

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.



Career Paths



Leadership



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

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.

Consent to Use of Photographic, Video, and/or Audio Materials: Registration and attendance at, or participation in, NALP meetings and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee's image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of such events and activities.

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. All participants acknowledge comments or questions made during recorded programs will be recorded. Recordings are only made when all presenters have given permission to do so. Program descriptions note sessions not scheduled to be recorded as of the time this manual went to press, but because of the speakers' rights to decline recording, 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.

Download the Conference App: West LegalEdcenter has provided an app for the NALP Annual Education Conference. To download the free app to an iPhone, iPad, or Android device, go to <http://bit.ly/NALPapp> (not available in the app store) – or use one of the QR codes provided on conference signage about the app to go to the download page. 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.

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

Conference Schedule

All room locations are
in the Convention Center
unless otherwise noted.

Tuesday, April 23

2:00 - 7:30 pm — Ballroom Foyer

Registration Open

Registration will be open for the 5K Fun Run/Walk as well.

5:30 - 6:00 pm — Marriott Florida Salons 5&6

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 replete with 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.

6:00 - 7:30 pm — Ballroom C/D

Second Annual NALP Open House and Welcome Reception

Welcome to the NALP conference! Stop by the NALP Open House to learn about NALP sections, governance, the NALP Foundation, and many other facets of our great association and its affiliate organizations. See how you can get involved, learn what NALP will be doing this year and beyond, and network with your colleagues while enjoying light refreshments.

7:30 - 8:30 pm — Marriott Meeting Room 1

PSJD Advisory Group Meeting

Wednesday, April 24

6:30 - 7:30 am — Marriott Florida Salons 1-5

Yoga

Back by popular demand, a yoga session with your NALP colleagues led by Arthur Fama will be offered twice a day on Wednesday and Thursday and again on Friday morning.

7:30 am - 4:00 pm — Ballroom Foyer

Registration Open

Registration will be open for the 5K Fun Run/Walk as well.

7:30 am - 4:00 pm — Ballroom A/B

Resource Center Open

7:30 - 9:00 am — Ballroom

Continental Breakfast and Coffee Service

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

8:15 - 9:00 am — Room 1/2

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

9:15 - 10:30 am — Room 25

Bridge to Practice Fellowships: The Demand Continues



Career Paths & CSO Administration & Public Service

Finding a job in this market is tough, and graduates need as much help from their law schools as they can get. Awarding “Bridge to Practice Fellowships” is one way schools can help graduates get solid legal experience and skills during the period that they are looking for full-time work. This session is a continuation of last year’s nuts-and-bolts session. Panelists will discuss the variety of ways that fellowships are structured: who finds the fellowships, how long they last, hours worked per week, size of stipend, and so on. Get your fellowship questions answered and leave with some new ideas for starting or refining your school’s program.

José Bahamonde-González, Associate Dean, Administrative Affairs & Student Services, University of Maryland Francis King Carey School of Law

Bruce Elvin, Associate Dean and Director of Career & Professional Development, Duke University School of Law

Terrence J. Galligan, Assistant Dean, University of California, Berkeley School of Law (Boalt Hall)

Mary Hoagland, Assistant Dean, BYU Law School

9:15 - 10:30 am — Rooms 18/19

Creative Possibilities for Career Professionals: A Solutions-Focused Approach



Member Professional Development

Law school and law firm professionals are engaged in the career planning and development of students, staff, and lawyers they serve every day. But how many professionals stop to think about their own careers? As with many helping professionals, career and life priorities often get put on the back burner. This workshop offers participants the chance to hit “pause” and assess career well-being, engage in solutions-focused career development, and determine what comes next. Sit on the other side of the career development process: reflect on goals, articulate strengths, develop possibilities, and take the first step.

Lianne Krakauer, Career Coach & Leadership Consultant, Krakauer Coaching

9:15 - 10:30 am — Room 15

Homegrown or Not: Lateral Hiring vs. Law Student Recruiting



Recruiting

The debate continues – should law firms grow by using entry-level hiring and traditional summer programs, or should lateral hiring be the primary means of strategic growth? Come hear this panel of experts debate and discuss the issues surrounding this hot topic in recruiting. Does supporting firm culture by having “homegrown” lawyers matter? Will clients pay for the learning curve of entry-level hires? Learn the pros and cons of each strategy and become armed with data to support either argument at your firm.

Carol Sprague, Director of Associate/Alumni Relations and Attorney Recruiting, Skadden, Arps, Slate, Meagher & Flom LLP, Moderator

Mary Gail Gears, National Hiring Partner, Bingham McCutchen LLP

Gwynne Young, Hiring Partner, Carlton Fields

9:15 - 10:30 am — Room 12

International Public Interest: Finding Opportunities and Providing Support to Your Students



Public Service

This program will provide a roadmap for career services professionals in advising students interested in international public interest and strategies for networking, funding, and evaluating opportunities. Presenters will also discuss ways to supplement curriculum and professional gaps for students aiming for a career in international public interest.

Akua Akyea, Director, Public Interest, Career Development Office, Yale Law School

Titi Liu, Director of International Public Interest Initiatives, John and Terry Levin Center for Public Service and Public Interest Law, Stanford Law School

Sara Rakita, Associate Director, Public Interest Law Center, NYU School of Law

9:15 - 10:30 am — Room 13

Making It Work: Management Solutions for a Downsized Era



Management

Reductions in force occurred widely during the recent market downturn, and the surviving staff have picked up the slack. Combining jobs and multi-tasking cause breakdowns of communication and morale, stress-induced mistakes, and poor results. Implementation of a “practice management” model is one solution but impractical for slim budgets and resources. In law schools, pressures from students, deans, and university administration stretch CSO professionals to extremes. We will explore a combination of ideas and strategies for firms and schools, including performance management, modified practice management, emotional intelligence, communication, and horizontal training to help bring order, cut excess tasks, and achieve optimal outcomes.

Elizabeth Armour, Director of Employer Relations, Suffolk University Law School

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

9:15 - 10:30 am — Room 11

Managing Across Multiple Offices



Leadership & Management

Management of professionals who do not work in the same location or in the same time zone is becoming more and more common and is presenting new and different challenges – as does being managed remotely. A manager’s job is to provide consistent leadership. How do you take advantage of having an extra set of eyes in other offices? How do you operate with a virtual workforce, while still keeping your team connected? Technology is very valuable in these situations, but technology alone is not enough. Come learn new ways to manage across multiple offices.

Bonnie Bell, Director of Legal Recruitment and Professional Development, Ballard Spahr, LLP

9:15 - 10:30 am — Room 22

More Bang for Your Buck! Leveraging Other Law School Resources to Enhance Employer Outreach



CSO Administration

In these economic times, career service offices are being charged with developing creative ways to market law schools to employers and develop new career opportunities while operating with less staff and fewer resources. This program will examine concrete ways that CSOs can partner with other law school departments – specifically the office of admissions, alumni office, and externship office – and effectively leverage existing law school resources, including advisory boards and boards of visitors/governors, to engage in meaningful employer outreach.

Markeisha Miner, Assistant Dean, Career Services and Outreach, University of Detroit Mercy School of Law

Malini Nangia, Director of Career Services, UCLA School of Law

Victoria Ryan, Senior Director, Career Planning Center, Valparaiso University Law School

9:15 - 10:30 am — Room 24

Practical Tips for Advancing Diversity



Diversity and Inclusion

Discussions about diversity and inclusion are often theoretical in nature, and ideas can be difficult to successfully implement. This session will explore ways in which law school and law firm professionals can have a direct, positive impact on diversity and inclusion by making simple changes in their work environment and everyday practices. Practical tips will be provided throughout this interactive session.

Kristine McKinney, Director of Diversity & Inclusion, Faegre Baker Daniels

9:15 - 10:30 am — Rooms 20/21

Show Them the Money: Creating Student Buy-in for Self-Assessment



Law Student Professional Development & Counseling

Understanding your strengths and weaknesses is essential to the career planning process. How do you advise students who are inclined to skip self-assessment and jump directly into the job search? This program offers counseling strategies and a tool kit to convince students that time spent on self-assessment will pay off. Apart from increasing the likelihood of job (and career) satisfaction, understanding one's strengths and weaknesses will improve interview performance, leading directly to offers of employment. Additionally, candidates will be better equipped to determine best "fit" with employers. A law firm member will share examples of how a prepared interviewee can be the front runner for an offer, and how that student has a headstart on his or her career.

Susan Fine, Director of Professional Development, The George Washington University Law School

Lorri Olan, Director, Career Planning and Professional Development, Washington and Lee University School of Law

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

9:15 - 10:30 am — Room 14

Speak with Impact: Quick and Easy Ways to Effective Communications, Presentations, and 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 will be provided.

Brent Baer, President, Baer Essentials

9:15 - 10:30 am — Room 16

The Importance of the Talent Trifecta: Lawyer Hiring, Development, and Performance for the Benefit of Your Law Firm's Clients



Lawyer Professional Development

Everything we do related to talent management should be done with the clients' business needs in mind. In this ever-changing market, law firms have to look beyond the traditional methods for sustaining and growing their client base. Effective talent management is a critical component in achieving that goal. Join this session to learn how to integrate, manage, and align the talent trifecta – lawyer hiring, development, and performance – with the goals of your firm and, specifically, its clients. Industry experts with over 40 years of combined experience and a general counsel (aka client) will discuss this innovative approach to talent management.

Tom Anderson, Assistant General Counsel – Corporate, CSX Transportation

Tammy Patterson, President & CEO, The NALP Foundation

Caren Ulrich Stacy, President & Principal, Lawyer Metrics LLC

9:15 - 10:30 am — Room 23

The "Ins and Outs" of the Suitability and Security Review Processes in Government Hiring



Counseling & Public Service

A panicked-looking student appears in your doorway. They have a problem. They have landed a terrific summer position with the federal government, but the offer is contingent upon receiving security clearance. Don't misunderstand – it's not as if they ever robbed a bank or anything, but they have one indiscretion in the past that could come back to haunt them. Will they lose the job? Law students and lawyers often have questions and concerns about what the federal suitability and security clearance process entails. Attend this session and hear from a panel of representatives from various government agencies that hire law students and lawyers as they engage in a robust discussion about the background investigation process in government and JLC hiring. Answers to frequently asked questions will be provided and hypotheticals will be discussed by the panelists and audience.

Jamila Frone, Deputy Director, Office of Attorney Recruitment and Management, U.S. Department of Justice, Moderator

Rena Cervoni, Assistant Director, Office of Attorney Recruitment and Management, U.S. Department of Justice

Brent S. Mitchell, Senior Counsel, Enforcement Division, U.S. Securities and Exchange Commission

Peregrine D. Russell-Hunter, Deputy Director, Defense Office of Hearings & Appeals, Department of Defense

Hsinyu Yu, Attorney Recruitment & Retention Manager, Office of Chief Counsel, Internal Revenue Service

9:15 - 10:30 am — Room 10

Tips on Re-Engaging Evening, Part-Time, and Second Career Students



Counseling

Trying to create programs and services for evening and part-time students that match their schedules and meet their needs can be overwhelming and frustrating. Four years seems like a long time, but it is imperative to these students' success that they get an early start in planning a career strategy to meet their goals and in understanding the steps that must be taken to attain those goals. The sooner they evaluate their objectives and begin implementing a strategy, the more likelihood of success in attaining a fulfilling legal career. We will help you articulate the programs and resources your office provides, provide tips on accommodating these students' schedules, and offer suggestions for their specific job search needs.

Erica Edwards-O'Neal, Senior Director of Career Services and Diversity Outreach, Touro College Jacob D. Fuchsberg Law Center
Vernadette Horne, Director of Career Services, Hofstra Law School

10:30 - 11:00 am — Ballroom A/B

Coffee Break

NALP thanks Equal Justice Works for sponsoring this morning's coffee break.

11:00 am - 12:15 pm — Ballroom C/D

OPENING PLENARY

What If I Say the Wrong Thing? From Color-Blind to Color-Conscientious

When it comes to moving diversity forward in our lives and organizations, we have to commit to inclusion. But what happens if you attempt to be inclusive and end up being offensive? Many people choose to avoid diversity issues or tiptoe around people different from themselves because they are afraid to be wrong. Inclusion is not a mistake-free process, and it requires us to work to increase our awareness, attitudes, knowledge, and skills. If we want to see real behavioral change in ourselves and experience the benefits of diversity in our legal institutions, we must grow our intercultural competence and build mutually adaptive environments rather than those that insist on assimilation. We've gone as far as we can go in diversity being color-blind; it is time we developed color-conscientiousness.

Vernā Myers, Consultant and Author of Moving Diversity Forward: How to Go From Well-Meaning to Well-Doing

12:15 - 1:45 pm — Rooms 18/19

Experienced Professionals Luncheon

Join your Experienced Professionals colleagues for a special, informal networking lunch just for you.

12:15 - 1:45 pm — Ballroom

Networking Lunch

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

12:30 - 1:45 pm

Section/Group Meetings

The following groups will meet from 12:30 - 1:45 pm.

For a description of these groups, see the tabbed "NALP Sections/Committees" section of this manual. **Lunch will be available in Room 22** for those going to meetings.

Sections open to all members:

- Diversity and Inclusion Section – Room 23
- Judicial Clerkship Section – Room 24
- Lawyer Professional Development Section – Rooms 20/21
- Newer Professionals Section – Room 25

Appointed groups:

- Communications Advisory Group – Room 12
- Technology Advisory Group – Room 15

1:15 - 2:00 pm — Room 1/2

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

2:00 - 3:15 pm — Room 14

After the Storm: The Entry-Level Legal Employment Market After the Great Recession



Legal Economy

There has been no shortage of news about the anemic job market for lawyers, but shouldn't it be improving now that the recession is behind us? The truth is that the recession ushered in dramatic and lasting changes to the job market for lawyers at every level. The roots of some of these changes predate the recession but were accelerated by the economic downturn. Longstanding patterns of lawyer employment have been interrupted not only by the slowdown in economic activity but also by the globalization of the legal services industry, the growth of both domestic and offshore legal process outsourcers, and the accelerated commoditization of certain kinds of legal work through advances in technology. This session will provide complete up to date information from NALP about the entry-level legal job market and will prepare participants to answer questions about the job market with honesty and confidence.

James G. Leipold, Executive Director, NALP

2:00 - 3:15 pm — Rooms 20/21

Being Transparent About Transparency: How to Talk About, Think About, and Write About Employment Statistics



CSO Administration

If transparency is the answer, what is the question? It has been almost three years since "transparency" became the darling of every discussion about the value of a law degree. What was heralded as a silver bullet has created more questions than answers. From the ABA to any number of grassroots organizations, everyone has an opinion about what counts and what does not. Although the waters are murkier than ever, panelists will discuss how to avoid the temptation of being all things to all people yet remain responsive to the increased demand for information about graduate employment outcomes.

Mina Jones Jefferson, Assistant Dean for Professional Development, University of Cincinnati College of Law, Moderator

Eric Bono, Assistant Dean for Career Opportunities, University of Denver Sturm College of Law

Gary J. Greener, Senior Associate Dean for Career, Admissions, and Financial Aid Services, Southwestern Law School

Tomea Mayer Mersmann, Associate Dean for Strategic Initiatives, Lecturer in Law, Washington University School of Law

2:00 - 3:15 pm — Room 25

Creating and Sustaining a Diverse and Inclusive Culture in a Law Firm: A Case Study



Diversity and Inclusion

Many law firms have invested in diversity initiatives that have produced short-term improvement in the presence of women and minority lawyers. All too often, however, despite mentoring and other efforts, the results are not sustained and these firms continue to lack diversity at the partnership level. This program will provide a detailed description of the diversity and inclusion initiative at one firm at which firm professionals continue to utilize tools provided by diversity consultants and are making real progress in retaining and advancing women and diverse lawyers. The program will highlight both the achievements and the challenges as the firm has worked to enhance the inclusiveness of the firm's culture and to sustain the positive results of its initiative over multiple years. **This session will not be recorded.**

Ellen Ostrow, Ph.D., PCC, CMC, Lawyers Life Coach

Paula Schauwecker, Diversity Shareholder, Beveridge & Diamond, P.C.

2:00 - 3:15 pm — Room 22

Don't Let the Door Hit Them on the Way Out! Counseling Your Alumni Before and After They Leave



Lawyer Professional Development & Law Student Professional Development

Real alumni relations start before students or lawyers leave your firm or school. No matter where – or how – they go, your alumni will always be representatives of your institutions. Don't let the door hit them on the way out and don't forget about them after they leave. This session will offer practical advice on counseling alumni, including helping associates smoothly transition from your firm, working your alumni network for informational interviews and job leads, helping your alumni assess each other and career options, maintaining job banks, and much more.

Julie Anna Alvarez, Director of Alumni Career Services, Benjamin N. Cardozo School of Law

Norma Cirincione, Director of Alumni Relations and Associate Life, Cleary Gottlieb Steen & Hamilton LLP

2:00 - 3:15 pm — Room 10

Judicial Clerkships: The Winning Application



Judicial Clerkships

Advising students about how to complete a judicial clerkship application often has its challenges. With increased competition, now more than ever there is pressure for flawless applications. This session will identify what turns a judicial clerkship application into a job offer, focusing on both federal and state applications. From networking and timing to recommendations and cover letters, this session will provide insight into what creates the winning application.

Pascale Bishop, Director, Center for Career Strategy and Advancement, Northwestern University School of Law
Jocelyn Salvatori, Assistant Director for Career Services, California Western School of Law

2:00 - 3:15 pm — Room 11

Landing a Job with the United Nations



Public Service & Career Paths

This program will provide an overview of the United Nations system, the various entry points for people who want to work there, and strategies they can use to break in. Although this is an extremely challenging sector to find jobs in, this program is designed to provide counselors with a framework to help students and alumni so that they will know how to navigate the bureaucracy. Presenters will also discuss similar opportunities outside the UN system, including ways to practice international law with the U.S. government and nongovernmental organizations.

Akua Akyea, Director, Public Interest, Career Development Office, Yale Law School
Sara Rakita, Associate Director, Public Interest Law Center, NYU School of Law

2:00 - 3:15 pm — Room 24

Leading Through Change in Law Firms



Leadership & Management

Whether your firm is going through a merger or a time of substantial growth, you will have to adapt and lead through change. Experienced colleagues will discuss ways to take advantage of opportunities and leverage expertise to facilitate change. Learn how you can develop and implement initiatives to obtain great results and visibility for you and your team linked to your firm's overall goals.

Marguerite Durston, Administrator, Attorney Recruitment, Quarles & Brady
Irena McGrath, Chief Associate Recruitment Officer, Hogan Lovells US LLP
Ann Rainhart, Chief Talent Officer, Faegre Baker Daniels

2:00 - 3:15 pm — Room 13

Learn the Lateral Partner Tango: Seven Steps for Choreographing Successful Interviews



Lateral Recruiting and Hiring

When it comes to interviewing lateral partners, do some of your firm's partners have two left feet? Some firms handle lateral partner interviews effortlessly while others stumble the moment they step on stage and never recover. Incorporating real-world stories, exercises, and examples, you will learn to master the seven techniques involved in effective partner interviews. You will leave this interactive and fast-paced session with a clear roadmap of these best practices and of how to teach your partners to master the interview tango.

Dan Binstock, Co-Head, Partner and Practice Group Division, Garrison & Sisson
Martha Ann Sisson, Co-Head, Partner and Practice Group Division, Garrison & Sisson

2:00 - 3:15 pm — Room 16

My Lawyers Can't Write! How to Set Up or Enhance a Writing Program for Summer and Junior Associates



Lawyer Professional Development

Law firm leaders, judges, and clients are increasingly complaining about the lack of writing skills in the legal profession, where important decisions turn on the written word. Junior lawyers often imitate the convoluted writing they read in law school, which is a mistake. And technology, which can improve writing skills, also poses its own challenges. As a recruiter or professional development expert, you need to work with your lawyers to create programs that teach summer and junior associates how to write. This session will give you the tools to develop these programs and set up your associates for success!

Mireille Butler, Director and Professor, Pepperdine Legal Research and Writing Program, Pepperdine University School of Law
Selina Farrell, Assistant Dean for Career Development and former Legal Research and Writing Professor, Pepperdine University School of Law
Amy Sładczyk Hancock, Director of Professional Development, Andrews Kurth LLP

2:00 - 3:15 pm — Room 15

Power Processing Your Email Using the QuietSpacing Method



Member Professional Development

Get to and stay at a zero inbox everyday while effectively tracking everything that needs to get done.

Say goodbye to the days of losing important emails in your inbox or searching for copies of messages you've sent. This session will provide you with a simple framework and easy-to-use tools to take your inbox from overloaded to empty every single day. You'll discover practical tips for handling incoming messages so you never lose an important email, forget an assignment, overlook a deadline, or waste time searching for something you've already sent. After this session you will take total command of your inbox once and for all. **This session will not be recorded.**

Paul Burton, Principal, QuietSpacing, LLC

2:00 - 3:15 pm — Room 23

The Digital Dilemma: How to Make Social Media Platforms Work



Technology & Member Professional Development

Employers and law schools have adopted technology in different ways to connect with their various audiences. We have all learned we can't adopt every single tool. This session will highlight specific ways different organizations of various sizes and resources have approached mobile apps, LinkedIn, text-to-shortcode, and next generation websites. Hear about the successes and lessons learned from those who have undertaken new projects. Learn how technology and social media can be used to position your firm or law school – and you – for the future.

Michael Nguyen, Senior Manager, Attorney Resources and Recruitment, Winston & Strawn LLP, Moderator

Traci Feit Love, President, HL Central, Inc.

Katie Smith, Legal Recruiting and Professional Development Coordinator, Chapman and Cutler LLP

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

2:00 - 3:15 pm — Rooms 18/19

There's a Hole in My Pipeline: Redefining the Role of Law Firms, Corporations, and Law Schools in Pipeline Programming



Diversity and Inclusion

Limited success in pipeline programming may be attributed to the assumption that diversity will be increased just by encouraging more diverse students to enter the legal profession. However, LSAC statistics indicate that diverse and non-diverse students already apply to law school at proportional rates. Lack of diversity within the legal profession is a result of the law school acceptance rate disparity between diverse and non-diverse applicants – with LSAT scores and UGPA being key factors. Pipeline programs must address these issues. This program will focus on developing pipeline programs in which skill development is an integral part and will provide examples of successful models.

Alfred Ray English, Associate Director of Career Services, Georgia State University College of Law

Allegra Lawrence-Hardy, Partner, Sutherland Asbill & Brennan

Kent D. Lollis, Executive Director of Diversity Initiatives, Law School Admission Council

James O'Neal, Executive Director, Legal Outreach, Inc.

Carl D. Smallwood, Partner, Vorys, Sater, Seymour and Pease, LLP

2:00 - 3:15 pm — Room 12

Understanding the New Student Loan Repayment Rules: Counseling Students and Graduates



Counseling & Public Service

Loan repayment assistance programs aren't just for graduates going into public interest and government careers anymore. Federal programs like the College Cost Reduction and Access Act offer benefits such as Income Based Repayment and Public Service Loan Forgiveness that can ease the burden of student loan repayment for graduates in all employment sectors, even those who pursue nontraditional or nonlegal career paths. This program will provide career counselors with the information they need to help students navigate the loan repayment assistance landscape and make more informed decisions when seeking post-graduate employment.

Isaac Bowers, Senior Program Manager, Equal Justice Works

Kirsten Hill, Associate Director of Career Services for Public Interest and Government, University of California, Davis School of Law

Heather Jarvis, NALP's Student Loan Expert and Founder, askheatherjarvis.com

3:15 - 3:45 pm — Ballroom

Snack Break

3:15 - 3:45 pm — Room 22

Tips for Submitting a Strong Conference Proposal

Interested in submitting a proposal for the 2014 Annual Education Conference in Seattle? This special session will offer tips for creating a well-crafted proposal.

Skip Horne, Vice-Chair, 2013 Annual Education Conference Planning Team

3:15 - 4:00 pm — Room 1/2

Exhibitor Classroom Presentation

Starwood Hotels Mid-Atlantic Metro Market will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

3:45 - 5:00 pm

Section/Group Meetings

The following groups will meet from 3:45 - 5:00 pm. For a description of these groups, see the tabbed "NALP Sections/Committees" section of this manual.

Sections open to all members:

- Canadian Section – Room 31, 4th Floor
- Law Student Professional Development Section – Room 15
- LGBT Section – Room 16
- Solo and Small CSO Section – Room 24

Appointed groups:

- Changing Legal Profession Strategic Advisory Group – Room 14
- Member Professional Development and Educational Programming Advisory Group – Room 22
- NDLE Work Group – Room 25

4:15 - 5:00 pm — Room 1/2

Exhibitor Classroom Presentation

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

4:00 - 5:00 pm — Marriott Florida Salons 1-5

Yoga

Join your colleagues for a yoga session led by Arthur Fama.

5:00 - 6:30 pm

Regional Business Meetings and Receptions

Members Only (members-only events are open to all employees of NALP member institutions and to affiliate members)

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

Canadian: Room 30 A/B, 4th Floor

Northeast: Landing

Mid-Atlantic: Foyer of Rooms 13-16

Southeast: East Registration

Midwest: Riverwalk

West/Rocky Mountain: Rotunda

7:00 - 10:00 pm — Yacht Starship (docked by Convention Center)

Member Celebration

Get set for an amazing night of dinner, dancing, and fun aboard the Yacht StarShip, which will be docked right by the Convention Center. We will have live music and great food on board and under the tent near the water. Join your colleagues for a night under the stars! *(Guest tickets will be available.)*

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



Thursday, April 25

6:30 - 7:30 am — see instructions below

5K Fun Run/Walk

Gather with your colleagues for the third annual 5K Fun Run/Walk for charity and fitness! **All participants should be in front of the Convention Center by 6:00 am**; there will be volunteers in purple shirts in front of the outside escalators to direct you to the starting line for 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 seeing the waterfront area of Tampa as you run or walk a 3.1-mile course with water stations along the way. Proceeds from the Fun Run will benefit Bay Area Legal Services Inc., a local organization dedicated to providing free civil legal services to qualified and low-income residents and nonprofits throughout the Tampa Bay area.

6:30 - 7:30 am — Marriott Florida Salons 1-5

Yoga

Join your colleagues for a yoga session led by Arthur Fama.

7:30 - 9:15 am — Ballroom

Continental Breakfast & Coffee Service

7:30 - 4:30 pm — Ballroom Foyer

Registration Open

7:30 - 4:30 pm — Ballroom A/B

Resource Center Open

8:00 - 9:15 am

Section/Group Meetings

The following groups will meet from 8:00 - 9:15 am. For a description of these groups, see the tabbed "NALP Sections/Committees" section of this manual.

Sections open to all members:

- CSO Employer Outreach Section – Room 22
- Recruiting Section – Rooms 18/19

Appointed or elected groups:

- NDLS Work Group – Room 24
- Nominating Committee – Room 14
- Social Media Work Group – Room 23

8:45 - 9:30 am — Room 1/2

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

9:30 - 10:45 am — Room 11

Applying for Public Interest Post-JD Fellowships – Beyond the Basics: Educating and Counseling Students to Maximize Their Success



Public Service & Counseling

The world of public interest post-JD fellowships can provide excellent opportunities for our new graduates to launch their public interest careers, but the variety of options can be challenging to present and “sell” to our current students. Many students feel that these opportunities are beyond their reach because of the daunting application process or because their grades are too low. This panel will debunk the myths, provide concrete strategies for educating and counseling students, and provide best practices to help students navigate to success in the fellowship application process.

Thomas J. Schoenherr, Assistant Dean, Public Interest Resource Center, Fordham University School of Law, Moderator

Kirsten H. Hill, Esq., Associate Director of Career Services, Public Interest and Government, University of California, Davis School of Law

Judith A. Murciano, JD, Ph.D., Associate Director and Director of Fellowships, Bernard Koteen Office of Public Interest Advising, Harvard Law School

9:30 - 10:45 am — Rooms 18/19

Best Practices for Advanced Lateral Partner Recruitment



Lateral Recruiting and Hiring

This session is designed to allow seasoned lateral partner recruiting professionals to work collaboratively with their peers to formulate best practices for lateral partner candidate and group hiring. In this highly interactive session, participants will engage in open communication through active discussion in a roundtable format. Each table will be led by a skilled and seasoned lateral recruiting professional. The ideas and feedback exchanged will form the foundation of a best practices handbook to be compiled and distributed. Our goal is to leave even the most highly experienced recruiting professional with some food for thought and a fresh perspective on advanced recruiting techniques.

*Margie Grossberg, Partner, Major, Lindsey & Africa
Ari Katz, National Director of Legal Recruiting, Bingham McCutchen LLP*

Sheri Michaels, Partner, Major, Lindsey & Africa

9:30 - 10:45 am — Room 22

Careers in the Military: Panel Presentation with Representatives of the Sister Services



Career Paths & Counseling

This informative and highly engaging session will focus on the career opportunities available as a Judge Advocate in the U.S. Army and with sister services. The U.S. Army Judge Advocate General's Corps is the oldest and second largest law firm in the world. While selection to the U.S. Army JAGC is a highly competitive process, those who are selected find the experience priceless and unparalleled. Applicant criteria, process, deadlines, and the role of a Judge Advocate will be examined. Participants will also have an opportunity to hear firsthand about a Judge Advocate's experiences, which can span settings ranging from the office to the courtroom to a combat zone.

Lieutenant Colonel Gary Johnson, Chief, Judge Advocate Recruiting, US Army

Captain Sheryl Dickinson, United States Coast Guard

Commander Robert Passerello, United States Navy

9:30 - 10:45 am — Room 14

Catching Them Coming and Going: Understanding Laws Related to Legal Employment



Management & Recruiting

Legal employers and law school career counselors regularly face questions about the appropriate boundaries for examining candidates, ending relationships with employees (voluntary or not), and even whether or not to pay them. There are also questions about if or when to post unpaid positions. Talk with experts on the do's and don'ts of labor and employment law issues, including pay, interview questions, and exit interview strategies. Learn how to avoid pitfalls and handle difficult situations involving employment law at your organization.

Dana L. Morris, Assistant Dean for Career Development, University of Maryland Francis King Carey School of Law, Moderator

Katy Bell Bremmer, Of Counsel, Carlton Fields

Edward J. Easterly, Associate, Norris McLaughlin & Marcus, P.A.

Alana Harder-Washington, Human Resources Director, Caplin & Drysdale

9:30 - 10:45 am — Room 25

Communicating with Associates in the Age of Immediate Uploads



Lawyer Professional Development

Law firms can better connect associates to the business of the firm through effective communications, and professional development staff often play a key role in communications. Join a panel of professional development leaders for a discussion of communication challenges in global and multi-office firms. Hear how their firms and others have addressed those challenges and developed communications strategies to determine "what, why, who, how, and when": what they communicate about, their goals in doing so, who is in the best position to carry the message (e.g., firm management, practice group management), and how and when it should be delivered. We will also discuss drafting tips for communications you know will hit the web.

Lisa Keyes, Professional Development Partner, King & Spalding

Molly Peckman, Director of Professional Development, Dechert LLP

Vivian Wexler, Senior Manager, Learning and Development – Corporate, Bingham McCutchen LLP

9:30 - 10:45 am — Room 16

Four Generations, One Firm



Diversity and Inclusion & Management

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 worldview, we can begin to appreciate how our beliefs and values often come into conflict with others' beliefs and values. 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?

Chris De Santis, Principal, CPDeSantis.com

9:30 - 10:45 am — Room 24

Gazing into the Crystal Ball: Imagining the Successful Career Services Office of the Future



CSO Administration

The successful CSO must provide innovative support and services to disparate constituents and meet high expectations from deans and others. This program will help us envision the CSO of the future – a model that can adapt to the needs of changing student populations, embrace the latest technology, leverage shifting resource allocations, maximize collaboration and creativity, and embrace the challenge of expanding roles and missions. Panelists will discuss the results of their outreach to NALP members and deans, who were asked to imagine the “career center of the future” given the challenges and demands of the changing landscape of legal education. Implications and perspective from the world of the university career services office will also be shared.

Kristine Bridges, Assistant Dean & Director of Professional Development Office, University of Tulsa College of Law

Karen R. Britton, Director of Admissions, Financial Aid & Career Services, University of Tennessee College of Law

Gihan Fernando, Executive Director, American University Career Center

Vicki Huebner, Assistant Dean for Career Services, Santa Clara University School of Law

9:30 - 10:45 am — Room 10

Greater Than the Sum of Its Parts: How Strategic Partnerships Between Professional Development and Pro Bono Initiatives Can Deepen the Quality and Expand the Reach of Both Programs



Lawyer Professional Development & Public Service

Showcasing highly effective law firm pro bono and professional development teams, this interactive forum will present successful strategies and best practices for collaborating across professional development and pro bono departments and within law school programs addressing these same issues. Whatever a firm's level of staffing and resources, we will identify important steps all firms can take to make pro bono engagement central to developing lawyer talent, and identify best practices that can serve firms and law schools in developing lawyer or student talent. After presenting key strategies that influence successful collaborations, firm teams will moderate small group discussions that will guide you in identifying the strategies that will work best, the key players to

include, and what are and how to overcome obstacles for successful implementation.

Constance Elaine Arabatzis, Diversity/Pro Bono Counsel, Dickstein Shapiro, Moderator

Brenna DeVaney, Pro Bono Counsel, Skadden, Arps, Slate, Meagher & Flom, LLP

Arlene Rivera Finkelstein, Assistant Dean and Executive Director of the Toll Public Interest Center, University of Pennsylvania Law School

Patricia Harris, Chief Talent Officer, Vinson & Elkins

Ellyn Haikin Josef, Pro Bono Counsel, Vinson & Elkins

Jennifer Pangione, Professional Development, Skadden, Arps, Slate, Meagher & Flom, LLP

9:30 - 10:45 am — Room 13

Implementing a Successful Legal Project Management System



Lawyer Professional Development & Management

Clients have asked law firms to more efficiently and effectively deliver legal services. Legal Project Management (LPM) has evolved as firms address changing client demands and expectations, which have caused increased competition for legal work and changed the profit equation in law firms. Panelists from leading law firms will discuss the evolution of Project Management initiatives, what Project Management 2.0 looks like for firms that have already started their efforts, how LPM administrators get control of data, and how to turn that data into information so firms can make better pricing and management decisions.

Joan Newman, Founder, Joan Newman & Associates, Moderator

Kim R. Craig, Director, Legal Project Management Office, Seyfarth Shaw LLP

Colleen Nihill, Firm Wide Director of Project Management, Dechert LLP

Sheri Palomaki, Director of Practice Management, Sutherland

9:30 - 10:45 am — Room 15

New and Alternate Career Models for Lawyers: Implications for Law Firms and Career Services Offices



Career Paths & Legal Economy

In recent years, many firms have created within their organizations alternate track positions and programs for lawyers, and more firms are considering whether to do so. NALP's New Career Models Task Force has spent the past year exploring the benefits, challenges, structures, and implications of alternate staffing models within firms. During this session, Task Force members will share information on the current state of alternate staffing models, how law firms can best incorporate and integrate alternate track positions into their organizations, and how career services offices can better prepare students and graduates for finding, getting hired into, and succeeding in these new positions.

Elizabeth Armour, Director of Employer Relations, Suffolk University Law School, Moderator

William A. Chamberlain, Dean of Law Career Services, DePaul University College of Law

Sonia Menon, Chief Talent Officer, Neal, Gerber & Eisenberg LLP

Carrie Weintraub, Chief Professional Development & Recruiting Officer, Holland & Knight LLP

9:30 - 10:45 am — Rooms 20/21

Re-Tooling the Traditional Recruiting Model: Break into a Cycle That Works!



Recruiting

"New" is no longer taboo! Many successful law firms are now able and willing to chart a new course when it comes to recruiting and retaining lawyers. Especially for small and mid-sized firms, why follow BigLaw when you can be a leader instead? This program will explore alternatives to the traditional summer associate and OCI model and discuss outcomes for your department – and your firm as a whole – as well as how you can maintain relationships with your favorite career services departments.

Kimberly Dunn Jones, Attorney Recruiting and Development Coordinator, BuckleySandler LLP

Kathleen Pearson, Director of Administration, Pillsbury Winthrop Shaw Pittman LLP

9:30 - 10:45 am — Room 12

Thinking Big Picture: Counseling 2Ls and 3Ls to Think Strategically About Life After Law School



Counseling & Law Student Professional Development

Thinking big picture about where to take their legal career is typically not a strength of law students. Yet lawyers undertaking a career transition often wish they assessed their talents and life goals during law school. This program will show career counselors how to galvanize law students to engage in meaningful assessment in this unstable economy. We will review case studies to show that healthy careers often require planning that looks beyond the first job out of law school and that incorporate life choices as well as career choices. Finally, we will address the role assessment tests can play in mitigating early career derailment.

Courtney Fitzgibbons, Associate Director, Office of Career Services, New York Law School

Diane Costigan, CEO & President, The Shannon Group

9:30 - 10:45 am — Room 23

Write-Brained Notions in a Left-Brained World



Member Professional Development

Writing, like public speaking, can be an innate talent, but everyone can learn, practice, and improve the skills required to produce good written communication. One of the hallmarks of professionalism is good writing skills. If you want to be a better professional, you should want to improve how you present yourself via the written word. Passionate about language and writing skills, our speaker will share her observations, her biases, her style preferences, and just a few immutable laws of grammar that she's picked up along the path of many decades of writing and editing. Her love of the written word will be obvious as she moves through a fast-paced lesson plan aimed at perfecting our writing skills. Her mission is to persuade you to become an artist with your written word – let that creative right brain work in harmony with the grammar police who live in your left brain, and watch the magic happen.

Randi Mayes, Executive Director, ILTA (International Legal Technology Association)

10:45 - 11:15 am — Ballroom A/B

Break

10:45 - 11:15 am — Room 1/2

Exhibitor Classroom Presentation

12Twenty will be doing a presentation in the exhibitor classroom. All interested persons are invited to attend.

CONCURRENT SESSIONS

11:15 am - 12:30 pm — Room 13

Building Better Women's Initiatives: Strategies, Tools, and Information to Move Your Firm Forward



Diversity and Inclusion

Many firms are analyzing their practices and business models to respond to the changing marketplace and client demands, including a renewed focus on structured women's initiatives. Many PD professionals are asked to create these programs and generate support. Come learn from the hard-won experience of others in converting theory into practice. Whether you are charged with building a women's initiative from scratch or revitalizing an existing program that has not delivered the desired results, this discussion will help you develop a fresh, more effective approach and learn from what has not worked well in various settings.

Jeanne M. Picht, Director of Strategic Talent Management, Lawyer Metrics LLC, Moderator

Karen Kahn, Managing Partner, Threshold Advisors, LLC

Sonia Menon, Chief Talent Officer, Neal, Gerber & Eisenberg, LLP

Jane Pigott, Managing Director, R3 Group LLC

11:15 am - 12:30 pm — Room 25

Combatting Survey Fatigue — Vault, Chambers, and AmLaw, Oh My!



Management & Recruiting

There are more surveys and RFPs than ever before that require our attention, often on a very quick turnaround and with competing deadlines. Learn from pros how to create time-saving systems and timelines, how to work with other departments in your organization to maximize their assistance, how to strategically use survey results as a catalyst for change in your firm, and how to raise your profile with firm management in the process.

Lynn Herron, Associate Recruitment Manager, Hogan Lovells US LLP

Irena McGrath, Chief Associate Recruitment Officer, Hogan Lovells US LLP

Molly Remes, Director of Diversity Programs, McGuireWoods LLP

11:15 am - 12:30 pm — Rooms 18/19

Don't Hit the Snooze Button: How to Deliver Exceptional CLE Programs to Your Lawyers



Lawyer Professional Development

Lawyer professional development programs are anchored by the need to deliver effective training programs to lawyers across a broad spectrum of experience levels and skills. In addition, your law firm wants the professional development department to provide sufficient lawyer training programs to meet minimum CLE credit requirements. How do you accomplish these goals and deliver smart, effective, and educational programming to all lawyers at your organization? A team of experts will discuss best practices for designing all-lawyer programming, including leveraging associates to enhance their own professional development by delivering CLE programs in-house, incorporating the best of adult learning ideas, the use of video, on-demand learning, and other delivery methods, and a round-up of the best "winners" for CLE programming within their organizations. Panelists will also discuss ways to leverage your CLE programming for business development.

JeanMarie Campbell, Client Relations Executive, Ropes & Gray LLP

Heather Edes, Director of Professional Development, Sullivan & Worcester LLP

Jessica Salvaterra Grondine, Attorney Development and HR Policy Manager, Arent Fox LLP

11:15 am - 12:30 pm — Room 12

Establishing Credibility Through Personal Branding



CSO Administration

As career services professionals, we spend countless hours marketing our students and schools to employers, but how much time do we spend marketing ourselves and our offices within our schools? A reputation for professionalism and expertise is critical to establishing credibility with the CSO's various constituencies. From social media to written and oral communication, to manner of dress, there are myriad ways for CSO professionals to establish, maintain, or improve our office's reputation among students, alumni, and faculty. This program will provide participants with the tools to assess their office's reputation or brand, to develop or refine a personal brand, and to communicate their brand with various audiences.

Michelle Jackson, Director of Career Services and Adjunct Professor of Law, Southern University Law Center

Hope Martin, Director of Career Services, Walter F. George School of Law, Mercer University

Victor Massaglia, Career Counselor, University of Minnesota Law School

Layke Stolberg, Director of Career Services, William S. Boyd School of Law, University of Nevada, Las Vegas

11:15 am - 12:30 pm — Room 24

From Burned Out to Fired Up



Member Professional Development

Increased demands can lead to stress and burnout for even the most effective professionals. This interactive session draws on ground-breaking research in neuroscience to provide insights on how to build resilience in the face of constant challenges, increase productivity, improve well-being, and develop a highly motivated workforce. Participants will uncover the values that propel and guide them, enabling them to focus on what really matters. Personal values selected in the exercise become a touchstone to revisit when challenges are overwhelming. Leaders learn to align work effort with personal motivations, thus reducing stress and increasing engagement for themselves and their teams. Through facilitated, small group discussions, participants will explore how to implement these practices in ways that make sense for their organizations, and how to utilize “burnout busters” to energize staff and decrease the toll of ongoing adversity. **This session will not be recorded.**

Jessica G. Hartung, Founder and CEO, Integrated Work

11:15 am - 12:30 pm — Room 15

It's a Small World After All



Recruiting

Thirty-five percent of law school graduates secure employment with small and mid-sized law firms. Even so, small and mid-sized firms continue to compete with large firms for top talent. This session will provide strategies and demonstrated success for small and mid-sized law firms to attract and hire top legal talent. Firms in small markets and mid-size firms in large markets will also benefit from these strategies. Participants will walk away with creative ways to stand out, differentiate, and market your small or mid-sized firm, enabling you to close the deal with the talent you want.

Holly L. Barocio, Professional Recruitment Manager, Neal, Gerber & Eisenberg LLP

Joni L. Peet, Manager of Legal Recruitment and Marketing Events Specialist, Richards, Layton & Finger, P.A.

Anna Friesenhahn Whitener, Attorney Recruiting Manager, Cox Smith Matthews Incorporated

11:15 am - 12:30 pm — Room 16

Lateral Partner Integration: Avoiding the Crash and Burn



Lateral Recruiting and Hiring

The “crash and burn” metaphor is commonly used to describe failed lateral partner hiring and integration experiences. Today, law firms that seek to hire and successfully retain lateral partners must proactively design integration plans that leave little room for failure and serve ideally as the metric of a newly hired partner’s success. But what do those integration plans look like? Presenters will provide an overview of the hiring process and then delve practically into the mechanics of a lateral partner’s integration into the law firm as a whole, across different practice areas and offices.

Linda L. Fleming, Shareholder, Carlton Fields, P.A.

Sang J. Lee, Esq., Managing Partner, SJL Attorney Search, LLC

Tina F. Metis, Esq., Director of Attorney Recruiting, O'Melveny & Myers LLP

11:15 am - 12:30 pm — Room 10

NALPconnect at 12 Months — How It's Been Used Best and How You Can Use It Better



Technology & Member Professional Development

Aimed at everyone from new users to those who have used NALPconnect since its inception, this program will provide tips on making the most out of this professional community and offer advice on what to avoid. We will highlight specific successes by NALP members and new features that you can use to get more out of NALPconnect. The program will conclude with a brainstorming session on great ideas that have worked for members of the audience, and we will also create a wish list for what members wish NALPconnect could do.

John Chen, Communications & Marketing Manager, NALP

Nicole Oddo, Legal Recruitment and Professional Development Administrator, Ballard Spahr LLP

Stephanie Powell, Assistant Dean for Career Services, Mercer University School of Law

11:15 am - 12:30 pm — Room 23

Practice Group Management in Today’s Legal Economy: Setting Up and Maintaining Staffing and Assignment Systems



Lawyer Professional Development & Management

PD professionals are being asked to become more active in managing lawyer resources by taking a greater hand in staffing and assignments. This presents an opportunity to take a central role in helping associates develop. The presenters will share their experience in managing the staffing process in a variety of different practice groups. Participants will leave this program with concrete steps to take to implement a staffing program, methods to gain the ongoing support of partners and associates, and an understanding of how effective management of assignments can impact lawyer career development, diversity objectives, and practice management.

Douglas Ebeling, J.D., M.B.A., Manager of Professional Development, Litigation, Cadwalader, Wickersham & Taft LLP

Aisha Greene, J.D., Manager of Professional Development, Corporate, Cadwalader, Wickersham & Taft LLP

Milana Hogan, M.S.Ed, Director of Associate Development & Deputy Director of Recruiting, Sullivan & Cromwell, LLP

11:15 am - 12:30 pm — Room 14

Public Interest Hot Topics: What’s Boiling Over?



Hot Topics & Public Service

This interactive session facilitated by seasoned professionals will provide public interest professionals with an opportunity to discuss topics of common concern. Likely topics will include campus programming, current hiring trends, the latest ABA accreditation issues, and any hot topics that are raised earlier in the conference. Attendees are encouraged to bring their ideas, questions, or concerns, as well as to add a topic or their perspective on issues raised.

Sue McAvoy, Director/Public Interest Advisor, Emory University School of Law

Alisa Rosales, Director, Public Service Law & Career Services, DePaul University College of Law

Rachel Kronick Rothbart, Assistant Director, University of Southern California

11:15 am - 12:30 pm — Room 11

“So, What Do You Do?”: Perfect Your Elevator Pitch!



Member Professional Development

After this session you will never again hesitate or feel as if you want to run and hide when asked the question, “So, what do you do?” Learn how to create your unique elevator pitch, which is an expression of who you are, what makes you stand out, and why others will want to work with you. Discover what your “Unique Selling Proposition” is, what your brand touch points are, and how to convey what you do in a way that grabs people’s attention and makes them want to know more. Learn how to tailor your elevator pitch to different recipients and situations.

Lisa Montanaro, Productivity Consultant, Success Coach, Business Strategist, Speaker, Author, LM Organizing Solutions, LLC

11:15 am - 12:30 pm — Rooms 20/21

“Tell Me About a Time You ...” – Preparing Students for Behavioral Interview Questions



Counseling & Law Student Professional Development

As more firms and public interest employers utilize behavioral interviewing methods in their recruiting, students must be prepared for this interview method. This means career services staff must tweak existing mock interview programs to include questions designed to elicit how students have performed in specific situations and must be able to provide feedback to students on their answers. This panel will explore the growing trend of behavioral interviewing, common behavior patterns different employers hope to learn through behavioral interview questions, common questions employers ask to elicit behaviors, and how career services offices can provide meaningful mock interviews and feedback.

Adrienne Allison, Public Interest Career Counselor, University of North Carolina School of Law, Moderator

Amee McKim, Director of Legal Recruitment, Duane Morris LLP

Rachel Peckerman, Associate Director, Public Interest Law Center, NYU School of Law

11:15 am - 12:30 pm — Room 22

Zen Master: Making the Case for Wellness Topics in PD Programming



Lawyer Professional Development & Law Student Professional Development

Stress has a tremendous impact on our lives and can negatively affect the productivity and well-being of our law students and lawyers. Stress can lead to poor decision-making and costly mistakes. During this interactive, experiential learning program we will explore the intersection of professional development and wellness topics, including yoga, mindfulness, coaching, and beyond; discuss strategies for making the case for wellness topics in your PD programming; and determine the pros and cons of utilizing metrics to support your efforts. Come and experience an open discussion about wellness as a catalyst for positive change and promoting Zen in your organization.

Jeff Becherer, Assistant Dean of Career Planning, New York Law School, Moderator

Arthur Fama, Assistant Dean for Student Affairs, NYU School of Law

Luevenia Sterling, Associate Director, Professional Development, University of Miami School of Law, Career Development Office

Cheri A. Vaillancour, Chief Professional Development Officer, Fenwick & West LLP

12:30 - 2:00 pm — Ballroom

Networking Lunch

Reconnect with your colleagues and meet new people over lunch.

12:30 - 2:00 pm — Room 22

City Group and Law School Consortia Leaders Lunch

12:30 - 2:00 pm — Rooms 18/19

Public Service Luncheon

Join NALP's Public Service Section for lunch. Our speaker will be Adriana Dinis, a staff attorney with the GLS CHILD project of Gulfcoast Legal Services, a regional nonprofit organization. GLS CHILD (Children's Immigration Legal Defense) represents undocumented immigrant children who have been abused, abandoned, or neglected by their parents and/or caretakers either in their home country or in the United States, as well as victims of violent crimes and/or human trafficking.

1:15 - 2:00 pm — Room 1/2

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

2:00 - 3:15 pm — Room 12

Alternative Careers for Counselors Who Don't Have a "Secret Job Drawer"



Career Paths & Counseling

Every student or alum who says "I want an alternative career" wants a concrete answer and a job posting – right now. Although this is impossible to provide in an instant, counselors willingly dive in to give guidance and advice. This program provides strategies for one-on-one conversations and a blueprint for a stand-alone presentation. It distinguishes "nontraditional" and "alternative" careers, explains why a law-trained person is a good hire (necessary for candidates to explain during their interviews), points out impediments to getting hired, offers strategies for overcoming those obstacles, and defines "frozen moment," as well as noting how to manage it.

Susan Gainen, Principal, Pass the Baton LLC

2:00 - 3:15 pm — Room 15

America's Got Talent! But How Do You Find It?



Lateral Recruiting and Hiring

The lateral market is HOT, HOT, HOT, and the pressure is on to fill positions quickly. As recruitment professionals, we are tasked with sourcing the best candidates as efficiently as possible, and good financial stewardship is a necessary part of this process. While the match-making skills of search firms are necessary for many hard-to-fill positions, there are many other resources for identifying and attracting talent. We invite you to join us for an informative review and discussion of the many alternate sources for finding top lateral lawyers.

Mieko Rechka, Legal Recruiting Manager, Sidley Austin LLP

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

2:00 - 3:15 pm — Room 22

Career Counseling and the Mentally Ill: A Guide for NALP Members Without Backgrounds in Mental Health



Counseling

Most NALP members are not credentialed therapists or counselors. Yet we will inevitably encounter law students and lawyers suffering from mental illnesses such as depression, personality disorders, and substance abuse. This population may also be affected by underlying conditions such as Asperger's Syndrome that make counseling more difficult. An eminent psychiatrist and an experienced NALP counselor will offer insights into how those of us without professional training can offer effective career counseling to those who may have a mental illness.

- Hanna Stotland, Associate Director, Center for Career Strategy and Advancement, Northwestern University School of Law, Moderator*
- William A. Chamberlain, Dean of Law Career Services, DePaul University College of Law*
- Nada Stotland, Past President, American Psychiatric Association; Professor of Psychiatry, Rush Medical College, Chicago IL*

2:00 - 3:15 pm — Room 10

Caught Between a Clerkship and a Hard Place: Guiding Clerkship Candidates in a Down Economy



Judicial Clerkships

In today's economy top students struggle between accepting an offer from the firm of their dreams and applying for a post-graduate clerkship. Similarly, more alumni are being sought by judges for clerkship positions but are worried they will step off the partner track, or not have a place to return to, if they accept. Students and alumni also worry that a post-graduate clerkship may not have the same professional cachet that it once did if they are left without an offer when they take a clerkship. We will create a dialogue on how to advise students and alumni on their decision to pursue a clerkship. Both school and firm viewpoints will be represented, including a firm professional development director who will discuss how to off-ramp and on-ramp associates who want to experience a clerkship, and a law firm hiring director who will speak about how summer associates and associates can raise the question appropriately.

- Pascale Bishop, Director, Center for Career Strategy and Advancement, Northwestern University School of Law*
- Ben Litman, Legal Recruiting Coordinator, Jenner & Block LLP*

2:00 - 3:15 pm — Rooms 20/21

Getting Them to Know, Like, and Trust You: Building Student Support for Your CSO Through Student Involvement Initiatives



CSO Administration

Student support is vital to the success of any CSO. From encouraging classmates to attend career programs to convincing their peers to take advantage of the services your office provides, students can enhance the CSO's reputation and credibility. Using case studies to show how student involvement initiatives naturally build support for the CSO, peer institutions will share ideas to improve commonly attempted initiatives, such as student advisory boards; explain the step by step process of developing initiatives from the beginning; and illustrate how CSOs can utilize student involvement initiatives, once developed, to expand the CSO's reach.

- Stephanie Powell, Assistant Dean for Career Services, Mercer University School of Law, Moderator*
- Sarah Bennah, Associate Director of Career Services, Emory University School of Law*
- Jenny Redix Jordan, Director of Career Services, University of Missouri-Kansas City School of Law*
- Markeisha Miner, Assistant Dean, Career Services and Outreach, University of Detroit Mercy School of Law*
- Jennifer Zwagerman, Director of Career Development, Drake University School of Law*

2:00 - 3:15 pm — Rooms 18/19

Having It All: Balancing Work and Family/Parenting and Working 24/7



Member Professional Development

Having difficulty finding a balance between work and family? This program will discuss the challenges of being a working parent, responding to both family responsibilities and professional demands. Additionally, caring for aging parents or relatives is a new reality many of us face. Whether you are caring for a child or a parent, you are caught between two worlds and the pressure of staying on top of things can be overwhelming. Panelists will discuss how to successfully navigate the leave of absence process for children (biological or adopted), maximize your benefits, utilize helpful resources, and draft a flexible or part-time plan for returning to work.

- Michele Ward, Attorney Resources & Recruitment Manager, Winston & Strawn LLP, Moderator*
- Mike Gotham, Director of Attorney Recruiting and Retention, Perkins Coie LLP*
- Stacey M. Kielbasa, Director of Professional Development, Attorney Recruitment, and Diversity, Chapman and Cutler LLP*
- Malini Nangia, Director of Career Services, UCLA School of Law*

2:00 - 3:15 pm — Room 25

Increasing Lawyer Resilience: New Remedies from the Front Lines



Lawyer Professional Development

Rapid change and uncertainty are causing measurable fallout in law firms in terms of increased health claims, increased professional liability claims, and reports of greater stress among lawyers. This program will waste little time identifying the problem; instead it will focus on new, research-based methods to increase lawyer resilience that have been proven in the workplace.

Paula Davis-Laack, JD, MAPP, Principal, LawyerStrong
Larry Richard, JD, PhD, Principal, LawyerStrong
David Shearon, JD, MAPP, Principal, LawyerStrong
Scott Westfahl, Director of Professional Development, Goodwin Procter LLP

2:00 - 3:15 pm — Room 14

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



Management

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

Kay Nash, Chief Professional Development and Attorney Recruiting Officer, Wiley Rein LLP
Jennifer Queen, Chief Professional Development and Recruiting Officer, McKenna Long & Aldridge LLP

2:00 - 3:15 pm — Room 13

Practical Training: How to Better Prepare Students and First-Year Associates to Hit the Ground Running



Lawyer Professional Development & Law Student Professional Development

With clients continuing to push back on paying for untrained junior associates, firms are expecting their first-year associates to be better trained upon arrival and to get up to speed more quickly once at the firm. This panel will discuss ways that law firm professional development managers and career services office professionals can implement programs, using their firm's or school's competency or skills-based framework, that offer students or incoming associates practical training on substantive legal issues necessary to practice in the real world. These skills will allow students or new associates to be well on their way to being productive and profitable members of a firm from day one.

Chris Lafferty, Head of Legal Education and Training Programs, Practical Law Company, Moderator
Susan Fine, Director of Professional Development, The George Washington University Law School
Serena Josephs, Attorney Professional Development Specialist, Greenberg Traurig, LLP
Adriane Kyropoulos, Manager of Employment and Human Resources, Practical Law Company

2:00 - 3:15 pm — Room 16

Pro Bono Required! The Ins and Outs of New York State's Pro Bono Requirement



Public Service

This program will discuss the New York State pro bono requirements and steps law schools and law firms are taking to effectuate those requirements from the perspectives of in-state schools, out-of-state schools, law firms, and legal services. Topics to be discussed will include what constitutes pro bono; programs the judiciary, law schools, and law firms are developing to help students meet the requirements; and issues for LLMs and out-of-state law students, as well as for evening students.

Kim Bart, Assistant Dean of Public Interest and Pro Bono, Duke University School of Law
Joseph Genova, Partner, Director of Public Service, Milbank, Tweed, Hadley & McCloy LLP
Thomas Maligno, Executive Director of the William Randolph Hearst Public Advocacy Center and Director of Public Service, Touro College Jacob D. Fuchsberg Law Center
Professor Lawrence Rafal, Director, New York State Pro Bono Initiative
Danielle Sorken, Associate Director of Public Service Programs, Brooklyn Law School

2:00 - 3:15 pm — Room 11

Resume Drafting and Review for International Students



Counseling & Recruiting

This program will cover resume drafting and review for international students from the perspective of both the career counselor and the law firm recruiter. On the career counselor side, we will discuss effective methods for teaching U.S.-style resume writing to foreign students, and will address challenges in translating foreign experiences and credentials into terms that are comprehensible to domestic recruiters. On the recruiting side, we will discuss interpreting foreign credentials and best practices for reviewing resumes of foreign candidates.

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

Kandice Thorn, Director of International and Non-J.D. Programs, Fordham University School of Law

2:00 - 3:15 pm — Room 23

Sponsorship Programs: An Effective Advancement Strategy for Women or a Waste of Time?



Diversity and Inclusion

Women undeniably need sponsors to advance but have trouble finding them. To remedy this situation, many firms are starting sponsorship programs that match women with partners who agree to serve as sponsors. These programs sound promising, but many will likely fail because good intentions may be thwarted by the underlying culture, structure, and work conditions of law firms. If your firm is considering a sponsorship program, this session will help you decide if such a program can work in your firm, identify the requirements necessary to make it work, and present alternative approaches to help women advance.

Ida Abbott, President, Ida Abbott Consulting LLC
Genhi Givings Bailey, Director, Diversity & Inclusion, DLA Piper LLP

2:00 - 3:15 pm — Room 24

Unique Training Needs for International Offices



Lawyer Professional Development

Now that you've developed a comprehensive professional development program for the associates in your own country, it is time to turn your attention to the global needs of your law firm. Associates in international offices need the attention and focus of your professional development efforts, but how do you discover their unique needs, develop a suitable professional development program, and deliver something to meet the firm's goals? Three experts on this topic will discuss how to implement training and other initiatives to build skills, increase retention, and enhance firm culture.

Ross Guberman, President, Legal Writing Pro

Tony King, Director, Clifford Chance Academy, Clifford Chance LLP

3:00 - 3:45 pm — Room 1/2

Exhibitor Classroom Presentation

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

3:15 - 4:30 pm — Ballroom A/B

Sundae Celebration and Prize Drawings in the Resource Center

Enjoy ice cream sundaes and networking while visiting with our exhibitors. NALP and exhibitor prize drawings will be held at this time.

4:45 - 6:00 pm

Section/Group Meetings

The following groups will meet from 4:45 - 6:00 pm. For a description of these groups, see the tabbed "NALP Sections/Committees" section of this manual.

Sections open to all members:

- Experienced Professionals Section – Rooms 18/19
- International & Advanced Degree Advising & Recruiting Section – Room 12
- Law School Alumni Career Services Section – Room 14
- Legal Employer Alumni Relations Section – Room 15
- Public Service Section – Rooms 20/21

Appointed or elected groups:

- 2014 Annual Education Conference Planning Work Group – Room 13
- New Career Models Task Force – Room 16
- Website Redesign Work Group – Room 22

5:00 - 6:00 pm — Marriott Florida Salons 1-5

Yoga

Join your colleagues for a yoga session led by Arthur Fama.

9:00 pm - 1:00 am — Splitsville

Note: Shuttle service will run every 15 minutes from the Marriott and Westin to Splitsville, which is also within walking distance.

Late Night Event

Join us at Splitsville, which is in the Channelside area on the waterfront, for a night of games, fun, and music. This event will feature bowling, billiards, karaoke, a DJ, and great food. There will be something for everyone at this fun event! (*Guest tickets will be available.*)



ATTORNEY SEARCH
CONSULTANTS

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

Friday, April 26

6:30 - 7:30 am – Marriott Florida Salons 1-5

Yoga

Join your colleagues for a yoga session led by Arthur Fama.

7:30 am - 5:00 pm — Ballroom Foyer

Registration Open

7:30 - 9:00 am — Ballroom A/B

Continental Breakfast & Coffee Service

8:00 - 9:00 am — Room 16

ABA Update with Q&A

Scott Norberg, the Deputy Consultant to the ABA's Council of the Section of Legal Education and Admission to the Bar, will provide an update on changes being implemented and recommended by the Standards Review Committee and the Data Policy and Collection Committee (formerly the Questionnaire Committee), focusing in particular on matters directly relevant to law school career services offices, including law school graduate employment outcomes data collection and reporting. Mr. Norberg will also take questions and welcomes feedback and suggestions about the Standards Review and Data Policy processes.

*Scott Norberg, Deputy Consultant to the ABA Section of
Legal Education and Admission to the Bar*

9:00 - 10:15 am — Ballroom C/D

PLENARY

Legal Careers in the Global Age of More-for-Less

Plenary speaker David Wilkins is a leading expert on globalization and its impact on the legal profession. Professor Wilkins is the Vice Dean for Global Initiatives on the Legal Profession, the Lester Kissel Professor of Law, and the Faculty Director of the Program on the Legal Profession at Harvard Law School. He has written extensively on the legal profession in leading scholarly journals and the popular press and is a frequent speaker at academic institutions and conferences, bar organizations, and law firms and other professional service organizations in the United States and around the world. In this presentation Professor Wilkins will share his insights about the key forces transforming the market for legal services – globalization, technology, and the growing interdependence of law, business, and government – and will examine how these forces are likely to reshape legal careers in the coming decades.

*David B. Wilkins, Vice Dean, Global Initiatives on the Legal
Profession; Director, Program on the Legal Profession,
Lester Kissel Professor of Law, Harvard Law School*

10:15 - 10:45 am — Ballroom Foyer

Break**CONCURRENT SESSIONS**

10:45 am - 12:00 pm — Rooms 18/19

Add Strategic Value in Your Organization by Developing a Profitability Mindset**Management & Member Professional Development**

To be a strategic partner to law firm management today, it is not enough to have only a basic understanding of a law firm's business model. You need to understand the numbers that matter. Join us for this interactive and educational session to learn about the key financial drivers in a law firm including primary performance levers; the peculiarities of law firm economics, including capital structure, cash versus accrual accounting, and types of entities; and how to conduct a profitability analysis. We will also discuss how to create a win-win situation for your partners and their clients by enhancing efficiency through cost containment, innovation, and diversity in staffing matters across offices.

Thomas Grewe, Chief Legal Recruiting & Development Officer, Bryan Cave LLP

Sonia Menon, Chief Talent Officer, Neal, Gerber & Eisenberg LLP

10:45 am - 12:00 pm — Room 22

Best Practices in Advising on Careers in International Law**Counseling & Career Paths**

This session will provide information and tools to effectively counsel law students and alumni who want to practice in any aspect of law that reaches beyond national borders, including best practices on how to tap into your international JD/foreign-trained LLM population to help advise students and what experiences, background, courses, and other credentials are attractive to employers that have an international law practice, global presence, or provide opportunities for American lawyers to practice abroad. We will also discuss ideas for programs jointly sponsored by a CSO and student organizations (e.g., International Law Society) and for outside speakers, and we will list key points that American students should be aware of when hoping to work overseas, such as visa issues, language requirements, CVs versus resumes, networking conventions, and housing considerations, among other things.

Jessica Richman Dworkin, Assistant Dean Graduate & International Programs, The Ohio State University Moritz College of Law

Georgia Emery Gray, Director of Legal Personnel and Recruiting, Washington Office, Cleary Gottlieb Steen & Hamilton LLP

Adriana Vito, Associate Dean of Students, University of Virginia

10:45 am - 12:00 pm — Room 23

Everything You Wanted to Know About Antitrust Law . . . But Were Afraid to Ask**Management & Recruiting**

Just what are we allowed to ask our peers at other firms without invoking a warning that we may be violating the antitrust laws? As professionals working in law firms, we ought to have a basic understanding of antitrust law. Experienced antitrust lawyers will provide an overview of antitrust law and tell us just what we are permitted to ask and how.

Molly Peckman, Director of Professional Development, Dechert LLP, Moderator

Paul Friedman, Managing Partner, Washington, DC Office, Dechert LLP

David Stanoch, Associate, Antitrust Practice Group, Dechert LLP

10:45 am - 12:00 pm — Room 12

Hot Topics in PD – The Times They Are Still a-Changin’**Hot Topics & Lawyer Professional Development & Law Student Professional Development**

For those in PD, the legal marketplace changed dramatically during the recession. These changes played out on both the law firm and law school side of the PD table. This open forum will provide an opportunity to discuss the positive and negative aspects of the changes in PD we are witnessing. Be a part of an honest conversation about what is working in the world of PD from both a law firm and law school perspective and what will continue to present challenges and opportunities in our industry. Topics will include the need to have entry-level associates hit the ground running, law firm expectations of entry-level associates, the challenge of curriculum changes in law schools, providing 3Ls with hands-on experience, and collaboration efforts between law schools and law firms.

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

Emmy Berning, Associate Director of Professional Development, Georgetown University Law Center

Andy Hales, Director of Professional Development, Venable LLP

10:45 am - 12:00 pm — Room 13

Let's Talk About It: Hot Topics in the World of Judicial Clerkships



Hot Topics & Judicial Clerkships

The path to judicial clerkships has never been more competitive for applicants – or challenging for career services offices! The Federal Law Clerk Hiring Plan and OSCAR are undergoing changes. Students are clamoring for information, and alumni continue to apply at a strong pace. State court deadlines come throughout the year, and often when we least expect them. The Judicial Clerkship Section will host this Hot Topics session as a forum to discuss these issues and more. Come and exchange information with your colleagues, ask questions, and debate best practices. It has been a lively year – let's come together to both debrief and look ahead.

Melissa Lennon, Assistant Dean, Office of Career Planning, Temple University Beasley School of Law
Amy Perez, Director of Judicial Clerkships, University of Miami School of Law

10:45 am - 12:00 pm — Rooms 20/21

Lights! Camera! Traction! Seven Stellar Strategies to Help Your PowerPoint Resonate with Audiences



Member Professional Development & Technology

Love it or hate it, PowerPoint is here to stay. Unfortunately, 99% of all PowerPoint presentations are painfully boring and grossly ineffective, but they don't have to be. This high-energy, interactive session demystifies the real power behind PowerPoint and shows you how to harness it. Drawing on the latest psychological research and adult learning insights, you will discover how anyone can create and deliver world-class PowerPoint presentations that get results. And, you'll leave with at least seven concrete strategies you can apply immediately. ***This session will not be recorded.***

Steve Hughes, President, Hit Your Stride, LLC

10:45 am - 12:00 pm — Room 15

Looking Beyond Summer Events: Training Curriculum for Your Summer Program



Recruiting & Lawyer Professional Development

Firms are now focusing on developing their associates through implementation of core curriculum and competency models, and summer programs are no longer just about planning fun events. This program will provide insight as to how firms can start the development process early with summer associates by developing a training curriculum specifically for their summer program. Presenters will discuss what to consider when developing and implementing a curriculum and putting a focus on three main areas: soft skills, core training, and practice group development. Examples of possible presentation topics will be provided for each area, as well as tips for success.

Dyana Pinkerton Barninger, Associate Director of Legal Recruitment and Development, K&L Gates LLP
Celeste Herrera, Legal Recruitment and Development Regional Manager, Bell, Boyd & Lloyd LLC
Lauren Marsh, Attorney Recruiting & Development Manager, Akin Gump Strauss Hauer & Feld LLP
Amy Pretty, Attorney Recruiting Manager, McGuireWoods LLP

10:45 am - 12:00 pm — Room 14

New Ways to Work in Traditional Law Firms



Management & Legal Economy

"New model" law firms are operating on a nontraditional economic model, which may include fixed fee and project-based billing, no office space, and disaggregation of work. "Traditional" law firms are also taking some of these new model ideas to create new career tracks and client-service options in their firms. This session will explore what BigLaw is doing to adapt in this new market by offering alternative ways to work and bundle services. Topics include recruiting, career paths, the impact on the retention and advancement of women, and best practices for establishing these programs within traditional law firms.

Karen Herz, Senior Director of Attorney Development and Recruitment, Littler Mendelson
Manar Morales, President & CEO, The Diversity & Flexibility Alliance

10:45 am - 12:00 pm — Room 24

Small Firm Outreach from the Employer's Perspective: Best Practices for Identifying Job Opportunities



CSO Administration

With the number of small firm placements continuing to rise, it is critical that CSOs incorporate external as well as internal outreach strategies to capture all available opportunities. This program will offer recruiting tips from the small firm employer's perspective and answer important questions, such as whether CSO cold calls are an effective outreach mechanism, preferences in marketing material, and recommended methods for CSOs to foster interactions with small firm employers. Information will be shared by employer panelists and also in the form of recorded video testimonials from various small firm lawyers before shifting to a focus on how to develop an effective outreach strategy.

Linda Calvert Hanson, Director, Center for Professionalism, The Florida Bar

Kevin D. Johnson, Partner, Thompson, Sizemore, Gonzalez & Hearing

Samantha Williams, Director of Employer Relations, Sandra Day O'Connor College of Law at Arizona State University

10:45 am - 12:00 pm — Room 25

Social Networking for the Networker: Using Social Media to Expand Your Employer Outreach



Technology & CSO Administration

Do your outreach efforts consist of personal meetings, events, and marketing materials, or have you harnessed the power of social media to increase your buzz? The level of success and the pace by which an office can develop its presence to connect students, alumni, and employers is affected by its establishment on social media platforms like Facebook, Twitter, and LinkedIn. This program will focus on developing an effective outreach plan integrating these communication channels. We will discuss the different platforms and their effective use to develop and increase your outreach.

Michael Ende, Assistant Dean for Career Services, Maurice A. Deane School of Law at Hofstra University
Vicki Huebner, Assistant Dean for Law Career Services, Santa Clara University School of Law

10:45 am - 12:00 pm — Room 11

Staying in Touch: Balancing Data Collection and Recent Alumni Counseling Nine Months Out



Counseling & CSO Administration

Heightened attention to post-graduate employment statistics and reporting requirements often make the nine months following graduation a trying time for law school career counselors. We must collect data from graduates who are harder to access once they've finished school, and who may question our motives and be resistant to giving us needed information. This program supplements the *NALP Best Practices Guide for Managing Law School Employment Outcomes* and addresses ways counselors and law schools can lay the groundwork for maintaining positive relationships with recent graduates; implement best practices to overcome specific challenges in data collection and counseling, including potential approaches tailored to the mindsets of unemployed graduates; and counter stress and fatigue in counselors performing this expanded role.

Julie Anna Alvarez, Director of Alumni Career Services, Benjamin N. Cardozo School of Law

Ellen Ostrow, PhD, PCC, CMC, Lawyers Life Coach LLC

Matthew L. Pascoello, Director of Career Development and Alumni Counseling, American University Washington College of Law

Robert White, Director of Alumni Career Services, University of California, Berkeley School of Law (Boalt Hall)

10:45 am - 12:00 pm — Room 16

The Coming of Age of the Reluctant Leader



Leadership & Management

Firm leadership is changing, and a new generation of firm lawyers is being thrust into leadership and management roles. For managers the challenge is to get consistently good outcomes from their people. We don't always succeed. Who's to blame? Is it the manager? Maybe. Is it the employee? Maybe. Couple this quandary with having to inspire and motivate Millennials when Gen X "leaders" are reluctant to take on the mantle of responsibility for leading others. What will leaders of the near future need to do and how can they be positioned to do well? ***This session will not be recorded.***

Chris De Santis, Principal, CPDeSantis.com

10:45 am - 12:00 pm — Room 10

Visa Update 2013



Counseling & Recruiting

F-1? J-1? OPT? CPT? H1B? Caps? Anyone in the U.S. who works with lawyers in today's global economy faces questions about gaining permission to work in the United States. This program is designed to give employers and law schools an update on common visa questions for summer, post-graduate, and lateral hires. The speakers will provide an overview of visa options and address any recent trends and changes to immigration laws affecting lawyers and law students.

Clara Solomon, Director, Counseling & Career Development, NYU School of Law, Moderator
Scot Silzer, Principal Attorney, SilzerLaw Chartered
Lesley Slater Stumphauer, Legal Recruiting Manager, Freshfields Bruckhaus Deringer

12:15 - 1:45 pm — Ballroom C/D

Business Meeting and Lunch

Members Only (members-only events are open to all employees of NALP member institutions and to affiliate members)

All members are invited to participate in the annual business meeting, which includes elections for 2013 Board positions, and a review of NALP activities from the past year. (*Lunch will be available for nonmember registrants and others in Ballroom A.*)

CONCURRENT SESSIONS

2:00 - 3:15 pm — Room 23

Branching Out: Success Strategies for Opening and Recruiting to Grow a New Office



Recruiting & Management

Whether in a major market like Chicago or a growing market like Houston, law firms are expanding by opening and growing new offices across the country. How does a firm recruit partners to a new office? Integrate lawyers from a firm that has dissolved? Develop an office culture? Integrate the office into the larger firm? Overcome growth plateaus? Our presenters will discuss their experiences with opening and growing a new office and share their experiences and lessons learned.

John Thurmond, Director, Lateral Link Group LLC, Moderator
Debby Caldwell, Director of Attorney Recruitment, Winston & Strawn LLP
Marguerite Durston, Administrator, Attorney Recruitment, Quarles & Brady
Bradley Ritter, Partner, Paul Hastings Janofsky & Walker LLP

2:00 - 3:15 pm — Room 15

Client Development Readiness: Aligning Professional Development and Marketing in a Competitive Market



Lawyer Professional Development

Not long ago, associates who wanted to make partner simply had to deliver quality work and wait five to seven years. Today, associates who want to make partner must create the right network and begin building a book of business. But do they have the right skills to do that? Do the training and development opportunities available align with the firm's marketing strategy and their own marketing plan? Through market research, participants will understand client and firm leadership expectations for client service and development by associates. Attendees will also learn how firms are guiding associates to create "personal marketing plans," and how collaboration with the marketing department to align training and development with associate marketing will maximize the firm's return on investment.

Ross Fishman, CEO, Fishman Marketing
Mark Korf, Director, New Lawyer Development, West LegalEdcenter, Thomson Reuters

2:00 - 3:15 pm — Room 22

Creating Connections, Engagement, and Loyalty with Your Alumni Communities



Lawyer Professional Development & Law Student Professional Development & Management

As the practice of law becomes more global and the movement of human capital more pervasive, organizations must create life-long engagement with their alumni communities. The strategic use of legal content, training, and "know how" materials can enable law schools, law firms, and other organizations to create meaningful connections with their alumni communities. Hear from those who have successfully used content and social technologies to drive business value and ongoing business development. True engagement is created by leveraging technologies with content in a way that provides value to both the alumni and the organization.

Lee Ann Enquist, Vice President, Professional Development, Thomson Reuters, Moderator
Sheri Askinazi, Manager, Global Alumni Program, Shearman & Sterling LLP
Michelle Nash, Senior Vice President, The NALP Foundation

2:00 - 3:15 pm — Rooms 20/21

Law Firm Pro Bono: Working Together to Close the Justice Gap



Public Service & Lawyer Professional Development

This program will introduce various law firm pro bono programs and answer many of the typical questions concerning the development and maintenance of these programs, including why firms engage in pro bono, how pro bono is defined from a law firm perspective, how matters are chosen, the types of matters, issues of supervision and training, and what counts for pro bono credit. Participants will discuss how to move forward in closing the “justice gap,” including how law firms and law schools could collaborate.

Marcia Levy, Associate Dean of Career Services/Professor of Professional Development, Benjamin N. Cardozo School of Law, Moderator

Brenna DeVaney, Pro Bono Counsel, Skadden, Arps, Slate, Meagher & Flom LLP

Arlene Rivera Finkelstein, Assistant Dean and Executive Director, Toll Public Interest Center, University of Pennsylvania Law School

Sharon Katz, Special Counsel for Pro Bono, Davis Polk

2:00 - 3:15 pm — Rooms 18/19

Moving from Mentorship to Sponsorship: The Next Evolution of Supporting Students and Associates



Diversity and Inclusion

Recently we've been hearing that “mentorship” isn't enough to support legal talent, particularly women and diverse lawyers, and that instead we should be focusing on “sponsorship” – career support that goes beyond providing guidance to advocating for the advancement of those with high potential. But what is the actual difference between mentorship and sponsorship, and are there other support strategies that we should be using to develop the students and lawyers who get left behind on the path to partnership? At this interactive workshop, we'll explore what is meant by sponsorship, other emerging leadership strategies, and how these development approaches are key for advancing women and diverse lawyers.

Ritu Bhasin, People Strategist & Diversity Specialist, bhasin consulting inc.

2:00 - 3:15 pm — Room 12

OSCAR (Online System for Clerkship Application and Review) Got a Makeover – Version 7



Judicial Clerkships

In late 2012, the OSCAR website underwent a major redesign with a Version 7 that introduced a brand new look and feel that allows the Administrative Office to provide users with better access to online resources. OSCAR Version 7 also introduces many new enhancements to the law school administrator, applicant, and recommender interfaces. Whether you are new to OSCAR or an advanced user, bring your OSCAR questions for our panelists – from those who designed OSCAR to those who use it. No need to put your phone on mute for this live help desk session.

Susan Staab, Assistant Director of Career Services, The University of Chicago Law School, Moderator

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

Laura Simon, PMP, OSCAR Program Manager, Office of Human Resources, Policy and Strategic Initiatives Office, Administrative Office of the U.S. Courts

2:00 - 3:15 pm — Room 13

Straight from the Horse's Mouth: Pros and Cons of Alternate Track Lawyer Positions



Career Paths & Lawyer Professional Development

Alternate career paths for lawyers have grown in importance as law firms face pressure to control client fees while maximizing profitability and as a generation of lawyers looking for alternatives to traditional partner track positions enters the workforce in greater numbers. This presentation will give participants the opportunity to hear directly from lawyers in these positions about why and how they chose their paths; the benefits and challenges; their levels of job satisfaction; and their perceptions about their career paths. In addition, there will be discussion of how employers hire for these positions and what it takes to land such a job.

Thomas L. Hall, Senior Attorney, Cleary Gottlieb Steen & Hamilton LLP

Linda Jones, Senior Director of Career Services, The Ohio State University Moritz College of Law

Christopher Reynolds, Emerging Companies Career Associate, Orrick Herrington & Sutcliffe LLP

Laura Saklad, Chief Lawyer Development Officer, Orrick Herrington & Sutcliffe LLP

2:00 - 3:15 pm — Room 11

Time Saving Tips: Big Picture Planning and Day-to-Day Details



CSO Administration

We all have limited time and energy. Don't waste yours re-creating a wheel your NALP colleagues have perfected! Come learn how to maximize free or commonly used software, easy-to-use templates, and readily available NALP resources to streamline planning processes, daily tasks, and annual reporting regimens. Brainstorming breakouts will allow you to share your best practices and learn from others. We promise you will leave this program with samples in hand and templates available online so you can save your creativity for developing a great new program!

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

Tammy King, Assistant Dean for Career Development, Creighton University School of Law

Stephanie Richman, Assistant Dean for Career Services, Rutgers School of Law - Newark

2:00 - 3:15 pm — Room 14

Trailblazing: Ten “Award-Winning” Strategies for Charting a Successful and Fulfilling Career



Member Professional Development & Counseling

You might not win a Grammy or an Oscar in this lifetime, but at the conclusion of this session you certainly will want to “thank the Academy” for these useful tips on how to examine (or reexamine!) your career choices and direction. Whether you're just starting out or are a seasoned legal professional, you will depart with concrete tips for charting a career that is both successful and fulfilling. Our panelists also will cover how to directly apply these tips when counseling your law students or lawyers.

Valerie Jackson, Firmwide Director of Diversity and Inclusion, K&L Gates LLP, Moderator

Jason Levin, Owner and Coach, Ready, Set, Launch

Eliza Park Musallam, Career Counselor & Diversity Liaison, American University Washington College of Law

Debby Stone, Executive Coach, Novateur Partners, LLC

2:00 - 3:15 pm — Room 25

Upwards and 360-Degree Reviews in the Law Firm Context



Lawyer Professional Development

Are you and your firm considering the idea of introducing upwards or 360-degree reviews? If not, should you? Learn from the experience of panelists and their law firms. You will leave this session with an understanding of why firms develop these review programs, how firms run these programs in-house or with the assistance of consultants, ways different firms structure these reviews and process the results, as well as of the resources that would be required to implement such a program at your own firm. The panel will also discuss common challenges encountered in these processes and ways of overcoming them, including suggestions for dealing with smaller offices and practice groups.

Emily Finn Galer, Director of Professional Development, Dentons Canada LLP, Moderator

Sharon Meit Abrahams, National Director, Professional Development, Foley & Lardner LLP

Lisa Cuevas, Senior Director, Attorney Programs and Resources, Weil, Gotshal & Manges LLP

Emma Filstrup, Manager of Global Attorney Development, Latham & Watkins LLP

3:15 - 3:30 pm

Break

CONCURRENT SESSIONS

3:30 - 4:45 pm — Rooms 20/21

Developing Lawyers for the Future: What Are the Critical Skills They Need But Didn't Learn in Law School, and How Do You Teach Them?



Lawyer Professional Development & Law Student Professional Development

Law firms have been increasingly under pressure to develop high-performing associates in order to compete in the marketplace and serve clients. But, what are the characteristics that differentiate high-performing associates from average-performing ones? Behavioral skills are increasingly recognized as being the differentiators between average and outstanding lawyers. Law schools typically don't teach these skills. Furthermore, sometimes these skills are harder to gain than legal knowledge and expertise. Speakers will share the results of a research study they conducted on associate fast trackers and also share techniques for teaching behavioral skills such as working in teams, leading others, and building client relationships for law students, law firm associates, and in-house counsel.

Juliet Aiken, Deputy Director, Center for the Study of the Legal Profession, Georgetown University Law Center
Lori Berman, Director of Professional Development, Hogan Lovells US LLP
Heather Bock, Chief Professional Development Officer, Hogan Lovells US LLP, and Executive Director and Visiting Professor, Georgetown University Law Center

3:30 - 4:45 pm — Room 23

From Clueless to Clued In: Building a More Savvy Incoming Associate



Lawyer Professional Development

Incoming associates often arrive with an academic mindset, assuming that hard work is the key to their success. In the "new normal," achieving success requires a broad array of competencies that surpass substantive abilities. Identifying and mastering these abilities early in their careers will position new associates for greater success, benefitting themselves and their firms. Our presenters will address a variety of topics to help professionals assist new associates in understanding the business of law and building distinctive internal profiles. Topics covered will include cultivating partner/mentor relationships, identifying opportune assignments, finessing communication, and building personal and professional networks.

Joi Bourgeois, Vice President, Greiner Consulting
Jennifer Greiner, President, Greiner Consulting
Carrie Marker, Associate Development Counselor, Dechert LLP

3:30 - 4:45 pm — Room 22

Getting the Government Job: Secrets for Success in Obtaining Summer and Post-Graduate Employment with Federal, State, and Local Offices



Career Paths & Public Service

This program will present strategies and insights from government hiring officials and public interest advisers to help students craft winning cover letters and resumes for government positions, successfully navigate online federal government application processes, and ace government interviews. Federal, state, and local government opportunities and strategies will be discussed, as well as jobs on Capitol Hill and in other legislative bodies. Current hiring officials will offer secrets for success gleaned from their years of experience in hiring summer interns and law school graduates.

Robin Edwards, Administrator of Legal Hiring, Manhattan District Attorney's Office
Jamila Frone, Deputy Director, U.S. Department of Justice, Office of Attorney Recruitment and Management
Matt Gewolb, Director for Government Programs, Columbia Law School
Stuart Smith, Director of Legal Recruitment, New York City Law Department

3:30 - 4:45 pm — Room 24

Hiring Lawyers with Disabilities



Recruiting

This panel session will educate and provide guidance on the legal framework and issues related to interviewing and hiring lawyers with disabilities. Successful lawyers with disabilities will also offer advice on post-hiring workplace accommodation requirements.

Aaron Bates, Lawyer, The Maher Law Firm, P.A.
Matthew W. Dietz, Lawyer, Law Offices of Matthew W. Dietz, P.L.
Brad Sprayberry, Director, Attorney Recruiting & Professional Development, Gunster

3:30 - 4:45 pm — Room 14

Keeping Our Eyes on the Prize: Identifying and Addressing Diversity Fatigue Among Diverse Students and Lawyers



Diversity and Inclusion

Diverse students and lawyers have begun to question the relevance of diversity initiatives. Many have displayed skepticism about the need for – and role and impact of – these programs at their institutions. As a result, law firms and law schools have seen an increase in diversity fatigue, manifested by lawyer and student reluctance to participate in affinity groups or to attend targeted events. In many instances, this has negatively impacted the continuation of certain initiatives. This session will discuss ways to identify diversity fatigue within your student and lawyer populations and provide best practices to re-energize them, while strengthening and promoting your institutional diversity programming.

Michelle A. Jackson, Director of Career Services/Adjunct Faculty, Southern University Law Center, Moderator
Kelly McNeil Legier, Director of Member Outreach and Diversity, Louisiana State Bar Association
Sherry-Ann N. Smith, Director of Career Services/Coordinator of Diversity Initiatives, Benjamin N. Cardozo School of Law
Julie Simone Sneed, Shareholder, Fowler White Boggs P.A.

3:30 - 4:45 pm — Room 15

Managing Up and Managing Down: Creating Effective Relationships from Different Perspectives



Management

Are you maximizing your relationships so as to best achieve your goals and objectives in your position at your firm? Law firm managers are often asked to walk a difficult line between the two worlds of partners and associates. Participants in this program will focus on the management principles of managing up and managing down – managing relationships with partners and firm leaders to set objectives and allocate resources, and managing relationships with associates and junior lawyers to set expectations and build support – in order to achieve success from differing perspectives.

Douglas Ebeling, J.D., M.B.A., Manager of Professional Development, Litigation, Cadwalader, Wickersham & Taft LLP
Milana Hogan, M.S.Ed, Director of Associate Development & Deputy Director of Recruiting, Sullivan & Cromwell, LLP
Aisha Greene, J.D., Manager of Professional Development, Corporate, Cadwalader, Wickersham & Taft LLP

3:30 - 4:45 pm — Room 25

Niche Markets: Opening Doors To Opportunities



Career Paths & Counseling

Open new doors to graduate opportunities. Door number one: Capitalize on special academic programs offered by your school to reach out to employers who will value your JD/MBA or certificate students. Door number two: Leverage “transferable skills” acquired during law school to launch a marketing campaign to corporate America. Door number three: With baby boomers expected to exit the workforce in staggering numbers, this niche market (especially solo and small firms) needs your help now! Position yourself to respond effectively to practitioners with succession planning on their minds. ***This session will not be recorded.***

Gwendolyn Ferrell, Associate Director of Career Services, Louisiana State University Paul M. Hebert Law Center
Suzanne Hill Patrick, Director of Career Services, St. Mary's University School of Law
Samorn Selim, Director of Employer Outreach/Associate Director for Private Sector Counseling and Programs, University of California, Berkeley School of Law (Boalt Hall)
Paula Smith, Director of Career Services, Texas Tech University School of Law

3:30 - 4:45 pm — Rooms 18/19

Smartphone Success and Terrific Tablets: Getting More Productivity (and Fun!) from Your Smartphone and Tablet Devices



Technology

You know which apps are fun, but what apps and functions will help you turn your Droid, iPhone, or BlackBerry into a productivity workhorse? In this session, we'll discuss the apps and peripheral devices that help take your smartphone (and tablet) from “cool” to “critical” when it comes to productivity, time, project, people, and email management as well as to “remote” productivity. A highlight of this program will be opening the floor to program participants to share their favorite apps, thus allowing participants to gain knowledge from all program attendees. ***This session will not be recorded.***

Randall Dean, Time, Email, and Technology Management Author and Speaker, Randall Dean Consulting & Training, LLC

3:30 - 4:45 pm — Room 13

Speaking to Generation Next



Member Professional Development & Lawyer Professional Development

Law students and new lawyers of this generation (i.e., “Generation Next”) are a unique population. As legal career professionals, it is imperative that we understand the nuances and particularities of this population so that we can ensure we are reaching them and making an impact on their legal careers. This program will take an in-depth look at the attitudes, demeanor, and social media tendencies of law students and new lawyers of Generation Next. This program will then provide an overview of three innovative teaching methodologies that have proven effective for reaching and inspiring these lawyers to become the best practitioners they can be from day one. Whether you are administering professional development programs personally or relying on alumni, in-house lawyers, or consultants, this program will provide a quality control baseline to ensure that your programs are delivered powerfully and effectively.

Desiree Moore, President and Founder, Greenhorn Legal, LLC and Greenhorn Bold and Author, Thrive – A New Lawyer’s Guide to Law Firm Practice

3:30 - 4:45 pm — Room 16

“That’s So Gay” and Other Things You Shouldn’t Say: Encouraging Allied Support Through Language Training



Diversity and Inclusion

Encouraging allied support of LGBT students and lawyers begins by equipping allies with a vocabulary for talking about the issues in a way that supports and encourages inclusion and connects people through the identification of common ground. This program will address issues including same-sex marriage, transgender nondiscrimination, LGBT equality, and other relevant topics as well as highlight the intersection of LGBT issues with race and religion. The foundation for the discussion will be the GLAAD “Talking About” series, which can be found on the GLAAD website.

Lori Lorenzo, Deputy Director, Leadership Council on Legal Diversity, Moderator

Jeff Becherer, Assistant Dean of Career Planning, New York Law School

Marty Grenhart, Recruitment Programs Manager, Career Development Office, University of California, Berkeley School of Law (Boalt Hall)

4:45 - 6:00 pm — Ballroom B

Diversity and Inclusion Reception

Join colleagues and friends for NALP’s annual diversity and inclusion celebration! The reception is open to all conference registrants (with guest tickets available).

Saturday, April 27

All conference sessions Saturday are in the Marriott.

8:30 - 12:00 pm — Marriott Grand Salon Foyer

Registration Open

8:30 - 9:00 am — Marriott Grand Salon Foyer

Coffee Service

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 — Marriott Grand Salon A-D

Managing YOUR Career



Member Professional Development

NALP members are charged with influencing the career development of others yet rarely have an opportunity to consider their own personal and professional growth. This inspirational session will provide NALP members with the gift of time to reflect on their own lives and consider their own professional and personal goals and objectives, and will provide practical strategies to ensure an enjoyable ride down the road to “success.”

Kathleen Brady, Principal, CareerPlanners, LLC

9:00 am - 12:00 pm — Marriott Grand Salon E

Safe Space Training



Diversity and Inclusion & Member Professional Development

Does your firm offer LGBT benefits and focus resources on LGBT recruiting but struggle to attract, retain, and promote LGBT lawyers? Does your school have LGBT recruiting initiatives and an active LGBT student organization but little interaction between the LGBT students and the administrative offices – or low attendance at law school events? Despite our best intentions in providing institutional support for our LGBT students and lawyers, our efforts can fail to produce the desired inclusion and retention results if our workplaces and schools lack dedicated safe spaces. This session will be a safe space training event that will certify participants to return to their organization and implement safe space initiatives.

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

Lori Lorenzo, Deputy Director, Leadership Council on Legal Diversity

Shannon Price Minter, Legal Director, National Center for Lesbian Rights