

MEMORANDUM

TO: Lynn Iding, NALP Board Liaison

CC: Fred Thrasher, NALP Deputy Director
Claire Nash, NALP Member Services Coordinator

FROM: Donatella Verrico, Lowenstein Sandler
Amy Ross, Ropes & Gray

DATE: June 23, 2022

RE: First Board Report – Legal Employer Chief Officers Interest Group

We held meetings in May and June of this quarter.

May Meeting

Prior to the May meeting, we circulated a survey to gauge the chiefs' interest in different subject matter they would be interested in discussing throughout the year, as well as the best days/times that work for everyone to meet on a regular, monthly basis, and format of the meeting (formal presentations, information discussion topics, etc.).

Topics of interest include: mental health and wellness, benefits, vendors, summer program planning, professional development, immigration challenges, partner retreats, structure of teams, diversity.

In advance of the meeting, we also reached out to Chief HR/Talent Officers of some of the larger law firms who may not have been members of NALP and/or the Chief Officers Interest Group informing them of the purpose of the group and ways to join. We were able to expand the membership of the group from 94 members to 105 members.

At this meeting, there was a lively discussion ranged from COVID/return to office/vaccination requirements, summer program planning, and partner retreats. We also discuss the idea of having one in-person meeting this year, either in NY or DC, in the fall.

June Meeting

At the June meeting, we started with questions from the group:

--What onboarding tool do people use and like for large classes? – Silk Road and Ceridian Day Force were mentioned.

--Any adjustments/changes to COVID vaccination policies? – No changes from firms at the meeting.

--Any firms have a policy for prescribed medical marijuana or edibles during business hours/on premises? – No firms have this policy and one firm indicated that their policy explicitly states that they are only allowed off premises and off hours.

--Sabbaticals – Do any firms offer them? Wilmer, Katten and Davis Wright were mentioned as firms that have them. Issues with sabbaticals were discussed (i.e. who gets them, for how long, who covers work while people are out).

--Who do you use for upward reviews/360s: Kathy Ball-Tonic (252 Group)

--Do any firms do reverse mentoring programs (associates mentoring partners) – No firms present do this but the Illinois Commission on Professionalism might have a resource for this.

--Summer programs – Are associates coming in as much as summers? Almost all firms are having trouble getting attorneys in; social events (PG events/retreats) seem to help but it's hard on a daily basis.

--How do we convince associates who went to law school over zoom that coming into the office is better for their development? – It was suggested that we should leverage more senior associates who were at the firm before COVID to help convince more junior associates that learning/training/development will be better in the office (hold roundtables in the fall for the new associates); ask associates what motivates them; what is the experience they want to have at the firm. Another suggested resource was Adam Grant's podcast – Worklife with Adam – do's and don'ts of returning to the office.

--Ideas for May – Mental Health Awareness Month – Leadership group went through mental health first aid certification program and discussed regular meetings held for attorneys and support. Some sent out daily articles/resources during Mental Health Awareness Week. Paula Davis, Patrick Krill, Terry Hill were recommended as great speakers. Management/board wrote essays about why they love working at the firm and how they unplug.

--PRIDE month – Firms are hosting different speakers on various LGBTQ+-related topics, showing Stonewall and other documentaries, creating care packages for teens in shelters who come out and need to leave home immediately, supporting local LGBTQ vendors for Pride events, and circulating announcements about Pride events in their areas.

Lastly, Tony Waller, the incoming NALP President, introduced himself. His ask of this group: consider whether you want to be a co-chair of this group next year and any other roles you'd like to have in NALP; email him any other suggestions this group has to include in his business plan (twaller@uga.edu).