

January 20, 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

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:

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

**Quarterly Conference Calls:**

The third EP Section conference call of the 2014-2015 year was held on January 15, 2015.

**Work Group Reports:**

**Annual Education Conference Planning/Bulletin Article Planning:**

- Jennifer Guirl and Tom Rodriguez have concluded their work on conference planning.

**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 presented a webinar for the NP Section on Wednesday, January 21st -- “A Roadmap to a Successful Summer.”

### **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 was published in November, and is about LinkedIn. It included ideas 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:**

The call began with a Board Report by Anna Whitener.

- Anna reminded members to contact Jean Durling if they would like to volunteer to get more involved with NALP.
- Anna reported about the Newer Professionals Conference, to be held February 19-21, in Charlotte, North Carolina.
- The Board Outreach Committee wanted Anna to pass along their thanks for our Section’s discussion and comments about the August recruiting season, the 28 day rule, and the 14 day reaffirmation policy. She asked members to respond to the survey questions sent to all members by members of the Board and Regional representatives.
- Anna reported that at their meeting in November, the Board adopted as permanent the provision in Part V of the NALP Principles and Standards that changes the offer response deadline for those candidates previously employed by an organization to October 1 or 28 days following the date of the offer letter whichever is later. (This changed the offer response deadline on most offers from November 1 to October 1.)
- As for the reaffirmation provision, the Board adopted another year of provisional status for the 14-day reaffirmation provision within the 28-day response window for candidates not previously employed, to be accompanied by further member outreach and education on this practice. The Board welcomes feedback on the provision and possible changes to the accompanying interpretations.
- The Board provisionally adopted changes to the 1L Timing Guidelines (in particular Part V D1) in April 2013. The Board adopted as permanent the “Summer Employment Provisions for First Year Students” in Part V, which enables law schools to offer one-on-one career counseling and application document review to full-time students beginning on October 15.

- Anna reported that NALP passed its audit with flying colors, and gave kudos to NALP staff for their accounting practices.
- Chris Brown would welcome ideas for vendor sponsorships, for the upcoming conference in Chicago.
- She also reported that PD Quarterly, a collection of articles for professional development professionals, is now a NALP publication. Members should contact Janet Smith in the NALP office if they would like to subscribe.

The next item on the agenda was a discussion about 1L Recruiting led by Lee Anne Masetti-Martin.

- Members noted that first year recruiting was moving much faster this year, and that many students are applying on or shortly after December 1. Lee Anne noted that there seems to be an increase in applications from students with technical science backgrounds.
- Firm members raised the Spring On Campus programs at law schools, and many said these programs are held too late to be useful for their hiring needs. School side members agreed that it's a tough balance, because many firms want to see grades before they interview, and students don't get their grades in most cases until mid to late January. Other firm members said they didn't mind waiting for the spring programs, because they want to see transcripts before they choose students to interview. It was noted that there could be a divide on this issue between firms who hire for intellectual property positions and those who have other hiring needs, since the market for IP attorneys and law students is still very hot.
- Another firm member mentioned 1L receptions, and noted that there it's hard to get students to attend. Several California firms said they had seen a drop in attendance at Stanford and Berkeley receptions. There was a discussion about alternatives to 1L receptions, like holding events at law schools involving multiple firms.
- It was suggested that 1L events are most successful when they are held early – in January and February.
- Bruce Elvin reported at Duke they hold a job fair event, featuring 40 employers, and 100 attorneys – and it's very successful with the students.
- Katie White reported that GW Law School has a program for legal employers to come to campus every Thursday throughout the school year, for a 2 hour block of time during the day, to talk to students. This has also been very successful.
- Wendy Seigel, at NYU, reported that 35 law firms hold 1L events either in their offices or at locations near campus, and these are a great way to reach their students.

The next agenda item was a discussion of 3L recruiting.

- Members discussed how to educate law firm partners, and hiring committee members, about the quality of the 3L classes these days. One firm noted that partners are not interested in hiring 3Ls, because they worry about taking on students who did not participate in their summer programs.
- Law school members all volunteered to work with firms individually to send them qualified 3Ls, and to post job openings for specific searches.
- Linda Kressh at UCLA noted that in particular, they have very talented transfer students, who miss out on the 2L OCI program, because of transferring in. But many have high

GPA's and should fit the criteria of firms looking for 3Ls.

The last topic was a brief discussion of apprenticeship programs at firms – or non-track attorney positions as a way to help more 3Ls find work.

### **Long Range Plan Input**

- Ideas for NALP's long range plan for the next five years were discussed on the first Section call. Our section provided a strong list of ideas to be shared with the Long Range Planning Committee.

### **Section Membership**

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