

MEMORANDUM

To: Jeff Becherer, Board Liaison

Cc: Fred Thrasher, Deputy Director; Claire Nash, Member Services Coordinator

From: Alex Piller, Chair of the Law Student Professional Development Section

Date: October 20, 2022

Re: Second Quarter Board Report, NALP Law Student Professional Development Section

During the second quarter of the 2022 – 2023 NALP business cycle, the Law Student Professional Development (LSPD) Section continued work on its charges within each respective Work Group and conducted its second quarter section meeting hosted via Zoom. This report identifies our leadership team, summarizes the environmental scanning we conducted on our second quarter section meeting, and describes the status of our projects.

I. LSPD Leadership Team:

Chair:

Alex Piller, *Director of Career Planning and Professional Development*, University of Illinois College of Law (apiller2@illinois.edu)

Vice-Chairs, Annual Education Conference / *Bulletin*+ Article and Webinar Planning / PDI:

Kristina Bilowus, *Assistant Director of Career Development*, Michigan State University College of Law (bilowuskristina@law.msu.edu)

Vice-Chair, Law Student and Lawyer Professional Development Sections

Collaboration:

Diana Mercer, *Director, Career Development Office*, Loyola University New Orleans College of Law (dmercerc@loyno.edu)

Vice-Chair, Member Relations and Membership Development:

Elizabeth Carr, *Assistant Dean of Career Services*, Mercer University School of Law (carr_e@law.mercer.edu)

Vice-Chairs, Professional Identity Formation:

Samantha Ciriaco, *Director of Professional Development and Career Counseling*, Case Western Reserve University School of Law (samantha.ciriaco@case.edu)

Leanne Fuith, *Associate Professor*, Mitchell Hamline School of Law (leanne.fuith@mitchellhamline.edu)

Erika Pont, *Associate Professor of Law, Fundamentals of Lawyering*, The George Washington University Law School (epont@law.gwu.edu)

Vice-Chair, Knowledge Management and Resource Implementation:

Stacy Keehn, *Assistant Dean, Career and Professional Development*, University of Ottawa, Faculty of Law (skeehn@uottawa.ca)

Vice-Chair, DEI Liaison:

Carmia Caesar, *Associate Dean for Justice, Equity, Diversity, and Inclusion*, The George Washington University Law School (ccaesar@law.gwu.edu)

Vice-Chair, Well-Being Champion:

Natasha Patel, *Senior Director, Career Center*, Emory University School of Law (natasha.patel@emory.edu)

Vice-Chair, Communications, Social Media & Marketing:

Oscar Teran, *Associate Dean for Career Services*, Southwestern Law School (oteran@swlaw.edu)

II. 2nd Quarter Section Meeting (September 28)

We held our second quarter meeting on September 28 by Zoom. About 20 members attended. We ended the meeting on time, after 60 minutes.

A. Board Update (Jeff Becherer)

The meeting started with a Board update from Jeff Becherer, including updates on the selection of Nikia Gray as the new Executive Director and a brief update on the financial health of NALP.

B. ABA Standard 303 Professional Identity Compliance Work Group (Tony Waller)

Tony Waller joined the meeting to discuss formation of the new ABA Standard 303 Professional Identity Compliance Work Group. Tony also discussed the value of leadership and other engagement opportunities within NALP.

C. Environmental Scanning

Members discussed topical observations and concerns, including:

1. Students' fear of failure

Stacy Keehn discussed seeing an increase in students reluctant to fail at anything, resulting in a lack of engagement or motivation concerning professional development and employer outreach. Katie Liss, Robin Thorner, and Alex Piller were among those who commented with their observations, including "Rejection Proof" by Jia Jiang as a possible reference.

2. Students' lack of financial literacy

Natasha Patel discussed seeing a lack of basic financial literacy in some law students, resulting in students having difficulty making employment decisions or weighing options.

D. Networking Session

To promote a greater sense of community and connection, we held a networking session, where each member at the meeting introduced themselves.

E. OCI Debrief

We had a discussion about the latest OCI season, any observations, and any recommendations:

1. Several members discussed their impression that employers were hiring earlier (including even before the spring semester ends) and that some may have shorter deadlines for students to accept or decline their offers.
2. Several members discussed that interviewing seems to be continuing in hybrid format, with some employers preferring in-person interviews, some preferring virtual interviews, and some using a mix. Employers and students seem comfortable with various options and the flexibilities they offer, while the options have different advantages and disadvantages.
3. Leanne Fuith mentioned that differences in interview format could lead students to draw different conclusions about the employers, possibly creating stronger, weaker, or different impressions of the employers and affecting student decisions.
4. Stacy Keehn discussed how Ottawa's coordinated OCI schedule with extremely short offer deadlines differs from what other U.S. members typically experience.

We agreed that these and other results from OCI should be monitored and could require adapting law student professional development programming to best prepare students.

F. Business of Law Curriculum and Pilot Program (Diana Mercer)

Diana Mercer presented on the Business of Law curriculum developed, in conjunction with the Lawyer Professional Development Section, for law students and new lawyers. The goal is to educate law students and new lawyers about the business side of practicing law and how various employers operate. Diana explained that they are looking for law schools willing to implement this curriculum on a pilot basis and provide feedback to further improve the curriculum. The results of this work could result in future articles or RFPs. Diana requested interested schools to contact her. The curriculum will also be shared on NALP Connect.

G. Professional Development Institute Reminder

We reminded members to consider registration for this year's Professional Development Institute to continue learning and exchanging ideas about lawyer and law student professional development.

III. Work Group Reports

A. Annual Education Conference / *Bulletin+* Article and Webinar Planning / PDI (by Kristina Bilowus)

Kristina Bilowus worked to encourage proposals and *Bulletin+* articles. Kristina continues to track results from the previous proposals and promote any additional opportunities for LSPD members and assist with their submission.

B. Law Student and Lawyer Professional Development Sections Collaboration (by Diana Mercer)

Susanne Aronowitz, Sarah Hadjimarkos, and Diana Mercer met twice this quarter to discuss and refine a curriculum intended to educate law students and new lawyers about the business side of law. Various kinds of employers are included—large and smaller law firms, plaintiff firms, nonprofits, and government employers. The goal is to remove the mystery surrounding how compensation is calculated by different employers and educate law students and new lawyers earlier in their careers about important business/financial considerations of employers. Currently, the idea is to offer this sample curriculum either in full or in parts as a pilot program to volunteer schools. We would then receive feedback about the program and further refine the curriculum. Ideally, this project would lend itself to an article and/or be available to NALP member schools and firms as a training program. The sample curriculum will be posted to NALP Connect and promoted to members.

C. Membership Relations and Membership Development (by Elizabeth Carr)

Elizabeth Carr continues to strategize about creative ways to engage our members and to increase membership in the Law Student Professional Development Section. Specifically, our

group will focus in the next quarter on providing value to our members and potential members by giving them resources and information that speaks to current student issues and the “busy season” of 1L appointments. We will do some individual reach out to members to ask for feedback on resources that would help them make the most of their time.

D. Professional Identity Formation (by Leanne Fuith and Erika Pont)

The Professional Identity Formation Work Group is planning a webinar series for NALP members on the introduction of ABA Standard 303 and how law schools and legal employers can work together on the development of a law student’s professional identity (Standard 303(b)) and provide education to law students on bias, cross-cultural competency, and racism (Standard 303(c)). The three-part webinar series is forthcoming in the 2022 – 2023 academic year and will include a session on foundations of professional identity formation, the intersection of professional identity formation and diversity, equity, and inclusion, and law student and lawyer health and wellness as a professional identity formation skill. The co-chairs of the Professional Identity Formation workgroup are collaborating with members of the Lawyer Professional Development section, Diversity, Equity, and Inclusion section, and the Well-Being Interest group to plan these sessions.

E. Knowledge Management and Resource Implementation (by Stacy Keehn)

Stacy Keehn attended the Knowledge Management and Resource Implementation Advisory Group Vice Chair Kick-Off Meeting on July 29, 2022. Stacy is working on the outstanding assignment for that meeting.

F. Well-Being Champion (by Natasha Patel)

Natasha Patel met with the umbrella NALP Well-Being Champions group. In that meeting, tools and methods by which to encourage wellbeing and wellness for both students and NALP professionals were discussed. Ideas for video led programming, book clubs, and other ideas were discussed. A follow-up meeting is forthcoming.

G. Communications, Social Media, & Marketing (by Oscar Teran)

Oscar Teran has begun creating social media posts for NALP's LinkedIn page. The Law Student Professional Development Section has been tasked with creating 3-4 LinkedIn posts by June 2023 and we are well ahead of that target, having already produced two posts, in August and October:

1. Our August post highlighted the "Developing the Professional Lawyer" series of videos, a collaboration between the Law Student Professional Development Section and the Lawyer Professional Development Section, which provide quick tips on common professional development questions.

2. Our October post celebrated Hispanic Heritage Month by highlighting NALP's "Diversity Best Practices Guide" which is a compilation of best diversity and inclusion practices derived from industry research and interviews of law firm and law school professionals.

These posts were both the most popular content posts on NALP's LinkedIn page the month they were released, based on the number of likes and shares. This successful online engagement with NALP members is driving increased awareness and participation with the work of the Law Student Professional Development Section.

In the coming months the Social Media, & Marketing Work Group will focus its efforts on reaching out to members on NALP Connect to further engage members in the LSPD Section and update members on the work of the Section.