

June 12, 2015

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 2015/16:

Work Groups and Vice Chairs
Annual Education Conference Planning/Bulletin Article Planning <u>Vice Chairs:</u> Jennifer Guirl, Bryan Cave; Linda Kressh, UCLA; Michele Ward, Winston Strawn
Experienced Professionals and Newer Professionals Collaboration <u>Vice Chairs:</u> Norma Cirincione, Cleary Gottlieb; Lee Anne Masetti-Martin, Morrison Foerster
Managing Your Own Professional Development <u>Vice Chairs:</u> Cindy Hasson, Paul Hastings; Brad Sprayberry, Gunster; Wendy Siegel, NYU

Quarterly Conference Calls:

The first EP Section conference call of the 2015-2016 year was held on June 4, 2015.

Work Group Reports:

Annual Education Conference Planning/Bulletin Article Planning:

- Linda Kressh reported on conference planning for the 2016 conference in Boston. The work group received and approved 14 RFPs to be sponsored by the EP Section. A list follows at the end of this memo. One RFP submitted by Andrew Chapin, about counseling the bottom 50% of the class came with the request for us to co-sponsor the program with the Diversity and the CSO Employer Outreach Section.

Experienced Professionals and Newer Professionals Collaboration:

- Lee Anne Masetti-Martin and Norma Cirincione have met to brainstorm new ideas for working with the NP Section. They will have a call with Shannon Schaab, NP Section leader, on June 25th. They will again help the NP Section staff their “Ask the Experts” webinar series with EP members. The first webinar topic is already set for February on the topic of how to make the most use of the NALP Conference, and Lee Anne will be one of the speakers. The

series got great feedback from the NP Section last year, and the work group is excited to work on this round. In addition, the EP Section has agreed to co-sponsor a program with the NP Section about strategic planning, and assisted in getting speakers for the program.

Managing Your Own Professional Development:

Cindy Hasson, Brad Sprayberry and Wendy Siegel are leading this work group. They have had an initial call to plan for the year. They will be polling several EP members to add to their own ideas for topics for programs. This year they plan to offer 2 webinars, one in November and one in February, and to contribute one or two articles to the Bulletin.

Ideas Discussed on Quarterly Call:

A. Welcome Remarks

The call began with a reminder about the June 19 deadline for articles for the NALP Bulletin. EP members were also asked to reach out to their colleagues to encourage them to join our section, if they have not already done so. Members of the Conference Planning Work Group were thanked for their efforts on the RFP process.

B. Conference Planning Work Group Report

Linda Kressh reported on the work of their group, as noted above.

C. Board Report

Anna Whitener gave a brief Board report

- She noted that the Board met in May for orientation and training, and that the meetings went well.
- Anna also mentioned that Jean Durling discussed her business plan for the year at the meeting.
- And, she noted that over the next few weeks, members will be polled for their thoughts about what is happening in our industry, and the market, and what NALP can be doing to continue to assist our members.

D. Experienced Professionals and Newer Professionals Collaboration Report

Lee Ann Masetti-Martin reported for this work group. See above for their contributions so far.

E. Managing Your Own Professional Development

Cindy Hasson reported for this work group – again, see above for the work they have begun.

F. Summer Program Discussion

Members discussed 1 L hiring, with several firms reporting about the size of their 1L classes, and the success of hiring 1Ls. Some firms participated in spring recruiting programs to hire 1Ls, and others, like Paul Hastings, develop a pipeline and hire via this route. Paul Hastings will also be hiring 3Ls this coming August, which they have not done in some time.

Law school representatives discussed summer mock interview programs, and the use of

vendor programs to offer on-line interview practice to their students. UCLA uses Interview Stream in addition to offering a mock interview program at law firms. And Santa Clara utilizes the Symplicity mock interview program for their students.

Law school members further discussed communication with law students over the summer months, and how active this has become. Santa Clara and GW Law offer webinars to students over the summer, and Santa Clara also sends messages via an e-newsletter to students. We also discussed podcasts – and ideas for developing this form of communication for students to learn more about practice areas and other content, although no school member on the call was offering these at this time. It was suggested members listen to the Law School Transparency radio program, for an idea about pod casts and content.

Firms discussed their summer events, and law school members talked about how these events are advertised to their students.

Section Membership

- 4 experienced professionals have joined the Section since the conference in April 2015.

Experienced Professionals Section

2016 NALP Conference RFPs: April 13-16, 2016

1. “Keeping the Keepers in 2016: Aligning Retention Strategies with Shifting Attitudes Towards Professional Satisfaction”
2. “Recharge & Reinvigorate for Wining Team Performance”
3. “Can You Grab Their Attention in 140 Characters or Less? How to Market Your Firm/Organization to Law Students to Get Them to Remember You”
4. “Can I Clone You? Ideas for Increasing the IP Pipeline and Counseling IP Students”
5. “Planting a Seed for Sponsorship: Transforming the Mentoring Mindset”
6. “Data Security and Ethical Implications for Legal Employers and Law Schools”
7. “How to Be an Effective Mentor/ Sponsor for NALPers”
8. “Taking Charge of Your Career—Positioning Yourself for Future Moves”
9. “We’re All Ears! Using Exit Interview and Stay Interview Data for Lawyer Retention”
10. “Teamwork Makes the Dream Work: Innovated Strategies for Identifying, Recruiting and Integrating Lateral Partners”
11. “Coaching: A Strategic Tool to Manage Legal Talent in Law Firms”
12. “Be the Man/Woman with the Plan: Best Practices in Strategic Planning for Employer and School Professionals”
13. “Taking Our Own Advice: To the Next Level!”
14. “Counseling the Bottom 50%”