



March 19, 2014

To: Fred Thrasher, NALP Deputy Director
 Victor Massaglia, NALP Board Liaison, Experienced Professionals Section

From: Marguerite Durston, Experienced Professionals Section Chair

Re: NALP Experienced Professionals Section Board Report

The Experienced Professionals Section will be led by the following Liaisons and Work Group Vice Chairs in 2013/14:

Immediate Past Chair: Beth Hansen, Brigham Young University Law School

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

Liaison to Newer Professionals Section: Audree Bayke, Davis, Polk & Wardwell

Liaison to Recruiting Section: *Position is open at this time (January 2014)*

Liaison to the Lawyer PD Section: Jessica Buchsbaum, Bilzin Sumberg

RRC Liaison: Vicki Huebner, West Rocky Mountain Region

Work Group and Vice Chair(s)
Annual Education Conference Planning/Bulletin Article Planning <u>Vice Chair:</u> Position is vacant at this time. Lisa Wilkins left the career services field at the end of June 2013.
Experienced Professionals and Newer Professionals Collaboration <u>Vice Chairs:</u> Wanda Woods, Baker Hostetler LLP and Jennifer Dekker, Weil Gotshal & Manges LLP
Pathways to Leadership <u>Vice-Chairs:</u> Karen Britton, University of Tennessee College of Law and Jennifer Guirl, Bryan Cave LLP
Managing Your Own Professional Development <u>Vice Chairs:</u> Katie White, The George Washington University Law School and Leslie Ripley, Gibson, Dunn & Crutcher LLP
Career Services Professionals Course for Mid-Career Professionals-- 201 Course <u>Vice Chairs:</u> Susan Gainen, Pass the Baton, LLC and Shawn Beem, Capital University Law School
Recruitment Professionals Course for Mid- Career Professionals-- 201 Course <u>Vice Chair:</u> Lynne Traverse, Bryan Cave LLP
Peer to Peer PD Mentoring

Vice Chair: Kathleen Brady, Career Planners, LLC
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Ethics and Standards

Vice Chair: Marty Grenhart, University of California, Berkeley, School of Law

Quarterly Conference Calls:

1. The fourth EP Section conference call was held on March 11, 2014. This was a brief call, and the main focus was the annual conference.
 - EP Section will staff a table at registration on Tuesday, April 8, 2014.
 - Nicole Oddo and Marguerite Durston are hosting the Newer Professionals Orientation from 5:30-6p.m. on Tuesday, April 8, 2014.
 - EP Section will staff a table at the Open House and Welcome Reception on Tuesday, April 8 from 6-7:30 p.m.
 - Experienced Professionals Luncheon will be held on Wednesday, April 9 at 12:15 p.m. Location - TBD.
 - EP Section meeting will be held on Thursday, April 10, 8-9:15 a.m. Location - TBD.
 - EP Section is looking for a Vice Chair to lead the EP Section RFP Work Group for the 2015 Annual Conference.
 - Diversity and Inclusion Summit will be held in Chicago on June 6, 2014.

Work Group Reports:

- **Experienced Professionals and Newer Professionals Collaboration:**
 1. This work group collaborated with the Newer Professionals Section to create a 30 minute webinar to welcome members to NALP. Timeline: late March/early April.
 2. The Experienced Professionals (EP) Group and the Newer Professionals (NP) Group worked on a survey together which was to sent NP members. The results will be shared with the EP group prior to the annual conference.
- **Pathways to Leadership:**
 1. The Pathways to Leadership Work Group published the NALP Bulletin articles they had committed to write this year. The first article, "*S.A.V.E. Time to Become Engaged with NALP*," written by Karen Britton, was published in August; "*The Story of Two NALP Vice Presidents - Is a Vice President Role in Your Future?*" written by Karen Britton, was published in October; and "*Considering Diving into More Involvement with NALP? Two Leaders Share their Leadership Development Experiences*," written by Jennifer Guirl, was published in January.
- **Managing Your Own Professional Development:**
 1. Katie White (GW Law School), Susan Manch (Bingham McCutchen), and JeanMarie Campbell (Ropes & Gray) will present "*Taking Charge of Your Career - Positioning Yourself for Future Moves.*"
 2. Tom Rodriguez (Steptoe & Johnson), Sheila Driscoll (GW Law School) and Sarah Kryder (Steptoe & Johnson) will present "*LinkedIn 2.0*".

3. Barbara Uberti Manerchia (Potter Anderson) is working on a web cast: "**How to Advance Your Mission – Managing Up for Success**" - to be offered before the NALP Conference in April.
- **Career Services Professionals Course for Mid-Career Professionals - 201 Course:**
 1. The program will be presented at the annual conference by Susan Gainen (Pass the Baton, Inc.) and Megan McGrath (GW Law School).
 - **Recruitment Professionals Course for Mid-Career Professionals - 201 Course:**
 1. The program will be presented at the annual conference by Lynne Traverse (Bryan Cave), Valerie Garagiola (Skadden Arps), Alissa Golden (Schulte Roth) and Tina Russell (Paul Hastings).
 - **Peer to Peer PD Mentoring:**
 1. Kathleen Brady, Peer to Peer PD Mentoring Vice Chair, and Jessica Buchsbaum, Lawyer PD Liaison, have plans to connect those new to PD to more experienced PD professionals in the following ways:
 - Kathy, Jessica and Mary Beal collaborated on a webinar, which featured Stephanie Ryan (McGuireWoods). The webinar, "Top Ten Ways to Make an Impact in Professional Development," was presented on January 16, 2014.
 - Jessica Buchsbaum has written an article which will appear in the February NALP Bulletin entitled "**Cheers!: New Year, New Resolutions, New Role?**"
 - **Ethics and Standards Work Group:**
 1. The Ethics and Standards Work Group was asked by NALP to review the Principles & Standards Interpretations in light of the provisional changes made to Part V which address offer reaffirmation for candidates not previously employed and offer acceptance dates for previously employed candidates. David Diamond assisted Marty Grenhart with the review and they met with Fred Thrasher, via conference call, on Friday, February 28. They discussed the impact of the Part V changes to the Interpretations, and made recommendations for edits to bring the Interpretations in line with the proposed changes.
 2. Marty Grenhart, Ethics and Standards Vice Chair, conducted a webinar with Fred Thrasher on July 18, 2013 entitled, "**Navigating NALP's Principles & Standards During OCI: Your Fall Recruiting Roadmap.**"
 3. David Diamond wrote an article for the NALP Bulletin September issue entitled, "**Unpacking the New Provisional Standards for Working with ILs.**"
 4. The Work Group had hoped to develop a 10 point quiz for NALPconnect, NALPNow or NALP Bulletin focused on Part 5 - General Standards for the Timing of Offers and Decisions. Unfortunately the group was not able to complete the project this year.

- **NALP Bulletin Articles:**

1. Marguerite Durston concluded a series of three NALP Bulletin articles entitled "*Top Ten Things to Know about City Groups and Law School Consortia*". The last article is scheduled to appear in the April 2014 Bulletin.