up, and be recognized within your firm. Smart professionals know that it's the willingness to network, build relationships, and reach out to people on an ongoing basis that differentiates us and our careers. In this interactive, high-energy program, you'll learn an easy system for reaching out (even if you hate to network), building up your list of contacts (even if you don't have any), and taking simple steps to ensure that your networking "well" never runs dry.

Elizabeth Freedman, Principal, Elizabeth Freedman & Company

2:15 - 3:30 pm — Director's Suite V

Transforming Campus Culture While Enhancing Placement Opportunities: Public Interest as a Practical Pathway to Employment



Public Service

Learn about successful models for transforming campus culture to include pro bono, advocacy, and service. In today's marketplace, this is a win-win-win – an opportunity to develop skills with students, serve communities in need, and create a pro bono ethic on campus. This

interactive session will allow you to explore projects designed to link students from the theory of the classroom to advocacy initiatives in the community and clinics. We will examine established programs at several law schools and explore strategies for implementing or revising public interest projects as a means of engaging students and developing marketable skills and employability.

Steve Grumm, Director of Public Service Initiatives, NALP

Marni Lennon, Assistant Dean for Public Interest and Pro Bono, University of Miami School of Law - HOPE Public Interest Resource Center

Jarrod Shirk, Assistant Director, Office of Public Interest, American University, Washington College of Law

3:30 - 4:00 pm —

Beverages in South Foyer & Snacks in Spring F/G

Snack Break

Stop by the Resource Center to meet our vendors! **NALP thanks Lawyer Metrics, LLC for sponsoring this snack break.**

3:30 - 4:15 pm — Director's Suite IV

Exhibitor Classroom Presentation

The National Institute for Trial Advocacy (NITA) will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

4:00 - 5:00 pm — Spring F/G

Informational Hour by Lawyer Metrics, LLC

Learn more about Lawyer Metrics, LLC in this informational session.

4:00 - 5:00 pm — Director's Suite V

Leadership Training

This training session is for chairs of NALP sections, committees, and advisory groups.

5:00 - 6:30 pm — *Members Only (members only events are open to all employees of NALP member institutions)*

Regional Business Meetings and Receptions

Meet your regional elected leaders and hear news from your region while enjoying networking with your colleagues in a relaxed setting with mountain views.

NALP thanks SJL Attorney Search, LLC for sponsoring the regional receptions.

Canadian – Elephant Lawn

Northeast – The Pointe

Southeast – Sea Grille

Mid-Atlantic – The Grove

Midwest – Springs Retreat

West/Rocky Mtn – Springs Patio

9:00 pm - 12:00 am — Costas

NALP at Night

Gather with your friends and colleagues at Costas for a casual evening of late night networking, live music, dancing, refreshments, and a cash bar. **Your name badge is your entrance ticket to this event. Guest tickets are available at the NALP registration desk.**



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

ATTORNEY SEARCH
CONSULTANTS

Thursday, April 28

6:15 - 7:30 am — The Spa

5K Fun Run/Walk

Gather with your colleagues for a Fun Run/Walk for charity and fitness! If you have already registered, pick up your shirt and race number at the NALP Registration area before Thursday morning. All participants must have a number. If you have not yet registered, you may do so at the Registration area before Thursday. All participants should be at the Spa by 6:15 am for warm-ups and a **6:30 am sharp** start. Experienced runners will be first, followed by those planning a more casual run, and then walkers will start last. Enjoy gorgeous scenery as you run or walk a 3.1 mile course, with water stations along the way. All proceeds will benefit Inland Counties Legal Services, a local organization that pursues justice for low-income people.

6:30 - 7:30 am — The Pointe

Yoga On the Lawn

Join your colleagues for a yoga session led by Arthur Fama. Mats will be available.

7:30 - 9:15 am — Desert 7/8

Continental Breakfast & Coffee Service in Resource Center

7:30 am - 3:30 pm — Desert Foyer and Desert 7/8

Registration & Resource Center Open

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 – Desert 5/6
- Diversity Section – Director's Suite II
- Judicial Clerkship Section – Director's Suite III
- Law School Alumni Career Services Interest Group – Chairman's Boardroom
- Newer Professionals Section – Spring A/B/C

Appointed groups:

- Ethics & Standards Advisory Group – Director's Suite V
- Law School Employment Outcomes Task Force – Spring D/E

8:30 - 9:15 am — Director's Suite IV

Exhibitor Classroom Presentation

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

9:15 - 10:30 am

CONCURRENT SESSIONS

9:15 - 10:30 am — Spring D/E

Counting Heads and Crunching Numbers: Understanding the Rules of Employment Reporting



CSO Administration

How do employment rates affect national law school rankings? Join us for a lively panel discussion with CSO staff from law schools of varying sizes and rankings. We will discuss how the ABA and *US News* interpret data in calculating employment rates and national rankings. You will also receive handouts to help you navigate employment statistic formulas, tips for gathering graduate employment data, and information on common issues when using Symplicity to compile data. *(This session is not being recorded.)*

Lois T. Casaleggi, Senior Director of Career Services, The University of Chicago Law School

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

Sonja Hayes, Associate Director of Career Development, Stetson University College of Law

Elmer C. Ignacio, Placement Office Director, Florida State University College of Law

9:15 - 10:30 am — Desert 3/4

Creating Your Brand — Image Management for Career Success in the New Millennium



Diversity and Inclusion

How do you want to be known professionally? How do you effectively deliver this message? This session will define and explore “branding” and its impact on building, developing, and enhancing career development. It will also explore the unique challenges that diverse students and lawyers encounter while identifying their professional brand. The panelists will identify critical self-assessment skills that will aid students and lawyers with developing a competitive authentic brand, brand statement, and online social image.

Jeff Becherer, Assistant Director, Office of Career Services, Benjamin N. Cardozo School of Law, Moderator

Jacqueline Wilson Cranford, Director of Professional Development & Inclusion, Vinson & Elkins LLP

Amanda Ellis, President/Attorney Search Consultant, Amanda Ellis Legal Search

Michelle Jackson, Director of Career Counseling/Adjunct Professor of Law, Southern University Law Center

9:15 - 10:30 am — Spring H/I/J

Delivering Negative Feedback and Managing the Aftermath



Management

Whether discussing corrective behavior with an employee, informing a summer associate they will not receive an offer, or managing student expectations, delivering negative feedback can be a challenging part of the job. This program is designed to give you the necessary tools and practices to embrace these situations with confidence, enabling you to control the discussion, provide meaningful feedback and direction, and turn a negative situation into a positive outcome. While we cannot guarantee you will look forward to giving negative feedback in the future, it is our goal and expectation that when the need does arise, you will be better prepared and the recipient will be better served. *(This session is not being recorded.)*

David Diamond, Director, Center for Career Strategy and Advancement, Northwestern University School of Law

Richard Korst, Chief Human Resources Officer, Jenner & Block LLP

Sarah Staup, Director of Professional Personnel, Dykema

9:15 - 10:30 am — Director's Suite V

Leveraging Your Lateral Partners: Integration Methods to Maximize Return on Investment



Lateral Recruiting and Hiring

Recruiting and retaining lateral partners with significant books of business has become a mission critical to law firm success. Firm management expends enormous amounts of time and energy to woo partner candidates, but often turns their attention to other priorities once a lateral partner accepts. Law firms that seize the opportunity to formally and strategically integrate their new partners will have the competitive advantage in the current marketplace. Join us for this highly informative session to learn from two law firm pioneers who have first-hand experience with the tremendous benefits of successful partner integration.

Anne Bowen, Chief Partner Integration Officer, Hogan Lovells US LLP

Caren Ulrich Stacy, Principal, Lawyer Metrics LLC

9:15 - 10:30 am — Desert 5/6

Post-Graduate Public Interest Fellowships: The Inside Scoop on Project-Based Fellowship Applications and Tips for Maximizing Success



Public Service

Fellowships offer a unique opportunity for individuals to engage in rewarding public interest work. While fellowships are highly competitive, they offer tremendous benefits and should be integral to anyone's public interest job search. This program will take a close look at project-based fellowships, such as Equal Justice Works, Skadden, and Soros, which comprise a significant portion of entry-level public interest jobs. Panelists will lay the groundwork for counseling students about fellowships, address current trends and statistics, and offer tips for a successful fellowship application. Former fellowship recipients will also share their personal experiences and insights into all aspects of fellowships.

Dovie King, Associate Director of Career Services, Thomas Jefferson School of Law

Alexander Lee, Associate Director for Public Interest/Public Sector Programs, University of California, Berkeley School of Law

Cindy Wilson, Public Interest Advisor and Clinical Associate Professor, Northwestern University School of Law

9:15 - 10:30 am — Desert 11/12

Power Processing Your E-mail



Technology

E-mail is the boon and bane of the modern world. Whether you love it or hate it, you couldn't get your job done without it. But how to make it a tool in your arsenal instead of a ball and chain around your ankle? How to command it instead of being enslaved by it? From setting up your e-mail software (focusing on Microsoft Outlook) to power processing the hundreds of e-mails you receive each day, the lessons delivered in this presentation will put you in the driver's seat of this powerful technology. *(This session is not being recorded.)*

Paul Burton, Principal, QuietSpacing

9:15 - 10:30 am — Spring A/B/C

Recruiting, Hiring, and Making a Match



Recruiting

The disruption of hiring in the legal industry caused by the economy should precipitate a strategic re-examination of recruiting strategies and tactics. Legal employers are hiring fewer law students and hoping to retain them longer. Consequently, hiring becomes a more material factor, whether you are the "buyer" or the "seller." This reality impacts how law schools should prepare their students for the interview process and how legal employers should retool their systems to be more strategic in articulating what differentiates the experience at their institutions and how they will determine a "match" during the recruitment and hiring process.

Chris DeSantis, Principal, CPDeSantis.com

Jane DiRenzo Pigott, Managing Director, R3 Group LLC

9:15 - 10:30 am — Spring K/L

Teaching Newer Lawyers About the Law Firm as a Business



Lawyer Professional Development & Law Student Professional Development

Trying to convince newer lawyers or law students that billing hours, developing business, and serving clients are critical to personal and firm success? This program examines how Washington University's Introduction to Law Firm Practice course teaches students about law firm operations, management, compensation, and business development, and how these materials anchored *The Law Firm as a Business* program at Hinshaw & Culbertson LLP.

Michael Downey, Partner/Adjunct Professor, Hinshaw & Culbertson LLP and Washington University School of Law

9:15 - 10:30 am — Desert 1/2

The Joy of Self-Assessment: How Knowing More About Yourself Can Improve Your Effectiveness as a Law Student and Lawyer



Counseling

This session will review several popular self-assessment tools (such as MBTI, Strengths Finder, DISC Profiles, and Emotional Intelligence) and discuss how they might be used to counsel law students and new lawyers. Based on their performance, students and new lawyers will discover that they already possess certain competencies. They can identify other competencies they wish to strengthen or develop at various stages of their careers. The presenters will provide practical advice about how to integrate these goals into short- and long-term professional development plans and will also examine the information that assessment tools provide in light of the 26 lawyer effectiveness factors identified in the Berkeley/LSAC multi-year study.

Bill Chamberlain, Assistant Dean, Northwestern University School of Law

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

9:15 - 10:30 am — Desert 9/10

The Rise of Alumni Clerks: Challenges and Opportunities for Career Counselors and Legal Recruiting Professionals



Judicial Clerkships

During the last two years, more graduates applied for federal clerkships than did students. With continuing shifts in the legal economy and an increasing number of judges hiring graduates, many people speculate that this trend is here to stay. As graduates can apply for federal clerkships whenever they want, there are different strategies that career counselors must employ when working with graduate applicants. The rise in graduate clerkship applications also poses unique issues for law firm recruiting professionals, who must address issues surrounding associate departures for clerkships and the uncertainty about their return to the firm. Join the conversation about these challenges and potential best practices for addressing them.

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

Michele Hoff, Associate Director of Career Planning, University of Connecticut School of Law

Laurie Logan-Priscott, Director of Human Resources and Professional Development, Carmody & Torrance, LLP

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

Eric Stern, Director of Operations, Career Development Office, University of California, Berkeley School of Law

9:15 - 10:30 am — Desert 13/14

Hot Topics Session: What the ABA Standards Review Process Means to You



CSO Administration & Hot Topics

In April 2008, the Council of the Section of the Legal Education and Admissions to the Bar began a comprehensive review of the ABA Standards and Rules of Procedure for the Approval of Law Schools. Their work is ongoing, but when it is complete it will result in some changes that have a direct impact on career services offices specifically, and more generally on how law schools are required to prepare students for the profession. In this session leaders of the review process will update NALP members on the latest changes being recommended for law student learning outcomes, the curriculum, assessment of student learning, institutional effectiveness, academic standards and achievements, and finally, on changes to the way that schools will be required to report the data on the employment and starting salaries of their recent graduates. If you are a law school member with any responsibility for completing your law school's ABA Annual Questionnaire or ABA Site Evaluation Questionnaire, or if you have responsibility for law student professional development or even CSO data gathering, this is a session you will not want to miss!

Catherine Carpenter, Professor of Law, Southwestern Law School, Member, ABA Standards Review Committee, and Immediate Past Chair, ABA Accreditation Committee

Donald Polden, Dean, School of Law, Santa Clara University and Chair, ABA Standards Review Committee

10:30 - 11:00 am — Desert 7/8

Break & First Prize Drawing in Resource Center

At **10:45 am at Booth #60** there will be a drawing for an iPad 2!

10:30 - 11:00 am — Director's III

NALP Section Membership: Your Launching Pad to Professional Success



Leadership

Are you relatively new to NALP or do you want to get involved? How do you go about it? As a legal career professional, your employer expects you to be knowledgeable about a wide range of topics and to have contacts in your field. NALP Sections are the answer and a great first step toward leadership. This unique program will provide an introduction to NALP Sections and what they have to offer. Three Section chairs will share how easy it is to contribute actively.

Sandra Magliozzi, Director of Professional Development & Externships, Santa Clara University School of Law

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

Nicole Horne White, Attorney Recruiting Manager, Morgan, Lewis & Bockius LLP

11:00 am - 12:30 pm

CONCURRENT SESSIONS

11:00 am - 12:30 pm — Spring A/B/C

Advanced Recruiting Strategies: The Five Recruiting Topics You Need to Know



Recruiting

So you've mastered the recruiting basics and have experienced several hiring seasons – what information would take you to the next level of your career? Join us as we take an in-depth look at the big picture strategies that drive our hiring efforts. In this interactive program, we will examine the “new normal” in recruiting strategies with changing summer programs, new emerging business models, and best practices for getting the right results. In addition, we will look at how you can manage your own career development in the midst of all that you have to get done in a day. Join the conversation and help us explore the new directions for advanced recruiting professionals. *(This session is not being recorded.)*

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

Bonnie Hurry, Chief Legal Personnel Officer, Wilkie Farr & Gallagher

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

11:00 am - 12:30 pm — Spring H/I/J

Best Practices for Branding Law Firms on Campus: What Works, What Doesn't



Recruiting

Every August, law firms invade law school campuses to recruit students. The question on everyone's mind is, “What makes these law firms different from one another?” This presentation will look at the pros and cons of traditional marketing methods used for recruiting and marketing, and answer the question, “Does anybody really read this?” We will discuss how to best showcase your firm through effective use of the firm's relationships with career services, faculty, and student groups. The strategies identified in this program will enhance and inform your recruiting efforts to help you generate “buzz” with students and to directly increase your firm's yield at target schools.

Donna Harris, Director of Legal Recruiting, Cleary Gottlieb Steen & Hamilton, LLP

Kathy Henry, Hiring Partner, Choate, Hall & Stewart
Vivian Wexler, Assistant Director for J.D. Advising, Harvard Law School

11:00 am - 12:30 pm — Desert 1/2

Capitalize on Alumni Connections



Lawyer Professional Development & Recruiting

Alumni are often a rich but largely untapped source of business and talent for law firms. This session will explore how to develop and maintain relationships to enhance business development, outplacement opportunities, and recruiting referrals. Panelists will discuss tools and techniques for establishing a strong alumni program, including online resources, targeted training programs, and methods of tracking a program's success.

Rochelle Karr, Director of Attorney Professional Development and Alumni Relations, O'Melveny & Myers LLP
Julie Mulhern, Alumni Manager, Kirkland & Ellis LLP

11:00 am - 12:30 pm — Desert 11/12

Cultural Intelligence: A Required Skill for Those Who Interview, Hire, and Advise International JD and LLM Students



Counseling & Recruiting

The legal profession has become increasingly global. Schools are matriculating greater numbers of JD/LLM students who are not U.S. citizens, and firms are opening more offices abroad to serve their international clientele. To thrive in this landscape, advisers and recruiters must perfect their abilities to both possess and teach "cultural intelligence." Advisers must mix cultural sensitivity with honesty when counseling foreign students and must also teach these students to adapt to the American market. Law firm recruiters must utilize the proper cultural filters and flexibility when processing these international applicants and when preparing both U.S. and foreign associates for secondments abroad.

Marni Goldstein Caputo, Assistant Director for International & JD Advising, Harvard Law School, Office of Career Services
Lauren Rasmus, Director of Legal Recruiting, Dewey & LeBoeuf LLP

11:00 am - 12:30 pm — Desert 3/4

Ethics Are Everywhere: Spotting Professional Responsibility Issues in Legal Career Planning and Recruitment



Member Professional Development

"We've reached our hiring goals. Do we really need to keep offers open?" In these rapidly changing economic times, professional ethics are the beacon that guides us through difficult dilemmas. With an increased emphasis on "at graduation" employment stats and "the perfect size" summer programs, NALP's Principles and Standards have come under pressure. Using case studies, panelists will tease out the issues and share practical solutions in both recruiting and career planning. Please join us for the conversation. *(This session is not being recorded.)*

Kris Butler, Senior Program Manager, Holland & Knight LLP
David Montoya, Assistant Dean for Career Services, The University of Texas School of Law
Ann Rainhart, Director of Legal Personnel and Professional Development, Faegre & Benson, LLP
Morgan Smith, Professional Development Director, Dykema

11:00 am - 12:30 pm — Director's Suite V

Improving Racial and Ethnic Diversity in Federal Clerkships



Diversity and Inclusion & Judicial Clerkships

Federal clerkships open doors to desirable positions in private practice, public service, and academia. Despite strides made to diversify the law school population, the number of clerks of color in the federal courts is small and may be dwindling. What are the implications for the ongoing diversity initiatives of schools and employers, and what can be done to address the problem? How can we encourage diverse students to apply for clerkships, and what can we do to enhance their prospects and increase the numbers? Come find out!

Christian Garza, Corporate Counsel, CITGO Petroleum Corporation
Hon. Philip Gutierrez, District Court Judge, Central District of California
Hanna Stotland, Associate Director, Center for Career Strategy and Advancement, Northwestern University School of Law

11:00 am - 12:30 pm — Spring K/L

Speak with Impact: Winning Presentations, Communications & Public Speaking



Member Professional Development

This dynamic, interactive program provides tools to sharpen presentation and communication skills. Learn to master voice, body, and words to make an impact. Whether conducting training activities or group or one-on-one meetings, this program will guide you in the critical elements of a successful presentation. Learn the five biggest mistakes that presenters make and how to avoid them. This experiential workshop teaches how to manage your anxiety, gain confidence, and connect with listeners. Practice and coaching feedback provided.

Brent Baer, President, Baer Essentials

11:00 am - 12:30 pm — Spring D/E

Super Sizing Your Symplicity Usage



Technology & CSO Administration

In order to maximize the efficiency and productivity of your career services office, it is important to take advantage of the tools available to you. This session will highlight tricks and tips for getting the most out of Symplicity's Law Career Services Manager (CSM), and will also address the most underutilized features and how they can be implemented in your office. In addition, the speakers will discuss common pitfalls and how they can be avoided. All career services professionals, regardless of the size of their offices or fall recruitment programs, will want to attend this session!

Elizabeth Jeffery, Assistant Director, Syracuse University College of Law, Office of Professional & Career Development, Moderator

Leslie LeBlanc, Recruitment Program Manager, Boston College Law School, Office of Career Services

Joseph Patrick, Account Manager, Symplicity Corporation

11:00 am - 12:30 pm — Desert 13/14

The Complete Guide to Federal Work Study



Public Service

Federal Work Study can help your law school build a thriving public service program, develop meaningful employer relationships, and help hundreds of students find paying positions serving the community. This session will explore the challenges of establishing a program; securing dollars to maintain and build an existing program; and tackling the logistical and operational aspects of program management. Panelists will share their own experiences managing FWS programs, best practices from other law schools, and findings from a new law school survey. NALP's new *Federal Work Study Guide* will also be introduced.

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

Sean Rhiney, Public Service Coordinator & Counselor, University of Cincinnati College of Law

Michelle Vodenik, Director & Public Interest/Diversity Advisor, Career Services Office, Chicago-Kent College of Law

11:00 am - 12:30 pm — Desert 5/6

Tiptoeing Around Landmines: Diversity-Related Employment Law



Diversity and Inclusion

How can law firms address their diversity challenges within the boundaries of the law? What does the law allow us to consider when making hiring, firing, assigning, and advancement decisions? What criteria, other than race and gender, do we have to avoid asking about or discussing in employment situations? Legal recruiting, professional development, and diversity professionals regularly address diversity-related issues in the workplace without fully understanding the potential legal ramifications for their firms. This session identifies legal pitfalls and landmines we must all be careful to avoid in the context of everyday, real-life diversity scenarios.

Maja Hazell, Director of Diversity and Inclusion, Fried, Frank, Harris, Shriver & Jacobson LLP, Moderator

Paulette Brown, Partner and Chief Diversity Officer, Edwards Angell Palmer & Dodge LLP

Stacy Hawkins, Visiting Assistant Professor, Rutgers University School of Law - Camden

11:00 am - 12:30 pm — Desert 9/10

Weathering the Storm: Using NALP Research to Survive and Thrive in Today’s Uncertain Times



Member Professional Development

In today’s uncertain times knowledge is power. NALP’s research products are valuable assets, putting unique industry trend data and historical data at members’ fingertips. If you are uncertain about how and where to find the information you need in the sometimes overwhelming array of information NALP produces, attend this refresher course on NALP research. Legal employer and school members of NALP’s Research Advisory Group will share insights on how they use NALP research products in their roles. Attendees will learn new ways to enhance their industry knowledge and credibility as a “go to” source for information and credibility within their organization.

Karen Britton, Director, Admissions/Financial Aid and Career Services, University of Tennessee College of Law

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

Stacy Silverstone, Recruiting Manager, DLA Piper LLP

12:30 - 1:45 pm — Desert 7/8 (Resource Center)

Networking Lunch

Enjoy a box lunch with your colleagues under the desert sun or in the conference center.

12:30 - 1:45 pm — Sea Grille

City Group and Law School Consortium Leaders Luncheon

A representative from each city group and law school consortium is invited to this information-sharing luncheon.

12:45 - 1:45 pm

Section/Group Meetings

The following groups will meet from 12:45 - 2:00 pm. For a description of these groups, see the tabbed “Sections/Committees” section of this manual.

Sections open to all interested members:

- Public Service Section – Spring A/B/C
- Recruiting Section – Spring D/E
- Lawyer Professional Development Section – Desert 5/6

Appointed or elected groups:

- Communications Advisory Group – Director’s Suite I
- Research Advisory Group – Director’s Suite II
- Bylaws Committee – Director’s Suite V
- Nominating Committee – Director’s Suite III
- Leadership Development Task Force – Desert 3/4
- Social Media Work Group – Spring K/L

2:00 - 3:00 pm

CONCURRENT SESSIONS

2:00 - 3:00 pm — Desert 9/10

Beyond the Basics — Tips and Tricks for Using OSCAR Efficiently



Judicial Clerkships

Since 2005, OSCAR has become the single, centralized online resource for U.S. federal judicial clerkships. This program will provide valuable inside tricks on how law school administrators can use OSCAR's functions to streamline the federal clerkship application process and to counsel law students and alumni more effectively. The panel will include both seasoned clerkship advisors and a member newer to that role, and both current and former members of the OSCAR Working Group. The program will also provide a forum for participants to ask questions about OSCAR's various functions and the federal application process in general.

Amy Killoran, Judicial Clerkship Coordinator, American University Washington College of Law

Katie Wilkinson O'Leary, Assistant Director, Career Development Office, Tulane University Law School

Kirsten Solberg, Associate Director, Career Services, Harvard Law School

2:00 - 3:00 pm — Desert 1/2

E-Learning E-ler: Efficient and Effective Technologies to Engage a Broader Audience



Technology

The mysterious world of e-learning goes under the microscope to reveal how organizations are using electronic-based learning for job search, soft skills, and technology training for lawyers and law students. Live demonstrations of e-learning content in various formats, along with discussion about the tools involved and their potential pitfalls, will inform group discussions. With opportunities to brainstorm with peers, this session will leave you prepared to start developing and implementing e-learning within your organizations or raise the bar for future e-learning offerings. Specific technologies to be explored include podcasts, videocasts, flash presentations, m-learning, iTunesU, and mock interview software.

Suzanne Hill Patrick, Director of Career Services, St. Mary's University School of Law, Moderator

Joe Maguire, Professional Development Manager and CLE Manager, Reed Smith LLP

Christopher Teague, Associate Director, Career Development, Suffolk University Law School

2:00 - 3:00 pm — Spring D/E

Exploring Internship and Externship Programs for Law Students: Investigating the Concerns and Advantages of These Programs



CSO Administration

With recent concerns about a significant increase in the number of unpaid internships offered to students, the Department of Labor will be investigating firms that fail to pay interns properly. We will discuss the current federal legal criteria that must be met for an unpaid internship to not be in violation of the Fair Labor Standards Act, and the proposed changes to allow externs to be paid in addition to earning credit as permitted by other graduate programs, such as in the medical field. We will also discuss extern programs and how they can enhance a student's legal education, current resume, future employment prospects, and practical skills training, as described in the recent Carnegie Foundation report.

Cecily Becker, Director, Externship Program, Assistant Director, Career Services, Adjunct Professor, Texas Wesleyan School of Law

Lisa Cannon, Director of Experiential Education, Valparaiso University School of Law

2:00 - 3:00 pm — Desert 11/12

Gender Matters



Diversity and Inclusion

As children, boys and girls are socialized differently. In communicating, using humor, solving problems, and making friends, boys live in one culture, girls in another. They grow into men and women, and the playground is moved to the office. This inculcation contributes to the often unspoken judgments that are endemic in nearly every workplace. How do we turn gender into a competitive advantage? What types of environments attract and retain talented women? How do we expand men's comfort zones? How do we level the field around career advancement, mentoring, and networking? Come learn how gender matters.

Chris DeSantis, Principal, CPDesantis.com

2:00 - 3:00 pm — Desert 13/14

Immigration: Basics and Beyond



Diversity and Inclusion

As the economy continues to globalize and clients and law firms focus on international growth, hiring foreign national lawyers is becoming a common practice for many law firms. Hiring foreign national lawyers brings diversity of experience, education, and background to law firms and facilitates the representation of clients with significant non-U.S. presences. As immigration law reform becomes a legislative focus of the Obama administration, understanding the changing landscape of immigration law is essential for law firms that want to take advantage of this diverse and talented segment of potential hires. This session will discuss developing a process to manage recruitment and hiring of foreign national lawyers.

*Michael Golden, Partner, Boulette & Golden
Lisa Stockton, Dallas Talent Manager, Vinson & Elkins LLP*

2:00 - 3:00 pm — Spring A/B/C

**Job Satisfaction & Personality Type:
Finding a Legal Specialty Appealing to the
Core of One’s Personality**



Counseling

How can a knowledge of personality type help law students and lawyers find truly satisfying work? Building upon their research and their prior NALP conference programs, the presenters have developed a new program discussing the factors that motivate and energize different personality types in the workplace, offering critical advice for helping students and lawyers think about legal specialties, and explaining how students and graduates can harness their natural preferences to find job satisfaction.

*Lisa Abrams, Director of Career Services, The University of Chicago Law School
Lois Casaleggi, Senior Director of Career Services, The University of Chicago Law School*

2:00 - 3:00 pm —Spring F/G

Lateral Hiring in the “New Normal”



Lateral Recruiting and Hiring & Legal Economy

Experts say the economic recovery will take years, but the increasing demand to fill gaps in our associate ranks will not wait. Challenges undoubtedly arise when the need to hire experienced talent outpaces law firms’ willingness to pay traditional headhunter fees. Creative alternatives both in recruiting agency fees and staffing options have emerged in response to this challenge. Changes in staffing models related to lateral hiring require us to become educated about the new state of the market. This program will get you on your way to establishing a roadmap for dealing with the paradigm shift in our recruitment methods.

*Gloria Noh Cannon, Director, Lateral Link Group, LLC
Vanessa Dobson, Legal Recruiting Manager, Alston + Bird LLP
Michelle Fivel, Managing Director, Major, Lindsey & Africa
Ari Katz, National Director of Legal Recruiting, Bingham McCutchen LLP*

2:00 - 3:00 pm — Director’s Suite V

**Testing the Tests: Can Objective Assessments
Help Solve Today’s Recruitment, Evaluation,
and Development Challenges?**



Recruiting

The legal profession is just now catching on to something that corporations have capitalized on for years: objective testing as a way to find and keep the best recruits. With clients so focused on associates’ core skills, objective assessments can help select candidates who excel at more than just law school exams. Tests are also fairer, more predictive, and less expensive than traditional approaches such as requesting writing samples. Through a case study, we’ll discuss the real-life creation and application of one such assessment, learn how well these measures predict performance, and consider how to customize these skills tests for your firms’ needs.

*Ross Guberman, President, Legal Writing Pro
Amy Zinman, Director of Learning, Nixon Peabody*

2:00 - 3:00 pm — Desert 5/6

The Power of Effective Facilitation



Member Professional Development

Do you need practical tools to lead successful strategic planning initiatives, effective brainstorming meetings, and group coaching sessions? The program will discuss techniques like Appreciative Inquiry, SOAR Analysis, and World Café. Law firm and law school professionals who design training, development, or diversity strategies, lead committees, manage a team, or have a need to build consensus among various stakeholders will benefit from learning these facilitation techniques. The session will be hands-on to allow for maximum learning as well as a chance to network with NALP colleagues.

Kristine McKinney, Manager of Diversity and Inclusion, Faegre & Benson LLP

2:00 - 3:00 pm — Desert 3/4

The Presidential Management Fellows Program: Entrée to Prestigious Non-Attorney Federal Government Positions



Public Service

Seeking more opportunities for students who are interested in public policy and federal government jobs, but not necessarily the practice of law? Join us to learn more about the Presidential Management Fellows (PMF) Program and its prestigious two-year fellowships with federal agencies. For the PMF Class of 2010, applications increased 70% over 2009, and 34% of 2010 PMF Finalists were JDs! This session will cover the PMF Program's unique benefits and the types of jobs available, the mechanics of the competitive PMF nomination and selection process, and tips to help law students market themselves effectively to non-legal employers.

Yvonne Denenny, Director of Career Services, UCLA School of Law
Kerry Keegan, Contract Specialist, United States Air Force, Space and Missile Systems Center
Alisa Rosales, Associate Director of Public Service Law, DePaul University College of Law
Ramona Sein, Senior Assistant Dean for Career Services, William & Mary School of Law

3:00 - 3:30 pm — Desert Ballroom Foyer

Snack Break & Grand Prize Drawing

Be sure to stop by the Resource Center for the Grand Prize drawing at **3:15 pm at Booth #7! NALP thanks Laurence Simons for sponsoring this snack break.**

3:00 - 3:30 pm — Director's Suite V

Tips for Submitting a Strong Conference Proposal



Leadership

Interested in submitting a proposal for the 2012 Annual Education Conference? In this special session former and current vice-chairs of the Annual Education Conference Planning Committee will offer tips for creating a well-crafted proposal.

Dyana Pinkerton Barninger, Regional Recruiting Manager, K&L Gates LLP
Traci Mundy Jenkins, Assistant Dean, American University Washington College of Law

3:30 - 4:30 pm — Spring F/G

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/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/Interest Groups open to all interested members:

- CSO Employer Outreach Section – Director's Suite I
- Experienced Professionals Section – Spring D/E
- International & Advanced Degree Advising & Recruiting Section – Director's Suite II
- LGBT Section – Spring A/B/C
- Legal Employer Alumni Relations/Programs Interest Group – Director's Suite III

Appointed groups:

- Member Services Advisory Group – Spring H/I/J
- Awards Committee – Desert 5/6
- Annual Conference Planning Work Group – Director's Suite V
- NDLE Work Group – Director's Suite IV

7:00 - 10:00 pm — Poolside

Member Celebration: An Oasis in the Desert!

Step back in time and enjoy an evening of delicious cuisine, networking, and music as we pay tribute to Old Hollywood. Situated between two mountain ranges in the Coachella Valley, the beautiful Desert Springs JW Marriott will play host to this year's Member Celebration. It's time to relax and reconnect with friends old and new, so come and celebrate poolside with your peers. You will not want to miss this lively event. Guests (non-registrants) can attend for a fee of \$65. **Your name badge is your entrance ticket to this event.**



*NALP thanks
SJL Attorney Search
for its generous
sponsorship of this event.*

Friday, April 29

6:30 - 7:30 am — The Pointe

Yoga on the Lawn

Join your colleagues for a yoga session led by Arthur Fama. Mats will be available.

7:30 - 9:00 am — Desert 7

Continental Breakfast & Coffee Service

7:30 am - 4:30 pm — Desert Ballroom Foyer

Registration Open

8:00 - 8:30 am — Spring D/E

Pathways to NALP Leadership



Leadership

NALP WANTS YOU! NALP is its members. NALP would love to have you, along with your diverse skills and varied experience, involved in its numerous leadership positions. To help you better understand the process of how to get started in NALP leadership and to learn about some of the professional and personal benefits, attend this session where present NALP leaders will discuss their various pathways to leadership. Please come and participate in this lively and interactive presentation and learn the many benefits – to you and to NALP – of being a NALP leader.

- Bill Chamberlain, Assistant Dean, Northwestern University School of Law, Moderator*
- Jeff Becherer, Assistant Director, Benjamin N. Cardozo School of Law*
- Randy Liss, Recruiting & Professional Development Manager, Bryan Cave LLP*
- Kisha Nunez, Manager of Recruiting & Diversity, Wachtell, Lipton, Rosen & Katz*

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:

- Law Student Professional Development Section – Director's Suite I
- Solo & Small CSO Section – Director's Suite II

Appointed groups:

- Strategic Advisory Council – Director's Suite III
- Technology Advisory Group – Director's Suite IV

9:00 - 10:00 am — Spring F/G

PLENARY

Beyond Grades and Scores: Factors Predicting Lawyer Success and Effectiveness

“Law schools not only choose law students, but they also choose the nation’s lawyers,” notes Professor Marjorie Shultz, principal investigator with Sheldon Zedeck of a multi-year empirical study to develop predictors of lawyering effectiveness. Law schools and legal employers are increasingly interested in evaluating candidates for admission and employment on factors that will suggest their ability to succeed as lawyers and complement the traditional quantitative measures of grades and test scores. Learn how broadening the factors used in admissions and employment decisions will also help increase diversity in the profession. *(This session is not being recorded.)*

James Leipold, Executive Director, NALP, Moderator
Alan Haynes, Director, Career and Professional Development Center, University of Minnesota Law School

Marjorie Shultz, Professor of Law Emerita, University of California, Berkeley School of Law
Sheldon Zedeck, Vice Provost, Academic Affairs and Faculty Welfare, Professor of Psychology, University of California, Berkeley

10:00 - 10:15 am — Desert Ballroom Foyer

Break

10:15 - 11:45 am

CONCURRENT SESSIONS

10:15 - 11:45 am — Spring K/L

Cracking the Lateral Partner Recruiting Code: Inside the Process and Secrets from the Other Side



Lateral Recruiting and Hiring

In the current economy, virtually every law firm is seeking lateral partners with portable business – and the competition is fierce. Drawing on many years of in-the-trenches experience from both the partner/search firm viewpoint and the law firm side, this collaborative program will reveal the “7 Best Habits” that certain law firms consistently employ to stand out from the competition. In addition, you will learn partner due diligence secrets to uncover potential problems before it’s too late. You will leave this fast-paced and interactive session with handouts, sample forms, and a clear

roadmap on how to implement these strategies when you return home. If your firm needs to stay competitive in the battle for lateral partners – or even to gain a significant advantage – this program is for you.

Dan Binstock, Partner, Garrison & Sisson, Inc
Chuck Curtis, Director of Partner Hiring & Integration, Pillsbury Winthrop Shaw Pittman LLP
Amy McCormack, Co-President, McCormack Schreiber Legal Search
Martha Ann Sisson, Principal, Garrison & Sisson, Inc.

10:15 - 11:45 am — Desert 5/6

Fostering Collaborations Between Experiential Learning Programs & Career Development Offices



Public Service & CSO Administration

Law schools are simultaneously responding to curricular challenges posed by the Carnegie Foundation’s *Educating Lawyers* (2007) report and to unprecedented job market pressures. As a result, law school educators, including career development professionals, are looking for more creative, collaborative, and effective ways to train their students to be competent practitioners and ethical professionals. In particular, many law schools are recognizing that experiential learning programs are critical in meeting these challenges. These panelists, who manage both externship classes and public service advising roles, will build on similar discussions held at the 2010 Externship 5 conference, take a snapshot survey of ongoing collaborations, and present survey findings with colleagues to brainstorm on new initiatives.

Dena Bauman, Director of Career Services, University of the District of Columbia David A. Clarke School of Law

Teresa Schmiedeler, Director, Pro Bono & Public Service Initiatives, University of Maryland School of Law
Cindy Wilson, Clinical Associate Professor & Public Interest Advisor, Northwestern University School of Law

10:15 - 11:45 am — Desert 1/2

Making It “In” to Be “Out” – Best Practices for Recruiting and Retaining LGBT Lawyers . . . in Any Market!



Diversity and Inclusion

Diversity initiatives, including those efforts aimed at recruiting and retaining LGBT lawyers, have been negatively affected by the sluggish economy of the past few years. In the wake of this decline, what needs to be done to repair and revive efforts to successfully recruit and retain LGBT lawyers? This panel will discuss the issues relevant to the LGBT legal community and the LGBT recruiting and retention efforts that have been successful at various firms. The panel, along with help from the audience, will then discuss creative and innovative ways to overcome lingering problems and what can be done in this still fragile economy to ensure that LGBT lawyers are given a fair opportunity for success.

Jeff Becherer, Assistant Director, Office of Career Services, Benjamin N. Cardozo School of Law, Moderator

Tom Grewe, Chief Legal Recruiting and Development Officer, Bryan Cave LLP

Morgan Smith, Professional Development Director, Dykema

10:15 - 11:45 am — Spring D/E

Small Firm = Big Market



CSO Administration

National statistics show that a majority of law school graduates who are in private practice will secure employment with small to mid-sized firms. In fact, almost half of the graduates from the Class of 2009 who were employed in private practice found jobs with a firm of fewer than 50 lawyers. Nationally, 80% of licensed lawyers work in firms with fewer than 50 lawyers. Becoming an expert at small firm outreach and learning how to capture this segment of the employment market is a critical component for almost any CSO. This program will help you best position your students and leverage your school to take advantage of this very important market.

Linda Calvert Hanson, Assistant Dean, University of Florida School of Law

Samantha Williams, Assistant Director, Arizona State University College of Law

10:15 - 11:45 am — Spring A/B/C

Social Media Supercharged



Technology

How do you deliver content using more than just your website? Are you delivering interesting content and integrating social media as necessary to remain competitive? Law firms and law schools are increasingly using social media to reach many audiences. Discover how to make the case for and build your organizational and individual social media presence. Learn cutting-edge and unique ways to brand your organization and yourself using social media. Uncover tools to manage social media accounts, saving time, money, and resources. Find out how using social media not only advances your organization's goals, but also makes you a more valuable employee and forward-thinking individual.

Marina Feehan, Assistant Director, Employer Relations, University of San Francisco School of Law

Lacie Marshall, Recruiting Manager, McDermott Will & Emery

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

Kimberly Yagelski, Legal Recruiting & Development Director, McDonnell Boehnen Hulbert & Berghoff LLP

10:15 - 11:45 am — Spring H/I/J

The Five Most Important Trends in Talent Management



Management & Lawyer Professional Development

Law firms are becoming increasingly focused on integrating their business goals and their talent strategies. Join us to learn more about the five most important talent management trends that are linked directly to firms' business goals. The discussion will also include best-practice information on career advancement models, partner development, and project management training. Our speakers have a combined 40 years of experience working across the range of talent management functions for several highly regarded firms. Their perspectives will provide you with practical insights on what you can do to take advantage of these trends to benefit your firm – and your role in the firm.

Steve Armstrong, Principal, Firm Leader and Armstrong Talent Management

Caren Ulrich Stacy, Principal, Lawyer Metrics LLC

10:15 - 11:45 am — Desert 9/10

The Next Step in Inclusiveness — Exploring Religious and Cultural Diversity



Diversity and Inclusion

Join our session's facilitators as they explore the fascinating and challenging aspects of religious and cultural diversity in the North American legal profession. Vernā Myers, an African American lawyer and diversity consultant, raised Baptist and practicing Christian, and Ritu Bhasin, an Indo-Canadian lawyer and organizational leadership and diversity consultant, raised Sikh and practicing "yogini," will bring their diverse backgrounds, experiences, perspectives, and skills together to openly and honestly engage the audience in a discussion about the benefits and challenges of these differences in the legal workplace. This discussion is timely and important given that the demographic predictions for North America in the decade to come suggest the expansion of religious and cultural diversity.

Ritu Bhasin, Principal, Bhasin Consulting
Vernā Myers, Principal, Vernā Myers Consulting

10:15 - 11:45 am — Desert 3/4

The Three-Year Plan for a Successful Clerkship Program at Your Law School



Judicial Clerkships

Federal and state judicial clerkship opportunities have never been hotter. While some schools already have well-developed systems and resources in place, many do not. Law school deans and faculty are asking career counselors to either build a system from scratch or to significantly expand upon the current services and resources offered to clerkship applicants. Whether you are just starting to build your clerkship program or already have a program in place, this session will provide you with an overview of best practices and the tools you need to take your clerkship program to the next level.

Melissa Lennon, Assistant Dean for Career Planning,
Temple University Beasley School of Law
Eric Stern, Director of Operations, University of California,
Berkeley School of Law

10:15 - 11:45 am — Desert 11/12

Transactional Training: Increasing Your Curriculum's Effectiveness



Lawyer Professional Development

If you've ever wondered what exactly transactional lawyers do all day and the exact type of training they need to practice efficiently, you'll want to join us for this session. We'll take you through a day in the life of corporate associates, touch on the different types of transactional practice areas, and provide concrete training ideas for classes that build transactional skills in associates. You'll also hear about best practices for transactional training from two Drinker Biddle & Reath LLP partners who helped design the firm's innovative apprenticeship program.

Ian Nelson, VP of Business Development, Practical Law Company, Moderator
Scott Connolly, Partner, Corporate & Securities, Drinker Biddle & Reath LLP
Matthew McDonald, Partner, Corporate & Securities, Drinker Biddle & Reath LLP

11:45 am - 12:00 pm — Desert Ballroom Foyer

Break

12:00 - 1:30 pm — Spring F/G — *Members Only*
(members only events are open to all employees of NALP member institutions)

Business Meeting and Lunch

All members are invited to participate in the annual business meeting, which includes the Awards of Distinction presentation, elections for 2011 Board positions, and an overview of the past year.

Lunch will be available for nonmembers in Desert 7.

1:30 - 1:45 pm

Break

1:45 - 3:00 pm

CONCURRENT SESSIONS

1:45 - 3:00 pm — Desert 13/14

Building Bench Strength: Succession Planning Strategies**Lawyer Professional Development**

Effective succession planning preserves client relationships, practice group continuity, and successful leadership, but it also requires diplomacy and strategic thinking. Convincing law firm leaders to focus on succession planning has always been difficult, yet many firms face a talent management situation that requires considerable attention. Historically, firms have depended on forced retirement or demotion from partner status as their succession planning strategies. This program will discuss a variety of structural and developmental solutions that will support healthy succession planning, including considering how recent high-profile age discrimination lawsuits brought by partners can impact a firm's plan for talent management.

Susan Manch, Principal, Shannon & Manch, LLP
Gillian Murray, Senior Manager, Firmwide Professional Development, Bryan Cave LLP

1:45 - 3:00 pm — Desert 3/4

Hot Topics Session: Don't Ask Don't Tell**Hot Topics & Diversity and Inclusion**

In light of political and legal developments over the past few months, the state of the U.S. military's Don't Ask Don't Tell policy is in flux – and so too are law schools' responses to military recruitment on campus. Regardless of the outcome, various concerns still exist, namely providing students with maximum opportunities for job placement while simultaneously protecting the civil rights of all students. This session will feature both law firm and law school experts who are close to the process, and will provide a lively discussion about how to move forward in the present landscape.

James G. Leipold, Executive Director, NALP, Moderator
Beth Hillman, Professor, University of California Hastings College of the Law
Aaron Kahn, Senior Associate, White & Case LLP

1:45 - 3:00 pm — Spring D/E

Focus Pocus: The Magic of Getting 24 Hours Back in Your Life**Member Professional Development**

The professional world spins faster and faster – we work at a hyper-kinetic pace and yet we seem to finish each day right where we started. We are treading water in a vast ocean of streaming data – e-mails, texts, phone calls, meetings, etc. – with land never quite appearing on the horizon. That's about to change. This session will provide best practices for getting more done – the heart of Accomplishment and its cousin Success. Not a single magic trick is involved in regaining focus on your work and driving your day toward higher productivity and greater satisfaction – just some tips to put you back in charge of your work and success.

Paul Burton, Principal, QuietSpacing

1:45 - 3:00 pm — Desert 11/12

iConnect – A Method to Work with the Press to Showcase Your Success**CSO Administration**

Participants who attend this interactive presentation will learn both proactive and responsive strategies for working with the media to promote their career services office and law school in this new employment landscape. Learn from former media and public relations professionals how to build relationships with the press to get your message across. Discover how to showcase your successes through both traditional methods and innovative techniques. Take away tips for responding to reporters' questions, including talking points for dealing with current relevant issues. You will leave prepared to handle media inquiries and to generate positive publicity for your school.

Michelle Mensore Condon, Director of Public Service and Pro Bono, Charleston School of Law
Dawn Payne, Assistant Managing Director, Equal Employment Office, Texas Tech University

1:45 - 3:00 pm — Spring K/L

Increasing the Return on Investment: A Strategic Approach to Affinity Groups



Diversity and Inclusion

Many law firms and law schools have affinity groups for their diverse lawyers. In trying economic times, the budgets for these groups have been reduced or eliminated. Utilizing a strategic approach, instead of a tactical one focused on programming, events, and social opportunities, allows increased return on investment for both the participants in affinity group activities and the organization, firm, or law school.

Karen Kahn, Managing Partner, Threshold Advisors, LLC
Jane DiRenzo Pigott, Managing Director, R3 Group LLC

1:45 - 3:00 pm — Spring H/I/J

Managing a Team Is Stressful! It Can Get Lonely at The Top: HR Tools for Helping Managers Cope



Management

Most management presentations focus exclusively on team dynamics rather than on human resources tools to help team leaders maintain their own motivation, enthusiasm, and vision. As a manager, you are expected to have a superhuman range of often opposite skills and competencies. And while dialogue enhances the effectiveness of your practices, there are challenges to communication. In a competitive market, heavy workloads and staff turnover affect attitudes. Additionally, your team is composed of a wide range of personalities and backgrounds. Rather than feeling overwhelmed, leave this session with practical advice and resources so your work environment becomes rewarding for you!

Mireille Butler, Assistant Dean, Career Development Office, Pepperdine University School of Law
Patricia Patrick, Director of Legal Recruitment & Benefits, Greenberg Glusker Fields Claman & Machtinger LLP

1:45 - 3:00 pm — Desert 9/10

Moving Beyond the Pyramid: Exploring Alternative Staffing Models



Recruiting & Lawyer Professional Development

As firms experience increased scrutiny of their staffing models from corporate clients, and as business pressures force them to lower price points and create greater efficiencies in the delivery of services, the industry is seeing greater experimentation with the traditional staffing model than ever before. The traditional associate to equity partner model has been evolving for some time, as evidenced by the large class of non-equity partners at some firms, but recently, some firms have been experimenting with creating additional off-track attorney classes. This program will take a closer look at how some firms have begun to create alternative staffing models that are likely to last.

Marie Lefton, Hoffman Alvary & Company LLC

1:45 - 3:00 pm — Desert 5/6

Public Interest Hot Topics Discussion — What's Working & What's Not!



Public Service & Hot Topics

This is an interactive workshop facilitated by seasoned professionals and an opportunity for those interested in public service to discuss issues of common concern. Topics will build upon those raised at other sessions during the conference, including the Public Service Section meeting. Likely topics include the slow hiring market, counseling students and alumni on extended searches, deferred associates and short-term fellowships, the impact of CCRAA, 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 Law School, Moderator
Alexa Shabecoff, Assistant Dean for Public Service, Harvard Law School
Stuart Smith, Director of Legal Recruitment, New York City Law Department
Nicole Vikan, Assistant Director of Public Interest & Government Careers, Georgetown University Law Center

1:45 - 3:00 pm — Spring A/B/C

The Evolution of the Legal Profession: A Conversation with the Legal Community's Thought Leaders on the Front Lines of an Industry in Transition



Legal Economy

Over the past 50 years the legal industry has experienced an unprecedented shift from a tightly knit profession into a global enterprise driven by the traditional business motivations of growth and profit. The current economic downturn has caused the industry to reexamine the way lawyers practice, law schools educate, and clients relate to their counsel. This session will combine insights from a cross-section of the legal community to examine whether the profession is experiencing a short-term blip or if it is in the middle of a paradigm shift that will materially change the way law is practiced.

Ari Kaplan, Principal, Ari Kaplan Advisors

1:45 - 3:00 pm — Desert 1/2

The Wild Wild West: Corraling the Misconceptions of Setting Up a Solo Practice



Counseling

The legal landscape has changed, and the frontier of being a solo practitioner is riddled with myths and misconceptions. This program will dispel these myths and equip CSOs with tools and information about the wild frontier of practicing solo. Whether a permanent or temporary career option, the current economic climate has created a resurgence in the number of students and alumni considering solo practice. This train-the-trainer workshop will provide programming ideas, counseling tools, and resources for CSOs to journey into the Wild West with confidence.

*Suzanne Hill Patrick, Director of Career Services,
St. Mary's University School of Law, Moderator
Marcus Bivines, Director of Professional & Career
Development, University of Oklahoma College of Law
Andreas Boise-Fontenot, Career Services Coordinator
and Counselor, Thurgood Marshall School of Law,
Texas Southern University*

3:00 - 3:15 pm — Desert Ballroom Foyer

Break

3:15 - 4:15 pm

CONCURRENT SESSIONS

3:15 - 4:15 pm — Desert 5/6

Above the Fray: How Law Firms Can Maintain a Positive Image Online



Recruiting

Law students increasingly rely on the Internet to get information about law firm employers – and most of that information comes from sources other than the law firms' websites. We will present the results of independent research concerning law students' use of online information, discuss the best ways for law firms to manage their online reputations, and recommend steps law firms can take to establish trust with candidates by responding to negative rumors promptly and using social media proactively.

*Marguerite Durston, Administrator, Attorney Recruitment,
Quarles & Brady LLP
Janine Ting Jansen, Diversity Programs Coordinator,
Fried, Frank, Harris, Shriver & Jacobson LLP
Traci Love, President, HL Central*

3:15 - 4:15 pm — Spring A/B/C

Alternative Careers: Now More Than Ever



Alternative Careers

Finding an alternative path takes work, commitment, research, dedication, relentless, and creative networking, and, perhaps, some luck. Creating an alternative career is less like cooking ramen noodles (fast) and more like making barbecue (slow). Attendees will leave with a program that they can present to their students and alumni that will: distinguish among traditional, non-traditional, and alternative career paths; highlight the roadblocks for lawyers seeking alternative careers; offer strategies and tactics for alternative career searches; create an understanding of why a "legal" resume might not work; consider how legal skills and experience transfer to other settings; and provide an understanding of the competition.

Susan Gainen, Principal, Pass the Baton, LC

3:15 - 4:15 pm — Desert 1/2

Diversity Committees That Work: Creation, Utilization, and Reformation



Diversity and Inclusion

Step one in any law firm or corporate diversity and inclusion strategic action plan is to form a diversity committee. But all diversity committees are not created equal. Learn the key archetypes of must-add members, tips on formation and administration of committees across domestic and international offices, whether and how to harness the power of subcommittees to achieve committee goals, effective methods on reporting committee progress to internal and external constituencies, and how to best redirect and refresh longstanding committees with new leadership agendas. Hear best practices on integrating the efforts of the diversity committee with those of other critical-impact firm committees and diversity initiative stakeholders, including lawyer affinity groups and administrative departments.

Jacqueline Wilson Cranford, Director of Professional Development and Inclusion, Vinson & Elkins LLP

Donna Harris, Director of Legal Recruiting, Cleary Gottlieb Steen & Hamilton LLP

Maja Hazell, Director of Diversity and Inclusion, Fried, Frank, Harris, Shriver & Jacobson LLP

3:15 - 4:15 pm — Desert 7

Get 'Em While They're Young — 1L Outreach



Counseling & CSO Administration

A student who engages regularly with her career office is more likely to have a positive impression of the office. A student with the opportunity to talk with his career counselor is more likely to have the information necessary to start a productive job search. But, how does a career office engage those students after grades, a frightening job market, and cynicism take root in their minds? The answer is to get to the students first. This program will present new ways of reaching out to 1Ls, tips for counseling sessions with 1Ls, and ideas for 1L centric programming.

Patricia Hodny, Director of Career Services, University of North Dakota School of Law

Tom Ksobiech, Assistant Dean For Career Services, University of Alabama School of Law

3:15 - 4:15 pm — Desert 3/4

Helping Associates Go Gentle Out of the Firm



Lawyer Professional Development

Recruitment and lawyer PD professionals provide both formal and informal career counseling to lawyers who are leaving our firms, whether it be voluntarily or involuntarily. What do you do when a star performer comes to you and asks for your help to find a new job? How do you help someone who does not admit he needs help? What resources – internal and external – are available for your transitioning lawyers? Learn the answers to these questions and more, hear a recap of best practices, and receive specific, practical tips from an internal and external career coach.

Diane Costigan, Managing Director, Northeast, Shannon & Manch LLP

Molly Peckman, Director of Professional Development, Dechert LLP

3:15 - 4:15 pm — Desert 9/10

Interpreting the Law School Transcript: The Insider's Guide to Law School Curriculum



Member Professional Development & Law Student Professional Development

Legal employers have sharpened the call for law schools to produce graduates with genuine legal and professional skills. What are the schools teaching? Get an overview of clinics, law office or judicial placement courses, and intensive simulation courses that teach lawyering skills and sophisticated interpersonal (professional) skills. Learn which courses are knowledge-based lecture classes and which are built around experiential learning. Leave with a guide to help interpret law school transcripts to: target students who choose classes in practical legal skills; design interviews that will deliver useful information about a candidate's academics; and understand the baseline legal and professional skills of your new hires to effectively orient and integrate them.

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

Margaret Reuter, Assistant Dean for Career Planning, New York Law School

Susan Schechter, Director, Field Placement Program, Lecturer in Residence, University of California, Berkeley School of Law

3:15 - 4:15 pm — Desert 11/12

Leveraging Opportunities: How Law Schools Can Get the Edge on Paid and Unpaid Opportunities for Students and Recent Graduates at the U.S. Department of Justice



Public Service

DOJ hires 200 entry-level lawyers, 120 paid summer interns, and 1,800 student volunteers annually, but there's room for more! Increasing numbers of law schools sponsor fellowships for recent graduates who work without pay at public interest organizations in exchange for the opportunity to gain substantive legal experience. Starting with a brief overview of DOJ's traditional hiring programs, this presentation highlights how schools can structure programs to successfully place recent graduates as Fellows in the federal sector, explains rules regarding "unpaid" lawyer hiring, and provides general techniques for being more competitive and preparing an online application that will stand out from the crowd.

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

Deana Willis, Assistant Director, Office of Attorney Recruitment and Management, U.S. Department of Justice

3:15 - 4:15 pm — Spring D/E

Predictors of Success: Models for Selecting Legal Talent



Recruiting

What interpersonal, behavioral, and leadership skills do employers want to see in their new lawyers? What methods do legal employers use to measure or evaluate these characteristics in candidates during the recruitment process? Is there a way for students and employment candidates to stand out from the crowd by effectively demonstrating their non-cognitive competencies? Panelists will discuss the process, tools, and techniques that their firms and other employers utilize to discern defined "success" factors in candidates during recruitment, hiring, and advancement.

Emily Leeson, Director of Attorney Professional Development, Alston + Bird LLP

Elizabeth Price, Professional Personnel Partner, Alston + Bird LLP

Jennifer Queen, Chief Recruiting & Development Officer, McKenna Long & Aldridge LLP

Lynne Traverse, Recruiting and Professional Development Manager, Bryan Cave LLP

5:30 - 7:00 pm — The Grove

NALP Celebrates Diversity: Reception

Join colleagues and friends at The Grove, a festive spot on the JW Marriott property, for NALP's annual diversity celebration! The reception is open to all conference registrants (with guest tickets available) and will include a short word of welcome from Stephen P. Pougnet, the Mayor of Palm Springs.

Saturday, April 30

8:30 am - 12:00 pm — Desert Ballroom Foyer

Registration Open

8:30 - 9:00 am — Desert Ballroom Foyer

Coffee Service

9:00 am - 12:00 pm

EXTENDED WORKSHOPS

The extended length of these sessions will allow further time for full exploration and discussion of these key topics.

9:00 am - 12:00 pm – Desert 9/10/11

I Know You Like the Cubs, But Can You Succeed at Our Firm?



Recruiting

Law firm hiring mistakes cost firms hundreds of thousands of dollars every year. This session will explore how you can improve your firm's hiring success with interviewing tools and techniques used by top consulting and accounting firms, U.K. law firms and even some cutting-edge U.S. law firms. Also, gain an in-depth understanding of the "McKinsey Approach" to recruiting and interviewing by a former Associate Partner of McKinsey & Company, a high-end strategic consulting firm known as the gold standard in interview practices. *(This session is not being recorded.)*

Nancy Berry, Director of Attorney Recruiting, Kirkland & Ellis LLP

Jerry Long, Co-Founder, TraitSpikes and Former McKinsey & Co Associate Partner

9:00 am - 12:00 pm — Desert 12/13/14

Influence: Getting a Seat at the Table and Your Ideas Heard



Member Professional Development

One of the biggest challenges you face is not only getting the attention of key stakeholders at your firm or school, but also getting your ideas heard and adopted. Whether you're seeking additional funding for a project, support for a new hire, or simply a change in direction, your voice and ideas deserve a fighting chance at success. Come to this energetic, in-depth session and you'll discover innovative, proven methods for influencing groups when you don't have title or authority to dictate action. And, you'll walk away with practical ideas you can apply immediately. *(This session is not being recorded.)*

Steve Hughes, President, Hit Your Stride, LLC