

Memorandum

TO: Lynne Traverse, Board Liaison, Experienced Professionals' Section
Fred Thrasher, NALP Deputy Director

FROM: Bill Chamberlain, Chair, Experienced Professionals Section

RE: Final EPS Board Report

DATE: April 12, 2010

The Experienced Professionals' Section has finished the year strong. All charges were completed for 2009-2010 but should be repeated for 2010-2011. I would suggest keeping the Work Groups as is for 2010-2011 (with the slight tweak of the Retreat Work Group becoming the RFP Work Group). Members were urged at several points to update their membership information to reflect areas of expertise.

1) Environmental Scanning Calls

The Section held two environmental scanning calls on April 5 and April 7. There were about 25 participants (evenly split between schools and employers) on the first call and about half that number (about evenly split between schools and employers) on the second call. On the whole, as in past calls, most participants were hesitant to speak, perhaps because we remain in such a time of uncertainty and change.

The question which was uppermost in everyone's mind was what to expect with Fall Recruiting. The general feeling was that the limited recovery that had been predicted in late 2009 for early 2010 had not yet materialized. Employers from Minneapolis, Philadelphia, New York, DC, Phoenix, Portland, LA, Texas, San Francisco, Boston, and Chicago were on the calls. With the exception of Philadelphia and Minneapolis, most recruiters were reporting that they expected summer classes in 2011 to be no larger than those in 2010. Philadelphia and Minneapolis anticipated slightly larger classes. Several employers reported that they would be going back to some schools that they had not visited in 2009. Most employers said that they planned to visit campuses in August as they had in years past. One firm may experiment with going on campus later at some schools. Several employers were as yet undecided as to when they would visit campuses or which campuses they would visit. Some are interviewing at the same number of schools as last year but are limiting the number of offices for which they are interviewing. Some firms are keeping OCI local this summer.

In terms of interviewing changes, one firm is considering having all callback interviewees write out a short essay on the spot. Another employer closely reads all writing samples. One firm is considering giving all summer associates the same assignment. Clearly, the evaluation procedure at all stages of the process will be more extensive than previously at some firms.

One firm said that they would be adjusting their summer programming due to the smaller class size. Firms were all operating their summer programs on smaller budgets and seemed to agree that events would be cheaper and simpler—as they were in 2009.

With exception of one or two, most schools are reporting flat OCI signups as compared with last year. From the school side, only one school was planning to hold OCI in September. The rest were holding their OCIs in August.

Other observations about hiring included that lateral hiring was up and that the small firm market, in Virginia, at least, was picking up with firms actively recruiting for bankruptcy, family law and immigration practices.

Schools are cautioning their students against a scattershot approach when applying to employers this fall. The consensus seemed to be that one market is best but in any event no more than three for purposes of Fall Recruiting. Suggestions to students are that they should apply broadly and that they should consider parallel tracks (large firms, small firms, government, in-house internships, non-profits).

Schools are trying as hard as they can to support the 3Ls who will graduate without a job. Schools from DC, Boston, Virginia, North Carolina, Chicago, Georgia, Utah, Mississippi, Oklahoma, Ohio were on the call, Schools are holding programs on how to start your own law practice, programs for post-bar job searching, and programs on the basics of the hot practice areas. One school is actively involving its faculty in meeting with unemployed students—clearly this demonstrates that the administration cares. All schools are communicating with their third-year students to reassure them that they will have access to all services after graduation and the bar exam. One school is partnering with the local bar association on these programs.

2) EP/NP Work Group (Sarah Staup and Brian Lewis, Co-Chairs)

Several activities will take place at the conference that are designed to foster interaction between Experienced Professionals and Newer Professionals:

Conference Mentor Program

Conference registrants were asked to indicate if they would be willing to serve as a Conference Mentor to a newer professional who asked to have a mentor assigned to him or her. A total of 32 registrants requested mentors; 84 volunteered to be mentors. Brian Lewis matched the 32 mentees with EPs within their region who were employed in similar organizations (i.e., schools with schools and employers with employers). All were contacted the last week in March and were given the name and contact information for the person they were paired with, along with helpful handouts on how to make the most of the conference. Mentors were asked to contact their mentees within two weeks.

Newcomers Table

EPs will staff a Newcomers Table in the registration area at the conference on Tuesday, April 27, from 2:00 until 8:00 p.m., the hours that conference registration is open that day. EPs will

provide handouts on how to make the most of the conference and will offer general advice. Brian Lewis is currently scheduling EPs to staff the table, and has reached out to the mentor volunteers who did not have mentees assigned to them.

Roundtable Discussions

Nicole Vikan (Georgetown) and Elaine Petrossian (Villanova) are coordinating this year's EP/NP Roundtable Discussions, to be held over breakfast on Wednesday, April 28, from 7:45-8:45 a.m. Topics are scheduled to include:

1. Will there be a New Hiring Timeline? The Future of Entry Level Hiring and Beyond
2. Maximizing Leadership Opportunities for Your Professional Development
3. Social Media: To Tweet to Not to Tweet?
4. Regional Teamwork: Ideas about Collective Efforts
5. Creating and Sustaining Diversity Efforts
6. How Has the Great Recession Changed Your Organization?
7. How YOU Can Thrive in a Down Economy
8. Managing Expectations of Key Constituents in a Challenging Market
9. Leadership Changes and their Impact on Your Work
10. How did the Post-Graduate Public Interest Internships REALLY Go? Is this Model Sustainable?

3) Writers' Work Group (Liz Peck, Ameer McKim, and Vicki Huebner and Gina Rowsam)

This Work Group continues to contribute a series of thoughtful and concise monthly Tips for Tough Times to NALPnow!

4) Retreat Work Group (Mary Hoagland, Chair)

Charge to EP Retreat Work Group

This work group (EP-RWG) is charged with considering and recommending programming for Experienced Professionals (EP) Section members and interested experienced NALP members for the 2011 NALP Annual Education Conference in Palm Springs.

EP-RWG Members

The work group members are Mary Hoagland, BYU, Chair; Elizabeth Armour, Suffolk; Karen Britton, Tennessee; Laurel Hajek, John Marshall; Gail Peshel, Notre Dame; and Marilyn Tucker, Georgetown. Lynne Traverse is the Board Liaison and William Chamberlain is the Experienced Professionals Section Chair, and both are active participants in the Work Group conference calls.

This Work Group has worked hard to identify speakers and programming ideas for the 2011 Education Conference. I would suggest that these members be asked to continue on as the RFP Work Group for the 2011 Conference.

- The Work Group identified three topic groups for 2011 programming: (1) Leadership and Change, (2) Inspiration, Creativity, and Rejuvenation, and (3) Technology and Social Networking.
- The Work Group sent an email to the EP List (attached below) asking EPs to give feedback on which of the three topic groups interested them. There were three responses. We didn't take this personally, but rather thought it demonstrated that EPs are buried and too busy to engage in dialog on programming that's over a year away.
- The Work Group formed three subcommittees to explore topics and speakers in the following areas (1) Leadership and Change, (2) Inspiration, Creativity, and Rejuvenation, and (3) Communication (we decided this topic incorporated technology and social networking).
- We hope by the time of our May 14 call to have 3 RFPs fleshed out and ready to submit to the 2011 conference planning committee. By the deadline, the group hopes for 6-12 RFPs.

THE EP 2011 CONFERENCE WORK GROUP

Elizabeth Armour (earmour@suffolk.edu)

Karen Britton (britton@utk.edu)

Bill Chamberlain (w-chamberlain@law.northwestern.edu)

Laurel Hajek (lhajek@jmls.edu)

Mary Hoagland (hoaglandm@law.byu.edu)

Gail Peshel (Peshel.1@nd.edu)

Lynne Traverse (litraverse@bryancave.com)

Marilyn Tucker (tucker@law.georgetown.edu)

5) Conference Planning Work Group (Christine Carlson, Chair)

The charge of this Work Group was completed in the first quarter. The Section will be presenting 7 programs at the Conference.

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