

## Memorandum

**To:** Jessica Sisco, NALP Board Liaison, Experienced Professionals Section; and Karl Riehl, NALP President

**From:** Mary Beth Walsh & Heather Spielmaker

**Date:** June 27, 2022

**Re:** NALP Experienced Professionals Section Quarterly Board Report

### Summary

As co-chairs of the NALP Experienced Professionals section, we began diligently working immediately after the NALP Conference to fill work group vice-chair positions. Due to the limited success we experienced in recruiting vice-chairs, our leadership slate was not finalized until late June. Thus, we held our first vice-chair work group call on June 27<sup>th</sup>. We speculate that the difficulties we faced in filling the positions may be attributed to two factors:

1. The current legal market is keeping our membership extremely busy within their work roles, particularly on the firm side, and adding a volunteer position right now is beyond most members' capacities.
2. Because we are the "Experienced Professionals" section, our membership has experienced greater than average turnover due to retirement and promotion. Additionally, many of our reliable volunteers have been appointed or elected to other NALP positions as a result of their seniority and dedication.

Our discussions with section members after our calls for volunteers have indicated the same: some responded that they were overloaded with work and couldn't take on more, and others had indicated that they were serving a different role this year and couldn't add another. We are hopeful that this is a blip on the radar based on the churning legal market, and that next year will be easier for recruitment.

This anomaly did cause us to make a few tweaks in how we are managing the workgroups. Specifically, all work groups except one have a single vice-chairs, rather than vice co-chairs. Also, we combined the member relations and communications/social media positions into one work group, as we saw a lot of overlap in the functions.

Having met with our vice chairs, we are excited not only to update you on the goals and timelines for each work group, but also about the collaborative approach the vice chairs are taking in performing their tasks. As you will see, each group is mirroring and amplifying the efforts of the other groups.

~~~~~

## Work Groups

➤ **Annual Education Conference Planning / *Bulletin+* Article and Webinar Planning**  
**Vice-chairs: Mary Beth Walsh (Dykema) & Heather Spielmaker (University of Kansas)**

• The Charges:

Brainstorm with section members to develop ideas and identify speakers for the 2023 Annual Education Conference and topics for *Bulletin+* articles. Assist members through the completion of the RFP processes for both. Brainstorm current topics and suggest at least 2 educational webinars to be produced in a timely manner throughout the year. Serve as a resource for other groups and sections about programs/articles on pathways to leadership. In addition, section members are currently working with Mary Beal to develop an Anti-Trust Trivia event to be featured through a NALP webinar.

Identified Goals:

- Shepherd at least six (6) RFPS through the process for the AEC.
- Host one book club webinar per semester - one focusing on a firm-side topic and one focusing on a school-side topic.
- Submit one article per semester for the Bulletin - one focusing on a firm-side topic and one focusing on a school-side topic.

Timeline:

- RFPs due May, 2022 – COMPLETE
- Book Club webinars earmarked for **second Fridays in October and February**
  - Fall title = “Let’s Coach All the Lawyers” by Jessica Natkin and Jessica Hernandez (firm-side topic)
  - Spring title = TBD
- Article proposals were due this week, but Experienced Professionals were unable to meet this deadline. We plan to propose our two topics by July 11<sup>th</sup> to Andrew.

➤ **Experienced Professionals/Newer Professionals Collaboration**  
**Vice-chair: Laura Clemens (Golden Gate Law)**

• The Charges:

Collaborate with the Newer Professionals Section on the continuation of the mentoring program, identify several “panel of experts” topics and resulting webinars, explore the concept of videos highlighting experienced professionals sharing their experiences on pre-determined topics and consider other ways to impart helpful assistance to newer professionals.

Identified Goals:

- Find mentors and panel experts as requested by Newer Professionals.

Timeline:

- As requested.

➤ **Communications, Social Media, & Member Relations**  
**Vice-chair: Karen Kupetz (Goulston & Storrs)**

• The Charges:

\*\*\* Note that this role combines the member relations and communications missions. \*\*\*

Create and implement an outreach plan for identifying members meeting the suggested criteria for joining the section as stated in the section overview.

Develop at least four (quarterly) social media posts to share with the NALP staff and conduct, at least, monthly member outreach on NALPconnect to update the membership about the work of the group.

Identified Goals:

- Reach out quarterly to NALP members to recruit new Experienced Professionals members via NALPConnect. Posts to include links to resources previously developed by Experienced Professionals members, which will be curated by the Knowledge Management co-chairs.
- Post upcoming Experienced Professionals events on NALP social media pages before each Section-sponsored webinar, article, and before the AEC to showcase Section-sponsored presentations.

Timeline:

- 1<sup>st</sup> Quarter recruitment post on NALP Connect will provide links to resources previously developed by Experienced Professionals members on the **topic of OCI** and will be posted on August 1<sup>st</sup>, 2022.
- 2<sup>nd</sup> quarter recruitment post on NALP Connect will provide links to resources previously developed by Experienced Professionals members on the **topic of wellness** and will be posted on November 1<sup>st</sup>, 2022.
- 3<sup>rd</sup> Quarter recruitment post on NALP Connect will provide links to resources previously developed by Experienced Professionals members on the **topic of New Year, New You: Professional Development** and will be posted on February 1<sup>st</sup>, 2023.
- 4<sup>th</sup> Quarter recruitment post on NALP Connect will provide links to resources previously developed by Experienced Professionals members on the **topic of RFP ideas and tips** and will be posted on May 1<sup>st</sup>, 2023.
- Social Media posts will be made two weeks before each Experienced Professionals webinar and article, as well as one social media post two weeks before the AEC highlighting the Section-sponsored presentations.

➤ **Knowledge Management**

**Vice-chairs: Susanna Brennen (Miller Canfield) and Christine Whitehead (Goodwin Procter)**

• The Charges:

Identify top resources relevant to the section and collaborate with the NALP staff to explore location options for the compilation to provide easy access.

Identified Goals:

- Supply one firm-side and one school-side resource to the Communications/Social Media Chair each quarter on a set topic to be featured in the member outreach.

Timeline:

- 1<sup>st</sup> Quarter resources on the **topic of OCI** sent to Communications/Social Media Chair by July 25, 2022.
- 2<sup>nd</sup> quarter resources on the **topic of wellness** sent to Communications/Social Media Chair by October 25, 2022.
- 3<sup>rd</sup> Quarter resources on the **topic of New Year, New You: Professional Development** sent to Communications/Social Media Chair by January 25, 2023.
- 4<sup>th</sup> Quarter resources on the **topic of RFP ideas and tips** sent to Communications/Social Media Chair by April 24, 2023.

➤ **Managing Your Own Professional Development**  
**Vice-chair: Natasha Patel (Emory Law)**

• The Charges:

Explore the most effective method for providing professional development for the experienced professional. This work group will solicit feedback from the Section regarding topics for professional development. They will also review NALP's Alumni status membership and consider ways to continue the relationship with our most seasoned members.

Identified Goals:

- Chair to compile and circulate a list of proposed trainings and certifications members would like to see offered through NALP. Chair will propose one or more options for how to most effectively deliver these sessions.

Timeline:

- Present idea list to NALP leadership by August 31, 2022 for their consideration. Handle any request for further research following that presentation.

We look forward to updating you on our progress towards reaching these goals each quarter this year.

Respectfully submitted,

~ *Mary Beth and Heather*