

MEMORANDUM

To: Neil Dennis, Board Liaison

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

From: Elisabeth Beal, Chair, Law Student Professional Development Section
Law Student Professional Development Section Leadership Team

Date: April 7, 2020

Re: Board Report, NALP Law Student Professional Development Section

During the fourth quarter of the 2019-2020 NALP business cycle, the Law Student Professional Development (“LSPD”) Section continued its work on its charges and engaged in interesting discussions surrounding the COVID-19 pandemic and its implications for law student professional development on its fourth quarterly call. This report identifies our leadership team, summarizes the environmental scanning we conducted on our most recent quarterly call, and describes the status of our projects.

I. Leadership Team

Chair:

Elisabeth Beal, University of South Carolina, ebeal@mailbox.sc.edu

Strategic Planning Vice Chair:

1. Melissa Duncan, Elon, mduncan6@elon.edu

Annual Education Conference/Bulletin Article and Webinar Planning Vice Chair:

1. Alex Piller, University of Illinois, apiller2@illinois.edu

Law Student and Lawyer Professional Development Sections Collaboration Vice Chairs:

1. Jenn Salyers, William & Mary, jsalyers@wm.edu
2. Rupa Bhandari, Santa Clara, rbhandari@scu.edu

Membership Development Vice Chair:

1. Elizabeth Carr, Mercer, carr_e@law.mercer.edu

Professional Identity Formation Vice Chairs:

1. Susan Fine, George Washington, sfine@law.gwu.edu
2. Angela Cruseturner, Baylor, Angela_Cruseturner@baylor.edu

3. Melissa Berry, Lane Powell, BerryM@LanePowell.com

II. Section Call & Environmental Scanning

On April 1, 2020, twenty-eight members of the LSPD Section participated in the fourth quarterly call of the current NALP business cycle.

A. Introductions & Board Report

The call began with a brief introduction by the Section Chair and a board report from Neil Dennis.

B. Requests for Proposals for the 2020 Professional Development Institute and 2021 Annual Education Conference

Members were encouraged to submit RFPs for the 2020 Professional Development Institute and 2021 Annual Education Conference.

C. Environmental Scanning: Professional Development Issues in Times of Uncertainty

In light of the current public health crisis, the LSPD Section Leadership Team wanted to provide a space in which members could discuss the professional development issues students might now be facing and potential solutions. Elizabeth Carr led a discussion about this topic. Here are the themes and highlights from this discussion:

- Law schools are taking a variety of approaches to open the door to discussions with students during this crisis. For example, one section member reported that they had hosted Town Halls for students who had secured positions, students who had not secured positions, and third-year students.
- Another member reported that they were collaborating with Alumni Affairs to identify alumni in their students' major target geographic markets and the alumni will then host Zoom calls with students interested in that market.
- Members discussed the importance of students remaining engaged in their professional development during this time, particularly as lawyers must counsel their clients through crises (including, but also other than, the COVID-19 pandemic).
- Members also discussed new professional development challenges that may arise as a result of working remotely as a summer intern/associate.
 - For example, one member reported that a firm planned to have UberEats deliver lunch to their summer associates and then ask them to participate in a Zoom luncheon. This may present new etiquette and conversational challenges.

- Students must also remember that they are constantly on camera during video conferences and therefore should be mindful of their facial expressions, avoid fidgeting, and limit distractions.
- Students will have to navigate how to behave professionally when much of their communication with their employers will be in writing versus in-person. For example, they must maintain their professionalism while communicating via instant messenger. They will also have to be thoughtful in how they approach asking questions and seeking clarifications about assignments when they cannot simply walk down the hall to speak with their supervising attorney.

D. Environmental Scanning: Remote Professional Development Programming Opportunities

While we face significant uncertainty at the moment, the transition to remote work has also provided us with a new opportunity to develop remote professional development programming. Elisabeth Beal led a discussion about this topic. Here are the themes and highlights from this discussion:

- One member reported working on hosting an online career fair, inviting employers to record webinars about specific professional development topics, and developing a LinkedIn webinar series. In addition, one member reported that they had created a Podcast series over the last year and another member shared that they have an e-learning course with information organized by location, practice area, and employer type. Another member is planning to ask employers to answer the same set of four questions on a video and develop a series of these videos.
- Members also reported holding off on some programming due to hiring timelines and processes being in flux.
- Members agreed that workplace professionalism and professional responsibility when working remotely might be new professional development topics of interest.
- Members discussed that these audio/video programs allow for just-in-time delivery but might be most effective if relatively brief (5-15 minutes).

III. Work Group Reports

A. Strategic Planning (Melissa Duncan)

No updates.

B. Annual Education Conference/*Bulletin* Article and Webinar Planning (Alex Piller)

2020 Professional Development Institute RFPs

We have asked our members for RFPs for the Professional Development Institute (PDI). We will be working with our members to generate additional ideas, bring together collaborators, and provide feedback on draft RFPs in advance of the April 24th submission deadline.

2021 Annual Education Conference RFPs

We are also preparing to assist our members with submitting RFPs for next year's Annual Education Conference. We are working to identify and improve any promising RFPs submitted last year that were not selected for this year's conference, to resubmit those that were accepted this year but not presented, and we will be collecting ideas from our members for new RFPs in advance of the May 22nd submission deadline. The virtual section meeting in lieu of the Annual Education Conference section meeting is also likely to generate RFP topics and we will work with our members to help them choose the best topics and finalize and submit their proposals.

C. Law Student and Lawyer Professional Development Sections Collaboration (Jenn Salyers and Rupa Bhandari)

The Work Group continues to make progress on the Law Firm PD Program Write-Up Project, an initiative to interview and draft write-ups about law firm PD programs. Eight new volunteers joined the Work Group in 2020 and a new production timeline has been established. 11 write-ups are complete and four are in the final stages of editing or awaiting approval. The work group continues to follow-up and conduct additional outreach to law firms. Our goal remains to complete 20 write-ups before publishing the booklet.

D. Membership Development (Elizabeth Carr)

We talked with members about thinking through our current situation in light of professional development and the new issues that students may be facing. Generally, we would do a big push for recruitment during the Annual Education Conference but in light of the change in circumstances, I will be reaching out to those with whom I have made connections in the past and asking for recommendations on colleagues that may benefit from being a part of this section. We will also resume our practice of sending the group of newer members a reminder and agenda before each section call to get their thoughts and encourage engagement. We will continue to encourage them to invite a colleague to each call and offer follow-up conversations to those who are not able to join the call but would like to hear more about the conversation. During conversations with interested new members, we suggest helpful resources developed by the group such as the Law School PD Program Write-Up Booklet. We will continue to make outreach efforts to these new/potentially interested members and welcome any volunteers who may be interested in conducting some of this outreach as well.

E. Professional Identity Formation (Susan Fine, Melissa Berry and Angela Cruseturner)

The Professional Identity Formation Work Group has been working creatively this year to meet its goal of educating NALP members about the concept of professional identity formation and the work of the Holloran Center. One key effort during the past quarter was writing a Bulletin article. Published in March 2020, *A Primer on Professional Identity Formation* by Vice-Co-Chair Melissa Berry was written on behalf of both the Law Student Professional Development and Lawyer Professional Development Sections. The Work Group also strengthened its

collaboration with the Professional Identity Formation Work Group of the Lawyer Professional Development Section when Melissa Berry stepped into the Vice-Co-Chair role vacated by Quaime Lee during the third quarter. As a result of this connection, the two Work Groups discussed the possibility of collaborating on a member webinar featuring professional identity formation that we hope to offer later this year. The Work Group's collaboration with the Holloran Center is ongoing and has remained steady. The Holloran Center's Milestones project culminates in mid-May with a meeting of the second round of the project's working groups. Several NALP members are participating in this second round through different working groups, including Professional Communications, Pro Bono, and Leadership. Melissa Berry is member of the Leadership Competency Working Group.