

MEMORANDUM

TO: Timm Whitney, NALP Board Liaison, Experienced Professionals Section
CC: Fred Thrasher, NALP Deputy Director
FROM: Yvonne Denenny and Nicole Oddo Smith
DATE: October 22, 2020
RE: NALP Experienced Professionals Section Board Report

Please find below a report of the Experienced Professionals Section's activities during the second quarter of the 2020-2021 NALP Year.

Quarterly Meetings

Over 50 participants were on zoom during our quarterly meeting on September 9, 2020. The zoom format had been requested in the previous meeting and seemed to work well, with participants engaging in active discussions. The agenda included a report by Michelle le Biavant from the Nominating Committee with reminders about the Diversity & Inclusion Summit, the Town Hall and the Nominating process for NALP leadership positions. Next, the leadership of the five EP work groups shared the status of various projects, including some of the below. Lastly, members shared their experiences with different online platforms for connecting with students and interviewing, including Career Fair Plus, Remo, FloRecruit, Brazen, and Top Score (UK). Known advantages and disadvantages of these systems were discussed.

The Member Relations Group is spearheading a networking and brainstorming meeting in mid-November with more details below. We also have tentatively scheduled another Section Quarterly Meeting in early December, depending on availability and interest of members.

Work Groups

- **Managing Your Own Professional Development Work group.** *Amy Mallow (Holland & Knight), Kendra Brodin (Taft), and Kathryn J. Ball (Ballard Spahr)* are spearheading this group, and under their leadership:
 - We've planned and hosted an interactive discussion with breakout rooms on September 23rd, entitled "Thriving Individually and as a Team Across Work Environments," where we discussed the following two articles: "Why Control Over Boundaries is Key to Successful Work/Life Balance" and "9 Tips for Managing Remote Employees." There were about 30-40 attendees, who actively participated and seemed to be engaged. The group is exploring alternative formats (without breakout groups) in case that will encourage even more members to join.
 - Members of the EP Professional Development and AEC/Bulletin Article/Webinar Planning Work Groups are partnering with the Lateral Recruiting Working Group for a

program on October 27, 2020, entitled “Thriving as a Recruiting Professional During a Recession and Beyond.” We’re also contemplating a follow up session in December focusing on our professional development goals for the upcoming year.

- **Annual Education Conference Planning / Bulletin Article / Webinar Planning Work Group.** Our vice-chairs *Jean Hadley (Perkins Coie)*, *Sara Murrell (Chapman University's Fowler School of Law)*, and *Heather Spielmaker (University of Kansas School of Law)*, are leading the NALP Bulletin, Webinar and Conference RFP Process this year for the section.
 - Our last Board Report included the many efforts of this work group in connection with the Annual Education Conference. Ultimately the section submitted 13 very strong proposals for the 2021 annual conference, which included some still very relevant proposals from 2020 as well as many new proposals.
 - In addition, the group is partnering on the above mentioned October webinar, “Thriving as a Recruiting Professional During a Recession and Beyond.”
- **Experienced Professionals/New Professionals Collaboration Work Group.** *Katey Espinosa (K&L Gates)*, *Natalie Quinn (Fox Rothschild)* and *Sheryl Roberts (Smith, Anderson)* are the vice-chairs, and under their leadership:
 - We worked with the Newer Professionals Section to line up panelists for a November webinar on “Advising Law Firms and Students on On-Campus Recruiting Changes,” and we reached out to EP members via NALP Connect for panelists and questions. The webinar will include experienced professionals on the law school and law firm side, and they will lead a discussion on the following hot topics: What changes can we expect to see with on-campus recruiting in light of the pandemic? What kind of programming can we expect to see for students in the fall? How do we best advise students on these changes, particularly top-performing students who are also considering public interest positions that are recruiting in the fall?
 - We’re working with the Newer Professionals about a concept involving videos through which EP members share their experiences.
- **Knowledge Management Work Group.** *Susanna Brennan (Miller Canfield)* and *Christine Whitehead (Hogan Lovells)* are the vice-chairs. Under their leadership:
 - We’re continuing with our review of content on the NALP website to assess what information can be archived and what should remain on the website.
- **Member Relations Work Group.** Under the leadership of *Robin Thorner (St. Mary's University School of Law)* and *Sheryl Roberts (Smith, Anderson)*, we:
 - Aim to increase the value and use of NALP Connect’s discussion board. One strategy to increase engagement has been to ask EP leadership to commit to responding when we see a question. Even if a written detailed response isn’t possible, we’re asking for a simple, “I’d be happy to chat about this offline.” The hope is that this will lead members

to post more often, even if they're not sure whether others are interested in or knowledgeable about the topic.

- Will hold a quarterly brainstorming and networking Zoom session, the first of which is scheduled for November 12th. Following brief section announcements, the meeting will capitalize on the Zoom breakout room feature for small-group discussion on any topic of the small group's choosing. For this first event, we will divide up attendees between school and firm representatives for brainstorming and networking, and in future sessions, we will mix it up to promote even more cross-pollination and collaboration.
- Will send an individualized welcome message once a quarter to all new members to the section. This message introduces the new members to the various work groups and their vice chairs, as well as any upcoming section events. We sent the first round of those messages last month to the 51 members who joined the section since January 1, 2020.