

MEMORANDUM

To: Keya Dasgupta, NALP Board Liaison & Rebecca Calman, NALP President

From: Joe Christian & Jessi Hoffer, Section Co-Chairs

Date: January 21, 2025

Re: Experienced Professionals Section, 3rd Quarterly Report

The Experienced Professionals Section has started out the 2025 year with great energy! Our recent section meeting on January 9th saw members having a healthy dialogue on hot industry topics.

Section membership remains strong with an increase to 462 members as of January 16, 2025, an increase of about 3% with 15 new members.

Our next section meeting will be Tuesday, March 4th, at 12:00 p.m. CT.

Environmental Scanning

Recent meetings with our Vice Chairs have identified several hot topics that we brought to the January Section Meeting for further conversation in breakout rooms. While only a subset of the talking points were discussed, there was an overall interest in the following topics.

NALP Diversity Fellowship Application Process – How has this process gone for firms who elected to make the change to the uniform application? Have they seen an increase in applications? Did those firms not participating see a reduction in applications?

Law Firm Mergers – With the volume of mergers occurring in the past year, members were interested in how experienced professionals with merged firms were navigating the process, and whether they had any tips on general best practices.

Retirement Advisement Network Q&A – Get to know the group, learn about best practices, and ask questions.

Takeaways: Our Vice-Chairs led a discussion on law firm alumni networks and how legal employers and law schools can use this network to delicately approach

current members approaching retirement. The group also discussed retirement transition issues and potential speakers, namely Ida Abbott.

New Talent & Integration – Noting the large volume of open positions on NALP and city group job boards, members were interested in learning more about best practices for integrating people into our teams.

Takeaways: Rachel Bosch from Fringe shared good tools for onboarding, including video recorded sessions followed up with 1:1 live sessions. Other members suggested a “how to work with me” slide to provide information surrounding your personal circumstances and preferences, including whether you’re a caregiver, etc.

Working Together: Law Firms and Law Schools – There was an interest in discussing how law schools, law firms, and law school affinity groups could best work together during these changing times.

Takeaways: The main issue identified was how to get firms working with student groups and recognizing that each school is different – and that’s okay, and to be expected. The group discussed how to best use firm funds to assist student groups while also getting broad exposure, and the suggestion of a barista truck was a big hit.

EP Workgroup Reports

AEC Proposals/Bulletin+ Articles/Webinars Vice Chairs: Adam Gratch & Khevna Patel

The Vice Chairs continue to solicit the membership for topics and involvement with producing Bulletin+ articles and membership webinars.

Member Advancement & Pipeline Development Vice Chairs: Shannon DeGennaro and Dorianna Phillips

The Vice-Chairs and work group continue to meet and work on the written piece focused on transitioning from practice to law firm administration, which will act as a companion piece to the previously created resource focused on transitioning from practice to law school administration. A draft due date is scheduled for February, and the final copy will ideally be submitted to NALP leadership before the 2025 Annual Education Conference.

Newer/Experienced Professionals Collaboration Vice Chairs: Frannie DeSimone and Bruce Elvin

The Vice-Chairs continue to work closely with the Newer Professionals (NP) Section. They have planned a presentation on how to make the most of the Newer Professional Forum in early February, and another panel presentation on soliciting and receiving feedback in April. In

addition, they are exploring an idea about leadership development for newer professionals in partnership with mentors from the EP Section.

Retirement Advisement Network (RAN) Vice Chairs: Betsy Armour & Tom Schoenherr

The Vice-Chairs are excited to report that word is spreading, and the membership roster has increased to 36 members as of January 2025, a 14% increase (5-6 new members) from 2024! Both the November 12th RAN meeting and the RAN-focused breakout room at the January Experienced Professionals Section Meeting generated lively conversations on a variety of hot topics, including Medicare, health insurance coverage, and retirement transition issues. The Vice Chairs continue to field inquiries and have consults with new members to assist with their questions. Upcoming plans include a February work group meeting and a possible webinar later in the Spring.

Our Vice-Chairs have also shared that certain members of the RAN work group are open to contract work to support firms and schools during the upcoming recruiting season. Interested NALP members can reach out to Betsy and Tom with potential hiring needs.

Well-Being Vice Chair: Tonja Rogers

Our Vice-Chair continues to focus on the need for caregiving resources, with a focus on mental health and other resources for all caregivers, including childcare, elder care, and children and adults with disabilities. She met with members of the Caregiver Affinity Group in Q4, and an upcoming meeting is scheduled for February 24, 2025. They are working on scheduling panelists for the meeting.

Our Vice-Chair has secured an additional work group member from the Experienced Professionals section, and they are collaborating on a presentation for the Wellness Workgroup.

Recommendations for Next Year

Generally speaking, our workgroups seem to be meeting the needs of the section and charges from NALP generally. The Member Advancement & Pipeline Development workgroup may or may not have its contemplated publication finished by the end of this NALP year, so it is possible that additional efforts will be needed next year, or completion of this project assigned to another workgroup.

The Board has contemplated a workgroup for mid-level professionals, which we agree could be a good addition to the EP Section.

In summary, our section and its workgroups continue to work on content for the Experienced Professionals section and the broader NALP community. We look forward to seeing some of

the group in person at the upcoming NALP Legal Recruiting Summit as well as our next section next meeting in March 2025.

Respectfully submitted,

Joe Christian & Jessi Hoffer – Section Co-Chairs