

2015-2016 Sections, Advisory Groups, Work Groups, and Committees

This part of the conference manual is designed to acquaint you with the 2015-2016 NALP Sections as well as with Advisory Groups, Committees, Work Groups, and other special groups for the coming year. **Take a few minutes to browse and learn about what's new for 2015-2016.**

NALP thrives on member involvement, and one of the many benefits of NALP membership is the opportunity to actively participate in the NALP community. Sections are a great way to join colleagues with whom you share interests and work responsibilities, and one of the best ways to become involved in a Section is to attend its meeting during the conference.

Sections are affinity groups that provide an opportunity for networking and for sharing information, ideas, and best practices. Sections also provide information and education to the rest of the NALP community on the Section members' particular area of interest or expertise. The President and Section members will identify issues and projects of interest and establish Work Groups within Sections to carry out specific projects. Some of those work areas are identified in the following descriptions, but additional Work Groups may arise during the year. This year all Sections will also play a role in monitoring the impact of emerging legal jobs — particularly in such areas as providing access to these emerging jobs and identifying potential new NALP members.

NALP also has a limited number of Committees as required by our Bylaws or state laws that govern nonprofits, or because they have a specific role in the NALP governance and oversight structure. The Nominating Committee includes elected members from each general region. The Audit and Investment Oversight Committees are appointed and oversee the financial health of the organization. An elected group that was introduced in

2012-2013 as the result of a Bylaws change adopted by the membership in 2011 is the Regional Resource Council. Regional Representatives focus on regional interests, concerns, interaction, and communication, and collectively they are led by the NALP Vice-President for Member Services and Education.

The following pages reflect several changes for 2015-2016. While all of the 2014-2015 Sections are continuing, new appointed groups for the year include an **Innovating Talent Acquisition Work Group**, a **Technology Innovation Advisory Group**, an **ABA Audit Protocol Work Group**, and a **Three Generations: Sponsorship and Succession Planning Work Group**.

Another important role that NALP volunteers have traditionally played is to support NALP staff on matters of policy, procedure, and content with our core products and services. Advisory Groups serve to make recommendations and/or provide key information and materials to the NALP staff and the Board on particular projects or work areas. In addition to the new Technology Innovation Advisory Group (which replaces the former Technology Advisory Group), currently Advisory Groups support the NALP staff in the areas of communications, research, PSJD, and *PD Quarterly*.

All Sections have open membership, and most Section Work Groups need volunteers. Following the conference, see www.nalp.org for the latest information about Sections and other groups. If you are unable to attend the meeting of a Section that interests you, follow the "My Membership" link on the top of NALP's homepage to the NALP Member Portal and **NALPconnect**, NALP's members-only professional community, where you will find all NALP Sections listed under the "Groups" tab. Join your colleagues in any and all Sections that interest you!

Sections

All Sections have **open memberships** and invite all interested members to attend their meetings.

Canadian Section

Meeting: Wednesday, 5:00 pm — Fountainview (occurring in conjunction with the Canadian Business Meeting and Reception)

Chair: Stacy Keehn, University of Ottawa Faculty of Law (Common Law)

The Canadian Section is for NALP members with a particular interest in Canadian legal education, Canadian law school career services, and issues surrounding legal employment and admission to the bar in a Canadian setting. Section work groups will focus on summer and articling recruitment, the OCI process, the Canadian Directory of Legal Employers, diversity issues, planning for the End of Year Canadian Section Meeting, and submitting *NALP Bulletin* articles and proposals for the Annual Education Conference.

CSO Employer Outreach Section

Meeting: Thursday, 12:15 pm — Ohio

Chair: Jill Backer, Pace University School of Law

The CSO Employer Outreach Section is for NALP members who are charged with employer outreach. The Section explores goals and best practices (including technology, long-distance vs. local employer relations, and visibility issues). It also examines the various duties of those engaged in employer outreach work and seeks to increase understanding on the part of legal employers as to the role of employer relations staff in law schools and to encourage a dialogue that promotes a collaborative and mutually beneficial relationship. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning and on development of resources related to employer outreach.

Diversity and Inclusion Section

Meeting: Wednesday, 12:00 pm — Columbus

Chair: Kristine McKinney, Faegre Baker Daniels LLP

The Diversity and Inclusion Section is for NALP members with a particular interest in or responsibility for advocating for diversity and inclusion in legal education

and legal employment. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, creation of new resources including webinars, and a variety of other issues related to diversity and inclusion.

Experienced Professionals Section

Meeting: Thursday, 7:30 am — Parlor C

Chair: Katie White, The George Washington University Law School

This Section includes NALP members who self-identify as “experienced” in the legal recruitment and professional development industry and seek to collaborate with similarly situated colleagues for purposes of networking and professional development and to contribute to activities, services, and educational programs to benefit NALP. Section members can be characterized by years of NALP membership, years in the industry, and/or levels of leadership or engagement within their organizations or with NALP. (It is suggested that members have at least eight years of experience in a lead role and have actively participated in NALP.) Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, collaboration with the Newer Professionals Section, and possible creation of one or more webinars focused on professional development for the experienced NALP professional.

International and Advanced Degree Advising and Recruiting Section

Meeting: Thursday, 12:15 pm — Mississippi

Chair: Sara Marshall, Boston University School of Law

This Section is for law school members who advise domestic and international LL.M. degree candidates as well as students and alumni seeking international opportunities. This Section is also for NALP legal employer members who hire graduates with LL.M. degrees, who are involved in international recruiting, and who evaluate international experience for both international and domestic positions. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, continuing the Section’s Twitter feed to inform members and the community at large about international careers, and New York and possible other state pro bono requirements as they relate to implementing programming and resources for LL.M. students.

Judicial Clerkship Section

Meeting: Friday, 7:30 am — Ohio

Chair: Amy Killoran, Georgetown University Law Center

The Judicial Clerkship Section is for NALP members who have an interest in or responsibility for preparing law students for judicial clerkships or for managing the departure and return from employer organizations of associates who pursue judicial clerkships. Section work groups will focus on collaboration with the Administrative Office of the Courts on continued implementation and use of OSCAR, monitoring trends in the timing of clerkship applications in a post-Hiring Plan clerkship world, development of resources including a best practices guide to complement the *Vermont Law School Guide to State Court Clerkships*, and planning for *NALP Bulletin* articles and Annual Education Conference sessions.

Law School Alumni Career Services Section

Meeting: Thursday, 12:15 pm — Arkansas

Chair: Sonja Hayes, Barry University School of Law

In addition to working with current students, career offices are often responsible for working with alumni at various points in their careers. This Section is for NALP members who work regularly with alumni or have an interest in developing resources and services to provide to their alumni. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning and continuing to develop resources on best practices in working with law school alumni.

Law Student Professional Development Section

Meeting: Wednesday, 12:00 pm — Mayfair

Co-Chairs: Susan Fine, The George Washington University Law School, and Gerald Slater, Suffolk University Law School

The Law Student Professional Development Section is for NALP members with an interest in or responsibility for educating law students about expectations of professionalism in the legal profession. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, collaboration with the Lawyer Professional Development Section, development of best practices resources, and monitoring of developments in the area of state bars requiring graduates who

take their bar exams to complete a certain number of hours of experiential learning or practical skills training.

Lawyer Professional Development Section

Meeting: Thursday, 4:15 pm — Parlor C

Chair: Kara Dodson, Young Conaway Stargatt & Taylor, LLP

The Lawyer Professional Development Section is for NALP members with an interest in or a responsibility for lawyer professional development in a law firm or legal employer setting. Section work groups will focus on Annual Education Conference, PDI, and *NALP Bulletin* article planning, collaboration with the Law Student Professional Development Section, the impact of secondments on lawyer PD, and development of best practices resources.

Legal Employer Alumni Relations/ Programs Section

Meeting: Thursday, 12:15 pm — Colorado

Chair: Graziella Reis-Trani, White & Case LLP

As members' roles evolve, positions now encompass tasks related to building alumni networks, assisting with business development, recruiting through alumni, and offering continued professional development and other training programs to alumni. This Section is for members who have an interest in or responsibility for employer alumni-related issues. Section work groups will include groups focusing on Annual Education Conference program and *NALP Bulletin* article planning and development of resources to educate members about best practices in developing and maintaining an alumni relations program.

Newer Professionals Section

Meeting: Wednesday, 12:00 pm — Mississippi

Chair: Shannon Schaab, DePaul University College of Law

This Section is for NALP members who have been in the profession for four years or less and who would like to build a resource network of similarly situated colleagues. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, the process of welcoming new members of NALP into the Section and helping them to become integrated into other NALP Sections, webinars (including the Expert Conference Call series), and collaboration with the Experienced Professionals Section.

Public Service Section

Meeting: Thursday, 7:30 am — Michigan

Chair: Danielle Sorken, Brooklyn Law School

The Public Service Section is for NALP members who have an interest in or responsibility for advising law students whose career paths lead to public sector, public interest, and pro bono work during law school and after graduation. The Section supports NALP's role as one of the leading providers of information and education about public service opportunities for law students and lawyers. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, planning for the 2015 NALP/PSJD Mini-Conference, monitoring of LRAP initiatives and CCRAA developments, and the development of pro bono and additional resources for PSJD and for the NALP membership.

Recruiting Section

Meeting: Thursday, 4:15 pm — Columbus

Chair: Lynn Herron, Hogan Lovells US LLP

The Recruiting Section is for NALP members who are responsible for or have an interest in issues related to recruiting and hiring of law students, new graduates, and lateral lawyers. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, reviewing and revising NALP forms related to the OCI process, developing resources related to lateral recruiting, and planning for the Legal Recruiting Summit. In addition, the Recruiting Section recently developed a subgroup for small and mid-sized firms to communicate and network with one another.

Sexual Orientation and Gender Identity and Expression (SOGIE) Section

Meeting: Thursday, 12:15 pm — Missouri

Chair: Melanie Rowen, University of California, Berkeley, School of Law

The SOGIE Section (formerly the LGBT Section) is for NALP members with an interest in issues concerning sexual orientation and gender identity and expression as they relate to law schools, legal employers, and issues faced by law students and lawyers. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, National LGBT Bar Association Annual Career Fair and Conference collabo-

ration, LGBT data reporting, and gender identity and expression issues.

Solo & Small CSO Section

Meeting: Friday, 7:30 am — Colorado

Chair: Alisa Rosales, University of Wyoming College of Law

The Solo & Small CSO Section is for NALP members working in very small career services offices. The Section provides opportunities for its members to communicate and network with one another and to develop resources to benefit one another and NALP as a whole. Section work groups will focus on Annual Education Conference program and *NALP Bulletin* article planning, expansion and updating of resources in the Shared Resource Pool, development of webinars, possible collaboration with the ABA Audit Protocol Work Group, and outreach to encourage members from small and solo offices to become involved in NALP and in the Section.

Advisory Groups

The following Advisory Groups are appointed. **Although their membership is not open**, the Chairs welcome the ideas of all NALP members.

Communications Advisory Group

Meeting: Thursday, 7:30 am — Ohio

Chair: TBA

The Communications Advisory Group collaborates with staff on all matters related to NALP publications (the *NALP Bulletin*, *NALPnow!*, etc.). This Advisory Group will also review publication proposals, provide peer readings of forthcoming resources as needed, and advise the staff on matters related to the NALP bookstore.

Ethics and Standards Advisory Group

Meeting: Thursday, 12:15 pm — Parlor C

Chair: Marilyn Drees, Yale Law School

This group educates members about NALP's Principles and Standards. It drafts articles and postings in NALP-connect and produces webinars/programs as appropriate. It will also publish periodic hypothetical exercises that present ethical dilemmas and encourage member involvement in the exercises. The group will also collaborate with the Recruiting Section and the Newer Professionals Section as appropriate.

NDLE Advisory Group

This group advises staff as needed on questions related to the *NALP Directory of Legal Employers*. The group suggests and oversees implementation of changes in collaboration with NALP staff as appropriate and considers how to best promote the “premier” listing category.

PD Quarterly Advisory Group

Will not meet during the conference

This group helps to suggest content for *PD Quarterly* and provides additional editorial guidance to staff as needed, including assistance with peer readings.

PSJD Advisory Group

Meeting: Tuesday, 7:30 pm — Ohio

Chair: Lauren Dubin, Georgetown University Law Center

The PSJD Advisory Group supports the use, development, and enhancement of PSJD. In addition to working closely with and providing feedback to NALP’s Director of Public Service Initiatives and Fellowships, the group contributes programming ideas for the NALP/PSJD Mini-Conference and solicits nominations for the PSJD Pro Bono Publico Awards. The group will also continue to work with PSJD subscriber schools to increase the sharing of job postings.

Research Advisory Group

Will not meet during the conference.

Chair: TBA

The Research Advisory Group collaborates with staff on all matters related to NALP research, including recommendations and review related to survey instruments where appropriate. The Group will also work with staff to support better communication of NALP research findings to members and the broader legal community. This year, in collaboration with the Public Service and Diversity and Inclusion Sections, the Group will also explore options of expanded data information and analysis on diversity in the public interest and government employment settings and will support the ongoing development and use of the surveys associated with the Legal Recruiting Summit.

Technology Innovation Advisory Group



Chair: TBA

As NALP strives to remain an association that maintains relevancy to its members and provides increasing value, we cannot overlook the importance of technology. While currently much of what NALP does requires the member to come to NALP, this Advisory Group will be envisioning an association that comes to members, wherever they are and whenever they need NALP resources. The Technology Innovation Advisory Group will be charged with working with NALP staff to identify and retain a technology consultant who would advise NALP on how to be innovative, particularly on our technology platform. This work would include a review of all of NALP’s information, communication, and delivery systems as well as the infrastructure required to operate these systems. The word of this group would culminate in an overall technology plan for the association. This plan would provide the framework for future ideas and innovations to be tested and help the association become more risk tolerant in an area that is dramatically changing.

Committees

The following committees are elected or appointed. **Although their membership is not open**, Committees welcome the ideas of all NALP members.

Audit Committee

Will not meet during the conference.

Chaired by the NALP Vice-President for Finance, this Committee provides oversight of NALP finances and financial records.

Executive Committee

Will not meet during the conference.

Chaired by the President, the Executive Committee consists of the NALP officers and supports the President and Executive Director in decision making related to the affairs of the association.

Investment Oversight Committee

Will not meet during the conference.

Chaired by the Vice-President for Finance, this Committee monitors NALP's investment portfolio performance and makes policy recommendations to the Board when appropriate.

Nominating Committee

Meeting: Thursday, 12:15 pm — Columbus

Chair: Diane Downs, Akin Gump Strauss Hauer & Feld LLP

Vice-Chair: Bruce Elvin, Duke University School of Law

Members:

Mid-Atlantic: Lauren E. Marsh, Akin Gump Strauss Hauer & Feld LLP; and Cinnamon A. Baker, William & Mary Law School

Midwest: Jennifer A. Fortin, Winston & Strawn LLP; and Margann Bennett, Washburn University School of Law

Northeast: Supria Kuppuswamy, Chadbourne & Parke LLP; and Michele E. Hoff, University of Connecticut School of Law

Southeast: Michele Bendekovic, Steptoe & Johnson PLLC; and Alfred Ray English, Georgia State University College of Law

West Rocky Mountain: Jessica L. Sisco, Reed Smith LLP; and Skip Horne, Santa Clara University School of Law

The Nominating Committee will solicit nominations for and develop a slate of officers and Board members for the 2016-2017 NALP year. The Committee will also oversee the nomination and election process for Regional Representatives, Conference Planning Coordinators, and Nominating Committee members.

Independent Work Groups

The following Work Groups are appointed.

ABA Audit Protocol Work Group

Chair: Heather D. DiFranco, Cleveland Marshall College of Law, Cleveland State University

The NALP 2015-2020 Strategic Plan calls for NALP to ensure that “members have the latest information about changes taking place in law schools and law firms that may affect their professional responsibilities and that members have access to best practices and programming for coping with these changes.” The world for NALP members in career services has drastically changed with the ABA involvement in the process of collecting and

publishing employment-related data. Working closely with NALP's President and Executive Director, this Work Group will be charged with monitoring this process in order to inform and educate the membership.

Innovating Talent Acquisition Work Group



Chair: TBA

One theme that continues to be heard from members is that NALP should do something about “August.” The 2015-2020 Strategic Plan calls for NALP to “convene discussions about law school and legal employer challenges surrounding the current OCI timeframe, and seek potential solutions to those challenges.” Rather than focus on “August” and the Timing Guidelines specifically, this group will engage professionals within the industry, as well as outside the legal industry, to explore innovative approaches to entry-level hiring. What can we learn from other professional services industries about the process of identifying and cultivating new talent for their organizations? This group will seek to identify professionals outside the legal industry with recruitment responsibilities, particularly at the entry or junior levels. Through interviews and other means of collaboration (including one in-person meeting), the group will report to the membership on their findings. An important aspect of this group's work will be to create a session for the Annual Education Conference in Boston that may include presenters from outside the industry to share and discuss new approaches to talent acquisition. Other outcomes from this group could include *NALP Bulletin* articles based on interviews with those outside the industry or those not typically involved in OCI in addition to a written report for the Board.

Three Generations: Sponsorship and Succession Planning Work Group



Chair: TBA

Like the workplace, NALP has three generations represented among its members, and as a voluntary association, NALP needs to be relevant to all of its members. The Three Generations Work Group will explore member opportunities that appeal to all generations of the membership with an eye toward member services and sponsorship that appeal to the millennial generation and beyond. How do we position the organization to attract these new members? How does NALP communicate with and engage our next generation of leaders? Included in

the work of this group will be an evaluation of programs and services offered. Also, the group will be asked for recommendations for engaging new members. The group will be challenged to develop a program that sponsors NALP's youngest generation on a pathway to leadership.

Event Planning Work Groups

The following Work Groups are **appointed (or elected** in the case of many of the members of the Annual Education Conference Planning Work Group). The Event Planning Work Groups welcome the ideas of all NALP members.

2016 Annual Education Conference Planning Work Group

Meeting: Thursday, 7:30 am — Colorado

Chair: Alissa Golden, Schulte Roth & Zabel LLP

Vice-Chairs: Randy Liss, Bryan Cave LLP; Cybele Smith, The Ohio State University, Moritz College of Law; Marty Grenhart, University of California, Berkeley, School of Law

Elected Conference Planning Coordinators:

Canada: Jennifer Lau, University of British Columbia Faculty of Law

Mid-Atlantic: Michael J. Ende, William & Mary Law School

Midwest: Kelly M. Gofron, Seyfarth Shaw LLP

Northeast: Nancy Merriman, Hogan Lovells US LLP

Southeast: Allison H. Regan, University of Houston Law Center

West/Rocky Mountain: Miriam Benor, Pepperdine University School of Law

Appointed members: Jessica Buchsbaum, Bilzin Sumberg Baena Price & Axelrod LLP; Neil Dennis, Georgetown University Law Center; Molly Peckman, Dechert LLP; Julieta Stubrin, Fenwick & West LLP; Vivian Wexler, Morgan, Lewis & Bockius LLP

The Annual Education Conference Planning Work Group will plan the 2016 Annual Education Conference. The Chair and Vice-Chairs of the Work Group are appointed. The elected members are the Conference Planners just elected in regional elections.

Diversity and Inclusion Summit Planning Work Group

Will not meet during the conference.

Members: TBA

The Diversity and Inclusion Summit Planning Work Group will plan the 2016 NALP Diversity and Inclusion Summit.

Legal Recruiting Summit Planning Work Group

Will not meet during the conference.

Members: TBA

The Recruiting Summit Planning Work Group will plan and present the 2016 Recruiting Summit.

Newer Professionals' Forum Planning Work Group

Will not meet during the conference.

Members: TBA

The Newer Professionals' Forum Planning Work Group will plan the 2016 Newer Professionals' Forum.

Professional Development Institute Planning Work Group

Will not meet during the conference.

Members: TBA

The Professional Development Institute (PDI) Planning Work Group, consisting of NALP, ALI CLE, and PDC representatives, will plan the 2015 Professional Development Institute.

(continued)

Council

Regional Resource Council

**Meeting: Saturday, 8:00 am - 1:30 pm —
Wrigley**

*Chair: Beth Moeller, UCLA Law School (NALP Vice-
President for Member Services and Education)*

*Canada: Maryanne Forrayi, University of Calgary Faculty
of Law*

*Northeast: Rebecca Calman, Cleary Gottlieb Steen &
Hamilton LLP; Samantha Kasmarek, Syracuse
University College of Law; Lexi Bryn Husid, Kobre &
Kim LLP; and Christine Severson, Yale Law School*

*Mid-Atlantic: Jessica Gangjee, K&L Gates LLP; Jennifer
Heafey, Villanova University School of Law; Sarah
Bergen, Sidley Austin LLP; and Amy Jones Mattock,
Georgetown University Law Center*

*Southeast: Jennifer Carman, Baker Botts L.L.P.; Kristine
Bridges, University of Tulsa College of Law; Amy
Hancock, Andrews Kurth LLP; and Suzanne Hill
Patrick, St. Mary's University School of Law*

*Midwest: Marguerite Durston, Quarles & Brady LLP;
Tammy King, Creighton University School of Law;
Justine Maury, Dykema Gossett PLLC; and Sarah
Rohne, University of Minnesota Law School*

*West/Rocky Mountain: Yvonne Denenny, UCLA Law
School; Deverie Robinson, K&L Gates LLP; Lee Anne
Masetti-Martin, Morrison & Foerster LLP; and Eric
Bono, University of Denver Sturm College of Law*

The Regional Resource Council, created by Bylaws amendments adopted in 2011, focuses on regional interests, concerns, interaction, and communication. Collectively the Regional Representatives named above form the Regional Resource Council, which is led by the NALP Vice-President for Member Services and Education. The Regional Representatives interact regularly with Board members, city groups, and members within their region to serve as intermediaries between and among NALP members, leaders, volunteers, and staff. The Regional Resource Council has 21 Regional Representatives — one from Canada (a limited region) and four from each general region (two employer members and two school members from each general region) — with the Canadian Representative serving a one-year term and the Representatives from general regions serving staggered two-year terms.