

Programming Pathways Help You Map Out the Conference

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



Counseling



CSO Administration



Diversity and Inclusion



Judicial Clerkships



Lateral Recruiting and Hiring



Law Student Professional Development



Lawyer Professional Development



Leadership



Legal Economy



Management



Member Professional Development



Public Service



Recruiting



Technology



Hot Topics (identifies sessions about important current issues)

201

NEW THIS YEAR: 201 Courses for mid-level professionals in subject areas including career services and counseling, recruiting, lawyer professional development, and public service

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 or sessions 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: Search the app store for NALP (Android and iOS) or type <http://m.core-apps.com/nalp2014> into your mobile device's browser — or scan one of the QR codes you'll see on flyers or signs about the app.

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 8

2:00 - 8:00 pm — East Lobby

Registration Open

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

5:30 - 6:00 pm — Room 3A

Newcomers' Welcome and Orientation Session

If this is your first or second NALP conference, join us for this session for tips on how to get the most out of this week replete with educational and networking opportunities. Representatives from the Newer Professionals Section and the Experienced Professionals Section will share advice on various conference activities and on how to take full advantage of your conference experience.

6:00 - 7:30 pm — Room 6E

Third 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 organization and its affiliates. See how you can get involved, learn what NALP will be doing this year and beyond, and network with colleagues while enjoying light refreshments. Newcomers to NALP or to the conference can sign up for dinner groups at the Newer Professionals Section table.

7:30 - 8:30 pm — Room 3B

PSJD Advisory Group Meeting

Wednesday, April 9

6:30 - 7:30 am — Sheraton Cirrus Ballroom, 36th Floor, Pike Tower

Yoga

Back by popular demand, a yoga session with your NALP colleagues! This wellness session will be offered on Wednesday, Thursday, and Friday mornings.

7:30 am - 4:00 pm — East Lobby & 6AB

Registration and Resource Center Open

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

7:30 - 9:00 am — Room 6C

Continental Breakfast and Roundtable Discussions

Start your conference experience by networking and socializing with your colleagues while enjoying a light breakfast. **Roundtable discussions on various topics will be available for those who are interested from 7:45 - 8:45 am.** Join your colleagues at a roundtable discussion. Tables will be designated by different color cloths and pre-selected topics that should provide opportunities for lively discussion and friendly debate. You are sure to come away with several new ideas — and new friends! Topics will include: (1) Strategies to Manage OCI; (2) Current Issues Counseling Students; (3) Current Issues in Public Interest; and (4) Best Resources and Learn More in Our Field. *NALP thanks the Huron Consulting Group for sponsoring this morning's breakfast.*

7:30 - 8:45 am

Section/Group Meetings

The following section will meet from 7:30 - 8:45 am. For a description of this section, see the tabbed “NALP Sections/Committees” portion of this manual. (If attending a meeting pick up some breakfast and take it with you to eat during the meeting.)

Section open to all members:

■ Recruiting Section — Room 608

7:45 - 8:45 am — Room 606

ABA Update with Q & A

Scott Norberg, the Deputy Consultant to the ABA’s Section of Legal Education and Admissions to the Bar, will provide an update on recent developments in the ABA’s Accreditation Project, focusing in particular on matters directly relevant to law school career services offices, including law school graduate employment outcomes data collection and reporting, and plans for “auditing” law school employment data. Mr. Norberg will also take questions and welcomes feedback and suggestions. **This session will not be recorded.**

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

8:15 - 9:00 am — Room 614

Exhibitor Classroom Presentation

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

9:00 - 10:15 am — Room 6E

OPENING PLENARY

Brad Smith, Microsoft’s Executive Vice President and General Counsel, will share his reflections on the current state of the legal profession, addressing trends in talent development, technology, and diversity. Mr. Smith is responsible for the company’s legal work, its intellectual property portfolio, and its government affairs and philanthropic work. He also serves as Microsoft’s corporate secretary and its chief compliance officer. He has played a leadership role locally and nationally on numerous charitable, diversity, business, and legal initiatives, and is currently chair of the Leadership Council on Legal Diversity. **This session will not be recorded.**

Brad Smith, Executive Vice President and General Counsel, Microsoft

10:15 - 10:45 am — 6AB

Coffee Break

CONCURRENT SESSIONS

10:45 am - 12:00 pm — Rooms 602/603

Achieving Diversity Post-Fisher



Diversity and Inclusion

The U.S. Supreme Court decision in *Fisher v. University of Texas* causes us to rethink the principles of strict scrutiny and the need to narrowly tailor admissions criteria in higher education. This new legal framework also necessitates that we scrutinize our recruitment of historically under-represented groups in law schools and the legal profession. This session will give an overview of how law school and legal employer diversity and inclusion policies and procedures can be narrowly tailored to comply with the *Fisher* decision. We will also review the impact of the decision on pipeline initiatives, law school admissions, and legal recruitment initiatives.

Megan Anderson, Principal, Gray Plant Mooty
Theresa Cropper, Chief Diversity Officer, Perkins Coie LLP
Alan Haynes, Director, Career Center, University of Minnesota Law School
Sherry-Ann Smith, Director of Career Services/Coordinator of Diversity Initiatives, Benjamin N. Cardozo School of Law, Moderator

10:45 am - 12:00 pm — Room 604

After the JD: What We Have Learned



Legal Economy & Career Paths

For nearly 12 years, a research team supported by NALP, the NALP Foundation, the American Bar Foundation, and the National Science Foundation has tracked and studied a cohort of approximately 4,500 lawyers who passed the bar exam in 2000. *After the JD* is the most ambitious longitudinal research study of lawyer careers ever undertaken and has proven to be a great success as well as a unique and valuable resource for the legal community. With the third and final wave of the AJD study wrapping up in the spring of 2014, you will not want to miss this discussion of the most recent and concluding results from this very important research project. Attendees will learn about the career paths and choices made by this group of lawyers, including how economic forces impacted their decisions and how satisfied they ultimately were with their careers and their decisions to obtain a law degree. You will also have the opportunity to participate in a conversation about the impact of the study results and how they can help improve our profession and shape the next generation of lawyers.

Ronit Dinovitzer, Associate Professor, University of Toronto, and Faculty Fellow, American Bar Foundation
Tammy Patterson, CEO and President, The NALP Foundation for Law Career Research and Education

10:45 am - 12:00 pm — Room 613

Alumni Judicial Clerkships: They're Here to Stay ... If Only for a Year or Two



Judicial Clerkships

What started as a reaction to the recession now appears to be a permanent trend — law students and young lawyers applying for federal clerkships. And, in recognition of this trend, Federal District Court judges in particular are now routinely seeking out and hiring as clerks lawyers with between one to three years of law firm experience. This program will examine the issues that both clerkship advisors and law firm recruiting professionals have had to address in counseling and working with these new lawyers as we all adjust to a trend that appears here to stay.

Georgia Emery Gray, Director of Legal Personnel and Recruiting, Washington Office, Cleary Gottlieb Steen & Hamilton LLP
Amy Perez, Student Development & Judicial Clerkships Director, University of Miami School of Law, Moderator
Eric Stern, Director of Operations, University of California, Berkeley, School of Law

10:45 am - 12:00 pm — Room 615

Beyond Mentoring: The Need for Champions in Action



Lawyer Professional Development

Come discover the three things every professional needs to know about getting buy-in and commitment when creating a sponsorship program at a law firm. Law firms are filled with time constraints and few leaders with accessibility when it comes to structuring and delivering an effective and successful program. This presentation outlines how one firm — with the efforts and expertise of an outside consultant — used its resources to develop a sponsorship program composed of their top associates and firm leaders to form a triad. The presenters will provide insight into the process, resources, training, and communication methods involved and share their findings as to why this program proved so successful in a challenging environment. This program will dispel the myth that all formal mentoring or sponsorship programs are the same.

Chris DeSantis, Principal, CPDeSantis.com LLC
Kelly Gofron, Professional Development Manager, Seyfarth Shaw LLP

10:45 am - 12:00 pm — Rooms 618/619

From Perfunctory to Powerful: The Art of the Cover Letter



Counseling & Recruiting

All too often, law students' cover letters are generic and uninspired. Cover letters routinely undersell applicants' experience and abilities. In this interactive session, the presenter will provide ten tips for transforming a cover letter from underwhelming form letter to powerful personal narrative. For each tip, compelling "live" examples will be provided. The goals of this presentation are to elevate the level of discourse and reduce "cover letter fatigue" among all participants in the recruitment process (law students, career development professionals, and employers). This presentation offers law school career development professionals a fresh take on a core topic, and also provides legal employers with greater insight into assessing candidates. Law school career services professionals who attend the presentation will be permitted to re-use the presentation in its entirety, and will also be provided with a color poster summarizing the ten tips.

Ari Blicker, Director, Student & Associate Programs, Aird & Berlis LLP

10:45 am - 12:00 pm — Room 620

International Public Interest Fellowships: Opening a World of Possibilities for Our Graduates



Public Service

Every year more and more of our public interest-oriented students express a passion for international public interest legal advocacy. Many of them come to law school with significant paid public interest work and/or volunteer experience in international settings. International public interest fellowships can provide the perfect bridge from law school to a career in international advocacy. This panel will provide an overview of international fellowship opportunities, practical advice on how best to prepare our students to apply, and concrete tips on counseling applicants through the process of preparing winning resumes, essays, and interviews.

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

Sara Rakita, Associate Director, Public Interest Law Center, New York University School of Law

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

Michele E. Storms, Assistant Dean for Public Service & Executive Director, University of Washington Law School

10:45 am - 12:00 pm — Room 606

Lateral Partner Due Diligence: Perils, Pitfalls, and Best Practices



Lateral Recruiting and Hiring

How do you navigate ethical prohibitions and partner candidates' fiduciary duties to their current firms while obtaining and substantiating the information necessary for successful hiring? This panel will engage the audience and wrestle with these and other important issues. Topics include confidentiality, conflicts, verifying client relationships and portable business, "fit," red flags, and more. Gain strategies to raise your professional profile while adding value to your firm's lateral partner hiring program.

Karen Andersen, Chief Lateral Recruitment Officer, Perkins Coie LLP

Peter Engstrom, General Counsel, Baker & McKenzie International

*Valerie Fontaine, Partner, Seltzer Fontaine Beckwith, Moderator
Edwin Reeser, President, Edwin B. Reeser, Professional Law Corporation*

10:45 am - 12:00 pm — Room 607

Multi-Office Teams: How to Make It Work



Management

Are you managing professionals located in other offices? Are you being managed by someone located in another office? Firms are growing, merging, and opening new offices. We find ourselves working with others in different cities, states, countries, and time zones and asking how we can work more effectively and efficiently as a team despite the geographic distances between us. Come learn from professionals who have experience dealing with these challenges.

Christine J. Hussar, Senior Manager of Legal Recruiting, Jenner & Block LLP, Moderator

Jennifer Queen, Director of Professional Development & Recruiting, Baker Botts L.L.P.

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

10:45 am - 12:00 pm — Room 608

Professional Development Doesn't Start at the Office: PD Curricula in Law Schools



Law Student Professional Development

Many law school career services offices are taking the lead in developing professional development programs and courses to assist students in developing the professional competencies and skills required in practice. Panelists will provide examples of four different models of current and developing professional development courses and programs, and share insights regarding their formation, implementation, and the most effective ways to collaborate with faculty, deans, administrative colleagues, employers, and alumni. Various instructional methods, including live class and online content delivery, will be discussed.

Jeffrey Becherer, Assistant Dean for Career Planning, New York Law School

Bruce Elvin, Associate Dean & Director, Career & Professional Development Center, Duke Law School

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

Gerald M. Slater, Assistant Dean of Professional & Career Development, Suffolk University Law School, Moderator

10:45 am - 12:00 pm — Room 609

Project Management for Under \$500



Lawyer Professional Development

This "train the trainer" session will provide cost-saving strategies on building a firmwide project management and alternative fee arrangement training program. Learn concrete steps to leverage the best practices of your firm's most effective and productive teams; figure out your firm's internal resources for monitoring time, costs, and deadlines; discern your internal best practices for archiving work and lessons learned; and come away from this session knowing how to incorporate research, tools, and templates available at little or no cost. This session will provide suggestions for preparing yourself or someone else inside your firm to be the trainer and expert on project management.

Andy Hales, Director of Professional Development, Venable LLP

10:45 am - 12:00 pm — Rooms 611/612

Summer Programs Refreshed: Best Practices for Professional Development, Work Experiences, and Networking Opportunities



Recruiting

No matter whether you have a summer class of 5, 50, or 100, you will gain tools to improve summer associate training and preparedness and, consequently, improve the ability of new associates to integrate quickly and provide value to teams. You will walk away with best practices for work assignments, feedback, and mentoring to ensure a great professional experience, and you will learn how to provide effective professional development and worthwhile networking opportunities for your summer associates. Discover ways to identify and avoid common pitfalls to guarantee a successful summer program.

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

Kathy Schmidt, Senior Manager of Attorney Recruiting, Wiley Rein LLP

Kari Jensen Thomas, Director of Attorney Recruiting and Diversity, Stinson Leonard Street LLP

10:45 am - 12:00 pm — Rooms 616/617

To Post or Not to Post: Perspectives on Hand-Selecting Students for Employers



CSO Administration & Recruiting

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

Many employers do not want to receive a large stack of resumes when they are looking to hire a single intern or a recent graduate. Instead they want one or two hand-selected resumes with the recommendation of school administration or faculty. How can this be reconciled with the requirement in the NALP Principles and Standards that every job be available to every student? What is the role of the career services office in this situation? What if there is pressure from above to do exactly as the employer asks? This program is designed to facilitate discussion among career services professionals, recruiters, and employers about the minefield created by requests to hand-select students for employers. Participants will leave with a better understanding of the ethical issues raised, how schools handle this difficult taboo issue, how to help employers achieve what they really want without crossing the ethical line, and best practices for both career services offices and employers in this situation. **This session will not be recorded.**

Sarah Svensen Bennah, Associate Director, Center for Professional Development and Career Strategy, Emory University School of Law

Stephanie Denney, Senior Attorney Hiring Coordinator, Alston & Bird LLP

Kim Fields, Director of Career & Professional Development, Wake Forest University School of Law

Rebecca Misich, Recruiting & HR Manager, Riddell Williams PS

10:45 am - 12:00 pm — Room 303

Tools and Techniques to Make Training Fun, Engaging, and Powerful



Member Professional Development

To effectively engage training participants, presenting exciting and cutting-edge content is a good start. However, to facilitate transformational learning requires innovative training methodology. In this highly interactive session, participants will learn how to engage their audience through myriad interactive tools and techniques based on adult learning theory. We will demonstrate tools and techniques and explain their underlying purpose and most effective uses. Development circles, active note taking, improvisation, innovative thinking, speed facilitation, and application activities will all be explored. You will learn the rationale for choosing different tools based on training goals and see demonstrations of a variety of tools in real time! **This session will not be recorded.**

Liz Berney, President, Berney Associates, Adjunct Faculty at Wharton

Michelle Nash, Senior Vice President, The NALP Foundation for Law Career Research and Education

10:45 am - 12:00 pm — Room 3AB

Veni Vidi Vici: The Anatomy of a Networking Reception



Member Professional Development

Have you ever entered a large reception and felt overwhelmed or not sure how to “dive in”? Would you rather take the bar exam than engage in small talk? Join us in an interactive session aimed at maximizing your investment in networking events through preplanning, a targeted on-site approach, and strategic follow-up. Our speaker, a legal career professional, former lawyer, and international negotiator, will deliver a proven system for strategizing and working a room, tips for communicating more effectively across genders and cultures, and a new approach to the ever-important “elevator speech.” You will never look at networking the same way again!

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

11:45 am - 12:30 pm — Room 614

Exhibitor Classroom Presentation

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

12:00 - 12:15

Break

12:15 - 1:30 pm — Rooms 6C&E

Networking Lunch

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

12:15 - 1:30 pm — Rooms 611/612

Experienced Professionals Luncheon

Join your Experienced Professionals colleagues for a special, informal networking lunch just for you. Experienced professionals can be characterized by years of NALP membership, years in the industry, and/or levels of leadership engagement within their organizations or with NALP.

12:15 - 1:30 pm

Section/Group Meetings

The following groups will meet from 12:15 - 1:30 pm. For a description of these groups, see the tabbed “NALP Sections/Committees” section of this manual. (If attending a meeting pick up some lunch and take it with you to eat during the meeting.)

Sections open to all members:

- Law School Alumni Career Services Section — 620
- Legal Employer Alumni Relations Section — Room 615
- Newer Professionals Section — Rooms 618/619
- Public Service Section — Rooms 616/617

Appointed groups:

- Emerging Legal Jobs Work Group — Room 609
- Technology Advisory Group — Room 608

1:00 - 1:45 pm — Room 614

Exhibitor Classroom Presentation

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

1:30 - 1:45 pm

Break

CONCURRENT SESSIONS

1:45 - 3:00 pm — Rooms 602/603

All Around the World: Successful Lawyer Development and Management Across a Global Law Firm



Management & Lawyer Professional Development

As law firms' clients, competition, talent, and offices have become international, successful law firm management is rapidly becoming a global affair. But what does this mean for lawyer development, and how does having a global presence impact lawyer management? Join us as we explore the world of doing global legal business and, in particular, look at the benefits and challenges of developing lawyers across international offices, global trends in legal talent management, localizing the implementation of global talent management strategy, and cultural considerations for global talent and client management. ***This session will not be recorded.***

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

Michelle Gage, National Director, Legal Talent, Norton Rose Canada LLP

1:45 - 3:00 pm — Room 613

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



Career Paths & Counseling

Few other legal employers can promise that they will consistently hire several hundred new lawyers every year. Each year, the five uniformed services (Army, Navy, Air Force, Marine Corps, and Coast Guard) hire at least 250 lawyers. 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, application processes, 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.

Major Sean Elameto, Chief, Accessions Branch, United States Air Force

Lieutenant Colonel Gary T. Johnson, Chief, U.S. Army Judge Advocate Recruiting Office, U.S. Army Judge Advocate General's Corps

Lieutenant Philip W. Rohlffing, Staff Judge Advocate for Naval Station Everett, U.S. Navy

Captain Eric G. Roscoe, Deputy Staff Judge Advocate, Office of the Staff Judge Advocate, U.S. Marine Corps Recruit Depot/Western Recruiting Region

1:45 - 3:00 pm — Room 303

Financial and Career Management: Help Students Surmount the Burden of Debt



Counseling

This panel will provide law school professionals and employers with concrete, real-world advice about helping students and employees navigate the increasingly complex universe of federal student loan repayment and forgiveness options. It will also cover new legislative and regulatory developments such as the improvements to Income-Based Repayment slated to take place in 2014, the ongoing debate on student loan interest rates, and the slated Higher Education Act reauthorization.

Isaac Bowers, Senior Program Manager, Educational Debt Relief and Outreach, Equal Justice Works

Heather Jarvis, Student Loan Expert, LLC, and NALP Educational Debt Consultant

Bill Penn, Director of Public Interest Law, Lewis & Clark Law School

Leslie Thrope, Director, Center for Public Service Law, Benjamin N. Cardozo School of Law

1:45 - 3:00 pm — Room 604

Finding a Seat in the C-Suite



Leadership & Management

With the significant growth in the size and scale of law firms in the past decade as well as the recognition of the critical nature of recruiting, professional development, and diversity and inclusion, it is not uncommon to find senior talent development roles represented among the chief-level leaders at some of the largest law firms. This panel of C-level executives will share their perspectives and experiences on their path to the C-suite, their roles and responsibilities, and the leadership skills necessary to develop and guide law firms in fully developing legal talent.

Tom Grewe, Chief Legal Recruiting & Development Officer, Bryan Cave

Ann Rainhart, Chief Talent Officer, Faegre Baker Daniels LLP

Charlotte L. Wager, Chief Talent Officer, Jenner & Block LLP, Moderator

1:45 - 3:00 pm — Room 3AB

From the “First Date” to the (Brass) Ring: How to Build and Sustain Employer Relationships



CSO Administration

Lots of discussions about Employer Outreach deal with how to persuade an employer to take the initial meeting and what to do in that meeting. However, employer/school relationships must be nurtured. This program will discuss methods and practices for maintaining and building upon existing and new relationships. Topics will include how to keep information on contacts updated and how to schedule follow-up contact, how to add value on the employer side of the relationship, what is the right balance of communication with a contact, and other relationship management topics.

Jill Backer, Employer Outreach, Brooklyn Law School

Pascale Bishop, Director, Northwestern University School of Law

1:45 - 3:00 pm — Room 606

Going Above and Beyond with Inclusion and Retention: Taking It to the Next Level



Diversity and Inclusion

This program will truly go above and beyond what you have heard before on the subject of retaining and including diverse talent. We will explore the obstacles and challenges that face our LGBT and other diverse lawyers and law students and highlight research that can provide additional insight and establish some best practices based on that research. We will also discuss strategies for creating and implementing professional development initiatives for diverse lawyers — tailoring the initiatives to meet the PD objectives of all associates while at the same time gaining leadership buy-in. We will specifically zero in on issues related to LGBT lawyers and the unique challenges they face.

Carlos Dávila-Caballero, Manager of Diversity & Inclusion, Cleary Gottlieb Steen & Hamilton

Manar Morales, President and CEO, Diversity & Flexibility Alliance

Robert Nelson, Professor of Sociology and Law, Northwestern University, Director and MacCrate Research Chair, American Bar Association

1:45 - 3:00 pm — Rooms 618/619

Hot Topics in Judicial Clerkships



Hot Topics & Judicial Clerkships

It has been a year of big changes in law clerk hiring. The federal process has become less organized and less predictable than ever. The instability in the federal process has had a ripple effect on state court hiring as well. These changes are forcing law school counselors and law student employers to adjust their programs to the changing reality of clerkship hiring. Program participants will have a chance to discuss the “state of play,” assess activity and trends on the horizon, and share tips and strategies for successfully navigating the changing landscape.

*Marilyn Drees, Director, Judicial Clerkships, Yale Law School
Career Development Office*

*Amy Perez, Student Development & Judicial Clerkships Director,
University of Miami School of Law*

1:45 - 3:00 pm — Room 607

How to Maximize Lawyer Selection, Integration, and Mentoring Using Assessments



Lawyer Professional Development

Most associates do not receive their first evaluation until six to twelve months after joining a firm. If any of these new or lateral associates have major skill deficits in the firm’s “free market” work environment, word spreads fast and partners start shifting work elsewhere. Often very little feedback is given to associates because any problems haven’t risen to the level of a formal review or been brought to their mentors’ attention. Skills and behavior inventories, also called psychometric assessments, are one answer to this dilemma. These mainstream assessments, which are often used in corporations and other professional services settings, are crucial for spotting any skill or behavioral issues that can be detected during the selection process and resolved with a mentor’s help well before the first formal review. The result is two-fold — more associates succeed because they are provided with performance information that helps them become better lawyers faster, and fewer fail because of undetected skill gaps that could have been corrected with the appropriate time and attention.

*Caren Ulrich Stacy, Founder, OnRamp Fellowship, and Principal,
Lawyer Development Strategies LLC*

1:45 - 3:00 pm — Room 615

Making It Real: Developing and Implementing Successful Professional Development Programs at Law Schools



Law Student Professional Development & CSO Administration

This interactive program will provide a roadmap to developing and implementing an effective law school professional development program. The presentation will highlight innovative programs at U.S. schools and discuss key focus areas for PD programs, including from the perspective of employers. Participants will learn about the benefits of various approaches to professional development, including classes, clinics, and career office programs, as well about ways to coordinate and reinforce the learning provided by various approaches. The presentation will provide strategies for obtaining buy-in from administration and faculty as well as students — and strategies to leverage PD programs to raise the school’s profile.

*Grover Cleveland, Attorney, Speaker and Author, Swimming
Lessons for Baby Sharks: The Essential Guide to Thriving as
a New Lawyer, Moderator*

*Larry Cunningham, Associate Academic Dean, St. John’s Law
School*

*Sandee Magliozzi, Associate Clinical Professor of Law and
Director of Professional Development, Santa Clara University
School of Law*

*Yih-hsien Shen, Assistant Director for J.D. Advising, Harvard
Law School*

1:45 - 3:00 pm — Room 620

Mind Your Business: Understanding How the Bottom Line Shapes Recruiting Success



Management & Recruiting

Understanding how a law firm operates and what impacts the bottom line is essential in today’s marketplace. Do you have a clear grasp on how these issues impact the recruiting model? Are you able to work with firm management to formulate a lateral and entry-level recruiting plan that speaks the language of profitability, utilization, and client service? This program is designed to take your current understanding of the law firm as a business and turn it into a clear path toward recruiting the best and most successful entry-level, lateral associate, and partner candidates for the firm. We will broaden your understanding of utilization and realization rates, historical and projected business, and how they impact entry-level and lateral hiring.

*Diane Downs, Director of Attorney Development, Akin Gump
Strauss Hauer & Feld LLP*

*Maggie Gloyeske, Director of Lawyer and Consultant Recruiting,
Faegre Baker Daniels LLP*

1:45 - 3:00 pm — Rooms 611/612

Recruitment 201: Career Management Skills for the Mid-Level Professional

201



Recruiting — NEW 201 Course for Mid-Level Professionals

Recruitment professionals in their fourth to sixth years have progressed beyond the “newer professional” stage and are hitting their stride. Becoming a mid-level professional means you have mastered the basics and are ready to take your career to the next level. In this mid-level foundational skills program, participants will gain competencies in areas such as wearing multiple hats, lateral recruitment, lawyer integration, associate and summer associate training, strategic thinking, and gaining a seat at the table. Join experts from the NALP Experienced Professionals and Recruiting Sections to learn strategies and techniques that will help you successfully move your career to the next rung on the ladder.

Valerie Garagiola, Attorney Recruiting Coordinator, Skadden, Arps, Slate, Meagher, & Flom LLP

Alissa Golden, Director of Legal Recruiting, Schulte Roth & Zabel LLP

Tina Russell, Talent Acquisition & Development Manager, Paul Hastings

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

1:45 - 3:00 pm — Room 608

The Elements of a Successful Online Learning Portal: Value Proposition, Components, Best Practices, and Lessons Learned



Lawyer Professional Development, Management & Technology

Imagine if all your associates understood their individual learning paths and were empowered to take control of their skill development. What resources would they need? What technologies could you leverage? Hogan Lovells US LLP recently tackled this challenge and tried to develop an integrated solution that harnesses the strengths of training technologies including learning management systems, CLE-tracking tools, and web-conferencing applications. The firm’s comprehensive approach aimed to provide attorneys with access to diverse training opportunities and allow them to track and customize their learning around specific competencies. This session explores what they did, challenges they faced, and what they learned along the way.

Heather Bock, Chief Professional Development Officer, Hogan Lovells US LLP

Yadankush Getinet, Professional Development Manager, Hogan Lovells US LLP

Steve Gluckman, Managing Partner, LawFirmElearning.com

1:45 - 3:00 pm — Rooms 616/617

The Rise of the Admitted Student: Partnering with and Serving as Ambassadors for Your Admissions Office



CSO Administration

With fewer students applying to law school due to concerns over employment prospects and high tuition costs, law schools are leaning more heavily on career services offices to help attract and secure student enrollment. Career advisors are often asked to “advise” admitted JD and LLM prospects one-on-one, assist in drafting marketing materials, attend admitted student events, and accompany admissions staff to outside recruiting events. This program will provide an overview of common practices for partnering with admissions, tools for handling the prickly subject of an applicant’s post-graduate “employability” questions, and some best practices for your office.

Courtney Fitzgibbons, Senior Director, Office of Career Planning, New York Law School

Mark Goldfarb, Assistant Director of Career Services/LL.M. Advisor, Benjamin N. Cardozo School of Law

Mathiew Le, Assistant Dean of Admissions & Financial Aid, University of Washington School of Law

Tracy A. Sullivan, Director of Career & Professional Development Center, Lewis & Clark Law School

1:45 - 3:00 pm — Room 609

Writing Wellness: Building a Culture and Curriculum of Writing Excellence at Your Firm



Lawyer Professional Development

Just as a physical wellness program emphasizes a healthy lifestyle, a writing wellness program emphasizes a culture of writing excellence. A law firm is a community of writers, and these writers learn best when PD leaders offer a long-range writing curriculum focusing on incremental skill development. Writing Wellness at a law firm means more than an annual seminar to improve writing skills. While effective, this approach is often little more than a Band-Aid. But a Writing Wellness program engenders excellence and rids a firm of the idea that writing programs are only for people who need help. It breeds confidence in the firm’s lawyers — and confident writers produce better writing.

Andy Colón, Director of Professional Development and Attorney Recruiting, Dickstein Shapiro LLP

Ben Opipari, Owner, Persuasive Matters

3:00 - 3:30 pm — Room 6AB

Snack Break

3:15 - 4:00 pm — Room 614

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

3:30 - 4:45 pm — Rooms 618/619

Associate Performance Reviews: Creating Meaning and Impact in a Professional Development Context



Lawyer Professional Development

Most firms will tell you that their people are their greatest assets and it logically follows that anything firms do to develop these assets is mission critical — and this particularly applies to the performance review process. Performance reviews can and should be more than just an annual obligation for lawyers. Indeed, they represent an opportunity for lawyer development professionals to take a central role in helping the firm maximize the impact of staffing decisions, promotion, compensation, and training. The presenters will share their experiences managing the annual review process in a variety of practice groups at a number of different firms. The discussion will center on how effectively reinvigorating the performance review process can have a positive impact on all of a firm's professional development programming, including diversity objectives and the individual career trajectories of lawyers.

Douglas Ebeling, Professional Development Manager, Schulte Roth & Zabel LLP

Milana Hogan, Director of Legal Recruiting & Professional Development, Sullivan & Cromwell, LLP

Emily Morrison Thomas, Senior Manager of Attorney Development, Cadwalader, Wickersham & Taft LLP

3:30 - 4:45 pm — Room 3AB

Career Services 201: Empowering and Motivating Mid-Career Professionals

201



CSO Administration — NEW 201 Course for Mid-Level Professionals

Directors, assistant or associate directors, and counselors with three to five years of experience know the basics. But what's next? By attending this session, you will, without a magic wand, learn to stay motivated and challenged, assess and modify programs within the context of a changing profession and within individual institutions, inform and collaborate with deans to set priorities when competing demands overcome office resources, craft strategies to renew and increase collaboration and compromise between and among law school departments and the greater university, and enhance and leverage professional training, credentials, and visibility within the law school and the larger legal community.

Susan Gainen, Principal, Pass the Baton llc

Megan McGrath, Assistant Director of Employer Outreach, The George Washington University Law School

3:30 - 4:45 pm — Room 620

Help Me Help You: Building a Strategic Alliance Among Legal Recruiters, Law Firm Recruiting Personnel, and Hiring Partners



Lateral Recruiting and Hiring

The lateral market is rebounding, and the pressure is on to fill positions quickly, efficiently, and with the right candidate. Once your firm has decided to utilize a recruiter, how do you ensure that they possess the knowledge and information to properly identify the best candidates? Better yet, how do you internally promote using a search firm as a partnership that can actually save money in the long run? Join us for an interactive and informative discussion on strategies to engage all parties in the process and learn how firms can educate recruiters on making successful hires in an economically efficient manner.

Scott Hodes, Principal, Lateral Link Group, LLC

Diana Ross-Butler, Manager of Talent Acquisition & Development, Paul Hastings LLP

Darin Sands, Shareholder and Co-Chair of Electronic Discovery, Technology and Strategy Practice Group, Lane Powell PC

3:30 - 4:45 pm — Rooms 602/603

Information Overload: Connecting with Students and Helping Them Harness Social Media



Technology & CSO Administration

How do we best communicate with students in an era of both information overload and short attention spans? What are the most effective methods for using social media in reaching students, and how do we teach students the best practices for using social media? The panelists will provide examples of how CSOs of various sizes (and with limited resources) use social media, and will solicit additional ideas from audience members. This session will also provide tips on how to train students to effectively use social media — including LinkedIn, Facebook, Twitter, and blogs — in their job search.

Alisa Rosales, Director of Career & Professional Development, University of Wyoming College of Law

Jen Wetzel Van Buren, Assistant Director, Communications and Alternative Careers, Georgetown University Law Center

Jennifer Zwagerman, Director of Career Development, Drake University Law School

3:30 - 4:45 pm — Rooms 616/617

It's a Two-Way Street: Alumni Programs and the Value Proposition



Lawyer Professional Development

There are many reasons that law firms should maintain lifelong relationships with their alumni. Alumni can make wonderful brand ambassadors and are important sources of thought leadership, job referrals, and business development. But, it's a two-way street. What's in it for them? What value can we offer our alumni to encourage their continued engagement with each other and their former firms? Whether your firm already has an alumni program or is considering building one, you will learn from the discussion of the main elements of legal employer alumni programs. The session will offer a number of "table topics" as a way of exchanging ideas and best practices, and you will have an opportunity to rotate through multiple topics in 15-minute increments. Topics will include events; technology; communications; education; tracking referrals and other business development metrics; and career counseling/outplacement efforts and best practices. We will create our own two-way street, so come prepared with questions to pose and ideas to share.

Sheri Askinazi, Manager, Global Alumni Program, Shearman & Sterling LLP

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

3:30 - 4:45 pm — Room 303

Nontraditional Career Paths for Lawyers: Best Practices for Preparing Students and Alumni for These Roles



Hot Topics, Career Paths & Counseling

Lawyer staffing models within law firms are evolving quickly, and non-traditional associate positions comprise an increasingly higher percentage of the lawyer population. NALP's New Career Models Task Force continues to explore the structures, benefits, challenges, and implications of these nontraditional staffing models. Building on the session offered at last year's conference, Task Force members will dive deeper into best practices for recruiting, integrating, training, evaluating, and developing the lawyers in these roles. Most firms hire experienced lawyers, but a few firms have started to hire recent graduates in nontraditional roles. While we cannot predict the growth of this trend, CSOs should be knowledgeable about the criteria and experience required for these jobs and how our students and alumni can find them.

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

Randy Liss, Recruiting and Professional Development Manager, Bryan Cave LLP

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

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

3:30 - 4:45 pm — Room 615

Pro Bono Coast to Coast: Mandatory Is the Talk of the Country



Public Service

This program will discuss pro bono requirements and trends in state pro bono requirements (New York, New Jersey, California, and potentially others) 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 organizations. Topics to be discussed will include what constitutes pro bono; strategies the judiciary, law schools, and law firms are developing to help students (including LLMs and evening students) to meet the requirements; as well as using these requirements as a career counseling and professional development tool.

Thomas Maligno, Executive Director of the William Randolph Hearst Public Advocacy Center and Director of Public Service, Touro College Jacob D. Fuchsberg Law Center
Danielle Sorken, Associate Director of Public Service Programs, Brooklyn Law School

Jon Streeter, Partner, Kecker & Van Nest, and Chair, Task Force on Admissions Regulation Reform for the State Bar of California

3:30 - 4:45 pm — Room 604

Strategic CSO/Faculty Partnerships: Expand Your Employer Outreach and Support Student Career Development Goals



CSO Administration

This interactive session facilitated by both seasoned and more junior professionals will provide CSO administrators with a roadmap of how to strategically use faculty as employer relations ambassadors and in career programming. Showcasing highly effective CSO and faculty initiatives, this interactive session will present best practices for collaborating across CSO, faculty, and law school administration. Whatever the staffing or resources of a CSO, we will identify important steps any CSO can take to develop positive faculty collaboration. After presenting key strategies, presenters will facilitate small group discussions and guide participants in goal setting, identifying key players, spotting potential obstacles, and suggesting ways to overcome obstacles and achieve successful implementation.

Dena Bauman, Adjunct Professor of Law and Director, Office of Career and Professional Development, University of the District of Columbia David A. Clarke School of Law

Jill Green, Assistant Dean & Adjunct Professor of Law, University of Baltimore School of Law

Vanita Saleema Snow, Adjunct Professor and Assistant Director, University of the District of Columbia David A. Clarke School of Law

Leah Terranova, Director of Career Services, University of Kansas School of Law

3:30 - 4:45 pm — Rooms 611/612

Strategic Collaboration in the “Off Season”: Connecting with Students Before OCI



Recruiting & CSO Administration

Long ago spring was the season for April showers and May flowers. Now spring (and even earlier!) is prime time for student outreach activities by employers and for pre-OCI planning for students. Join a panel of career services and law firm recruiting professionals as they share best practices for collaborating on strategies and initiatives that achieve win-win results for employers, schools and, most of all, students. Learn about new initiatives that can take place in the “off season” of the recruiting calendar and how to work closely with other organizations to get results.

Sharon Crane, Director of Legal Personnel and HR, Davis Polk & Wardwell LLP

Alexis Fox, Attorney Recruiting Manager, Farella Braun + Martel LLP

Marty Grenhart, Recruitment Programs Manager, University of California, Berkeley, School of Law

Patrice Hayden, Director of Law Firm Recruiting, University of Virginia School of Law

3:30 - 4:45 pm — Room 606

Tell Me More: Using Stories to Attract and Engage Students and Lawyers



Member Professional Development

What if you could grab someone’s attention, get them to put down their smartphones, and have them listen intently to what you have to say? You can when you harness the power of stories. Stories are universal, they’re an excellent way to communicate your unique offerings, and people love to hear them. This lively, interactive session will explore the benefits of telling stories at your school or firm to frame issues, open minds, and inspire action. You’ll also discover where to find good stories in your daily life, how to craft them, and when to tell them.

Steve Hughes, President, Hit Your Stride, LLC

3:30 - 4:45 pm — Room 607

The Coach Approach to Addressing and Advancing the Myriad Developmental Needs of Your Workforce



Diversity and Inclusion & Lawyer Professional Development

Many legal employers recognize that research and experience are demonstrating the power of customized individual coaching to address the varied developmental and performance needs of their diverse workforce. Personalized coaching helps participants take their skills and knowledge gained and apply them to their unique circumstances. PD professionals are thus often called upon to determine whether coaching — be it internal or external, stand-alone or with training, instructive or remedial — will be the most effective, high-return vehicle for the circumstances at hand. This program will give attendees the framework for making that determination, both for their workforce and potentially for themselves.

Werten Bellamy, President, Stakeholders, Inc.

Donna Branca, Director, SJL Shannon Inc., Moderator

Lane Vanderslice, Managing Director — Chicago, SJL Shannon Inc.

Sheri Zachary, Firmwide Director of Career Development, Saul Ewing LLP

3:30 - 4:45 pm — Room 608

The Three R’s of First Responders: Recognize, Resources, and Redirect



Counseling

Are you ready to be a first responder when a student or employee comes to you in a true crisis? Are you ready to initiate a difficult conversation when someone displays warning signs of mental illness, substance abuse, or stress overload? Learn to recognize the signs of mental crisis, have a conversation about seeking help, and empower the student or lawyer with information about available resources that can defuse the crisis.

Katherine M. Bender, PhD, NCC, Programming Director, The Dave Nee Foundation

Dan Crystal, Clinical Psychologist, Lawyer Assistance Program, Washington State Bar Association

Sondra Tennessee, Associate Dean for Student Affairs, University of Houston Law Center

3:30 - 4:45 pm — Room 609

Why Won't He Shake My Hand? A Close Look at Religious Observance from 1Ls to First-Year Associates



Diversity and Inclusion

Many of us work in law schools and firms that may overlook the presence of religious students and lawyers and the practices that accompany their beliefs. This program will focus on specific issues that law students and lawyers of different faiths encounter during their careers. Panelists will discuss methods for addressing concerns, including dietary accommodations for interview lunches and tables without alcohol during receptions, whether to deemphasize religion on resumes, and accommodating students unable to attend programs due to religious observances. Employers will learn practical tips to educate their lawyers on issues such as understanding religious needs and observances, expectations regarding religious holidays, and accommodations for religious practices.

Neil Dennis, Director, Career Services & Diversity, Georgetown University Law Center, Moderator

Emily Kanarek, Manager of Legal Recruitment and Integration, Kaye Scholer LLP

Sherry-Ann Smith, Director of Career Services/Coordinator of Diversity Initiatives, Benjamin N. Cardozo School of Law
Madiha M. Zuberi, Associate, BakerHostetler

4:15 - 5:00 pm — Room 614

Exhibitor Classroom Presentation

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

5:00 - 6:30 pm

Regional Business Meetings and Receptions

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

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

Northeast: Sheraton Grand Ballroom A, 2nd Floor

Mid-Atlantic: Sheraton Grand Ballroom D, 2nd Floor

Southeast: Sheraton Grand Ballroom B, 2nd Floor

Midwest: Sheraton Cirrus Ballroom, 36th Floor, Pike Tower

West/Rocky Mountain: Sheraton Grand Ballroom C, 2nd Floor

Canadian: Sheraton Willow Room, 2nd Floor (Note that the Canadian Section meeting will be held in conjunction with the Canadian business meeting and reception.)

7:00 - 10:00 pm — Attendees can ride the Seattle Center Monorail to the EMP Museum for free by showing their conference badges as they board at the Westlake Center Mall station (northwest intersection of 5th Avenue and Pine Street), just a few blocks from the Washington State Convention Center and the Sheraton Seattle. (Cost is \$4.50 roundtrip without a badge, but you will also need your badge to get into the event.) Exiting at the Seattle Center station, the EMP Museum is straight ahead, on the west side of 5th Avenue North (between Harrison Street and Broad Street). There will be uniformed staff at the Sheraton Seattle Hotel and along the route to direct attendees and assist anyone with special needs. The monorail departs approximately every 10 minutes and runs until 11:00 pm.

Member Celebration

Located in the shadow of the Space Needle and designed by famous architect Frank O. Gehry, Experience Music Project (EMP) provides dynamic, multi-faceted, ever-changing experiences through new and exciting explorations of American popular music. Join us at for an evening of rock 'n' roll inspired food and music while exploring the exhibits at the museum. (Guest tickets will be available in advance.)



NALP thanks SJL Attorney Search, LLC, and SJL Shannon Legal Career Management for their generous sponsorship of this event.

Thursday, April 10

6:00 - 7:30 am — Meet in Sheraton lobby at 6:00 am

5K Fun Run/Walk

Gather with your colleagues for the fourth annual 5K Fun Run/Walk for charity and fitness! All participants will meet at 6:00 am in the lobby of the Seattle Sheraton where staff will direct them to shuttle buses. The Fun Run will start at 6:30 am sharp. Experienced runners will be first, followed by those planning a more casual run, and then walkers will start last. Enjoy seeing beautiful Seattle as you run or walk a 3.1 mile course with water stations along the way. Proceeds from the Fun Run/Walk will benefit the Legal Aid for Washington (LAW) Fund, an organization that raises charitable support for more than 20 civil legal aid programs providing free legal assistance to those in need who are facing urgent civil (non-criminal) legal problems across Washington state.

6:30 - 7:30 am — Sheraton Cirrus Ballroom, 36th Floor, Pike Tower

Yoga

7:30 am - 4:30 pm — East Lobby & 6AB

Registration and Resource Center Open

7:30 - 9:15 am — Room 6C

Continental Breakfast and Roundtable Discussions

Start your day by networking and socializing with your colleagues while enjoying a light breakfast. **Roundtable discussions on various topics will be available for those who are interested from 8:00 - 9:00 am.** Tables will be designated by different color cloths and pre-selected topics that should provide opportunities for lively discussion and friendly debate. You are sure to come away with several new ideas — and new friends! Topics will include: (1) Successful School/Employer Relationships; (2) Changes in the Legal Profession; (3) Current Issues in Diversity Efforts; and (4) Current Issues in Career Services. *NALP thanks Fox Rodney Search for sponsoring this morning's breakfast.*

7:45 - 8:30 am — Room 614

Exhibitor Classroom Presentation

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

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. (If attending a meeting pick up some breakfast and take it with you to eat during the meeting.)

Sections open to all members:

- CSO Employer Outreach Section — Room 615
- Experienced Professionals Section — Rooms 618/619
- Lawyer Professional Development Section — Rooms 616/617

Appointed groups:

- Long Range Strategic Planning Committee — Room 620
- NALP Directory of Law Schools Work Group — Room 613

8:45 - 9:30 am — Room 614

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

9:15 -10:30 am — Room 604

Considering Consulting: An Alternative Career Path for Lawyers and Legal Professionals



Career Paths & Member Professional Development

Have you or any of the lawyers you support ever thought about venturing into consulting but worried about leaving your current job — or have you wondered whether consulting is a desirable option for you? Join a panel of consultants who have transitioned from roles both as practicing lawyers and PD professionals and explore the issues and questions that may make you hesitate to embrace something new. We'll first look at the basics: pros, cons, disappointments, and surprises. Then we'll turn to the mechanics of making the decision and getting ready: strategic self-assessment, writing a business plan, and doing the financial analysis. Then we'll look at best practices for making the transition — pre-planning, pulling the trigger, and keeping things humming post-transition.

Diane Costigan, Senior Managing Director, SJL Shannon Inc.

Ross Guberman, President, Legal Writing Pro

Jeanne Picht, Director of Strategic Talent Management, Lawyer Metrics

9:15 -10:30 am — Room 613

Cultural Issues in Advising International Students



Diversity and Inclusion & Counseling

Students who come to the U.S. from abroad to study law, whether in a JD or LLM program, arrive with a distinct set of expectations and cultural norms that can make advising those students a challenge. This session will help advisors to understand these expectations and norms. It will also give them tools for effective communication that can overcome cultural differences and help students navigate the legal job market here and abroad. With particular emphasis on China, the program will also discuss other cultures and will provide tools that will be useful in advising all international students.

Yi-An Lo Burlison, Ph.D, Post-Doctoral Psychology Resident, University of Washington Counseling Center

Nyaguthii Chege, Director of Career Services, Peking University School of Transnational Law

Michael McCarthy, Assistant Director of Career Development & Employer Outreach, Case Western Reserve University School of Law

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

9:15 -10:30 am — Room 303

Drinking from a Fire Hose: August Interview Trends and Innovative Callback Initiatives



Recruiting

The current condensed schedule for on-campus and call-back recruiting provides challenges for all of the stakeholders in the recruitment process. Firms that interview large numbers of students in a short period of time are developing new strategies for dealing with the compressed recruiting season. Hear from innovators who have stepped outside of the typical interview process to experiment with interview structures and strategies to enhance and manage their law student recruitment program — learning about course corrections and refinements along the way.

Caitlin DiFilippo, Associate Recruitment Manager, Hogan Lovells US LLP

Lesley Slater Stumphauzer, Legal Recruiting and Personnel Manager, Freshfields LLP

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

9:15 -10:30 am — Rooms 618/619

Hard Lessons on Soft Skills: Aligning Firm and School Professionalism Training for the Millennial Generation



Law Student Professional Development

In response to employer feedback that students lack practical skills needed to succeed, some law schools have revamped programming and increased clinical opportunities. But are intelligence and practical skills enough to ensure success? Students and entry-level lawyers must also master an array of soft skills (judgment, deference, non-verbal communication, and teamwork, among others) to effectively navigate the law firm environment. This program will explore what schools and firms are currently doing to provide law students and new lawyers with the emotional intelligence needed to thrive in complex law firm environments and will provide suggestions for a professionalism curriculum responsive to the needs of the millennial demographic.

Kevin Donovan, Senior Assistant Dean for Career Services, University of Virginia School of Law

Nancy Merriman, Legal Recruitment Manager, Hogan Lovells US LLP

Christopher Teague, Senior Associate Director of Career Services, Boston College Law School, Moderator

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

9:15 -10:30 am — Room 620

Leave No Graduate Behind: Alumni Career Programming and Mentoring



CSO Administration & Counseling

As career services offices are stretched thin in terms of staffing and resources, alumni can be a great asset. But at the same time, alumni can be a challenging population to serve, with wide-ranging needs for career advice. Offering alumni focused career programming and mentoring opportunities can create loyalty to our institutions and support for our students. Partnering with law school alumni relations departments, associations, and boards as well as bar associations can help ease the economic burden, while using technology can help reach a wider audience. In this program, panelists discuss practical tips for developing and delivering alumni-focused career programming and mentoring opportunities.

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

Susan Bainnson, Associate Director of Alumni Career Services and Programming, Brooklyn Law School, Moderator

Sonja J. Hayes, Director of Career Services, Barry University School of Law

Robert White, Director of Alumni Career Services, University of California, Berkeley, School of Law

9:15 -10:30 am — Rooms 602/603

Legal Market Update: Entry-Level Legal Employment After the Recession



Legal Economy

The Class of 2012 had the highest unemployment rate of any class to graduate from law school since 1993, and yet it also saw an increase in the number of jobs available generally, and in private practice in particular. As demand for legal services from the largest law firms continues to falter, the entry-level job market continues to be tough. New job types and new employers are emerging in this post-recession economy, however, and falling law school enrollment is likely to help the overall employment rate in the long run. 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, whether from their firm managers and deans or from law students and lawyers.

James G. Leipold, Executive Director, NALP

9:15 -10:30 am — Rooms 611/612

Making Your Laterals Sticky: Best Practices in Lateral Integration



Lateral Recruiting and Hiring

We all know that two contradictory trends have emerged in lateral recruiting: one, a huge majority of firms want to grow by lateral hiring, and two, less than 30% of lateral hires work out to the satisfaction of both parties. What can firms do to make their recruiting proposition stronger than that of their rivals and then integrate new laterals so that they want to stay? We'll examine both senior associate and partner lateral hires, along with some studies of lawyer effectiveness and job satisfaction. Then the panel will discuss what makes laterals "sticky" — both with their books of business and their contributions as incoming team members.

David Cruickshank, Partner, Edge International
Diane Downs, Director of Attorney Development, Akin Gump Strauss Hauer & Feld LLP
Mike White, Partner, Edge International

9:15 -10:30 am — Room 606

On Your Mark: Helping New Lawyers Hit the Ground Running



Lawyer Professional Development

This interactive session will share best practices and innovative approaches for helping new lawyers gain practical lawyering skills that will enable them to hit the ground running. Topics will include building relationships, time management, handling mistakes, and more. The session will also cover ways to ensure that learning is most effective, including ways to involve associates in professional development. The presentation will include real-life examples of challenges that new lawyers face and a facilitated discussion of specific approaches to address those challenges.

Grover Cleveland, Attorney, Speaker and Author, Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer, Moderator
Breanna Fameli, Director of Professional Development, Lewis and Roca LLP
Gillian Murray, Senior Manager, Firmwide Professional Development, Bryan Cave LLP

9:15 -10:30 am — Rooms 616/617

Public Service 201: Exploring "Low-Bono," Access to Justice, and What They Mean for Our Students



Public Service — NEW 201 Course for Mid-Level Professionals

Take your knowledge to the next level and join other mid-level public service professionals in a discussion of incubators, community law firms, modest means panels, and other programs that are providing new entrepreneurial and public interest-minded graduates with additional employment opportunities. These programs are also increasing access to justice by providing affordable legal services for low and moderate income people. Opening a solo or small practice with or without the support of these programs presents a host of counseling and financial challenges that CSOs can address. This session will feature discussion of specific examples of incubators and similar programs (such as the Washington State Bar Association Moderate Means Program and the Chicago Bar Foundation Justice Entrepreneurs Project), models for practices serving low and moderate income clients, and the unique challenges and opportunities these programs present for students, graduates, and CSOs.

Jennifer Anderson, Partner, Anderson York
Catherine Brown, Assistant Director, Center for Law in Public Service, Gonzaga University School of Law
Katie Dilks, Assistant Director for Public Interest Programs, Georgetown University Law Center, Moderator
Kelly Tautges, Director of Pro Bono and Court Advocacy, Chicago Bar Foundation

9:15 -10:30 am — Room 607

Reading Between the Lines in an Increasingly Competitive Market: A Candid Conversation About Resumes



Counseling & Recruiting

How does this competitive marketplace affect what employers look for in student resumes? How can legal employers read between the lines for the real story on a candidate? How can students highlight their strengths in a way that will catch the attention of employers? Join us for a frank discussion between school members and employer members. We'll share tips on crafting an effective resume and discuss the secrets of editing. Panelists will talk about the "absolutes" in resume writing and have an open dialogue about the more ambiguous side of resumes. Although the panelists collectively have more than 30 years of experience to share, their perspectives vary. Join this lively discussion. ***This session will not be recorded.***

Lisa Abrams, Director of Career Services, The University of Chicago Law School
Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP
Ann Rainhart, Chief Talent Officer, Faegre Baker Daniels LLP

9:15 -10:30 am — Room 615

Tailor-Made Mentoring: Two Law Firms' Perspectives on Implementing, Refocusing, and Sustaining Formal Programs



Lawyer Professional Development

“One size fits one” when you are charged with providing flexibility and individuality for disparate practice groups and partners while maintaining a mentoring structure that meets various professional development and inclusion objectives. It is also important that we not only align our efforts with the interests of our firms, but remember the challenges of our lawyer audiences. This program will provide a comprehensive overview of two vastly different firms' processes of implementing, refocusing, and sustaining associate mentoring programs. Hear the perspectives of a large, national law firm, a medium-sized, regional law firm, and the consultant who assisted in program development.

Ida Abbott, President, Ida Abbott Consulting, Moderator
David Axtell, Shareholder and Mentoring Committee Chair,
Stinson Leonard Street LLP

Kari Jensen Thomas, Director of Attorney Recruiting,
Development and Firm-Wide Diversity, Stinson Leonard
Street LLP

Don Smith, Director of Attorney Development and Diversity,
Fried Frank

9:15 -10:30 am — Room 608

Use Your Brain! Leveraging Neuroscience to Interrupt Unconscious Bias, Enhance Learning, and Advance Careers in Legal Environments



Diversity and Inclusion & Management

It may in fact all be in our heads! There's growing neuroscience research that points to the brain's power in enhancing leadership development. During this session we'll explore concepts from neuroscience for student/lawyer development and practical tools that can be used to support our own and others' skills growth. You'll learn that through practical tools and strategies we can leverage brain power to better support students and lawyers in their advancement and, in particular, to interrupt bias that adversely impacts women and diverse lawyers; build the “must have” skills that students and lawyers need to advance to partnership; and become adaptive leaders — an imperative competency in our changing, global, and diverse legal profession. ***This session will not be recorded.***

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

9:15 -10:30 am — Room 609

When Promotions and Raises Are Limited: How to Keep Team Members Engaged



Management

Based on conducting more than 25 surveys nationwide for the law firm recruiting industry over the past 13 years, this panel will highlight both how our industry has changed and the new challenges faced by directors and senior recruitment managers. Participants will walk away equipped with tools and strategies to keep team members engaged and motivated, including a Team Values exercise and strategies for facilitating difficult team discussions. By harnessing these tools, department leaders can then develop an Action Plan with their team members — one that can be utilized to keep their team motivated and challenged despite limited opportunities for promotions and raises.

Kelli Kohout, Chief Administrative Officer, Davis Wright Tremaine, LLP

Eva Wisnik, President, Wisnik Career Enterprises, Inc.

10:30 - 11:00 am — Room 6AB

Coffee Break

10:30 - 11:00 am — Room 613

Getting Involved in NALP

Are you interested in getting more involved with NALP but aren't sure how? Are you interested in becoming a NALP leader? This session will provide some insights into the many ways you can become involved in NALP and will offer advice about navigating the paths to NALP leadership. Come learn more about how you can get involved!

Cybele Smith, Director, Public Service & Public Interest Programs, Moritz College of Law, The Ohio State University and NALP Board Member

10:45 - 11:30 am — Room 614

Exhibitor Classroom Presentation

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

CONCURRENT SESSIONS

11:00 am - 12:15 pm — Rooms 602/603

Coaching 3.0: Getting the Most from the Coaches We Bring into the Firm



Lawyer Professional Development

The “tipping point” for coaching in law firms has arrived. Most large and mid-sized law firms are using coaches for a variety of purposes, and professional development leaders are being contacted by coaches in record numbers. How do we find and select the best coaches for lawyers? What kind of coaches and coach training are best for law firms? How do we ensure a high return on investment from the coaches we do hire? How can we add high-caliber coaching skills to our own resumes? This program will work toward developing a working list of best practices to utilize with the coaches that we hire.

Sylvia James, Diversity Counsel, Baker Botts L.L.P.

Karen Kahn, Managing Partner, Threshold Advisors

Michelle Wimes, Director of Professional Development and Inclusion, Ogletree Deakins

11:00 am - 12:15 pm — Rooms 616/617

Feedback 2.0: Turning Summer Associate Evaluations into Powerful Learning Tools



Recruiting

The summer associate review process is a critical piece of summer associate programs. However, figuring out how to develop substantive evaluations and deliver meaningful feedback to summer associates is often challenging. During this program, panelists will discuss ways to enhance the summer associate evaluation process, provide tips on how to use feedback effectively, and share their ideas about what to consider when developing summer associate evaluation and work assignment forms. Presenters will also offer advice on what to do when a summer associate is experiencing challenges and coaching becomes necessary. You will leave this interactive session with the tools to enrich your program and guide your summer associates to success!

Rebecca Calman, Lead Recruiter, Cleary Gottlieb Steen & Hamilton LLP

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

Karl Riehl, Legal Recruitment & Professional Development Manager, Epstein Becker & Green PC

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

11:00 am - 12:15 pm — Room 604

Lateral Recruiting in Niche Practice Areas



Lateral Recruiting and Hiring

Recruiting in niche practice areas is challenging for firms and recruiters alike. How do you identify A+ candidates in specific niche practices, such as tax, technology, and L&E, when the lingo sounds the same to you? How can you work with your firm’s partners in the practice area to identify the distinguishing factors for the search? How do you recruit in practice areas that tend to be populated by candidates who are not actively engaged in a search? If using external recruiters, how do you best partner with them and convey the specific knowledge and information needed to properly identify stellar candidates?

Rachel Budgar, Lateral Recruiting Manager, Sutherland Asbill & Brennan, Moderator

Shannon Davis, Director of Legal Recruiting, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo

Donna Hill, IP Recruiter, Wilson Sonsini Goodrich & Rosati
Tricia McGrath, Senior Director, Lateral Link, Moderator

11:00 am - 12:15 pm — Room 613

NCBE’s Job Analysis and Uniform Bar Exam Developments



CSO Administration

What changes are occurring in the world of bar admissions? How will these changes affect recent law graduates and law students? The first part of this program will focus on a comprehensive study of the newly licensed attorney that will have a lasting impact on the bar admissions landscape. The National Conference of Bar Examiners (NCBE) recently conducted a Job Analysis and Content Validity Study, which looked at the knowledge, skills, and abilities that newly licensed lawyers need to have to practice law. The Study’s methodology, results, and implications for the bar exam will be discussed in depth. The second part of this presentation will focus on another important development in bar admissions — the Uniform Bar Exam (UBE), a multi-component common exam adopted by 13 jurisdictions that allows score portability between participating jurisdictions for the newly licensed lawyer. The UBE is a boon to law school graduates in today’s challenging employment environment and given the realities of multi-jurisdictional practice.

Diane Bosse, Chair, NY Board of Law Examiners

Judith Gundersen, Deputy Director of Testing, National Conference of Bar Examiners

11:00 am - 12:15 pm — Rooms 611/612

Powerful Conversations for Managers and Leaders



Leadership & Management

Feeling stuck with a difficult employee or a team that just isn't getting the results you want? Afraid to say what's really on your mind for fear of hurting feelings? Ready to be the catalyst for positive change in your workplace? Start by changing the conversation. Learn how you can co-create more positive, dynamic, and productive workplace teams by facilitating powerful conversations with your colleagues, your staff, and even the people you report to. This session is designed for more experienced professionals who are key decision-makers or in roles that influence the decision-makers. **This session will not be recorded.**

Lianne Krakauer, Career & Leadership Coach, Krakauer Coaching

11:00 am - 12:15 pm — Room 606

Providing Personal Attention and Individualized Counseling without Draining Your Budget or Your Energy



Counseling

Despite our best efforts, we still only have 24 hours in a day, and we can't spend all of them at the office! This program will show you how to provide students and alumni with individualized career plans and quality personal attention without adding hours to your day or dollars to your budget. Come learn how some of your colleagues are decreasing the numbers of big panel pizza parties and increasing quality time with students and alumni. There won't be free food, but you will get fresh ideas!

Margann Bennett, Director of Professional Development and Pro Bono, Washburn University School of Law
Suzanne Patrick, Director of Career Services, St. Mary's University School of Law

11:00 am - 12:15 pm — Room 607

Standing Out in a Crowded Market: Branding, Online Marketing, and Social Media



Technology & Member Professional Development

It's the hottest issue in law firm marketing — how to stand out in a crowded marketplace using branding, differentiation, and social media. This cutting-edge program will teach you how to use the full range of traditional and online marketing tools including websites and social media tools such as LinkedIn, Facebook, Twitter, and others. You will learn how to use powerful new techniques to market yourself, your practice, your group, office, school, or firm. Whatever you do, wherever you go, you have to stand out to succeed, and this fun, fast-paced, and visually powerful presentation will show you exactly how to do so.

Ross Fishman, CEO, Fishman Marketing, Inc.

11:00 am - 12:15 pm — Room 620

Taking Matters into Their Own Hands: How Two Diversity Programs Are Taking on the Challenge of Diversifying the Judicial Clerkship Pool



Diversity and Inclusion & Judicial Clerkships

Two programs have emerged that directly aim at diversifying the clerkship pool. First, the Just the Beginning Foundation "Share the Wealth" clerkships program is a referral program run by federal judges who conduct panel interviews with diverse clerkship candidates. The program has become a go-to resource for other judges who are looking to diversify their chambers. Second, the ABA Judicial Clerkship Program brings judges and minority law students together through structured activities that help simulate the law clerk/judge relationship and ultimately encourage minority students to apply for judicial clerkships. The founding and leading judges for both programs will be on hand to discuss their successes and challenges.

Amy Killoran, Assistant Director, Judicial Clerkships, Georgetown University Law Center, Moderator
Gerald Bruce Lee, U.S. District Court Judge, U.S. District Court for the Eastern District of Virginia, Alexandria Division
Frank Sullivan, Jr., Professor of Practice (former Justice of Indiana Supreme Court), Indiana University Robert H. McKinney School of Law

11:00 am - 12:15 pm — Room 608

The Successful Government Summer: Preparing Students for Public Sector Legal Internships



Public Service

This program will provide advice from public interest advisors and public sector employers on preparing students for successful summer internships in government offices. The program will cover areas including student preparation for the summer experience, methods for students to obtain excellent work assignments and meaningful feedback, appropriate and effective student networking, securing excellent recommendations, making a good first impression, and related topics.

Robin Edwards, Administrator of Legal Hiring, New York County District Attorney's Office
Matthew Gewolb, Director for Government Programs & Lecturer-in-Law, Columbia Law School, Moderator
Stuart Smith, Director of Legal Recruitment, New York City Law Department
Jeanne Q. Svikhart, Independent Contractor working with the U.S. Department of Justice

11:00 am - 12:15 pm — Rooms 618/619

The Time Between Dreams: Helping Others Navigate Uncertainty in Their Life and Work



Member Professional Development & Counseling

Some of us turn our heads in denial. Others welcome new opportunities and horizons. Regardless, change comes to us all. Whether you work in a law office or law school, you will encounter people going through life transitions and career transitions. You want to help those facing change and uncertainty in their lives and careers, but sometimes you only have a few minutes to assess the situation and make a difference. In this session, you will be introduced to the phases of change and you'll be given three tools: a short life/career quiz that will help you assess someone's life and work situation; a handout on how the career change process works to use in conjunction with the quiz; and a list of activities that can help the law student or lawyer manage each phase of change. Come away with these helpful tools and exercises that you will want to use to assist lawyers or law students as soon as you get back to the office!

Jolie Blanchard, Global Director of Recruiting, Jones Day
Carol Vecchio, Founder and Director, Centerpoint Institute for Life and Career Renewal

11:00 am - 12:15 pm — Room 609

Using Your JD (to Its Best) Advantage: Counseling Students in Their Search for Alternative Careers



Career Paths & Counseling

Understanding how to guide and market students toward alternative career options should be part of every career services professional's repertoire. This program will provide insights into alternative career coaching, including a roadmap for navigating students through the process, and offer tips on marketing a JD to nontraditional employers. There truly are unlimited possibilities open to students with a law degree, but those same students expect their career services office to be able to provide them with the assistance needed to land these jobs.

Cheryl Heisler, President, Lawternatives

11:00 am - 12:15 pm — Room 615

You Say "Tomato," I Say "Tomahto" — What Does It Mean to Be "Tech Savvy" in Legal Practice and Why Does It Matter?



Technology & Lawyer Professional Development

The ABA has revised its Model Rules of Professional Conduct to include a duty to be "tech savvy." Most lawyers and law students believe themselves to be tech savvy because they text, tweet, and use Facebook regularly, but there are distinct differences between using technology socially and capitalizing on technology for practice-related applications. How do you identify whether someone is a savvy business technology user? Join this panel of professional development leaders and legal technologists as they discuss screening tools to assess someone's level of technology competence, technology training methods, and leveraging social technology competencies to benefit professional development.

Chris Boyd, Senior Director of Professional Services, Wilson Sonsini Goodrich & Rosati
Chris DeSantis, Principal, CPDeSantis.com LLC
Joy Heath Rush, Director of Enterprise Multimedia Services, Sidley Austin LLP, Moderator

12:15 - 12:30

Break

12:30 - 1:45 pm — Rooms 6C&E

Networking Lunch

Reconnect with your colleagues and meet new people over lunch.

12:30 - 1:45 pm — Rooms 611/612

Public Service Luncheon

Join NALP's Public Service Section for lunch with keynote speaker Lisa Daugaard, Policy Director for the Racial Disparity Project (the RDP) at the Public Defender Association in Seattle. Ms. Daugaard is a distinguished defender with many years of experience as a lawyer and supervisor at the Defender Association. As a staff attorney there, she led the successful defense of hundreds of activists falsely arrested during the WTO demonstrations. Also, as a Fellow at the ACLU National Legal Department, she helped to coordinate the successful campaign and litigation to shut down the internment camp for HIV+ Haitian refugees at Guantanamo Bay Naval Base. Ms. Daugaard will discuss the exciting work of the Racial Disparity Project, her passion for her work, and the importance of cultivating the next generation of public interest lawyers.

12:30 - 1:45 pm — Rooms 616/617

City Group and Law School Consortia Leaders Luncheon

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. (If attending a meeting pick up some lunch and take it with you to eat during the meeting.)

Sections open to all members:

- International and Advanced Degree Advising and Recruiting Section — Room 615
- Sexual Orientation and Gender Identity and Expression Section (SOGIE — formerly the LGBT Section) — Rooms 618/619
- Solo and Small CSO Section — Room 620

Appointed or elected groups:

- Communications Advisory Group — Room 608
- Law School Innovations Work Group — Room 613
- Nominating Committee — Room 606
- Past Presidents’ Council — Room 607
- Website Redesign Work Group — Room 609

12:30 - 1:00 pm — Room 614

Exhibitor Classroom Presentation

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

1:15 - 2:00 pm — Room 614

Exhibitor Classroom Presentation

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

1:45 - 2:00 pm

Break

CONCURRENT SESSIONS

2:00 - 3:15 pm — Room 613

From Seattle to Secaucus: State Court Clerkships Today



Judicial Clerkships

This program will provide an overview of the state court clerkship application process. It will focus on getting student buy-in for state court clerkships, the application process (including application timing and changes stemming from the economic downturn), and successful application strategies. The program will also reintroduce *Insight & Inside Information for State Court Clerkships*, which has been revised and expanded by the NALP State Court Work Group on Judicial Clerkships as a supplement to the *Vermont Guide to State Court Clerkships*, and will provide sample surveys about state court hiring.

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

Amy Killoran, Assistant Director, Judicial Clerkships, Georgetown University Law Center

Molly Stafford, Assistant Director, University of the Pacific, McGeorge School of Law

2:00 - 3:15 pm — Room 615

From Veteran to Law Student to Lawyer: How to Recruit, Counsel, and Employ Military Veterans



Counseling & Recruiting

Increasing numbers of veterans are attending law school. This presentation will provide new ideas for recruiting veterans and helping them to draw on their military experience to maximize their potential as law students. The presenters will discuss practical ways career development professionals and veterans can educate employers about the unique values, skills, and attributes veterans bring to legal employers; identify tangible employer benefits received for hiring veterans; and facilitate a discussion about attendees’ experiences in working with students who are veterans. We will offer resources and proven strategies for integrating veterans into the law school and office culture.

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

Mary Wright, Shareholder and Former General Counsel, Ogletree, Deakins, Nash, Smoak & Stewart, PC

2:00 - 3:15 pm — Room 620

Hot Topics for Small/Solo CSOs: How to Do It All and Then Some



Hot Topics & CSO Administration

Small and solo career services offices face unique challenges when it comes to meeting student needs while balancing administrative and reporting requirements. Dropping enrollments and decreased resources can pose additional challenges. Doing more with less is a reality on both budgetary and staffing levels. From worrying about employment statistics and audits to alumni counseling and meeting the ever-changing needs of students, the list of potential topics is long. A panel of newcomers and more experienced members will lead a discussion of recent developments and issues with the goal of sharing ideas and time-saving tricks and continuing the discussion beyond the conference.

Margann Bennett, Director of Professional Development and Pro Bono, Washburn University School of Law, Moderator
Lauren Donald, Associate Director of Professional Development, The University of Tulsa College of Law
Trish Hodny, Director, Career Services, University of North Dakota School of Law
Jennifer Zwagerman, Director of Career Development, Drake University Law School

2:00 - 3:15 pm — Rooms 616/617

Mentoring and Empowering Law Student Entrepreneurs



Career Paths & Counseling

By 2019, 40% of all American workers will be self-employed according to the U.S. Department of Labor forecast, as reported by Bloomberg BusinessWeek. With this statistic in mind, this program will provide insight and guidance on the best ways to mentor and empower law students who want to take an entrepreneurial approach to their legal careers, whether by opening solo practices, pursuing alternative legal careers, or building books of business within an existing legal practice. Law school career professionals will leave with actionable tools, techniques, and cutting-edge resources for supporting law students with an entrepreneurial bent.

Lee Burgess, Founder, Amicus Tutoring; Co-Founder, Law School Toolbox, Bar Exam Toolbox, Trebuchet Legal
Alison Monahan, Founder, The Girl's Guide to Law School; Co-Founder, Law School Toolbox, Bar Exam Toolbox, Trebuchet Legal

2:00 - 3:15 pm — Rooms 602/603

New Strategies for Lawyer Career Development



Lawyer Professional Development

Core competencies for lawyer professional development have grown in popularity over the years in firms of all sizes, from single-lawyer offices to global firms. This program will explore how to take lawyer competency programs to the next level. It will address creative ways to get buy-in from skeptical lawyers and keep lawyers motivated as they strive toward career development goals. We will also demonstrate how to integrate competencies across attorney tracks, practice groups, and offices and provide tips for developing training programs and evaluation systems aligned with core competencies. ***This session will not be recorded.***

Michael P. Beltrán, Director of Attorney Training & Development, Dechert LLP
Sommer Bougie, Legal and Consulting Talent Manager, Faegre Baker Daniels LLP
Maria Minor, Professional Development & Pro Bono Manager, Neal, Gerber & Eisenberg LLP

2:00 - 3:15 pm — Room 604

Public Service Job Fairs: A Roadmap for Law School Professionals



Public Service

Helping our students make personal connections with potential employers is more important than ever. Coordinated public service job fairs, consisting of a combination of formal interviews, table talk sessions, and other formal and informal networking opportunities, are an effective tool for connecting public service and government employers with limited resources to law students locally, regionally, and nationally. Panelists representing four of the largest public interest job fairs in the country will provide a step-by-step guide to organizing a public interest job fair that includes information on logistics, cost, sponsorship and fundraising, employer recruitment, and student preparation.

Hillary Exter, Director, Student Organizations and Publicity, Public Interest Resource Center, Fordham Law School
Lauren Fuchs, Communications and Membership Specialist, Equal Justice Works
Melanie Rowen, Associate Director for Public Interest Programs, Career Development Office, University of California, Berkeley, School of Law

2:00 - 3:15 pm — Room 606

Shifting Gears: A Guide on Changing Lanes from Law School Recruiting to Lateral Recruiting



Lateral Recruiting and Hiring

Is the process of managing lateral recruitment at your firm new to you? If so, then this is the program for you!

Our panel of experienced professionals will begin the discussion by highlighting the differences between law school recruiting and lateral recruiting, while identifying the transferable skills utilized in both areas. The balance of the dialogue will then focus on how to lead a lateral search — from determining need with practice group heads and understanding the necessary skill set to determining the methods used to conduct the search, including working with search firms, and, finally, lateral integration. Program attendees will leave with a big-picture view of the lateral recruitment process and with customizable tools that can be used to create a successful lateral recruitment program at their own firms.

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

Randy Liss, Colorado Recruiting and Professional Development Manager, Bryan Cave LLP

Kisha Nunez, Manager of Recruiting and Diversity, Wachtell, Lipton, Rosen and Katz

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

2:00 - 3:15 pm — Rooms 618/619

Taking Charge of Your Career: Positioning Yourself for Future Moves



Career Paths & Member Professional Development

How have successful experienced professionals in NALP made moves from practicing law to career services or legal employer positions? From law schools to law firms? From government to law firm legal employment work, work with a search firm, or to becoming consultants? What can we learn from the career paths of others, and what kinds of experiences did they create for themselves to prepare for career moves? Whether you want to move within your current employer or to another organization, the insights of these highly successful professionals will help you learn how you can position yourself for future moves and develop the skills to be successful.

JeanMarie Campbell, Client Relationship Executive, Ropes & Gray LLP

Melanie R. Priddy, Learning & Development Manager, Bingham McCutchen LLP

Katherine White, Director of Employer Outreach, The George Washington University Law School

2:00 - 3:15 pm — Room 607

The Best Defense Is a Good Offense: New Media Strategies That Work



CSO Administration, Recruiting & Member Professional Development

Managing and optimizing online reputations and social profiles is an evolving challenge for legal professionals. Drawing on original research, this program will examine best (and worst) practices for managing an organization's social/new media presence and offer actionable advice on how to leverage social media and blogs to target, reach, and develop the right audience. Directing our attention to both schools and legal employers, we will explore effective online reputation management, development of a social media policy that works, and utilization of social media and blogs in attracting potential students and employees.

Guy Alvarez, Chief Engagement Officer, Good2bSocial, LLC

Brian Dalton, Director of Research, Breaking Media/Above the Law

David Lat, Managing Editor, Above the Law

2:00 - 3:15 pm — Room 608

Upward Reviews: Maximizing Their Power as a Development Tool



Lawyer Professional Development

The upward review — in which associates evaluate partners — has become more widely used in law firms in recent years. It can be one of the most powerful and effective development tools at your disposal or it can fall flat on its face. It all depends on clarity of purpose, proper design, and appropriate buy-in. In this seminar, two seasoned experts will share insider tips about best practices in using these challenging tools.

Molly Peckman, Director of Professional Development, Dechert LLP

Larry Richard, Founder & Principal Consultant, LawyerBrain LLC

2:00 - 3:15 pm — Room 609

Well, Well, Well ... Discovering the Benefits of Law School and Law Firm Wellness Programs



Law Student Professional Development & Lawyer Professional Development

With growing attention to personal health, fitness, nutrition, and stress management, wellness programs are playing an increasingly important role in both the corporate workplace and law schools. The legal environment is particularly ripe for stress-related illnesses, absences, poor eating habits, lack of physical activity, and their associated costs. This session will highlight successful law firm and law school wellness programs, arming legal professionals with practical and cost-effective tips for implementing wellness programming that will resonate with law students and lawyers. The presenters will discuss concrete examples of successful programs; strategies for obtaining executive buy-in for funding, marketing, and execution; and the benefits of wellness programs even beyond improved health, including benefits for recruiting, retention, and group morale.

Mitchell C. Bailin, Associate Vice President and Dean of Students, Georgetown University Law Center

Pamela Cyr, Assistant Dean, Career Services, University of British Columbia Faculty of Law

Mark H. Goldberg, Global Wellness Manager, Latham & Watkins LLP

2:00 - 3:15 pm — Rooms 611/612

Women's Issues: How the Mayer, Sandberg, Slaughter Debate Affects Diverse Women



Diversity and Inclusion

This panel of women from law schools and legal employers will provide a brief background on the work of Marissa Mayer, Sheryl Sandberg, and Anne-Marie Slaughter, and will engage in a discussion about why they are both lauded and seen as controversial. Panel members will share issues and viewpoints that have been left out of the Mayer, Sandberg, Slaughter debate, and will provide statistics about gender, race, and salaries, household income, and educational debt. Learn how these issues impact the debate, and come join the discussion that affects all women.

Michelle Gonzalez, Assistant Dean, University of Washington School of Law

Nikki Harris, Professional Development Coordinator, Career Development Office, William S. Boyd School of Law, Moderator

Lori Lorenzo, Deputy Director, Leadership Council on Legal Diversity

Manar Morales, President & CEO, Diversity & Flexibility Alliance

3:15 - 3:45 pm — Room 614

Tips for Submitting a Strong Conference Proposal

Interested in submitting a proposal for the 2015 Annual Education Conference in Chicago? This special session will offer tips for creating a well-crafted proposal.

Dana Mandell, Manager of Attorney Development, Skadden, Arps, Slate, Meagher & Flom LLP and Vice-Chair, 2014 Annual Education Conference Planning Team

3:15 - 4:15 pm — Rooms 6ABC&E

Seattle Celebration in the Resource Center

Enjoy snacks and networking while visiting with our exhibitors. NALP and exhibitor prize drawings will be held at **3:45 pm** during this break in the Resource Center. Be sure to pick up a "bingo card," gather at least 12 stamps from exhibitors, and turn in your card at the registration desk prior to the prize drawing. And remember that you must be present to win!

4:45 - 6:30 pm — Sheraton Seattle Hotel, 2nd Floor

DIVERSITY AND INCLUSION SPECIAL SESSION AND RECEPTION:

4:45 - 5:15 pm — Sheraton Willow Room, 2nd Floor

Special Session: Collaboration Among the Bench, Bar, and General Counsel to Increase Diversity in the Legal Profession

Panelists will discuss initiatives they have undertaken in their respective leadership positions to increase diversity, challenges they have encountered, and how they have worked collaboratively with others outside their organizations to achieve greater diversity in the legal profession. There will be an opportunity for Q & A following the panel presentation. Questions in advance of the panel are welcomed and may be emailed to gonzm@uw.edu. (The Diversity and Inclusion Reception will immediately follow this special session.)

Michelle Gonzalez, Assistant Dean, University of Washington School of Law, Moderator

*Justice Steve Gonzalez, Washington State Supreme Court
Lucy Helm, Executive Vice President, General Counsel and Secretary, Starbucks Coffee Company*

Kellye Testy, Dean and James W. Mifflin University Professor of Law, University of Washington School of Law

5:15 - 6:30 pm — Sheraton Grand Ballroom B/C, 2nd Floor

Diversity and Inclusion Reception

The Diversity and Inclusion Reception will immediately follow the Diversity and Inclusion Special Session. *(Guest tickets will be available in advance.)*



NALP thanks the University of Washington School of Law for co-sponsoring this reception.

9:00 pm - 1:00 am — Shuttles will pick up from the Sheraton Seattle. There will be transportation staff in the lobby holding NALP signs to assist with directions. The first shuttle will depart from the Sheraton at 8:45 pm. The shuttles will run between the Sheraton and The Garage for the duration of the event.

Late Night with NALP at The Garage

Join your colleagues at The Garage for a night of billiards, bowling, and karaoke. Come see a 1928 former Plymouth dealership and garage that has been renovated as a 7,500-square-foot pool hall. We'll have games, music, and more! *(Guest tickets will be available in advance.)*



ATTORNEY SEARCH
CONSULTANTS

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

Friday, April 11

6:30 - 7:30 am — Sheraton Cirrus Ballroom, 36th Floor, Pike Tower

Yoga

7:30 - 9:00 am — Room 6C

Continental Breakfast and Roundtable Discussions

Start your day by networking and socializing with your colleagues while enjoying a light breakfast. **Roundtable discussions on various topics will be available for those who are interested from 7:45 - 8:45 am.** Join your colleagues for a roundtable discussion. Tables will be designated by different color cloths and pre-selected topics that should provide for lively discussion and friendly debate. You are sure to come away with several new ideas — and new friends! Topics will include: (1) Current Issues in Law Firm Recruiting; (2) Issues in Law Student PD; (3) Doing More with Fewer Resources; and (4) Current Issues in Lawyer PD.

7:30 am - 5:00 pm— East Lobby

Registration Open

7:45 - 9:00 am

Section/Group Meetings

The following groups will meet from 7:45 - 9:00 am. For a description of these groups, see the tabbed “NALP Sections/Committees” section of this manual. (If attending a meeting pick up some breakfast and take it with you to eat during the meeting.)

Sections open to all members:

- Diversity and Inclusion Section — Rooms 616/617
- Judicial Clerkship Section — Room 615
- Law Student Professional Development Section — Room 620

Appointed or elected groups:

- Annual Education Conference Planning Committee — Chicago — Rooms 618/619
- PD Quarterly Advisory Group — Room 613

9:00 - 10:15 am — Room 6E

PLENARY

The Lawyer Bubble — Causes and Cures

The legal profession faces important challenges — law schools have been producing too many lawyers; clients are demanding greater value; many lawyers wandered into the profession without an informed understanding of its challenges and now realize that even extraordinary incomes don't buy satisfying careers or fulfilling lives. Short-term thinking has encouraged myopic behavior that has made things worse. As the future arrives with an uncompromising vengeance, the youngest generation of lawyers continues to bear the brunt of the resulting carnage. The challenge: Among today's leaders, who will step forward to help recapture the profession's fading nobility?

Steven J. Harper, Adjunct Professor at Northwestern University, Contributing Editor to The American Lawyer, Author of The Lawyer Bubble, and former partner at Kirkland & Ellis LLP

10:15 - 10:45 am — Room 6C

Coffee Break

CONCURRENT SESSIONS

10:45 am - 12:00 pm — Rooms 602/603

A Bird's Eye View: Industry Leaders Discuss Today's Pressures and Responsibilities



Hot Topics & Legal Economy

Both law schools and law firms have experienced profound changes in market conditions since the Great Recession, and both kinds of institutions have had to reconsider their business models and the way they operate. The pressures facing the two sets of institutions are related. As firms grapple with client pressures to reduce costs and provide greater efficiencies, they have hired smaller entry-level classes. As a result, the downward pressures on the entry-level job market have caused big problems for law schools, including declining applications and enrollment. This session will provide an opportunity to hear the candid perspectives of law school deans and law firm partners as they lead their organizations through this period of change. Participants will share ideas about innovations and collaborations with their law school career services office and law firm recruitment, PD, and diversity team members.

Aric Press, Vice President and Editor-in-Chief, American Lawyer Media, Moderator

Annette Clark, Dean and Professor of Law, Seattle University School of Law

Melanie K. Curtice, Managing Partner, Seattle Office, Stool Rives LLP

Kellye Y. Testy, Dean and James W. Mifflin University Professor of Law, University of Washington School of Law

10:45 am - 12:00 pm — Room 604

A Mindful Practice: Strategies to Enhance Performance, Increase Resilience, and Improve Well-Being



Member Professional Development

Mindfulness has exploded into the business world, returning many benefits including enhanced work performance, increased creativity and focus, and improved work/life satisfaction. Lawyers, judges, doctors, and even the Marines have found that mindfulness mitigates the stress inherent in their challenging professions. Neuroscientific research is validating the benefits of these practices, and connections to the bottom line are rapidly following. Come see how mindfulness can improve your ability to counsel your panicked job searchers, calm your overwhelmed associates, and help you maintain balance at work and at home. Take home simple exercises to integrate into your work and life to make a big difference.

Christy Cassisa, JD, Director, WorkLife Integration Programs, University of California at San Diego, Center for Mindfulness

10:45 am - 12:00 pm — Room 618/619

Becoming a Trusted Advisor: An Exercise in Collaboration



Lawyer Professional Development

What clients ultimately seek in a lawyer is a trusted advisor, yet law schools and law firms rarely provide opportunities to develop the skills necessary to understand a client's business and perspective. We will examine how one firm collaborated with business and finance experts to create a business skills training program aligned with the firm's core competencies. The speakers will highlight the successes and challenges of the program from development through execution. Participants will learn best practices for developing similar programming at their own schools and firms, including how to make the business case and get the buy-in of key decision makers by becoming trusted advisors themselves.

Carolyn Bortner, Director of Lawyer Development, Orrick, Herrington & Sutcliffe

April Gallagher, Executive Vice President, The Fullbridge Program

Andrew Notaro, Executive Director, The Fullbridge Program

Matt Rubins, Managing Director — Head of Content, The Fullbridge Program

10:45 am - 12:00 pm — Rooms 611/612

Current Issues in Public Service



Hot Topics & Public Service

Come participate in group discussion about the latest issues affecting internships and careers in public service. Experienced employers and law school representatives will lead and moderate short group discussions on the latest developments in public interest. Possible topics include recent entry-level hiring, including timing; suggested NALP policy regarding offers, 1L timing, and counseling; pro bono bar requirements; and more. Audience members will be invited to offer ideas for discussion. These brief discussions can continue through work groups or other activities after the conference.

Andrew Chapin, Director of Public Interest Scholars and Counseling, Fordham University School of Law, Moderator
Robin Edwards, Administrator of Legal Hiring, New York County District Attorney's Office
Steven Grumm, Director, Resource Center for Access to Justice Initiatives, American Bar Association
Alexa Shabecoff, Assistant Dean for Public Service & Director, Bernard Koteen Office of Public Interest Advising, Harvard Law School

10:45 am - 12:00 pm — Room 606

Discovering and Applying Your Superpowers: Using Strengths in Professional Development



Member Professional Development

Pow! Bam! Wham! Benjamin Franklin said, "Hide not your talents. They for use were made. What's a sundial in the shade?" This session will introduce Gallup's Strengths assessment and empower you and your students or lawyers to use Strengths (superpowers) for greater engagement and productivity. Join Dr. Woo and the Maximizer! as they shed light on how to identify and unleash one's skills, talents, and abilities for the greater good.

Tasha Everman, Assistant Dean & Director of Career Services, University of Nebraska College of Law
Vic Massaglia, Career Counselor, University of Minnesota Law School

10:45 am - 12:00 pm — Room 607

Planning Is Not a Luxury: Motivating Early Career Planning by Generation Y Through the Coach Approach



Law Student Professional Development

Do you feel like you are banging your head against a wall trying to engage students in early career planning? Could your programming or communications use a revamp to connect with the new generation? We all want students to succeed after graduation and know that early career planning is part of the key; the challenge is motivating students to be proactive. This presentation will explore the difference between counseling and coaching, review unique communication styles and needs of Generation Y, and suggest a six-step structure to help engage and motivate in both one-on-one counseling sessions and group programs.

Darius Davenport, Director of Career and Alumni Services, Regent University School of Law
Alfred Ray English, Associate Director of Career Services, Georgia State University College of Law
Ann Jenrette-Thomas, President and CEO, Esquire Coaching

10:45 am - 12:00 pm — Rooms 615

Putting on Your Human Resource Hat: HR and Employment Law Basics for the PD and Recruiting Professional



Management & Member Professional Development

Recruiting and professional development professionals frequently are tasked with handling sticky personnel matters that require an awareness of and ability to apply basic (and some not-so-basic) principles of human resource and employment law. For instance, an associate has quality issues and needs to be transitioned; a lateral candidate arrives visibly pregnant for an interview; a summer associate arrives eight months pregnant and informs you that she will not be able to complete the summer program in full; a lawyer has a suspected substance abuse problem; a lawyer has a noticeable hygiene problem that needs addressing; an underperforming associate with a disability advises you that her performance problems arise from a need for additional accommodation; a secretary engages in a screaming match with an associate. There are myriad ways to handle these challenges. What do you need to consider? Which approaches are among the best, and which are to be avoided? Calling on audience members for their individual and collective insights, this program will give participants the tools to recognize and resolve sticky HR and employment law challenges, including the ability to identify situations that call for a consultation with employment counsel, the HR department, or other departments in the firm.

Colleen O'Hara, Associate Director of Attorney Recruitment and Professional Development, Arent Fox LLP
Margaret Suender, Director of Professional Development and Recruitment, Pepper Hamilton LLP

10:45 am - 12:00 pm — Room 608

Recruiting Diverse Laterals and Supporting Their Business Development Efforts



Diversity and Inclusion & Lateral Recruiting and Hiring

Very few firms have successfully implemented recruiting strategies for attracting lateral candidates. Even fewer firms effectively integrate diverse lateral hires. This program will discuss specific recruiting strategies that have proven successful and address partner integration issues that have a particularly adverse effect on diverse laterals. The discussion will include methods for identifying potential diverse lawyer candidates, how best to use a search firm in this effort, characteristics that make a firm more attractive to diverse lateral hires, special considerations and effective techniques for integrating diverse lateral hires, and suggestions on how to partner with diverse partners to assist with their business development efforts.

David A. Crichlow, Partner, Katten Muchin Rosenman LLP

Sylvia James, Diversity Counsel, Baker Botts L.L.P.

Ron Jordan, Chairman & Founder, Carter White & Shaw LLC

Kenny Tatum, Assistant Dean, Office of Career & Professional Development, Indiana University Maurer School of Law

10:45 am - 12:00 pm — Rooms 616/617

Tears, Fears, Troubled, or Just Plain Mad: How to Manage Conversations with Emotional Job Seekers



Counseling

Many students and alumni are easy to work with. Others can be angry, desperate, disillusioned, naive, anxious, passive, or pose other challenging obstacles. Most law school counselors are not trained to handle the emotional conversations we often face when working with job seekers. This panel, featuring a highly experienced lawyer/psychologist who treats lawyers and law students, and seasoned NALP counselors with diverse experiences managing sensitive conversations, will discuss alternatives for handling the challenging conversations that frequently occur in career development offices. Attendees are encouraged to bring their questions to the panel for discussion and will be given insights and methods for dealing with that occasional emotional meeting.

G. Andrew (Andy) Benjamin, J.D., Ph.D., ABPP, Clinical Professor of Psychology & Affiliate Professor of Law, University of Washington

Christine Guard, Director of Career Services, Mercer University School of Law

Kathleen Lemly, Assistant Director of Career Development and Marketing, Center for Law, Science & Global Health, University of Washington School of Law, Moderator

Robert White, Director of Alumni Career Services, University of California, Berkeley, School of Law

10:45 am - 12:00 pm — Room 609

The Rainmaking X Factor: What It Is, How to Spot It, and How to Develop It



Leadership & Lawyer Professional Development

Rainmaking remains the key to success in most law firms. Firms want to hire laterals with a high potential for developing business if they don't already have a substantial book of business. Firms want to hire and invest in the associates most likely to develop into strong rainmakers. An additional year of research further expands and deepens the knowledge about which skills and behaviors distinguish rainmakers from other lawyers, enhances a firm's ability to identify these skills before making a hiring decision, and informs firms about which of these skills and behaviors can be developed in its existing lawyer population. Join us for an in-depth session that highlights the key rainmaker skills and behaviors among and between men and women lawyers. **This session will not be recorded.**

Monique Drake, Director of Lawyer Development, Lawyer Metrics

Jeanne Picht, Director of Strategic Talent Management, Lawyer Metrics

10:45 am - 12:00 pm — Room 620

There's a New Sheriff in Town: How to Handle (or Be Handled by) a New Dean



CSO Administration

Change in upper administration is inevitable. Whether we have just received news that our boss is leaving or have decided to make a move ourselves, each of us will probably come face to face with a new "sheriff." Will she be a micromanager? Will he bring in his own posse? Will she appreciate my level of expertise? Will he even like me? The questions are endless. Panelists will discuss ways to understand and adjust to the new top administrator. Knowing how your life might change can help you adjust to the new leadership while allowing you the opportunity to enhance your CSO's reputation.

Shawn McKenna, Director of Employer Outreach, University of North Carolina at Chapel Hill

Linda Fowler Sims, Director of Career Services and Outreach, University of Detroit Mercy School of Law

Sondra Tennessee, Associate Dean for Student Affairs, University of Houston Law Center

10:45 am - 12:00 pm — Room 613

Trans Matters: Working with Transgender and Gender Non-Conforming Students and Lawyers



Diversity and Inclusion

Are you at a school, law firm, government office, or other legal services organization? If so, you likely work with transgender individuals. Having a clear understanding of the realities of transgender students and lawyers will help you navigate career development questions, create a supportive work environment, and succeed professionally in collaboration with your colleagues. This interactive program will provide best practices for counseling transgender job seekers and help participants create transgender-supportive workplaces and schools.

Morgan Lynn, Public Interest & Government Career Counselor, Office of Public Interest and Community Service, Georgetown University Law Center

Melanie Rowen, Associate Director for Public Interest Programs, Career Development Office, University of California, Berkeley, School of Law

12:15 - 1:45 pm — Room 6E

Business Meeting and Lunch

Members Only (members-only events are open to all employees of NALP member institutions) — an alternative lunch will be available for nonmembers in Room 6C

All members are invited to participate in the annual business meeting, which includes elections for 2014 Board positions and a review of NALP activities from the past year.

CONCURRENT SESSIONS

2:00 -3:15 pm — Rooms 602/603

Hot Topic: The Report of the ABA Task Force on the Future of Legal Education — Summary and Observations



Hot Topics & Legal Economy

After two years of work, the American Bar Association's Task Force on the Future of Legal Education has made a number of far-reaching recommendations. Two members of the Task Force will summarize the work of the Task Force and offer some observations about the future direction of legal education reform efforts. Come with your questions and concerns about the economics and delivery of legal education in the future.

Paula Littlewood, Executive Director, Washington State Bar Association

David Yellen, Dean, Loyola University Chicago School of Law

2:00 -3:15 pm — Room 604

Hypothetically Speaking 2.0: Taking Prosecutor and Public Defender Interview Preparation to the Next Level



Counseling & Public Service

Students who are interviewing to work in a prosecutor's or public defender's office face significant challenges. They may feel anxious as they prepare to navigate panel interviews, complicated hypotheticals, and hostile questioning. Preparing students for these interviews can be a challenge for new and experienced career counselors alike. This program will increase your understanding of criminal hypotheticals, give you new tools to use in mock interviews, and provide best practices to help you effectively prepare your students for these unique interviews.

Rich Anderson, Senior Deputy Prosecuting Attorney, King County Prosecuting Attorney's Office

Robert Boruchowitz, Professor, Seattle University School of Law and former Attorney, The Defender Project

Alan Haynes, Director, Career Center, University of Minnesota Law School

Jennifer B. Pollard, Director of Judicial Clerkships & Government Programs, University of Maryland Francis King Carey School of Law

2:00 -3:15 pm — Room 615

Just Down the Hall: Partnering with Development and Alumni Affairs for Employer Outreach



CSO Administration

Do you wish you had a ready familiarity with a greater percentage of your alumni base? Wouldn't that help tremendously in your employer outreach and student counseling efforts? The good news is that your development and alumni affairs officers have that kind of familiarity. All you have to do is tap into that resource! This program will give you a quick "Development 101" overview so that you can more easily relate to and partner with your development and alumni affairs officers. We will also discuss strategies for interoffice communication and best practices for effective collaboration, including ideas for receptions, CLE sessions, programming, and more.

Joseph Christian, Employer Relations and Recruitment Coordinator, University of Tennessee College of Law

Alexandra Epsilanty, Associate Dean for Advancement, Syracuse University College of Law

Chris Smith, Assistant Dean for Professional Development, Elon University School of Law

2:00 -3:15 pm — Room 606

LinkedIn 2.0



Technology & Member Professional Development

Most of us have a LinkedIn account and many of us have successfully assembled a LinkedIn profile. Did you know that over 97% of all recruitment and HR professionals used LinkedIn in their recruiting efforts in 2012? Now what do we do? This program will cover how LinkedIn can be used to enhance your professional network, as a tool for teaching law students about building relationships, and for law firm business development and other uses. We will include a discussion about social media etiquette, employer policies for use of social media in background checks, and other social media hot topics.

Sheila Driscoll, Director of Judicial Clerkships and Career Advisor, The George Washington University Law School
Sarah Kryder, Technology Manager, Steptoe & Johnson PLLC
Tom Rodriguez, Legal Recruiting Manager, Steptoe & Johnson PLLC

2:00 -3:15 pm — Room 607

What About Me? Exploring and Expanding Opportunities for Diverse Law Students Beyond the 1L Year



Diversity and Inclusion

While many law schools and employers have launched highly visible initiatives to engage first-year students of diverse backgrounds, resources targeted to upper-level minority students can be harder to find. This interactive panel discussion will highlight existing programs and best practices designed to expand outreach to 2Ls (post-OCI), 3Ls, and recent graduates. Panelists on the front lines of diversity initiatives will share observations, emerging trends, and future steps attendees can take to continue engaging students beyond year one.

Nadjai Bailey, Associate Director of Career Planning, Diversity Liaison, New York Law School, Moderator
Erica Chung, Executive Director, Initiative for Diversity
Neil Dennis, Director, Career Services & Diversity, Georgetown University Law Center
Paula Edgar, Associate Director of Career Services, Seton Hall University School of Law

EXTENDED CONCURRENT SESSIONS

2:00 - 5:00 pm — Rooms 616/617

PD 201: Advancing Your Skills as a Mid-Level PD Professional

201



Lawyer Professional Development — NEW 201 Course for Mid-Level Professionals

You have the fundamentals under your belt; now you're ready to take it to the next level. This workshop will give mid-career professionals the knowledge and leadership skills they need to progress into the next phase of their career. Topics to be covered include up, down, and all around evaluations, being a coach and mentor, managing your team, integration not just orientation, wearing multiple hats, curriculum planning, incorporating adult learning principles, fostering a culture of learning, managing and reporting on a budget, being viewed as a partner with firm leadership, and not forgetting about your own professional and career development. Participants in this workshop will leave with valuable insights into the role of a mid-career PD professional as well as helpful forms, templates, and resources. This hands-on workshop is designed for the mid-career PD professional with four to six years of experience, and is also a good refresher for more experienced PD professionals.

Michele Bendekovic, Director, Attorney Recruiting & Professional Development, Steptoe & Johnson PLLC
Kay Nash, Chief Professional Development and Attorney Recruiting Officer, Wiley Rein LLP
Molly Peckman, Director of Professional Development, Dechert LLP

2:00 - 5:00 pm — Room 608

Managing Up, Down, and Sideways



Management & Leadership

Do the members of your team look forward to working with you — or not so much? This workshop will help you to be more effective as a manager and leader. It will provide practical advice for delegating, supervising without micromanaging, “managing up and sideways,” adapting to different managerial and communication styles, and achieving results efficiently with a team. Learn about the managerial habits and routines of effective leaders in law firms, and create an action plan for developing your own habits and routines, building on your strengths and managing potential blind spots.

Tim Leishman, Principal, Firm Leader Inc.

2:00 - 5:00 pm — *-Those registered for this tour should meet their group in the Sheraton lobby at 2:00 pm.*

Seattle Beyond the Conference: A Social Justice Neighborhood-Based Tour



Public Service

Advance registration was required for this event (see below). When we attend conferences we often have little connection with local issues and seldom venture beyond the conference hotel to see how communities are addressing some of the most pressing social justice issues of our day. From immigrant rights, labor, and racial issues to environmental and economic justice, Seattle is home to a vibrant progressive community with a rich history of civic engagement and activism. This tour will showcase some downtown and neighboring landmarks and share some history of the social justice movement building in our “Emerald City.” The walking and bus tour will begin at 2:00 pm at the Convention Center at 8th Avenue and Pike Street, site of the historic WTO protests that took place in 1999. Participants will walk by some key protest landmarks while learning about corporate accountability and global justice movement building in the Northwest. As the tour progresses, participants will walk to Westlake Center located at 4th Avenue and Pine Street, site of the Occupy Seattle protests as well as countless other protests seeking to raise awareness on a variety of social justice issues. Participants will then hop on a bus on 3rd Avenue and Pine Street for a quick ride to Seattle’s International District/Chinatown. Participants will walk by some landmarks and learn more about the history of immigrant communities and immigrant rights initiatives in Seattle. We will hop back on the bus and make our way back to the Seattle Sheraton by 5:00 pm. ***Advance registration was required for this event. Participants who registered should meet at 2:00 pm in the main lobby of the Sheraton. Bring \$5 in cash and wear comfortable walking shoes.***

Aline Carton-Listfeld, Assistant Director, Center for Public Service Law, University of Washington School of Law
Hillary Exter, Director, Student Organizations and Publicity, Public Interest Resource Center, Fordham Law School

2:00 - 5:00 pm — Room 609

Stand and Deliver: Become a Dynamic Public Speaker



Member Professional Development

Want to become a great public speaker? Look no further! This interactive workshop will teach you how to conduct engaging and informative presentations for audiences large and small. Discover tips to improve your oral and nonverbal communication styles, inspire and motivate participants, exude confidence and enthusiasm, and establish credibility. You’ll also learn how to effectively handle speaking snafus, such as interruptions, hecklers, and technical difficulties. Whether conducting group trainings, orientations, interviews, or one-on-one discussions, this session will help you become a more dynamic speaker! Practice connecting with the audience, using humor, and letting your unique personality and style shine. Coaching and feedback will be provided. ***This session will not be recorded.***

Lisa Montanaro, Productivity Consultant, Success Coach, Business Strategist, Speaker and Author, Lisa Montanaro Global Enterprises, LLC

SPECIAL EXTENDED WORKSHOP

2:00 - 6:00 pm — Rooms 611/612

(continued Saturday from 9 am - 12 pm) Open only to pre-registrants.

The NALP/NALP Foundation Coaching for Development Series: Foundational Coaching Skills Program



Member Professional Development

The “Coaching for Development” Program is for legal professional development administrators, law school career services professionals, and lawyers who want to understand coaching competencies and develop successful coaching skills to use in individual and team settings. Whether you are new to coaching or have been using coaching skills for some time, the “Coaching for Development” program will help you develop or further hone your coaching skills. This interactive program will guide participants through the coaching process, covering the principles, competencies, and skills of coaching. The program curriculum is aligned with the International Coaching Federation (ICF) Code of Ethics and uses the ICF Core Coaching Competencies. ***This session will not be recorded.***

Donna Branca, Director, SJL Shannon Inc.

Diane Costigan, Senior Managing Director, SLJ Shannon Inc.

Charles L. Curtis, Firmwide Director of Partner Hiring & Integration, Pillsbury Winthrop Shaw Pittman LLP

Jim Lovelace, Director of Attorney Training and Development, Pillsbury Winthrop Shaw Pittman LLP

Michelle Nash, Senior Vice President, The NALP Foundation for Law Career Research and Education

Ann Rainhart, Chief Talent Officer, Faegre, Baker Daniels LLP

LeaNora Ruffin, Assistant Dean of Career Development, Widener University School of Law

Marcia Shannon, Assistant Dean for Career Services, Georgetown University Law Center

Sheri M. Zachary, Firmwide Director of Career Development, Saul Ewing, LLP

FRIDAY EVENING ACTIVITIES

The following activities are being offered on Friday **for those who pre-registered for the events**. If you did not pre-register but are interested in one of these events, check with the NALP registration desk to see if there are spots available.

Group 1: 3:30 - 5:30 pm

Group 2: 4:00 - 6:00 pm

Registrants should meet in Rainier Square at 1333 5th Avenue, Suite 300 — a short walk from the Sheraton.

Directions will be provided to those registered for the tours.

Greatest Hits: Chart Toppers and Heart-Stoppers Walking Tour

Seattle is one of America's premier travel destinations and there is nothing like experiencing a city by foot. The Seattle Architecture Foundation is offering two-hour walking tours starting at 3:30 and 4:00. Tours begin in Rainier Square (1333 5th Avenue, Suite 300) and end at the Seattle Central Library (1000 4th Avenue), both only a short walk from the Sheraton. *In addition to requiring pre-registration, these tours are limited to 20 people per group.*

5:30 - 6:30 pm — *Registrants should meet at 5:30 pm in the Sheraton Metropolitan Ballroom A.*

Clean the World Public Service Event

NALP is partnering with Clean the World, the largest global recycler of hotel amenities, to bring relief in the form of hygiene kits to the Seattle community. During the One Project event volunteers will assemble kits of soap, shampoo, lotion, toothbrushes, razors, and other items to be donated to the YWCA Angeline's Women's Center. *In addition to requiring pre-registration, this free event is limited to 50 participants.*

6:30 - 9:30 pm — *Registrants should meet at 6:15 pm in the lobby of the Sheraton.*

Road Dogs Seattle Brewery Tour

There are few things cozier to do in Seattle than to hole up in a brew pub with some friends and enjoy a locally brewed beer. The Road Dogs Seattle Brewery Tour is a three-hour tour featuring three of Seattle's finest breweries and a variety of local craft beers. *Participants will be picked up and dropped off at the Sheraton.*

Saturday, April 12

8:30 - 9:30 am — Sheraton Madrona/Juniper Foyer, 2nd Floor

Registration Open

8:30 - 9:30 am — Sheraton Madrona/Juniper Foyer, 2nd Floor

Coffee Service

SPECIAL EXTENDED WORKSHOP

9:00 am - 12:00 pm — Sheraton Madrona/Juniper Rooms, 2nd Floor

(continued from Friday) Open only to pre-registrants.

The NALP/NALP Foundation Coaching for Development Series: Foundational Coaching Skills Program



Member Professional Development

The "Coaching for Development" Program is for legal professional development administrators, law school career services professionals, and lawyers who want to understand coaching competencies and develop successful coaching skills to use in individual and team settings. Whether you are new to coaching or have been using coaching skills for some time, the "Coaching for Development" program will help you develop or further hone your coaching skills. This interactive program will guide participants through the coaching process, covering the principles, competencies, and skills of coaching. The program curriculum is aligned with the International Coaching Federation (ICF) Code of Ethics and uses the ICF Core Coaching Competencies. ***This session will not be recorded.***

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Marcia Shannon, Assistant Dean for Career Services, Georgetown University Law Center

Sheri M. Zachary, Firmwide Director of Career Development, Saul Ewing, LLP

8:30 am - 2:00 pm — Sheraton Jefferson – Union Tower, 4th Floor

Regional Resource Council Meeting