

October 17, 2014

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

Immediate Past Chair: Marguerite Durston, Quarles & Brady

Immediate Past NALP Board Liaison: Vic Massaglia, University of Minnesota Law School

The Experienced Professionals Section will be led by the following Work Group Vice Chairs in 2014/15:

Work Groups and Vice Chairs
Annual Education Conference Planning/Bulletin Article Planning <u>Vice Chairs:</u> Jennifer Guirl, Bryan Cave; Tom Rodriguez, Steptoe & Johnson
Experienced Professionals and Newer Professionals Collaboration <u>Vice Chairs:</u> Lee Anne Masetti-Martin, Morrison Foerster; Linda Kressh, UCLA
Managing Your Own Professional Development <u>Vice Chairs:</u> Cindy Hasson, Paul Hastings; Michele Ward, Winston Strawn

Quarterly Conference Calls:

The second EP Section conference call of the 2014-2015 year was held on October 1, 2014.

Work Group Reports:

Annual Education Conference Planning/Bulletin Article Planning:

- Jennifer Guirl and Tom Rodriguez have concluded their work on conference planning. They invited our members to contribute articles to the Bulletin on the October 1 call. As noted, the EP Section will have 10 programs in the 2015 Conference.

Experienced Professionals and Newer Professionals Collaboration:

- Lee Anne Masetti-Martin and Linda Kressh are continuing to work with the NP Section on their “Ask the Experts” webinar series. EP Section members will present the webinar topics. The July webinar was cancelled, because of recruiting season conflicts. The first webinar, “Best Practices for Graduate Employment Data Collection” is scheduled for

October 21st.

Managing Your Own Professional Development:

- Cindy Hasson and Michele Ward are planning to offer a webinar during the next few months entitled “What If? Igniting Innovations in the Workplace.”

NALP Bulletin Articles:

- The section has 2 articles scheduled for the year. The first will be published in November, and is about LinkedIn. It will include ideas tips for using LinkedIn from NALP members and ideas for making summary statements more meaningful, utilizing the headline, and other tips.
- The second article will be written by Linda Kressh who is collecting stories and planning to write an on humorous recruiting/OCI experiences.

Section Webinar:

- As noted, Cindy Hasson and Michele Ward are planning to offer “What If? Igniting Innovations in the Workplace” as a webinar for the Section.

Ideas Discussed on Quarterly Call:

There was a lively discussion on the Section call about the 2014 recruiting season. Highlights follow:

- The entire season was a lot more frantic and competitive than last year. Members weren't sure if this had anything to do with the 28-Day Rule, or an improvement in the market, or a movement on the part of some firms, and the students, to jump the gun on hiring.
- Section firm members reported a significant increase in students contacting them early, before OCI for their schools was set to begin, to request interviews.
- School members reported several firms contacted students prior to OCI, who were on their OCI (and Loyola Patent Law schedules,) to invite them to interview before the programs began.
- All reported incidents where firms did not properly notify students that they had 28 days to accept an offer after the start of their school's on campus interview program. Or students received letters and verbal offers asking them to get back to the firm in 2 weeks time. So students felt pressured to accept offers early by these firms.
- Schools reported a large number of employers coming back to the school, after the OCI program, to request resume collections because the employers had not filled their summer classes.
- In a discussion of the 14-day reaffirmation rule, firms noted that students rarely contacted them to reaffirm their offers, even if they were reminded to do so in their offer letters. One large firm reported that perhaps 1/3 of the students with offers reaffirmed their offers. Some recruiting professionals contacted the students to ask them if they still wanted their offers to be active. Some said the students didn't seem to know anything about the 14-day

rule.

- Several law firm members noted that they gave more extensions to offer deadlines than in the past.
- Firm members noted that students requested a lot more return visits and contacted firm attorneys a lot more frequently than in past years. Since all of this was going on at the same time as the callbacks, it was a strain to get schedules filled.
- Law school members noted that students felt a great deal of pressure to accept offers, and were very nervous about asking for extensions. Since some offers were received very early in the process, it was difficult to juggle because students were interviewing with other firms who had later callback dates.
- Law school members found students being more thoughtful than in the past about their options, and thus wanting to take more time to decide, and wanting to re-visit firms to ask more questions.
- Some firm members thought students were less responsive than in past years. And others found students waited until the last minute to accept or decline.
- Firm members found students on their OCI schedules were cancelling on the day of the interviews, or the day before, much more frequently than in the past, because they already had offers.
- Some thought that the summer associate hiring process is in danger of going the way of judicial clerkship hiring, because people are no longer honoring the rules.

Long Range Plan Input

- Ideas for NALP's long range plan for the next five years were discussed on the first Section call. Since that time I have polled members individually. We have a good, substantive list of ideas to share with leadership.

Section Membership

- 22 experienced professionals have joined the Section since the conference in April 2014.