MEMORANDUM

To: Pascale Bishop, Board Liaison

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

From: Jennifer Salyers, Chair, Law Student Professional Development Section
Law Student Professional Development Section Leadership Team

Date: April 7, 2021

Re: Board Report, NALP Law Student Professional Development Section

During the fourth quarter of the 2020-2021 NALP business cycle, the Law Student Professional Development (LSPD) Section continued its work on its charges and engaged in robust environmental scanning discussions during its fourth quarterly call hosted via Zoom. This report identifies our leadership team, describes the status of our projects, and summarizes the environmental scanning we conducted on our fourth quarterly call.

I.   Leadership Team

Chair:
Jennifer Salyers, William & Mary Law School, jsalyers@wm.edu

Annual Education Conference/*Bulletin* Article and Webinar Planning Vice Chair:
Alex Piller, University of Illinois, apiller2@illinois.edu

Knowledge Management Vice Chair:
Freda Coleman-Jackson, Washington & Lee University School of Law,
fcoleman-jackson@wlu.edu

Law Student and Lawyer Professional Development Sections Collaboration Vice Chair:
Shar Poormosleh, Southwestern Law School, spoormosleh@swlaw.edu

Membership Development Vice Chair:
Elizabeth Carr, Mercer, carr_e@law.mercer.edu

Professional Identity Formation Vice Chair:
Laura Friedman, Case Western Reserve University School of Law,
laura.friedman@case.edu

Programming Best Practices Vice Chair:
Sara Marshall, William & Mary Law School, srmarshall@wm.edu

II. Board Report

On March 24, 2021, twenty-four members of the LSPD Section participated in the fourth quarterly call of the current NALP business cycle.

A. Board Report

Pascale Bishop, our Board Liaison, provided a Board Report. Ms. Bishop reported that NALP is in a good financial position, which is the result of staff negotiating out of hotel contracts and successful efforts to reduce the budget. Regional membership has conducted outreach to get a sense of current hot topics among NALP members related to OCI and wellness. All regions have reported that virtual platforms worked well this year and they may continue to be used to save on travel time and costs. The results of the outreach also revealed that members report being very busy and fatigued. There is a recording of the recent NALP Town Hall and another Town Hall will take place during the Annual Education Conference (AEC) in April. The price for the AEC is reduced this year and attendees will receive access to all the conference programs through the end of May 2021. Members can attend double the number of sessions and live networking components. One of the sessions will be on lessons learned from last year's PD programming. In addition, there will be a lot of DEI programming at the conference. As a reminder, the Developing the Professional Lawyer training videos are available on the NALP website. Regional groups are offering a 50th anniversary package, including a trivia contest, games, and prizes. NALP is planning for the New Orleans AEC to have a belated 50th anniversary celebration.

III. Work Group Reports

LSPD Vice Chairs then provided updates on their Work Groups and a robust environmental scanning discussion followed.

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

We are starting to solicit proposals for next year's Annual Education Conference and topics for future *Bulletin* articles. The RFP process for the 2022 Annual Education Conference just opened, and proposals are due August 15. We will help generate ideas and connect members looking to partner on topics. We will also hold a brainstorming session at this year's Annual Education Conference to generate additional proposals. We will work with members to help form teams and finalize their proposals before the August deadline.

B. Knowledge Management - KM (Freda Coleman-Jackson)

On January 16, 2021, the Work Group completed an audit of the 2016 Annual Education Conference Handouts and submitted the content log to the KM Advisory Group for review. The Work Group has not been tasked with any other projects at this time. We welcome any members to join the Work Group and to lend their expertise on LSPD section resources.

C. Law Student and Lawyer Professional Development Sections Collaboration (Shahrzad Poormosleh)

Over the last three years, a fair amount of progress was made, regarding this project/collaboration, including the completion of law firm interviews, updating the same, and creating a model/timetable/platform for publication. However, timeliness and relevance of content continues to be a challenge. Shar Poormosleh and Elisabeth Beal have now come together and have a proposal to transform the existing collection of interview responses into a timely, viable and useful resource. They have proposed a review of the existing interview responses and synthesizing the same into one full article/publication that addresses common themes and best practices. The goal is to publish in December 2021, with a potential accompanying RFP.

D. Membership Development (Elizabeth Carr)

For this quarter, we are reflecting on creative ways to engage our members and increase membership in the Law Student Professional Development Section. One thing we absolutely miss about the in-person annual conference is the opportunity to bring in new members and talk about our section. At the last in-person conference, pictures of interested members lanyards were taken so that their contact information would be easily accessible and documented for future outreach. In our most recent section meeting, members were asked to think of creative ways to pick that up this year in a virtual conference setting. We also discussed how the use of Zoom calls this year has been helpful for membership development. It's easier to disengage on a phone call and so we hope we continue to use Zoom going forward in our quarterly meetings.

E. Professional Identity Formation (Laura Friedman)

The working group has met several times to discuss the Associate Competency survey results and compile and edit a draft report for release at the end of April. Once the report is finalized, the group will also draft an article for inclusion in the first Bulletin+ in May. The survey results pose some interesting questions that may lead the group (or other NALP members) to conduct further research or write more articles. Once the report and article are complete, the working group will consider if there are more opportunities to discuss or interpret the data, such as through a webinar or presentation at a future NALP event.

F. Programming Best Practices (Sara Marshall)

The group is continuing to collect ideas from section members on best practices, particularly in the virtual setting. We contributed to a recent article in the PD Quarterly and we are determining the most efficient way to conduct further research. The quarterly section meetings have been particularly helpful this year in allowing members to share best practices in a timely way.

We are also planning to reach out to the Small and Solo Career Advisor Section on creation of a "To Go Kit" on the basics of launching a professional development curriculum for students. We are creating a bulletin article on Top 5 Tips/Resources for law school PD programs and may post the tip list as a resource on NALP Connect.

IV.   Environmental Scanning

A. Environmental Scanning: Proposed Change to ABA Standard 303 on Professional Identity

The LSPD Section Leadership Team thought it would be helpful to discuss the proposed changes to ABA Standard 303 (*see* the [ABA's Legal Education & Admission to the Bar Memorandum](#) dated March 1, 2021) which would require that law schools provide students with "frequent opportunities to develop their professional identity..." Laura Friedman led a discussion about this topic and how it might impact PD programming and the role of Career Services in the development of law school curricula. Here are the themes and highlights from this discussion:

- Some schools are having conversations with other law school offices, including student services, library services, etc., to discuss ways to partner and work together on professional identity programming, including cultural competency and bias.
- Career Services Offices see the new rule as a helpful way to pitch mandatory for-credit PD programming.
- There was some discussion of how the term "training" is being defined in the proposed change to Standard 303. As drafted, it is set up as a separate area from pro bono and clinics, etc. Who will be responsible for delivering it and how it can be assessed and measured?
- Might give CSOs some ammunition for expanded PD programming because it is linked to accreditation.
- Questions include: What are the metrics – how do we measure this? How do we determine priorities? Data collection?
- Conflict between the level of reporting required for the ABA accreditation process compared with the general nature of this new standard.
- We predict there will be a focus on NALP articles and RFPs that discuss best practices on meeting Standard 303.
- What does it say about professional schools for them to have to put in an actual rule/standard on this? Is it possible that we are not teaching it in law schools currently?
- Where do you draw the line between common sense and professionalism? Where did those basic things fall by the wayside? Will covering basic topics contribute to learned helplessness? If basic skills are not addressed, then there is a risk that the law school and career services will be held responsible for gaps in student knowledge and skills.
- Schools have until March 31st to submit comments in response to the proposed change to Standard 303.

B. Environmental Scanning: Planning for Summer and Fall 2021 PD Programming

As we begin to think about summer and fall 2021 PD programming, the LSPD Leadership Team thought it would be helpful to discuss how CSOs are planning for fall 2021 considering issues including format (e.g., switching to hybrid/in-person), new PD-related topics (e.g., the inclusion of technology training), best practices in launching a PD summer program, best practices in launching a for-credit PD program, and best practices in partnering with other law school constituencies including the law library, clinic faculty, etc. Freida Coleman-Jackson led a discussion about this topic. Here are the themes and highlights from this discussion:

- One school launched a new summer PD series last summer and partnered with law firm PD professionals on some of the sessions. The remote format is helpful for schools in smaller geographic areas. Another advantage is that you are able to do a program with alumni on a Friday afternoon when you couldn't normally schedule a program at that time.
- Virtual programming also works well for students, especially if you get a release form from speakers so that you can house the recorded sessions and post them so students can access them on demand. Schools expect to keep doing those recorded programs for future use and now that summer 2021 is approaching question whether to host the same/similar program this year or just rely on the recording and try something new.
- Some offices have explored "flipping the classroom" for PD programs where they have students do things in advance and then do more interactive activities in the live session.
- One issue for schools is that students do not turn their video on during virtual networking opportunities with alumni.
- One school held a "Bring your pet to Zoom" session where everyone had their cameras on. Tied it into wellness. Good engagement and smiles.
- A good lesson is that there is a time and place for camera on vs off. Zoom fatigue is a real thing. Help students understand when it's going to be to your advantage to have camera on.
- One school sent out a virtual networking etiquette video module which was well received.
- It is recommended to add break out rooms, especially with panels. Think about restructuring away from an hour panel to a 30-minute panel with a 30-minute small group break out. The dual format could encourage students to be more present in the breakout session.
- One school had summer sessions on basic skills (focused on relationship building) for current and incoming students. They found that admitted students attended much more than current students, so they are only holding them for incoming students this summer. This could be helpful for first-generation students who may not know the rules of the

game before entering law school. They will use scenarios and case studies to promote engagement.

C. Environmental Scanning: Share Your Favorite PD Websites, Resources, Guides, Books, etc., for the LSPD NALP Connect Library

Section members shared their favorite resources, books, etc. through the chat feature and they will be compiled and added to the NALP LSPD Sections' NALP Connect library.

The meeting concluded with introduction and welcome to three new section members.