

March 24, 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:

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 fourth EP Section conference call of the 2014-2015 year was held on March 19, 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. Linda reported that she and Nicole Wanzer, of Morrison & Foerster, presented a webinar for the NP Section on Thursday, March 19th, prior to our call, “Balancing Job Fairs and OCI Webinars.”

Managing Your Own Professional Development:

- Cindy Hasson and Michele Ward are the vice chairs for this group. No further activity planned.

Ideas Discussed on Quarterly Call:

A. Board Report

The call began with a Board Report by Georgia Gray, on behalf of Anna Whitener.

- Georgia noted that the results of the Long Range Planning Committee's efforts had been published on the day of the call, and members were encouraged to read the report and submit comments to the committee.
- Proposals for the next PDI conference are due March 31st.
- RFPs for the 2016 NALP Conference in Boston are due May 22nd.
- Georgia also encouraged members to sign up for the June 12th Diversity and Inclusion Summit.

B. Experienced Professionals and Newer Professionals Collaboration Report

Linda Kressh reported next about the webinar she and Nicole Wanzer delivered for the Newer Professionals earlier that day, "Ask the Experts: Balancing Job Fairs & OCI." They discussed the difference between 100% pre-screened, partial pre-screened and lottery on-campus programs. Nicole reported that they got great questions on the call, and that the Newer Professionals on the call were engaged in the conversation.

C. Washington, DC Recruiting Roundtable

Lynn Herron discussed the Recruiting Roundtable meeting held on March 12th at Covington & Burling. This is the second meeting of large law firm and large law school professionals, organized by NALP members in DC. The topic discussed at the first meeting was the 2014 recruiting season.

Lynn and DeAnna Bumstead-Yearly organized the March meeting, which was well attended and sparked a lively discussion. The agenda included the following topics, but most of the discussion centered on team engagement. Participants shared ideas for keeping staff members motivated, with ideas ranging from involving staff in trainings and functions outside of their job descriptions when possible, to team building activities, to counseling individual staff members on long term career choices.

Team Engagement & Development – strategies for engaging members in their work/the team/their own career, creating professional development opportunities when conferences are not an option.

Operating in a Deluge – sharing ideas for managing during the busiest times of year: added staffing, using existing resources in the firm/school, sharing responsibilities among

the team.

Succeeding Through Change – best practices for managing when there is a change in team member or leadership.

Many Generations & Multiple Personalities – best practices for working in a multi-generational team and with different types of personalities.

D. Call for RFPs and conference topic ideas for 2016

The last item on the agenda was a brief discussion about topic ideas for the 2016 conference. The following program ideas were shared, and members were encouraged to come to the EP planning meeting at the Chicago conference with other ideas in mind.

- Law Firm Retention/ Associate Engagement – What Firms are Doing in the New Market to “Keep the Keepers”
- Team Engagement and Development
- The World of Compliance – Alternative Legal Career Counseling
- Using Social Media to Build Your Employer Brand in the Market – “Firm X as a Firm of Choice”
- Nurturing and Growing Your Candidate Pipeline
- Practice Area 101 Series

Section Membership

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