

# MEMORANDUM

**To:** Pascale Bishop, Board Liaison

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

**From:** Shar Poormosleh and Freda Coleman-Jackson, Co-Chairs, Law Student Professional Development Section  
Law Student Professional Development Section Leadership Team

**Date:** October 21, 2021

**Re:** Board Report, NALP Law Student Professional Development Section

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During the second quarter of the 2021-2022 NALP business cycle, the Law Student Professional Development (LSPD) Section continued its work on its charges within each respective Work Group and conducted its second quarterly call hosted via Zoom which featured guest speaker Neil Hamilton, Co-Director of the Holloran Center Ethical Leadership in the Professions. Additionally, this report identifies our leadership team and summarizes the environmental scanning we conducted on our second quarterly call, and describes the status of our projects.

## **I. LSPD Leadership Team:**

**Co-Chair:** Freda Coleman-Jackson, Assistant Director of Career Strategy, W&L Law, [fcolemanjackson@wlu.edu](mailto:fcolemanjackson@wlu.edu)

**Co-Chair:** Shar Poormosleh, Associate Dean of Career Services, Southwestern Law School, [spoormosleh@swlaw.edu](mailto:spoormosleh@swlaw.edu)

**Annual Education Conference / Bulletin+ Article and Webinar Planning/ PDI, Vice Chair:** Alexander Piller, Director for Career Planning and Professional Development, University of Illinois College of Law, [apiller2@illinois.edu](mailto:apiller2@illinois.edu)

**Law Student and Lawyer Professional Development Sections Collaboration, Vice Chair:** Diana Mercer, Director, Career Development Office, Loyola University New Orleans College of Law, [dmercerc@loyno.edu](mailto:dmercerc@loyno.edu)

**Professional Development Tool Kit, Vice Chair:** Stacy Keehn, Assistant Dean, Career and Professional Development, University of Ottawa, [skeehn@uottawa.ca](mailto:skeehn@uottawa.ca)

**Member Relations and Membership Development, Vice Chair:** Elizabeth Carr, Assistant Dean of Career Services, Mercer University School of Law, [carr\\_e@law.mercer.edu](mailto:carr_e@law.mercer.edu)

**Professional Identity Formation, Vice Chair:** Laura Friedman, Director of Professional Development and Career Counseling, Case Western Reserve University School of Law, [laura.friedman@case.edu](mailto:laura.friedman@case.edu)

**Knowledge Management and Resource Implementation, Vice Chair:** Julie Peters, Associate Director of Professional Development, The University of Tulsa College of Law Peters, [juliepeters@utulsa.edu](mailto:juliepeters@utulsa.edu)

## **II. Section Call, Guest Speaker, and Environmental Scanning**

On October 6, 2021, twenty-four members of the LSPD Section participated in the second quarterly call of the current NALP business cycle.

### **A. Introductions**

The call began with a brief introduction by the Section Co-Chairs Freda Coleman-Jackson and Shar Poormosleh. Followed by an introduction of the guest speaker by Vice Chair Laura Friedman.

### **B. Guest Speaker Presentation: Neil Hamilton, Co-Director of the Holloran Center for Ethical Leadership in the Professions**

Director Hamilton discussed various topics related to law student and lawyer professional development as follows:

- The importance of law students taking ownership of their own professional development;
- As law school faculty and administrators, we can do a lot by helping them (students) if we are all working together;
- Center's Mission: Research, curriculum and program development; and a holistic focus on the formation of both students and practicing professionals into ethical leaders in their communities;
- Most models present a standard of excellence and they require that the students then rise and meet those standards, but Director Hamilton thinks that such a model is not feasible; Instead, he advises to go where the students are and engage/meet them where they are;
- 2021 revisions to ABA Standard 303(b) is a substantial opportunity for students and for the development of their professional identity; a focus on what it means to be a lawyer and the special obligation they have to students and the society;
- Introduced upcoming book, "Roadmap," which will be open access and available to everyone; and shared its Table of Contents (see attachment); and
- Discussion and Q&A followed.

### **C. Board Liaison Report by Pascale Bishop**

Pascale Bishop provided an update on NALP business and upcoming events and educational programming.

### **D. Work Group Reports from Vice Chairs (as outlined below in item III.)**

### **E. Environmental Scanning:**

LSPD members continued the conversation regarding the guest speaker's presentation about law student professional development.

- Vice Chair Laura Friedman discussed her experience at Case Western Reserve University School of Law and how she has partnered with the Legal Research and Writing classes to provide law student professional development programming and events. These programs encompass numerous topics including, resume and cover letter drafting as well as workshops where students can reflect on their professional development.
- LSPD member George Podolin with William & Mary Law School mentioned the importance of competency model in law firms and the challenge of how to integrate that information into the 1L curriculum.
- Vice Chair Stacy Keehn with the University of Ottawa the success her law school has had with a 6-module professional development course.
- LSPD member Debbie Shapiro with the Mitchell Hamline School of Law discussed the importance of law student well-being as a part of law student professional development and exploring topics of professional judgment, strengths finder questions, and reflective questions for law students.
- Co-Chair Shar Poormosleh with Southwestern Law School discussed the Bridge-to-Practice Program recently implemented at her law school at the direction of the newly appointed law school dean in conjunction with the Career Services Office. The program consists of 5-6 professional development sessions for graduating 3Ls that focus on the following topics: law firm practice, ethical and the bar, making rain/client development, social etiquette, career survival and thriving in the workplace, and topics related to 1<sup>st</sup> gen law school students.

### **III. Work Group Reports**

#### **A. Annual Education Conference/*Bulletin* Article Planning (by Alex Piller)**

##### Annual Education Conference RFPs

Five RFPs for the 2022 Annual Education Conference were submitted on behalf of the Law Student Professional Development Section and three of the RFPs were selected to be presented at AEC:

#### ***Navigating the Unwritten Rules: Helping Students and New Lawyers Succeed***

*by Gina Sauer, Diana Mercer, Pamela Cyr, and Kendra Glazer*

Selected for AEC 2022

Every workplace has its own unwritten rules – a set of expectations and unofficial “dos and don’ts” related to workplace communication. When new lawyers know those rules, they feel empowered for success. When they don’t, they feel undermined... which of course can negatively impact retention. A panel of professionals who have worked on both the employer and law school side will explore how employers and schools can work together to better prepare new attorneys and soon-to-be attorneys to navigate their work environment, build better workplace relationships, and develop the communication savvy they need to succeed.

#### ***Mentorship Matters: Creating new and innovative law student mentorship opportunities***

*by Robin Thorner, Gwendolyn Ferrell, Leanne Fuith, and Meredith Wiggins*

Selected for AEC 2022

This interactive panel presentation and discussion workshop will focus on how to build and sustain various kinds of mentorship programs, from the more informal and ad hoc to structured one-on-one and group mentorship. Participants will hear from law school professionals, at different stages of the process and in different law school environments, who are supporting a variety of mentorship programs. This session will educate participants on how to engage their internal and external partners and provide participants with techniques and tools to establish key partnerships, programming, and action plans to sustain it.

**Mind the Gap: Strategies for Competency Alignment in New Lawyer Professional Development**

*by Melissa Berry, Kendra Brodin, Jerome Organ, and Laura Friedman*

Selected for AEC 2022

“Mind the gap” is a reminder to London tube riders to pay attention to the space between the platform and the train. Similarly, we need to mind the gap between law school and practice. The recent Survey of Law Firm Competency Expectations for Associate Development revealed a gap between firms’ expectations and what law schools actually teach. This program addresses ways to bridge this gap and better align developmental expectations with practice demands and necessary competencies. We’ll share concrete strategies for schools and firms to collaborate on supporting the professional identity formation of the newest members of our profession.

**Carpe COVID: Re-Imagining PD Programming and Coaching**

*by Lorelei Craig, Elisabeth Beal, Melissa Berry, and Heather DiFranco*

The COVID era has introduced new opportunities to deliver content through multiple media and by learning how to “carpe COVID,” participants will leave this practical, interactive workshop inspired to bring creative new solutions to their schools and firms. We will share the lessons learned from the COVID era to reimagine how we approach programming, coaching, and counseling. We will discuss how to define goals, evaluate options for content delivery, assess delivery methods, and make intentional choices to engage our audiences and make an impact.

**Corporate Counsel and Law Firm Externships: A win-win for law students and employers**

*by Dena Bauman, Craig Compton, and Marti Worms*

More law schools are allowing students to earn academic credit for placements with corporate counsel offices, and with private law firms. Those placements expose students to the legal and business aspects of the positions, while simultaneously providing an educational component as required by the ABA. This panel will provide an overview of externship requirements and discuss how to build an academic partnership with corporations and law firms. Additionally, since 2016, the ABA has allowed schools to permit paid externships. We will also discuss this topic, including an overview of the 2021 CLEA survey on paid externships.)

## Bulletin+ Articles

Three articles for the 2021 – 2022 calendar of *Bulletin+* issues were proposed on behalf of the Law Student Professional Development Section, and two of the three were chosen to be published:

### **Advancing Professional Identity Formation in the Law School Curriculum**

*by Leanne Fuith and Laura Friedman*

Planned for January 2022 edition

The American Bar Association's Council of the Section of Legal Education and Admissions to the Bar proposed a change to Standard 303 that would require law schools to provide substantial opportunities for the development of professional identity. This new standard, if adopted, will have a significant impact on law school curriculums. This article will explore the notion of professional identity formation including, briefly, its introduction in legal education and the importance of professional identity formation in the pursuit of meaningful and successful legal careers. The article will also attempt to define the scope of professional identity formation and the skills and concepts foundational to incorporating professional identity into a law school curriculum.

### **Leadership Skill-Building for Law Students and New Lawyers**

*by Leanne Fuith*

Planned for April 2022 edition

Using two leadership programs developed by Mitchell Hamline School of Law as examples, this article will discuss the need for law schools and legal organizations to help law students and new lawyers develop and hone the skills needed to be effective leaders. The article will explore the ways in which lawyers are called on to lead, the ethical considerations of doing so, the key principles of leadership, and the skills that new lawyers and law students need to develop to become culturally responsive and globally responsible leaders.

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

Vice Chair Diana Mercer and colleagues submitted an RFP on behalf of the LSPD Section entitled "Navigating the Unwritten Rules: Helping Students and New Lawyers Succeed" that was selected for presentation at the Annual Education Conference 2022. The presentation will highlight the collective expertise of professionals from both the Law Student and Lawyer Professional Development Sections.

### **C. Professional Development Tool Kit (by Stacy Keehn)**

The LSPD and Small and Solo Career Services Professional Development Tool Kit Vice Chairs Stacy Keehn, Stacey Blakeman and Katie Overberg met on August 30 to review their progress on developing content for the Tool Kit. They have created a shared Google document to allow easier information sharing. The 5 categories for the toolkit are: (1) Conducting an Audit, (2) Setting Goals, (3) Getting Buy In, (4) Components and Delivery and (5) Measuring Success. Each of the Vice-Chairs is working on drafting content for 2 categories. Stacy Keehn is working on drafting content for Getting Buy-In and Components and Delivery. We have successfully recruited a new volunteer from the LSPD section, Debbie Shapiro (Mitchel | Hamline School of

Law) and Stacy Keehn will be in touch with her in advance of our next scheduled meeting October 19.

**D. Membership Relations and Membership Development (by Elizabeth Carr)**

As Southeastern Regional Representative for NALP, Vice Chair Elizabeth Carr has continued to share updates with NALP members in her regional about the activities and events being held by the LSPD Section and encouraged those members to join the section.

**E. Professional Identity Formation (by Laura Friedman)**

The working group is preparing to present on its Associate Competency report at PDI in December. The group also submitted an RFP for next year's Annual Education Conference. Members of the Law School Professional Development group successfully submitted article RFPs related to Professional Identity Formation. Professor Neil Hamilton, Co-Director of the Holloran Center for Ethical Leadership in the Professions, attended the most recent Law School Professional Development meeting and gave an overview of the Center and his perspective on the proposed rule change to ABA Standard 303(b), which would require law schools to "provide substantial opportunities to students for...the development of a professional identity." He also shared the Table of Contents to a forthcoming book on this topic that he is co-writing.

Further, Vice Chair Friedman has accepted another position and will vacate her Vice Chair role in November 2021. She has offered to help with the transition of the role to a new member of the LSPD section.

**F. Knowledge Management and Resource Implementation (by Julie Peters)**

Vice Chair Peters attended the KM Advisory Group Vice Chair kick-off meeting on July 22, 2021. After the meeting, we were tasked with brainstorming ideas for collections of curated content. August 20, 2021, was our given deadline to send an initial list of suggested content collections to Elisabeth Beal and Andy Hales. She curated a list of subtopics under the Professional Development Tag that focus on Law Students and Lawyers (at different career levels). The following is the list of ideas for curated topics that Ms. Peters provided:

Professional Development

- Law Student
  - Career Paths
  - Career Fairs
  - Internships/Externships
  - Judicial Clerkships
  - Job Search
  - Interviewing
  - Networking
- Attorney
  - Newer Professionals
  - JD Advantage Attorneys
  - Senior Associate
  - Junior/Senior Partner
  - In-House

Additionally, Ms. Peters started thinking about how we can better organize our LSPD Section library. She would like to create a resource folder for members to easily search and access handouts/slides directly relating to law student professional development. In addition to the 11 documents already included in the library, Ms. Peters has started sorting through handouts from previous NALP conferences and have several she'd like to add to our library, once she has the folder organization issue sorted.