

MEMORANDUM

TO: Timm Whitney, NALP Board Liaison, Experienced Professionals Section

FROM: Erin Springer

DATE: October 22, 2019

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 2019-2020 NALP Year.

Summary

The Experienced Professionals Section continues to have a productive year. Our second quarterly call was held on October 15, and the agenda included an update from each of our work groups followed by an interactive discussion about most current recruiting season.

Work Groups

- **Strategic Planning Work Group.** Two of our three vice-chairs, David O'Brien and Nicole Oddo Smith (Arturo Thompson was unable to make the call), provided an update on their work collecting feedback for NALP's upcoming strategic plan.
 - They outlined the methods through which they gathered feedback and the outcome of their outreach.
 - They gave an overview of some of the key issues presented to the Board based on feedback they received from experienced professionals. In broad strokes, their recommendations centered around:
 - ✓ Changes/disruption to the OCI model
 - ✓ Technology
 - ✓ Diversity
 - ✓ Professional development of NALP members
 - ✓ Alternative careers
 - ✓ Mentoring
 - ✓ Diversifying those in NALP leadership (particularly appointed positions)
 - ✓ Data management
 - ✓ Transparency
- **Annual Education/Bulletin/Webinar Work Group.** Erin Springer gave a quick update on upcoming NALP Bulletin articles and solicited volunteers for authors.

- **Experienced Professionals/New Professionals Collaboration Work Group.** Vice chair Sheryl Roberts provided an update on two upcoming webinars:

Beyond Traditional OCI: Rethinking 1L Recruiting and Small and Mid-Sized Firm Outreach Thursday, November 21, 2019 at 2 pm

Annual Strategic Planning [Title TBD] Thursday, January 16, 2020 at 2 pm

Sheryl also sought volunteers to help lead the webinars. We need someone from a firm sized around 200-250 lawyers, and someone from a firm sized at less than 100 lawyers. Mary Beal provided us with a list of NALP firms that fit this bill, so we should be able to line someone up.

The Experienced Professionals have also been responding to questions put forth by the Newer Professionals by polling the section and posting responses to their message board.

- **Managing Your Own Professional Development.** This work group has not gotten fully off the ground yet, but ideas were solicited during our call and hopefully we will have some progress soon.

Discussion on 2019 Post-Guideline Removal Recruiting Season

During our call on October 15, Catherine Clement from K&L Gates asked participants to share any trends they saw during this recruiting season and if they were willing to share any changes they observed within their organizations. Following are a few of the points that were raised during the call:

- A school member said that students were not willing to ask for extensions of their offer deadlines
- Some firms offered incentive bonuses and/or signing bonuses to encourage early acceptances
 - It was observed by more than one school that students did not like this trend and some were actually put off by it
- Many commented that there was an uptick in students ghosting firms this season
- Everyone felt that the compression and pressure associated with the OCI season was more extreme this year
- Most firm members noticed that students were coming off the market much sooner than in years' past. Many had accepted offers before OCI.

cc: Fred Thrasher, NALP Deputy Director

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