

October 14, 2015

TO: Fred Thrasher, NALP Deputy Director, Anna Whitener, NALP Board Liaison to the Experienced Professionals Section

FROM: Katherine White, Experienced Professionals Section Chair

Re: NALP Experienced Professionals Section Board Report

The Experienced Professionals Section will be led by the following Work Group Vice Chairs in 2015/16:

Work Groups and Vice Chairs
Annual Education Conference Planning/Bulletin Article Planning <u>Vice Chairs:</u> Jennifer Guirl, Bryan Cave; Linda Kressh, UCLA; Michele Ward, Winston Strawn
Experienced Professionals and Newer Professionals Collaboration <u>Vice Chairs:</u> Norma Cirincione, Cleary Gottlieb; Lee Anne Masetti-Martin, Morrison Foerster
Managing Your Own Professional Development <u>Vice Chairs:</u> Cindy Hasson, Paul Hastings; Brad Sprayberry, Gunster; Wendy Siegel, NYU

Quarterly Conference Calls:

The second EP Section conference call of the 2015-2016 year was held on September 30, 2015.

Work Group Reports:

Annual Education Conference Planning/Bulletin Article Planning:

- The work group received and approved 15 RFPs to be sponsored by the EP Section. One RFP submitted by Andrew Chapin, about counseling the bottom 50% of the class came with the request for us to co-sponsor the program with the Diversity and the CSO Employer Outreach Section. Another was co-sponsored with the Newer Professionals Section. The Conference Planning Committee for the Boston Conference chose five of the 15 programs.

Experienced Professionals and Newer Professionals Collaboration:

- Lee Anne Masetti-Martin and Norma Cirincione have been working with Shannon Schaab, NP Section leader. They arranged for EP Section member Lynn Traverse to participate in the first program of their “Ask the Experts” webinar series. The topic of this program is lateral recruiting.

Managing Your Own Professional Development:

Cindy Hasson, Brad Sprayberry and Wendy Siegel are leading this work group. They plan to offer 2 webinars.

Ideas Discussed on Quarterly Call:

A. Board Report

The call began with a report from Anna Whitener about the Board meeting in July.

- Anna reported that NALP has a balanced budget of 3.9 million for FY 2016.
- She talked about the increase in dues and noted the cost for members to attend the Boston conference will remain the same as in 2015, \$725. She noted a work group has been formed to look at membership dues and that this group will work with the NALP staff on this effort.
- In addition, a work group will be created in the Canadian Section to study industry data collection.
- The plans are moving forward for the Lateral Recruiting Summit in June, and it was noted that from now on the Summit would be held every other year, to possibly alternate with a Diversity Summit. She also noted that Dan Brisken has conducted diversity training for NALP.
- Finally, Anna encouraged members to share ideas and concerns with her, and with NALP Regional Board reps.

B. 2015 On Campus Interview Season Discussion

Next Section members discussed the recent OCI season, and what differences and issues there were this year.

- A member at a mid size firm in Florida saw a big difference in the pool of candidates this year. HE said that during the downturn his firm was able to get more top students, but that competition is fierce now, for these candidates. He noted that the top people are also deciding on their offers faster, and declining callbacks at a higher rate than in the past.
- A member at a large law firm based in California noted that she found the top students couldn't decide about offers, and more asked for extensions than usual. A member at a large law firm based in Washington agreed, and noted that at the larger offices of her firm, students took longer to decide. She also noted that more callbacks were cancelled at the smaller offices of her firm, and competition at these offices was tough. The smaller offices have to be more careful in making offers, because they can't accommodate larger classes, and this adds to their challenges.
- Another member noted that in the Washington, DC market, there seemed to be more students with a wide range of geographical interests than in past seasons.
- One East Coast member noted that at his firm, there was an increase in requests for split summers. And that students were asking about profits per partner, and other questions that harkens back to the markets of the years prior to 2008.

C. Training of First Year Associates

- One member noted that she was seeing an increase in business literacy training and more emphasis on practical skills, for incoming associate classes.
- While some firms are known to give training hours credit to first year associates, it was pretty much agreed that this is not common, even if clients are refusing to pay for first year associates to do their work.

D. Increase in Foreign Law Student Population and Visa Issues

- A question was posed about what firms do if they bring on an associate whom they have to sponsor, and that associate does not win the lottery for the H-1 visa. At one firm, the associate is transferred to a foreign office of the firm, until the visa issue can be worked out.
- One member on the call said her firm looked in to this solution, and their immigration counsel advised against taking this step.
- Other members noted that so far their firms have been lucky, and everyone they had hired who entered the H-1 lottery had gotten approved.
- It was noted that law schools are admitting more foreign law students into the JD programs, and that the visa issues are going to continue to grow for firms.
- One member noted that not all law schools are doing a good job of educating their foreign educated law students about visa issues, and that firms have to scramble to ensure that the students can obtain the necessary visas to work for the firm.
- Several law school members discussed procedures at their schools for working with foreign students to educate them about the visa process.
- It was noted that law firms must be clear with students about what they can do to support the student in the visa process.
- Members discussed the visa process further, and wondered what will happen if the H-1 lottery system stops approving these requests.

E. Ideas for Improving Work Flow – New Technology Discussion

- VIDYO allows organizations to add people to video conference calls, and candidates who are being interviewed by video, with good video quality.
- Yammer was noted as an excellent organizing application that can be used across offices. It is a private networking tool.
- Any.Do was noted as a great time management tool. It is a task list that can be linked to one's Google accounts to include documents.