

To: Jen Henfey, Board Liaison, NALP Board of Directors

Cc: Claire Nash, NALP

From: Marcia Pennington Shannon

Date: June 23, 2020

Re: Board Report for NALP's Law School Career Chiefs Interest Group

---

I am thrilled to serve as the first Chair of NALP's new Law School Career Chiefs Interest Group. The Interest Group was formed to provide those serving in leadership roles in law school career services offices the opportunity to share challenges, brainstorm new ideas, and provide resources and programming initiatives.

We held the inaugural meeting of the Interest Group on Wednesday, May 6, 2020. Over 70 law school career chiefs attended. Beth Moeller, NALP President, spoke for a few minutes about why she created the Interest Group. Jen Henfey was introduced as the Board Liaison. We discussed group norms, including: everyone who wants a chance to speak will have a chance; we are not recording sessions so that members can speak freely about frustrations, challenges, etc.; we are mindful of antitrust regulations and will not cross the line into that area. I shared that all minutes of meetings as well as resources and articles of interest would sit on the NALP Connect site for our interest group.

In addition to "housekeeping" items, the large group was divided into five breakout rooms so that a discussion could occur on the current challenges our graduating 3Ls (now graduated) were facing in the job market between the job search, bar exam delays, and delays in job start dates. I asked five colleagues at various schools to facilitate each of the breakout groups and have someone report back to the larger group on high points of the discussions. These were turned into minutes that are posted on NALPConnect. Over 90 people are now signed up on NALPConnect for this group.

I sent out a survey to the group asking for feedback regarding future Interest Group meetings. 74 completed the survey. Survey results indicated that the majority wanted meetings held once per month, on Thursdays or Fridays, and the small discussion groups would be randomly assigned rather than by region, type of school or some other specific way. Areas of discussion of particular interest are: the legal job market; best practices for virtual counseling, programming and recruiting; what career services will look like post-pandemic; and job searching for graduates in a pandemic. Other subjects to explore include: maintaining communication and relationships for our teams in a primary virtual world; leadership development tools; diversity and inclusion initiatives; and resources for JD Advantage positions. It was suggested we add articles and other resources to NALPConnect on CSO leadership, and that we take the pulse of our group on a quarterly basis through further surveying.

The second Interest Group meeting was held on Thursday, June 11, 2020 at 3 p.m. (Eastern). Over 80 individuals participated. We used the same format – randomly assigned breakout rooms (7 of them this time) with the discussion centering on the job market over the next couple of years. We came back together as a large group sharing the highlights from each discussion. We were able to do this in a one hour block. This format seems to work best, so we will continue it for now.

This seems like the perfect time for this type of group. We are all in uncharted waters, and being able to bounce things off of people in similarly positions is terrific.

Please let me know if you have any questions or suggestions for future meetings. Thank you so much for the opportunity to chair this group.