

To: Lezlie Griffin, Board Liaison, NALP Board of Directors

Cc: Claire Nash, NALP

From: Alicia Currin-Moore and Mary Beth Moore

Date: February 3, 2022

Re: February Board Report for NALP's Law School Career Chiefs Interest Group

As we continue through this eventful academic year, Alicia and Mary Beth met with the group in July and October and November. We continue to have active engagement from the group in NALPconnect emails and based part of our October discussion on that activity and topics with the most interest and feedback.

Our July discussion was entitled "Re-open, Re-emerge, Re-entry! What we learned in 2020 & best practices for students and staff" and this was a nice supplement to the NALP programming on shifting sands and reentry. It was helpful to tackle this topic from an office leader's perspective as we often wear different hats daily and have multiple stakeholders as managers. We also took time to discuss how reentry affects us personally (and ways to combat compassion fatigue as managers and student counselors) and this group has really become a safe discussion place for chief officers where environmental scanning happens organically. Robust discussion on best practices ensued.

Our October meeting focused on two topics that had a lot of traction in the NALPconnect chief officers listserv: 1) Policy and Procedures Barring Employers From Recruiting: a. Concerns with employer behavior, b. Strategies to manage behavior, c. How to counsel students, and 2) Counseling Non-JD Law Students (LL.M. and MLS Students): a. What services do you offer?, and b. Affect on JD Counseling/Employment.

For November, we discussed succession planning. Alicia and Mary Beth noticed an influx of job postings within NALPConnect. This in combination with Alicia's recent experience of training an new Associate Director gave the team the idea to discuss with other Career Chief's how they handle the seemingly revolving door of Career Services. This turned in to a robust conversations about onboarding, division of duties vs cross training, as well as the root causes of the turnover. Each Career Chief was able to provide their own tips and tricks for this issue.

Format-wise we continued to use smaller breakout rooms (5-7 rooms of no more than ten people per room, depending on participation that day) and reporting back to the full group on the stated topics. Our next meeting is scheduled for November 4 and we will likely include the topic of Succession Planning on the agenda.

Alicia and Mary Beth are honored to host this engaged group of Career Chief Officers and are delighted with the education that occurs each time we connect as a group.