

## MEMORANDUM

TO: Timm Whitney, NALP Board Liaison, Experienced Professionals Section  
CC: Fred Thrasher, NALP Deputy Director  
FROM: Yvonne Denenny  
DATE: February 4, 2021  
RE: NALP Experienced Professionals Section Board Report

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

### Quarterly Meeting

On December 7, 2020, we held a zoom meeting to provide Section members with the opportunity to meet virtually and exchange information. After NALP Board Member Timm Whitney disseminated information, our work group leadership provided updates on past and future activities, which included much of the below.

The work groups also provided members the opportunity to share their experiences of programs and events. For example, feedback from our Section indicated that those who attended the pilot brainstorming and networking session found it valuable. Many members expressed an appreciation for the existing format with individual group-selected topics and same-industry small groups. And most members liked the proposal that the next session's small group format would change to include members from both schools and employers. We believe that these networking sessions are a valuable addition to membership meetings for our Section and should be continued into the 2021-2022 program year.

During the call after the work group reports, we facilitated a discussion of lessons learned from the recruiting season so far. Topics included, among others, virtual interview platforms, communication between schools and employers, and student wellbeing.

### Work Groups

- **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 section contributed 13 RFPs for the committee's consideration and that six were accepted by the committee for the Annual Education Conference.

In addition, along with the Recruitment Section, the Experienced Professionals Section co-hosted the program, "Thriving as a Recruiting Professional During a Recession and Beyond" on

Tuesday, October 27. Leaders from both this work group and the Professional Development Group helped the Recruiting Section facilitate this interactive discussion among members. The session focused on members' professional development, including how to stay relevant and be a versatile recruiting professional when the economy has slowed down.

- **Experienced Professionals/Newer Professionals Collaboration Work Group.** Through the leadership of *Katey Espinosa (K&L Gates)*, *Natalie Quinn (Fox Rothschild)* and *Sheryl Roberts (Smith, Anderson)*, we have been encouraging our members to participate in the new mentoring program started by the Newer Professionals Section Member Relations Group.

We also worked with the Newer Professionals Section in putting together a panel of experts for a webinar entitled "Advising Law Firm Professionals and Students on On-Campus Recruiting Changes," with the panel consisting of six Experienced Professionals, including three school side panelists and three firm side panelists. The webinar was held on November 17, 2020, had very strong attendance, and offered timely advice and solutions in connection with on-campus recruiting changes this year.

- **Knowledge Management Work Group.** *Susanna Brennan (Miller Canfield)* and *Christine Whitehead (Hogan Lovells)* are continuing the spearhead the review of content on the NALP website that's relevant to our members.
- **Managing Your Own Professional Development Work group.** *Amy Mallow (Holland & Knight)*, *Kendra Brodin (Taft)*, and *Kathryn J. Ball (Ballard Spahr)* lead this group. In addition to coordinating on above October program, "Thriving as a Recruiting Professional..." on December 15<sup>th</sup> they hosted an hour long program: Set Your 2021 Goals NOW!: A Goal-Setting Training and Workshop. During the session members discussed best practices and new strategies for effective and meaningful goal-setting. Throughout the session members were given the opportunity to consider their own 2021 goals so that they left with a completed workbook and list of goals for 2021.
- **Member Relations Work Group.** On Thursday, November 12<sup>th</sup>, under the leadership of *Robin Thorner (St. Mary's University School of Law)* and *Sheryl Roberts (Smith, Anderson)*, we held a pilot brainstorming and networking session using the Zoom breakout room feature for small-group discussions. For this first event, the small groups consisted of either school attendees or firm/employer representatives for deeper brainstorming and networking within those industries. Future sessions will likely have different small group mixes to promote even more cross-pollination and collaboration.

Additionally, we have implemented a new memo for Experienced Professional members who are new to our Section. We welcome them and provide links to helpful information about the Section, including points of contact and ways to get involved.