

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 Leadership Team

Date: February 3, 2022

Re: Board Report, NALP Law Student Professional Development Section

During the third 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 third quarterly call hosted via Zoom, which featured guest speaker Sophie Curdts Mohrmann, Senior Manager of Professional Development at Williams Mullen.

Additionally, this report identifies our leadership team and summarizes the environmental scanning we conducted on our third 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

Co-Chair: Shar Poormosleh, Associate Dean of Career Services, Southwestern Law School, 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

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

Professional Development Tool Kit, Vice Chair: Stacy Keehn, Assistant Dean, Career and Professional Development, University of Ottawa, 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

Professional Identity Formation, Vice Chair: Debbie Shapiro, Assistant Director, Career and Professional Development, Mitchell Hamline School of Law, Debbie.Shapiro@mitchellhamline.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

II. Section Call, Guest Speaker, and Environmental Scanning

On January 19, 2022, 24 members of the LSPD Section participated in the third quarterly call of the current NALP business cycle.

A. Introductions

The call began with a brief introduction by the Section Co-Chair Freda Coleman-Jackson, followed by an icebreaker prompt.

Thereafter, Pascale Bishop, Board Liaison, reported on the most recent board meeting held in November 2021. Specifically, the following items were discussed:

- NALP's focus on DEI at all levels (i.e. admissions, hiring, retention, etc.)
- The feelings of burnout that many members are experiencing and NALP's continued focus on well-being and related upcoming events
- Reminder to review the various NALP publications for additional resources
- NALP's search for a new Executive Director and the focus on the organization's Strategic Plan
- Board's discussion of hybrid work environments; OCIs and 2L touchbacks in particular; the high volume of the lateral attorney hiring market; timing of recruitment of rising 2Ls (e.g. some employers expressed a preference for recruiting 2Ls in January) and the early nature of some offers (e.g. June vs. August; students are more demanding, but less responsive during offer season)

The meeting continued with a **Guest Speaker Presentation:** Sophie Curdts Mohrmann, Senior Manager of Professional Development at Williams Mullen. Sophie and Freda presented on "From K-JD: What PD Skills are Missing in Gen Z?" The presentation was followed by a lively Q&A.

B. Environmental Scanning:

In addition to the presentation topic, the following topics were raised for future discussions.

- Competency Models in Associate PD (Leaders: Debbie & Alex)
- PD Bootcamps/Spring Programming (Leader: Elizabeth)

III. Work Group Reports

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

We continued environmental scanning of topics discussed by our members and at the 2021 Professional Development Institute for future conference proposals and *Bulletin* articles. The section meeting at this year's Annual Education Conference is also likely to generate RFP topics, and we look forward to discussing and planning with our members to help them choose the best topics and submit their proposals.

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

Diana will be presenting at the Annual Education Conference 2022, following the selection of her RFP on behalf of the LSPD Section entitled "Navigating the Unwritten Rules: Helping Students and New Lawyers Succeed." 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 team Stacy Keehn, Debbie Shapiro, Stacey Blakeman and Katie Overberg met on October 19, November 16 and December 6. The toolkit – which has taken the form of a checklist is now complete. The toolkit checklist was sent to the Chairs of both sections for review and feedback which has been integrated into the final product. The working group's one outstanding piece to the toolkit is for Stacy Keehn to prepare an easily accessible sample program from uOttawa and for the group to add that link to the toolkit. We anticipate this last piece will be ready in late February.

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

We continue to strategize about creative ways to engage our members and increase membership in the Law Student Professional Development Section and really hope to be able to meet in person at the upcoming Annual Education Conference.

E. Professional Identity Formation (by Debbie Shapiro)

In December, the working group presented on the Associate Competency report at PDI – the group presented information the findings about the importance of competencies for associate development and the gap in legal education/associate development of these competencies. The group's RFP for the April Annual Education Conference was accepted. Members of the group are preparing for their upcoming talk on "minding the gap" between what is expected as a new associate and what is being taught in law schools. Members of the Law School Professional Development group successfully submitted article RFPs related to Professional Identity Formation and are working on completing those articles.

Further, Vice Chair Shapiro has accepted another position and will vacate her Vice Chair role in February 2022. She will help with the transition of the role to a new member of the LSPD section.

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

This quarter we focused on solving the issue of how to better organize the NALP Connect LSPD library in an effort to make the resources in the library easily accessible to users. Julie obtained administrator rights for the LSPD library, and have since been working to clean up the LSPD

library by adding labeled folders that indicate where specific resources can be found. To date, the library is organized as follows:

- NALP Law Student Professional Development Section
 - o Section Call Notes & Newsletters
 - o RFP & Bulletin Article Proposals
 - o ARCHIVE
 - o LSPD Section Work Groups
 - o Professionalism E-Guides
 - o Webinars
 - o Quarterly Reports
 - o Professional Development – Law School Class
 - o Interviewing
 - o Law Student Well-Being

Julie has begun adding relevant documents to the folders. Throughout the next quarter, her goal is to fine-tune the organization and titles of the folders and continue adding documents to each.