

June 18, 2014

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

The Experienced Professionals Section will be led by the following Work Group Vice Chairs in 2014/15:

Immediate Past Chair: Marguerite Durston, Quarles & Brady

Immediate Past NALP Board Liaison: Vic Massaglia, University of Minnesota Law School

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 first EP Section conference call of the 2014-2015 year was held on June 4, 2014.

Work Group Reports:

Annual Education Conference Planning/Bulletin Article Planning:

1. Jennifer Guirl and Tom Rodriguez have completed the review process for the 2015 Annual Education Conference RFPs for the Experienced Professionals section, and submitted their ranked recommendations. We received about ten RFPs and all were quite strong with a good mix of programs applying to firms, schools, professional development, and diversity.
2. Jennifer and Tom are finalizing the review process for the Bulletin RFPs.

Experienced Professionals and Newer Professionals Collaboration:

1. Lee Anne Masetti-Martin and Linda Kressh worked on co-submitting RFP's with the EP Section for the 2015 NALP Conference. "Investments are not Just for Retirement

Plans: You and Your Career” is the title of the RFP submitted on behalf of both sections.

2. Lee Anne and Linda are helping the NP Section staff their “Ask the Experts” webinar series. Four webinars are tentatively scheduled for July 2014, October 2014, January 2015 and March 2015, and each is now staffed by experienced professionals. The topics are “Navigating a New Work Environment,” “Best Practices for Data Collection for Employment Statistics,” “How to Run a Summer Program,” and “Balancing Job Fairs and OCI Pre-Select vs. Lottery.”
3. Finally, Linda is collecting stories and planning to write an article for the Bulletin on humorous recruiting/OCI experiences.

Managing Your Own Professional Development:

1. Cindy Hasson and Michele Ward proposed two programs for the NALP Conference on professional development for our members’ topics. One topic is “Moving beyond the Lean in Debate: Practical Ways to Uncover the Natural Leaders in Your Female Attorneys, Students, and Staff” and the other is “What If? Igniting Innovations in the Workplace.”

NALP Bulletin Articles:

1. Linda Kressh will write an article about funny recruiting stories, told by NALP members from across the organization. The June Bulletin contained a call for ideas to be submitted to Linda.
2. Marguerite Durston will continue her series of NALP Bulletin articles entitled "Top Ten Things to Know about City Groups and Law School Consortia" for the coming year.
3. Katie White will contribute an article about “LinkedIn.” It will include ideas for updating LinkedIn entries, making summary statements more meaningful, and utilizing the headline and other features to maximize your on-line presence.

Section Webinar:

1. Katie White and Sheila Driscoll will present a webinar about “Alternative Legal Careers” in January of 2015.

Ideas Discussed on Quarterly Call:

- Michele Ward suggested NALP consider offering a new kind of forum for experienced professionals to connect with others in their geographic areas. She proposed forming an EP book club, or Lean In style circles, TED talk type meetings, or other ways for people to get together to share ideas for working with our employers in these ever changing times.
- Another idea Michele shared was for NALP to partner with one or more financial institutions, for example, Citigroup, so that NALP could provide reports about the state of the market that members could easily access.

- A third idea discussed on the call was to form an Alumni Group for former NALP members. NALP members who retire from their positions, or leave NALP member organizations to work in other industries, but would like to continue to be involved in NALP, don't currently have a way to continue to be involved. This group might be included affiliated membership for people in these categories. Or an advisory council could be formed.
- Finally, an idea was discussed to offer individual NALP membership to HR and recruiting people at small to medium law firms, if their employers are not willing to pay for the full NALP dues. It was suggested this could be offered to employers with 20 or fewer employees, or some other number that would make sense.

Section Membership

An effort is underway to increase the membership in the Experienced Professionals Section. 11 experienced professionals have joined the Section since the conference in April.