

## MEMORANDUM

---

TO: Timm Whitney, NALP Board Liaison, Experienced Professionals Section

FROM: Erin Springer

DATE: February 6, 2020

RE: NALP Experienced Professionals Section Board Report

---

Please find below a report of the Experienced Professionals Section's activities during the third quarter of the 2019-2020 NALP Year.

### Summary

The Experienced Professionals Section continues to have a productive year. Our third quarterly call was held on January 15, and the agenda included an update from each of our work groups. Because attendance on the call was minimal, we opted to schedule an interim call on February 4 in order to recap the Recruiting Summit that was held on January 30. The February 4<sup>th</sup> call was very well attended and an interactive discussion was had, all of which is outlined below.

### Work Groups

- **Strategic Planning Work Group.** The work of this group was completed upon the submission of their memo to the Board on September 13, 2019.
- **Annual Education/Bulletin/Webinar Work Group.** We acknowledged excellent article written by Sheryl Roberts (Smith Anderson) for the January Bulletin. We also confirmed that DeAnna Bumstead-Yearly (Covington) and Kia Scipio (Ropes & Gray) were finalizing their article for the March Bulletin, and that Erin Springer is working on an article for the June Bulletin.
- **Experienced Professionals/New Professionals Collaboration Work Group.** Vice chair Sheryl Roberts provided an update **Annual Strategic Planning Webinar** that was held on Thursday, January 16, 2020 at 2 pm.

Sheryl also indicated that two questions would soon be posted to the Experienced Professionals message board:

- ✓ One on data collection
- ✓ One on reaching out post interview, proper post-interview feedback, and what the protocol is for students in this regard

- **Managing Your Own Professional Development.** I received one volunteer for my request for a new Vice-Chair for this work group. I am working on connecting with her in order to confirm her commitment and will be able to report on this next quarter.

### **February 4<sup>th</sup> Recap and Discussion on the NALP Recruiting Summit**

During our call on October 15, Catherine Clement from K&L Gates asked participants to share any trends they saw during this recruiting season and if they were willing to share any changes they observed within their organizations. Following are a few of the points that were raised during the call:

- Nicole Oddo Smith (Dechert) and I co-hosted the recap.
- Using the materials provided by Meaghan Hagner, as well as additional materials that I requested from Evan Parker directly, we gave an outline of the data that was shared during the Summit.
- The discussion that followed provided some additional insight into where things currently stand from the perspective of Experienced Professionals:
  - Most believe that more than 35% of firms participated in pre-OCI recruiter/early offers
  - Many people had heard about exploding offers and financial incentives being offered to law students during the 2019 recruiting season
  - Several employers confirmed an uptick in students dropping out of the OCI process as a result of early interviews and offers
  - There is a lot of angst about the schools moving their Early Interview Week into July as it conflicts directly with the summer associate program
  - There was some discussion around the decision some firms are making to extend offers with only one semester of grades

cc: Fred Thrasher, NALP Deputy Director

ELS:els