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**NALP**  
**LAW STUDENT PROFESSIONAL DEVELOPMENT SECTION**

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**TO:** Traci Jenkins, Board Liaison  
**FROM:** Beth McManus, Chair  
**RE:** First Quarter Report – NALP LSPD Section  
**DATE:** 6/28/2012  
**CC:** Fred Thrasher

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## **1. OVERVIEW & SECTION CALLS**

After the initial meeting in Austin this year, I held a group conference call on May 7, 2012. The May call introduced the Work Groups vice-chairs and their projects, solicited volunteers for the projects, and then focused on RFP ideas. Additionally, I have been in close contact by email and phone with the work group chairs to address any questions or concerns they have about their project mandates. The Vice Chairs & Work Groups are as follows:

- RFP/Bulletin Articles: Lori Lorenzo, University of Miami School of Law; Aisha Joseph, Hofstra Law
- Law Student and Lawyer Professional Development Sections Collaboration: Kristine Bridges, The University of Tulsa College of Law.
- Lessons from the Experiential Learning Survey: Meg Reuter, New York Law School.
- NALPconnect/Bibliography: Heather DiMarco, Case Western Reserve

The Vice-Chairs have been tireless in their work thus far and it is a thrill to work with each of them. I am certain we will have a productive year as a section.

## **2. WORK GROUP UPDATES**

### **A. RFP/NALP BULLETIN**

We had a wealth of submissions for the upcoming conferences; below is an overview:

**PDI Conference:** I submitted an RFP along with Heather Frattone of Penn Law for a program entitled “Where Credit is Due: Integrating Professional Development Into a Law School Curriculum.”

**2012 Annual Conference:** We had a total of 11 RFPs submitted this year. Jay Richards reached out to us to ask us to cull through and rank them. To do this, we harnessed the power of the Section membership through NALPConnect and asked our members to rank

according to their preferences. We passed the rankings on to Jay at NALP. Special thanks to Lori Lorenzo for putting the survey together.

The proposals, in order, are as follows:

**Teaching Common Sense: Making the Pitch for a Law School Professionalism Curriculum**

Now more than ever, legal employers are seeking graduates who are “practice-ready.” In response, law schools are revising their curricula to add practical skills courses and provide greater opportunities for experiential learning. Some law schools have gone a step further to help students develop the essential skills, attributes, and values that fall under the umbrella of “professionalism” by implementing professional development curricula. This program provides a comparative perspective of various different models for a professionalism curriculum, based on the experiences of three law schools that are in various stages of implementing such programs, and a survey of other schools’ programs. The panel will discuss developing the curriculum, from identifying core competencies, to obtaining key player buy-in, to determining course structure and teaching methods, and will highlight potential pitfalls as well as positive outcomes.

**Kristine Bridges, Francie Schultz Scott, Jennifer McGarr**

**Gazing into the Crystal Ball: Imagining the Successful Career Services Office of the Future**

The successful CSO must provide innovative support and services to disparate constituents, and meet high expectations from deans and others. This program will help imagine the CSO of the future that fosters professional development curricula, embraces the latest technology, and fosters maximum collaboration and creativity. A national expert in campus-wide career services will address university-based trends and pressures, including centralization and consolidation. Audience breakout groups will examine various facets of the ideal CSO operation, and discuss ideas for strategically prioritizing tasks and collaborating across their organizations to achieve maximum student impact.

**Elizabeth (Betsy) Armour, Karen R. Britton, Andrew Ceperley, Vicki Huebner**

**Deans' Discussion: Professional Development IS an Academic Endeavor**

Deans of law schools will discuss law student professional development from the academic perspective. They will make the case that career services offices alone cannot be responsible for implementing professional development training. Instead, the Deans will explain why professional development is an academic as opposed to an administrative endeavor. Each Dean will share their individual insights from recognizing the need for professional development training and implementing responsive programs. The Deans will also discuss what is on the horizon for the inevitable marriage of academia and professional development training.

**Kristine Bridges, Janet Levit**

**Know the Rules, Play to Win: Meeting Employer PD Expectations in the “New Normal”**

The new legal economy has prompted law students to expand their options to include small to mid-sized firms and public sector employers. As a result of the “new normal,” the rules have changed. Employers are reducing professional development programming and shifting

responsibility to law schools and new attorneys. Today, legal employers seek attorneys who are practice-ready with professional skills that allow them to hit the ground running. This interactive session will impart an understanding of the competencies legal employers expect, and the professional development initiatives schools can implement to help students develop professional skills to compete in a challenging market.

**Linda Calvert Hanson, Luevenia W. Sterling, Kevin D. Johnson**

### **Thinking Big Picture: Counseling 2Ls & 3Ls to Think Strategically About Life After Law School**

Thinking big picture about where to take their legal career is typically not a strength of law students. Yet lawyers undertaking a career transition often wish they assessed their talents and life goals during law school. This program will show career counselors how to galvanize law students to engage in meaningful assessment in this unstable economy. Review case studies to show healthy careers often require planning that looks beyond the first job out of law school and incorporate life choices as well as career choices. Finally, we will address the role assessment tests can play in mitigating early career derailment.

**Courtney Fitzgibbons, Diane Costigan**

### **Show Them the Money: Creating Student Buy-in for Self-Assessment**

Understanding your strengths and weaknesses is essential to the career planning process. How do you advise students inclined to skip self-assessment and jump directly into the job search? This program offers counseling strategies and a tool kit to convince students that time spent on self-assessment will “pay off.” Apart from increasing the likelihood of job (and career) satisfaction, understanding one’s strengths and weaknesses will improve interview performance, leading directly to offers of employment. Additionally, candidates will be better equipped to determine best “fit” with employers. A law firm member will share examples of how a prepared interviewee can be the front runner for an offer, and how that student has a head start on his/her career.

**Lorri Olan, Susan Fine, Jennifer Queen**

### **Self Assessment for the Millennial Generation**

Career services professionals are challenged by millennials wanting the exact steps for finding the perfect job. Millennials often form hasty decisions based on peer advice, a speaker, or the media. Often they say "I just want a job to pay off my loans." How can we help students realize that taking time for self assessment will pay off in job satisfaction, in the interview process, and by allowing them to more easily persuade employers that they have the skills and interests necessary to be successful in the job? A good self-assessment exercise may be the answer.

**Bonnie Tunick, Kristine Bridges, Lisa Abrams**

### **3 Takes on Experiential Learning**

Does experiential learning contribute to the success of law students and lawyers? During this session, you will hear three unique views on experiential learning and the professional development of attorneys. How does a career advisor guide students to take advantage of these opportunities? What does a field placement director endeavor to teach students through these placements? What does a law firm recruiting and professional development director find out after polling her own lawyers on the value on experiential learning? Come

hear a variety of insights and determine for yourself experiential learning leads to skills development and ultimately success for attorneys!

**Michele Bendekovic, Kristine Bridges, Susan Schechter**

**Trailblazing: 10 “Award-Winning” Strategies for Charting a Successful and Fulfilling Career**

You might not win a Grammy or an Oscar in this lifetime, but at the conclusion of this session you certainly will want to thank “the Academy” for these useful tips on how to examine (or reexamine!) your career choices and direction. Whether you’re just starting out or are a seasoned legal professional, you will depart with concrete tips for charting a career that is both successful and fulfilling. Our panelists also will cover how to directly apply these tips when counseling your law students or lawyers.

**Valerie Jackson, Paula Edgar, Jason Levin, Debby Stone**

**Zen Master: Making the Case for Wellness Topics in PD Programming**

Stress has a tremendous impact on our lives and can negatively affect the productivity and well-being of our law students and attorneys. Stress can lead to poor decision-making and costly mistakes. During this interactive, experiential learning program we will: explore the intersection of professional development and wellness topics, including yoga, mindfulness, coaching and beyond; and discuss strategies for making the case for wellness topics in your PD programming, and the pros and cons of utilizing metrics to support your efforts. Come and experience an open discussion about wellness as a catalyst for positive change and promoting Zen in your organization.

**Jeff Becherer, Luevenia Sterling, Arthur Fama, Cheri A. Vaillancour**

**Leveraging Bar Associations To Enhance CSO Programming**

Every law school knows that both the state and local bar associations can be important partners in the students’ professional and career development; the question is how to get not only the “buy-in”, but also the active participation of the leadership and general membership. What are the practical and meaningful programs that you can present to the bar association to win them over and interact with your students? We will explore mentorship, professional development, pro bono partnerships and networking collaborations to build a rapport among your office, the practicing members of the Bar, and your students.

**Linda Wendling, Jenny Redix- Jordan, Lorri Olan**

**PROPOSED NALP BULLETIN ARTICLES**

Section members came up with 10 ideas for articles, in order of proposed publication dates:

<b>Title</b>	<b>Author</b>	<b>Publication Month</b>
Coaching Competency for Career Advisors	Lue Sterling (University of Miami School of Law)	August 2012
N/A	N/A	September 2012
Out of the Box Networking Tips (submitted to NALP in December)	Lori Lorenzo (University)	October 2012

2011)	of Miami School of Law)	
Open Letter to Law Firms from Law Schools: What PD skills do you expect our students have at entry level? ( <i>2-part series collaboration between the Law Student Professional Development and Lawyer Professional Development Sections</i> )	Kristine Bridges (University of Tulsa College of Law)	December 2012 (Part 1)
Open Letter to Law Firms from Law Schools: What PD skills do you expect our students have at entry level? ( <i>2-part series collaboration between the Law Student Professional Development and Lawyer Professional Development Sections</i> )	Kristine Bridges (University of Tulsa College of Law)	January 2013 (Part 2)
Introverts Can Successfully Network Too (Working Title)	Aisha Joseph/ Khara Tusa (both with Maurice A. Deane School of Law, Hofstra University)	February 2013
Early Self-Assessment as a Successful Professional Development Tool	Heather DiFranco (Case Western Reserve University School of Law)/possibly co-authored with Lauren Dubin (Georgetown)	March 2013
PD for Law Students Doesn't Take the Summer Off	Beth McManus (University of Pennsylvania Law School)	April 2013
Professional Development for Diverse Associates/Law Students: Unique Programming Ideas & Concerns	Cheryl Hudson Wright (John Marshall Law School)	May 2013

## B. NALPConnect/Bibliography

Vice Chair Heather DiFranco has already helped our group begin communicating effectively over NALPConnect. It has become our resource for announcements and discussions; for example, we announced the survey to rank RFPs via NALPConnect. Heather has been in contact with Tom Ksobiech, who will be providing further goals from the NALP Board for next quarter regarding the charges for the work group. I had a recent conversation with Tom and we are in a bit of a holding pattern here until further instruction.

### **C. Law Student/Law Firm Collaboration**

Vice Chair Kristine Bridges has been working closely with Michelle Bendekovic, Vice Chair of the Law Firm PD group, to have a fruitful collaboration going forward. Thus far, the groups will be collaborating on an article for the NALP bulletin entitled “Open Letter to Law Firms from Law Schools: What PD Skills Do You Expect Our Students to Have at Entry Level?” This will be a 2-part series that will be written by the Kristine Bridges on behalf of the Law Student Professional Development Section asking specific questions surrounding the expectations of law firms of entry level attorneys. Kristine has already coordinated with Michele, who has agreed to secure a response from law firms in the following edition of the NALPBulletin.

In addition, Kristine will be reaching out to our Section via NALPConnect to find out which topics/issues the Section most wants to hear about from the Law Firm PD Section. Once she has a few areas of interest, Kristine and Michelle will be working to creating a resource, webinar or the like.

### **D. Experiential Learning Survey**

Vice Chair Meg Reuter has reached out to Dena Bauman, of UDC Law, who hopes to work to advance the findings of the experiential learning survey. Ms. Bauman has reached out to Leeor Neta, Chair of the Public Service Section, and they will be touching base with Judy Collins, the research director of NALP, to discuss next steps.