

MEMORANDUM

June 17, 2011

To: Donna Branca, Board Liaison, Experienced Professionals' Section
Fred Thrasher, NALP Deputy Director

From: Esther Rodriguez, Chair, Experienced Professionals Section

Re: First Quarter Board Report

I am writing to outline the activities of the Experienced Professionals Section (EPS) since the Annual Conference. Based on work/life changes, a few of the original vice-chair assignments had to be replaced. After consulting with Marcy, the current make-up of the section is as follows:

Chair: Esther Rodriguez Holland & Knight LLP 305-789-7496 esther.rodriguez@hklaw.com	Immediate Past Chair: Mary Hoagland Brigham Young University Law School 801-422-3685 hoaglandm@law.byu.edu
Board Liaison: Donna Branca Blank Rome LLP 215-569-5751 branca@blankrome.com	Liaison to Newer Professionals Section: Laura Hosid Georgetown University Law Center 202-662-9303 lar9@law.georgetown.edu
Vice Chairs:	
Jolie Blanchard Jones Day 202-879-3788 jablanchard@jonesday.com <i>Lead internal on-line community to post real-time news and information project</i>	Christine Carlson Jenner & Block LLP 312-840-7803 ccarlson@jenner.com <i>Pathways to Leadership Work Group</i>
Kim Hensarling Morris, Manning & Martin, LLP 404-504-7635 khensarling@mmmlaw.com <i>Experienced & Newer Professionals Collaboration Work Group</i>	Laura Kanter Mayer Brown LLP 312-701-7003 lkanter@mayerbrown.com <i>Member Services Advisory Work Group Collaboration Project</i>
Brian D. Lewis University of North Carolina School of Law 919- 962-1023 Brian-Lewis@unc.edu <i>Member Services Advisory Work Group Collaboration Project</i>	Pam Occhipinti Loyola University New Orleans College of Law 504-861-5405 occhi@loyno.edu <i>Experienced & Newer Professionals Collaboration Work Group</i>
Mercedes Pino St. Thomas University School of Law 305-623-2350 mmpino@stu.edu <i>Writing Opportunities & Bulletin Article Planning Work Group</i>	Danielle Shannon Akerman Senterfitt 305-982-5569 danielle.shannon@akerman.com <i>Annual Education Conference Planning Work Group</i>
Sarah Staup Dykema 313-568-6831 sstaup@dykema.com <i>Writing Opportunities & Bulletin Article Planning Work Group</i>	Lynne Traverse Bryan Cave LLP 602-364-7400 litraverse@bryancave.com <i>Lead internal on-line community to post real-time news and information project</i>

The EPS has four Work Groups: (1) Annual Education Conference Planning, (2) Experienced Professionals and Newer Professionals Collaboration, (3) Writing Opportunities/Bulletin Article Planning, and (4) Talent and Interest Give Back Project. In addition, we have started two Projects: (1) Lead internal on-line community to post real-time news and information, and (2) Member Services Advisory Work Group Collaboration.

The Annual Education Conference Planning Work Group (Vice-Chairs: Mary Hoagland, Brigham Young University Law School and Danielle Shannon, Akerman Senterfitt with assistance from Laurel Hajek)

Danielle pulled together the work of last year's Conference Planning Work Group, the EP Section and additional members who also attended the EP Section meeting in Palm Desert. Additionally, she did outreach to solicit RFP's for the section. A total of sixteen RFPs (plus the EPS luncheon request) were submitted on behalf of the EPS for the 2012 Annual Conference involving 46 EPS members as presenters. The EPS collaborated on several RFPs with other NALP sections including, the Newer Professionals Section, CSO Employer Outreach Section, Social Media Work Group, and the International & Advanced Degree Recruiting & Advising Section.

EP-Only		
Title	Category	Presenters
Branching Out: Success Strategies for Opening and Recruiting to Grow a New Office	Recruiting	John Thurmond Marguerite Durston Bradley (Brad) Ritter Debby Caldwell
Law Student Skill Development: Make Your Firms Happy. Part I	Law Student Professional Development	Tomea Mersmann Joan Newman
Law Student Skill Development: Make Your Firms Happy. Part II	Law Student Professional Development	Tomea Mersmann Joan Newman
The New Law of the Land – Doing More with Less	Management	Christine J. Carlson Jean Lenzner Joni Peet Sarah Staup
Harnessing Alumni Power	Lawyer Professional Development	Mireille Butler Karen Amatangelo-Block
How Career Services Offices can "Do More with Less" in these Tough Budget Times	CSO Administration	José Bahamonde-González Julie Doss Elizabeth Ellis Vickie Huebner Mina Jones Jefferson
Bridge to Practice Fellowships -- Everything You Need to Know	Alternative Careers	Mary Hoagland Bruce A. Elvin Elizabeth C. Moeller Jose Bahamonde-Gonzalez
How to Develop a Successful City (or Suburban/Rural) Group Within Your Market!	Member Professional Development (This category includes: writing, public	Astrid Schmidt Megan Watson Mandie LeBeau

	speaking, time management, negotiation, etc.)	Demetria Johnson Beth Hansen
Now What? When Summer Associate Jobs are Scarce: Skills Building, Employer Outreach & Counseling in the New Economy	Law Student Professional Development	Diane Quick Jessie Howell Traci Mundy Jenkins Elizabeth McManus
Co-sponsored Programs		
Professional Leadership (NALP and Beyond): The Road to the Top – Getting There, Staying There, and Bringing Others With You Along the Way	Member Professional Development (This category includes: writing, public speaking, time management, negotiation, etc.)	Jean Durling Christine Carlson Elizabeth Armour Sarah Apelquist Amy Perez
Social Media Strategy: How to Teach an “Experienced” Dog New Tricks!	Member Professional Development (This category includes: writing, public speaking, time management, negotiation, etc.)	Christopher Teague Christina Fox Victor C. Massaglia Jessica Richman Dworkin
Off-Broadway Takes Center Stage: Promoting Your Regional School/Employer in a Highly Competitive Recruiting Environment	Recruiting	Elizabeth Armour Mary Hoagland Elizabeth Hofmeister Brad Sprayberry
Counseling Students Left Behind by the Economic “Recovery”: Recent graduates, domestic LL.M.s, and others on the market in 2012	Counseling	Chanté Spann Tammy King Cara Mitnick Faye Hoffman
Consultant Programs		
How to Deepen and Broaden Workplace Relationships for Personal Fulfillment and Professional Success	Leadership	Michael Melcher
My own career evolution: How do I figure it out? How do I do it?	Member Professional Development (This category includes: writing, public speaking, time management, negotiation, etc.)	Michael Melcher
Repositioning Leveraging Your Value in a Changing Legal World	Leadership	Donna Jones Daley

The Work Group also proposed (as an RFP) a separate EPS lunch similar to the lunches we had at the Washington, DC, San Juan and Palm Desert conferences. We also agreed that we would bring an outside speaker to the lunch every other year. We look forward to learning on July 21st which RFPs were selected. EPS-related RFP planning for the 2013 Annual Conference will begin in January 2012.

Experience Professionals and Newer Professionals Collaboration Work Group (Vice-Chairs: Kim Hensarling, Morris, Manning & Martin, LLP and Pam Occhipinti, Loyola University New Orleans College of Law)

We reached out to the Newer Professionals Section (NPS) via Laura Hosid, our liaison, to identify new ways the sections could collaborate. Pam participated in their first quarterly conference call on 6/1. Although she was not asked to speak, Tom Ksobiech, chair of the Newer Professionals Section, did mention to the group that we are hoping to collaborate on some projects/webinars, etc. this year. He also mentioned our idea of "Swapping Hats," having the NPs help the EPs with social media. The NP "Ask the Experts" work group has identified four topics as possible webinars for the "Ask the Experts" series:

1. Time Management
2. Managing Generational Differences
3. Social Networking for Recruitment Professionals
4. Student Professionalism

We have suggested several speakers. Within the next month or so, we hope to determine a plan of action to encourage and expand the interaction between the two sections.

Pathways to Leadership Work Group (Vice-Chair: Christine Carlson, Jenner & Block)

This work group has been charged with examining leadership and volunteer service experiences of current and former NALP members. The initial project, which was to interview several past presidents regarding their experience as President of NALP, was completed. Sarah Staup has prepared a lead-in article introducing the Past President Interviews and it will appear in the August issue of the Bulletin. One interview will then be published in each of the three following Bulletin issues in September, October and November.

We now need to determine additional volunteer service experiences to continue to provide examples of pathways to leadership to the membership. On July 5th, Christine will be posting the following message on the listserv to solicit input from the membership:

"The Pathways to Leadership work group interviewed three past Presidents of NALP, and those interviews will appear in the September, October and November NALP Bulletins. With those interviews completed, I'd like to get your thoughts on the next "Pathways To Leadership" interviews. Esther Rodriguez and I discussed interviewing three or four people who currently hold other positions in NALP; such as a Director, a Section Chair, someone on the Nominating Committee or Conference Planning Committee and/or the Chair of one of those committees. These positions may seem a bit more attainable for newer members. The focus of the interviews could be how they first became involved in the organization, some of the things they did along the way, and what suggestions they may have for others.

We would like your thoughts about the idea above and would welcome any other ideas you may have."

Writing Opportunities & Bulletin Article Planning Work (Vice-Chairs: Mercedes Pino, St. Thomas University School of Law and Sarah Staup, Dykema)

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Thanks to the great work done by Norma and Mireille, we have articles lined up for publishing through November. Additionally, Sarah did outreach to solicit RFP's for the section. She now has sufficient volunteers from EP school and employer members to author the 7-8 articles that will be needed for the column entitled "Tips from Experienced Professionals." We need one additional "longer" article and ideas and possible authors are in the works.

The introduction article for the series of interviews conducted with 3 former NALP presidents was authored by Sarah and submitted to Janet Smith last week for publication in the August bulletin. One interview will then be published in each of the three following Bulletin issues in September, October and November. A reminder "blurb" will also appear in NALPnow! prior to the publication of the Bulletin each month. This timing of the articles was chosen deliberately. The final interview will appear during the early stages of the nomination process.

At this time the writing is under control and our desire to see our own names in print keeps us motivated.

Internal on-line community to post real-time news and information project (Vice-Chairs: Jolie Blanchard, Jones Day and Lynne Traverse, Bryan Cave)

The first posting was done on May 17th and the topic was JD Match. Unfortunately, the members replied directly to Lynne instead of to the group. The result has caused us to "come out of the closet" and be clear about what we are trying to accomplish with these discussions. Lynne and Jolie have a new question almost ready to go and the goal is to submit one per month.

Member Services Advisory Work Group Collaboration Project (Vice-Chairs: Brian D. Lewis, University of North Carolina School of Law Laura Kanter, Mayer Brown LLP)

This work group completed last year's charges, which were (1) adding/modifying questions to the Member Profile System, (2) encouraging members to update profiles, and (3) telling members how to use the profile system. I spoke to Irena McGrath, chair of the Membership Services Advisory Group, and confirmed that our work will start once NALP's new member database is rolled out.

Environmental Scanning Conference Call (June 8th)

We had our first call last week. The discussion was quite lively while each work group provided a brief summary of its work and accomplishments. Unfortunately, the members were not as engaging when it came to feedback as the questions were posed for environmental scanning. I should also point out that the Law Student PD Section call took place on the same date/time as the EPS call. I was not aware of the conflict until a member of both sections brought it to my attention but at that point, it was too late to reschedule. It would be helpful if each section would provide the dates to NALP and they could be displayed on a calendar of events on the web. This could possibly avoid future conflicts and also alert the membership of what is to come. I have shared this suggestion with Irena.

Employers:

- In general, firms have experienced more lateral hiring activity thus far this year than in the past two years.
- Integration continues to be a major concern for most firms as they struggle to retain the talent they recruit.
- There appears to be no signs of entitlement from this year's summer class.
- Most summer programs continue to focus on providing a realistic view of the practice.
- Some firms are planning to interview 3Ls this fall.

Schools:

- Transparency in reporting continues to be a hot topic for the law schools.
- Providing services to alumni and students continues to be a challenge for many Career Services offices still operating with limited staff due to hiring freezes.

Our next call is scheduled for Wednesday, 09/28/11 - 2 p.m. EDT.