

Memorandum

To: Lynne Traverse, Board Liaison, Experienced Professionals Section
Fred Thrasher, NALP Deputy Director

From: Mary Hoagland, Chair, Experienced Professionals Section

Re: Second Quarter Board Report

Date: October 21, 2010

I am writing to outline the activities of the Experienced Professionals Section (EPS) since the First Board Report of July 1, 2010. The EPS has five Work Groups: (1) Annual Education Conference Planning Work Group, (2) Experienced Professionals and Newer Professionals Collaboration Work Group, (3) Talent and Interest Give Back Project, (4) Writing Opportunities/Bulletin Article Planning Work Group, and (5) Pathways to Leadership.

The Annual Education Conference Planning Work Group (Danielle Shannon, Chair, with assistance from Laurel Hajek)

Danielle and Laurel did a fabulous job of heading up the RFP process which resulted in the submission of sixteen RFPs to the 2011 Annual Conference Committee. We have now heard back from the NALP Conference Planning Committee and the following EP RFP's have been selected:

- The Joys of Self Assessment (Bill Chamberlain & Paula Nailon)
- Delivering Negative Feedback and Managing the Aftermath (Sarah Staup, Richard Korst & David Diamond)
- Managing a Team is Stressful (Mireille Butler & Patricia Patrick)
- Predictors of Success: Models of Selecting Legal Talent (Jennifer Queen, Elizabeth Price, Lynne Traverse & Emily Leeson)
- Beyond Grades and Scores: Factors Predicting Lawyer Success and Effectiveness (Professors Marjorie Schultz & Sheldon Zedeck and Kent Lollo and Alan Haynes) - chosen for Plenary Session
- Managing Your Brand in 2011 and Beyond (Michael Melcher) - chosen for EP lunch

- Influence: Getting a Seat at the Table and Your Ideas Heard (Steve Hughes) - chosen for Saturday Morning Workshop

Although it is always disappointing when good programs are not chosen, we are impressed with the number of RFPs that will be used. We hope the EPs whose RFPs were not selected will submit them again next year or consider turning them into articles for our committee to publish in NALP Now or the Bulletin. Danielle will start the 2012 RFP process in December by sending an email to the section members inviting them to participate on the RFP Work Group which will start up in January of 2011.

The Experienced Professionals and Newer Professionals Collaboration Work Group (Brian Lewis and Kim Hensarling, Co-Chairs)

This work group is divided into two areas: Conference Mentoring (Brian) and EP/NP Interface (Kim):

2011 Conference Mentoring – The 2011 Conference Planning Committee has taken charge of and somewhat redesigned the Conference Mentoring Program. Brian Lewis and Kim Hensarling have been invited to serve on the Mentoring Committee which is chaired by Kay Nash. Other members of the committee are Mary Beale, two Newer Professional Section members, and two Regional Coordinators. They have met by conference call to design the Mentor Program information for the conference brochure. As in the past, this beneficial Mentor Program will be limited to the conference time frame and will focus on helping NPs maximize their conference experience. Brian and Kim will give us updates as more develops. The Conference Planning Committee did not approve the Breakfast Roundtables RFP.

EP/NP Interface – Kim is in communication with the NP Section chair, Amy Perez, and has offered to give any assistance needed by the section. In particular, Kim has offered to make suggestions for EP participants to help with the NP Section “Ask the Experts” project. In this project the NPs are “creating a series of conference calls and/or webinars featuring one or more experienced NALPers discussing a topic of interest to newer professionals and then answering questions.” Kim is also helping to connect NPs with EPs by inviting them to attend the EP conference calls. Amy Perez and a number of other NPs were on our October 20, 2010 EP Section call as a result of Kim’s outreach to them.

Talent and Interest Give Back Project (Laura Kanter, Chair)

Laura is in communication with Irena McGrath, chair of the Membership Services Advisory Group, and they are coordinating their respective charges. Irena’s group is (1) encouraging members to update their member directory profiles and (2) telling members how to use the profile system. Laura’s charge is to determine if we have a comprehensive offering of “specialties” listed under the Search Filters for an Advanced Search in the member directory. In fulfillment of this charge, she will be sending an email to the Experienced Professionals NALP list on Monday, October 25. The email will include the current list of specialties, and she will ask members to submit any missing specialties. Members will have two weeks to make suggestions, which will then be submitted to the NALP office.

Writing Opportunities and Bulletin Article Planning (Mireille Butler & Norma Cirincione, CoChairs)

Norma and Mireille have done a spectacular job of lining up members of the section to submit a great assortment of articles. Articles with an EP Section attribution line which have appeared in the NALP Bulletin since the last report include:

- “*Crisis Management—Preparing for the Worst*” by Lynne Traverse (July)
- “*Tips from Experienced Professionals: Business Development Programs for Law Students*” by Beth Hansen (August)
- *Tips from Experienced Professionals: Self-Coaching: Maintaining Your Own Morale in Stressful Times*” by Diane Downs (September)
- *Tips from Experienced Professionals: Using your Most Valuable Resource – Your Alumni*” by Deb Ryerson (October)

Articles are in the pipeline from Charlie Crampton, Bill Chamberlain, Vicki Huebner, Ameer McKim, Gina Rossam, and Norma Cirincione/Mireille Butler for November through May, including one or more submissions for our “Tips for the Recovering Economy” column.

Pathways to Leadership (Christine Carlson, Chair)

This work group has been charged with examining leadership and volunteer service experiences of current and former NALP members. Christine has recruited Sarah Staup and Joni Peet to assist in the project of interviewing two or three former NALP presidents to see how their presidential experience shaped and changed their career paths and their lives. Nineteen interview questions are being reviewed by this team, and they have several past presidents they are considering for the interviews. After the work group does the interviews, they will decide how best to share the information with the membership. Format options include one or more NALP Bulletin articles, posting the interviews on the NALP website, etc. As mentioned in the last report, Christine and Bill Chamberlain (Leadership Advisory Group) are coordinating to insure no overlap in their charges.

Environmental Scanning Conference Call (October 20)

We held one environmental scanning call to take the pulse of members of the EPs on (1) the 2010 fall hiring season, (2) 2L hiring out of 2010 summer programs, (3) 1L and 3L hiring, (4) demands for alumni counseling services, (5) the impact of the 28 day rule, and (6) new models for train and/or compensation. There were over 30 people on the call, with roughly equal representation from the employer and law school sides. We had a good mix of regional representation and had at least half a dozen members of the NP Section on the call—they thought being on the call was very productive for them, so we will repeat the invitation for our next call. Topics discussed included:

Lynne Traverse (Board Liaison):

- Reported that the board will meet on November 4 – 6.
- Invited Irena McGrath to give an update on the Membership Services Advisory Group and additionally Irena answered a variety of related questions. If any information is missing from your leadership profile, the NALP office can add it.

Section Work Group Reports:

- Danielle Shannon, Bryan Lewis, Kim Hensarling, and Christine Carlson gave reports on each of their work groups (see reports above).
- I reported for Laura Kanter and Norma Cirincione, who were not able to be on the call (see reports above).

Betsy Armour and Leslie Ripley (Nominating Committee):

- They just returned from two days of Nominating Committee Training—mentioned all of the positions that need to be filled including Pres-elect, Treasurer, Board (3 school; 2 employer), Nominating Committee, and Regional Coordinators
- Encouraged everyone to self-nominate or nominate others; deadline is December 7.

Schools on the 2010 Fall OCI Hiring Season:

- Roughly the same number of employers; too early to tell on the number of offers or acceptances
- About the same—offers trickling in
- Flat
- Pretty bleak in the south—trying to send more students/graduates out of state because it's so dead. Judicial clerkship jobs are going to alumni.
- Flat except for a few additional employers who reinstated their summer programs
- About the same—slower with callbacks and offers

Employers on the 2010 Fall OCI Hiring Season:

- New York seemed to have heated up – but west coast remains flat

Employers on 2L Hiring out of 2010 Summer Programs:

- Didn't make offers to everyone, but knows that many firms did
- 100% offers to all summers, and everyone accepted on the spot—small summer program but it is doubling for 2011 (from 3 to 6)
- All seven got offers—did not accept on the spot because many were looking for judicial clerkships. Can't rely on historic ratios of offers to acceptances. It was once 3:1 and is now more like 1:1 so it is a more deliberate and drawn out process and students who are on "hold" start to drop off.
- Interesting class in that they were very serious and there were fewer special requests. Offers to all summers in all offices. Had a large number who got clerkships.

Schools on 1L and 3L Hiring:

- Beating the bushes for 3L opportunities—trying to get them in for counseling—some 3L hiring by NY firms

- No 3L hiring
- No 3L demand
- Doing a resume portfolio for the Dallas market to share at an upcoming alumni event. They are experiencing an influx of people from other states because their housing market is so reasonable—a lot of people who lost their homes in CA are relocating there.

Employers on 1L and 3L Hiring:

- 3L hiring scarce
- No 3L hiring; no 1L hiring

Schools on the Demand for Alumni Counseling and other Services:

- Layoffs of attorneys have mostly ended, so just a steady stream of alumni. Their office is not overwhelmed by alumni, so not limiting services.
- More alumni coming in for counseling
- Alumni traffic up, but no rationing of services. More programs for alumni, including partnering with local bar associations. They have joined a consortium of 9 schools to do outreach to small/medium employers and government agencies – goal is to promote 2010 graduates and to send resume books to interested employers.
- More alums coming in for counseling, so talking about having limits
- Jobs Initiative for 2010 grads: School is collecting resumes of unemployed 2010 grads and sending them to employers who have full, part-time, or contract work.

Employers on the Impact of the 28 Day Rule:

- Made hiring fast and furious
- More direct dialog with students because of 28 day rule—made things easier this year.
- Made it easier to follow up with students because most of them only held offers for two weeks.
- Looked at the difference between how long students held offers under the 28 day rule compared to the 45 day rule and didn't see any difference at their firm – was an average of two weeks under both.

Employers on New Models for Training and/or Compensation:

- Have been discussing the competency model for 1 ½ years; apprenticeship model sounds very interesting.
- Nashville has a six week apprentice model
- A small Boston firm took 3Ls on to work part-time during the 3L year – like a long interview with the possibility of a permanent offer at the end.