



Memorandum

Date: March 12, 2009
To: Norma F. Cirincione
Board Liaison, Experienced Professionals Section
From: Lynne Traverse
Chair, Experienced Professionals Section
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Re: Experienced Professionals Section 2008/2009 Final Board Report

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It has been my honor to serve as the first Chair of the NALP Experienced Professionals Section. During this year I have had the distinct privilege of working with Work Group Leaders and other Section members who have distinguished themselves in their willingness to step forward and take time, energy and care to craft new programming, teach and mentor newer professionals; liaise with other Sections and the membership at large, and engage actively and creatively despite the demands of a dramatically challenging year.

One thing we have learned is that members of this Section are best engaged in shorter discreet projects, or projects that have short periods of activity with time in between. Large, ongoing projects did not meet with enthusiasm, and were extremely difficult to staff. I have taken this into account when suggesting future Work Groups and projects at the end of this report.

Experienced Professionals Retreat Work Group (Leaders Karen Britton and Carol Sprague)

Much time was expended during the first two quarters of the NALP year to determine whether or not to proceed with an Experienced Professionals Retreat. Ultimately, the economic crisis took the decision out of our hands, and the wisdom of the original Board decision not to proceed with a retreat this year became clear. It seems wise at this point to table any future discussions of a new and separate NALP retreat until the economic climate undergoes substantial improvement.

EP/NP Collaboration Work Group (Leaders Joni Peet and William Chamberlain)

I have spent considerable space in past reports describing the activities and achievements of this Work Group. Through their efforts, and the help of other Group members, several new opportunities for interaction between members of the two sections will be available at the Annual Conference. In addition, Sarah Staup worked intensely with the Newer Professionals Section and staffed multiple hot topic conference calls with experienced faculty.

The conference mentor program is worth special mention. Brian Lewis and Anne Hensley worked tirelessly to carefully match (and rematch, as conference attendance shifted) mentors with appropriate

mentees, and will staff a table on Tuesday of the Conference to assist Mentees with both this program and conference tips. Esther Rodriguez, who has worked on past conference mentor programs, was also engaged in this process.

Much of my time as Chair was spent working with Joni Peet, Bill Chamberlain, Brian Lewis and Sarah Staup. All four made continuing and valuable contributions to the new Section throughout the year, and I acknowledge their efforts here with appreciation.

Writing Work Group

Although the Writing Work Group went through several changes in leadership through the year due to the impact of the economy on our members, Kathy Grant, Director of Legal Recruiting at Keating Muething & Klekamp PLL in Cincinnati, stepped up in January to lead this Work Group and has done a superlative job. Following feedback from the February Board meeting, Kathy leapt to respond to the Board's request for a new "Tips for Tough Times" column in NALPnow! with an immediate contribution, and is busy lining up columns for upcoming issues.

Given the challenges this Work Group faced, I am pleased that Kathy has several articles planned for upcoming bulletins, including "Employer Relations Perspective – Forging Relationships", "Attitudes, Expectations and Visions: Momentum" and "Attitudes, Expectations and Visions: Creativity and Reflection", authored by herself and Betsy Armour.

Two additional articles appeared in the NALP Bulletin this year on behalf of the Experienced Professionals Section – "New Experienced Professionals Section Offers Opportunities for Engagement" by Karen Britton and myself, and "Using Handouts to Bolster Your Career Counseling Sessions" by Deb Ryerson.

Environmental Scanning

Throughout the year, the Section conducted multiple environmental scanning calls with its members, and we were able to track the effects of the economic downturn as the impact of these now-global events progressed through our member organizations. It is interesting to look back through my previous Board reports and note the startlingly sudden impact and revolution in attitudes that occurred.

Going Forward

At LeaNora Ruffin's request, I have submitted my thoughts to her on potential future projects for the Experienced Professionals Section to consider. A brief summary follows:

EP/NP Collaboration Work Group

I see this as an ongoing, permanent charge for the Experienced Professionals Section and one of the Section's core, ongoing missions (along with the overall re-engagement of experienced professionals). We have made great progress in this area, and have a solid foundation upon which to build.

Retreat Work Group

As previously discussed, I support the shelving of a separate Experienced Professionals retreat to 2011, however I believe it is important and would be productive for a small group to spend quality time on researching appropriate faculty for when we *can* proceed. We now know, from experience, that this is the most difficult part of the planning process for an event engaging our particular population. Faculty research can occur well in advance of any actual event, and would be extremely helpful for those who eventually take up this project.

Writers Work Group

The slow start this group experienced was one of the prime illustrations for me that tasks for the EP Section need to remain short and discreet. There was no interest at all in a major writing project within the population. My only suggestion in addition to regular Bulletin Articles and Tips for Tough Times would be to seek out interviewers/writers for a “way things were” Bulletin series. We are approaching a time when many Experienced Professionals will be considering retirement, and it would add value to capture some of the profession’s institutional memory in this way.

New Work Group Proposals:

Conference Planning Work Group

This suggestion is generated from our experience dealing with the challenges created by tight RFP deadlines which immediately follow the Annual Conference for the following year’s conference programming. Without a specific group focusing on this task, the burden is on the Chair to create, plan, and staff programming. While much of the general Conference planning with regard to mentoring and EP/NP outreach legitimately falls to the EP/NP Collaboration Work Group, actual conference programming developed by the Section, for Experienced Professionals, is important and deserves a group of its own. Again, this group would balance short bursts of activity with periods of inactivity.

Environmental Support Work Group

In these difficult economic times, the Experienced Professionals Section could serve as a rational and stabilizing voice to the organization as well as a steadying hand to our younger members. This Work Group would concentrate on financial crisis projects – not only assisting with the NALPnow! Tips but a creative thinking group to discuss how Experienced Professionals can coach, counsel, share wisdom and add value as we work our way through the current downturn and its resulting aftermath. I envision this group liaising with all of the other work groups as appropriate but also creatively planning tasks to assist the membership.

Norma, I would like to thank you for your tireless work as Board Liaison to this new Section. We could not have succeeded without your steady, superb guidance and willingness to leap to our aid whenever asked. Thanks also to Mike Gotham for entrusting me with this new adventure, and the Board for consistent and ever-enthusiastic support.

Submitted for your approval,

Lynne Traverse
Chair, Experienced Professionals Section

cc: Fred Thrasher, NALP Deputy Director