

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: June 28, 2022

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

As detailed below, during the first quarter of the 2022 – 2023 NALP business cycle, the Law Student Professional Development (LSPD) Section identified its leadership team; held kick-off meetings at the Annual Education Conference and online a few weeks later for those who could not attend the conference; met for an RFP and article brainstorming session; identified a number of environmental scanning and RFP topics; submitted proposals; met for a 1st Quarter Section Meeting; and began its work on various work group charges.

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)

Laura Clemens, *Associate Dean, Career Services*, Golden Gate University (lclemens@ggu.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, *Director, Career Development*, Western State College of Law (oteran@wsulaw.edu)

II. Kick-Off Meetings (April 7 and April 21)

Two section kick-off meetings were held: on April 7 at the Annual Education Conference in New Orleans, Louisiana; and, virtually on April 21. We welcomed about 20 members at each meeting. The meetings began with introductions and an icebreaker. We thanked the previous year's chairs for their leadership. NALP President Karl Riehl and LSPD Section Board Liaison Jeff Becherer also introduced themselves at the Annual Education Conference meeting.

We described the charges of the LSPD section and its Work Groups, introduced vice-chairs already in their roles, and called for additional volunteers to lead the remaining Work Groups.

Julie Peters, Associate Director of Professional Development at the University of Tulsa College of Law, presented a step-by-step NALP Connect tutorial to ensure members of the Section are connected and know where to find information, discussion, and upcoming events for the Section.

We conducted brief environmental scanning concerning lessons from the Annual Education Conference.

We also discussed preparing our students for OCI and how to suggest appropriate dress-codes in a non-gender-specific way. Julie Peters, Samantha Ciriaco, Chelsea Dobleman, Nikki Harris, George Podlin, and Alex Piller, in addition to other members, discussed and contributed their

experiences creating style guides and/or counseling students on this topic. Samantha Ciriaco shared a style consultant that had spoken to students at Case Western Reserve University: <https://blueprintforstyle.com/>.

We requested RFP and article ideas and promoted our separate RFP brainstorming session meeting on April 25.

III. RFP and Article Brainstorming Session (April 25)

We held a separate meeting to brainstorm RFPs and Article proposals for the section on April 25. About 15 members attended. Kristina Bilowus and Laura Clemens led the discussion, resulting in about 12 ideas in various stages of completion. Kristina and Laura were tracking the ideas and followed up with those who needed help or thought they would draft final proposals for submission.

IV. 1st Quarter Section Meeting (June 21)

We held our first quarter meeting on June 21 by Zoom. About 20 members attended. We ended the meeting on time, after 60 minutes.

A. Introductions and NALP Business

The call began with the chair and vice-chairs introducing themselves and providing an update on their Work Group charges and recent progress. President-Elect Tony Waller also attended and spoke about leadership opportunities within NALP, planning for next year, and a call for any 2023 – 2024 business plan suggestions from members.

B. Teaching Leadership (Greg Miarecki)

Guest speaker, Greg Miarecki, Executive Assistant Dean for Career Planning and Professional Development at the University of Illinois College of Law and Director of the College of Law's Leadership Project, presented about the College of Law's recent certificate program teaching law students the pillars of leadership. Greg presented an overview of the program, its various required elements over a JD student's three years at the College of Law, culminating in a leadership retreat led by an executive leadership coach. The Class of 2022 was the first class to have about a dozen graduates complete all requirements to graduate with the certificate. Several members had questions on the structure of the program, classwork required, and systems for tracking progress toward the certificate, as well as presenting such a program for faculty approval. Discussion was lively and this portion of the meeting was cut short for time after 15 minutes.

C. OCI Behavioral Assessments (Natasha Patel)

Vice-chair Natasha Patel led an overview and discussion of some of the behavioral assessments becoming more commonly used among law firms recruiting JD students. Natasha presented a brief overview of their underpinnings and some of the more common vendors in use, including

Cappfinity and Suited. Several members discussed what this might mean for students, what we can communicate to students about these assessments, how the resulting scores or assessments might be used by employers, and what these assessments might mean for DEI efforts. Stacy Keehn also commented on whether older students and disabled students may be treated differently by any assessments that use reaction-time and clicking speed as a factor. This topic may be worth revisiting again as these tools become more common and as we receive more information.

D. Article Discussion on Ring Theory (Stacy Keehn)

Vice-Chair Stacy Keehn had suggested an additional opportunity for engaging members: circulating recent, topical articles in advance of the meeting and asking members to be prepared to discuss. So two short articles were posted on NALP Connect before the meeting: “Ring Theory and ‘Saying the Right Thing’” (<https://www.everhomehealthcare.com/post/ring-theory-and-saying-the-right-thing-in-2020>) and “A Critique of Ring Theory” (<https://www.creativitypost.com/article/a-critique-of-ring-theory>).

Stacy led a brief discussion on impressions of the articles and possible advantages and disadvantages to using Ring Theory in counseling those grieving or struggling.

E. Environmental Scanning

In addition to the planned presentations and discussion topics, the meeting concluded with environmental scanning:

- a. Holloran Center Summer Workshop on Professional Identity Formation
Erika Pont reported on her and Leanne Fuith attending the recent workshop at the Holloran Center on May 23-24. The workshop focused on assisting law school leaders draft an implementation plan for ABA Standards 303(b) and (c) on professional identity formation.
- b. Return to in-person summer employment and recruiting
We discussed monitoring reports from students on their return to attending summer internships, recruiting and networking events, and OCI / callback interviewing in-person, including how it is going, whether we need to prepare students differently, and any new challenges.

V. Work Group Reports

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

Kristina Bilowus and Laura Clemens worked with members of the LSPD Section to generate potential RFP proposals. To encourage proposals, we discussed topics and ideas at the AEC conference, during the RFP brainstorming session call in April, and through NALP Connect

posts. The vice-chairs reached out to anyone expressing interest in a proposal and offered help with brainstorming topics, reviewing the proposals, and connecting them with potential co-presenters in the section or in other sections. The vice-chairs met with four of the presenters below and reviewed three of the RFPs prior to submittal. They also worked with members opting not to submit a proposal to consider drafting articles for topics discussed at the above meetings through email and NALP Connect posts.

Five proposals were submitted for the Annual Education Conference on behalf of the LSPD Section:

- 1. Title:** “Professional Identity Formation: Connecting the new ABA requirement to Reality”
Presenters: Maureen Kieffer, Megan Bess, Imani Hollie
Description: Even before the revised ABA 303(b) requirement, many schools implemented courses or programming to prepare students for the reality of legal practice highlighted in the Carnegie Report and the Foundations for Practice studies. *See Growing Number of Leadership Programs and Courses Supports Professional Identity Formation* (https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3956067). What are the outcomes of these programs? What does it mean for students as they hit the legal market? What is the role of Career Services in supporting Professional Identity Formation? This program will analyze academic and co-curricular approaches to professional identify formation. We will dive into the latest research, the concepts being taught, how it impacts career advising, and how it may raise new dialogues with employers.
- 2. Title:** “Competency-Based Hiring: Linking Associate Development Competencies to Recruiting”
Presenters: Melissa Berry, Kendra Brodin, Lynn Herron, Jerry Organ
Description: Although many firms have identified success factors or competencies for their associates’ development, the extent to which firms draw on these competencies in recruiting and hiring efforts is uncertain. The Report on the Survey of Law Firm Competency Expectations for Associate Development (May 2021) revealed some disconnect between attorney development expectations and the law firm hiring process. This program explores this gray area of whether recruiting and hiring practices relate to competencies and how to overcome institutional challenges to align these processes to move toward a more competency-based hiring approach that is likely to increase diversity, equity, and retention.
- 3. Title:** “Build Back Better – How to create successful 1Ls in a post Covid world”
Presenters: Christopher Marohn, Samantha Ciriaco, Dorianna Phillips, Pete Bridge
Description: What is the archetype of an attractive 1L candidate in a post COVID world? This panel of school and firm side professionals will share the challenges that post Covid 1L students still face and how to prepare law students for success in the new hybrid world of the law. We’ll also discuss how schools and firms can manage new and changing expectations and work better together.

4. **Title:** “All Together Now: How to Create and Sustain Synergy Between Career Services and Externship Offices”

Presenters: Dena Bauman, Laurie Powers, Trish Hodny

Description: Imagine a successful partnership between career service and externship offices that fosters communication and creativity while maximizing scarce resources. Our offices have overlapping and mutual goals in working with students and legal offices, yet ABA requirements, physical locations, and other responsibilities may hinder effective collaboration. Three externship directors who were, or still are, in career services, will share their experiences with attendees on what has – and has not- worked. Our goal is that participants will leave with a clearer understanding of tried and true methods for working together to take back and implement at their organizations.

5. **Title:** “Professional Identity Formation: Bridging the Gap Between Law School and Practice”

Presenters: Leanne Fuith, Erika N. Pont

Description: ABA Standard 303 requires students to receive “substantial opportunities” to develop a professional identity as well as training in bias, cultural competency, and racism. Of course, neither students’ professional identity formation – nor their “work ” to become anti-racist, unbiased, culturally competent lawyers -- end with their law school graduation. To retain and train top talent, law firms and other legal employers must continue to emphasize and provide opportunities for lawyer professional identity formation in the practice environment and throughout a new lawyer’s career. This program will explore how law firms benefit from law students’ ongoing professional identity formation and how they can best encourage it. We also explore ways in which law schools and legal employers can partner to build a bridge between law school and law practice.

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

Alex Piller introduced Diana Mercer to the corresponding vice-chairs of the Lawyer Professional Development (LPD) Section, Susanne Aronowitz and Sarah Hadjimarkos. LSPD and LPD vice-chairs are scheduled to meet on July 5 to discuss collaborating on programming and article ideas.

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

As always, we want to continue to think of creative ways to engage our members and increase membership in the Law Student Professional Development Section. One way that we do so is by encouraging members to invite colleagues to attend our calls and by following up with those who indicate an interest in our Section with follow up emails after they attend an LSPD call. I will also be scheduling a meeting with our section chair to plan some virtual events and new programming to engage our members. We look forward to an exciting year!

D. Professional Identity Formation (by Erika Pont)

I write on behalf of your three Professional Identity Formation Vice-Chairs: Leanne Fuith, Samantha Ciriaco, and me. If you are not yet familiar with Professional Identity Formation you are certainly not alone and you are about to see the phrase everywhere.

As you may know, in February 2022, the ABA amended standard 303(b) which requires law schools to provide “substantial opportunities to students for: ... the development of a professional identity.” It also adopted new Interpretation 303-5 that defines generally professional identity formation.

As Vice Chairs, we are working hard to understand: (1) how schools plan to implement their 303(b) obligations before Fall 2023 and (2) how we can/should work with legal employers to ensure that (a) schools’ professional identity formation opportunities adequately prepare a student for practice and (b) that employers are prepared to guide junior lawyers on their ongoing professional identity formation early in their careers.

To that end, we are working closely with Melissa Berry and Laura Friedman from the Lawyer Professional Development Section to collaborate on content of interest to our members, which may include a jointly-sponsored webinar (or series of webinars) regarding Standard 303 (and professional identity formation more generally). We are also workshopping a “primer” for law school faculty or personnel who may have less familiarity with professional identity formation.

We also continue to self-educate on how various law schools plan to address standard 303. Leanne and I both attended a two-day Holloran Center Workshop on Professional Identity Formation attended by representatives from over 90 law schools. The workshop’s objective was for each attendee to draft an 303 implementation plan for their own law school. Additionally, Leanne and I are attending the AALS Speed Shares regarding standard 303 as well as other conferences (SEALS & LWI, respectively) where 303 implementation will be discussed.

We hope to bring this knowledge back to our section so our members can understand the professional identity formation landscape and feel prepared to discuss their role at their own institutions with respect to 303.

We look forward to working with everyone this year on this exciting and timely topic!

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

The Vice-Chair Stacy Keehn has had a preliminary e-introduction to the co-chairs of the Knowledge Management and Resource Implementation Advisory Group. Stacy is becoming familiar with the documents in the LSPD library and the file structure created by the 2021-2022 Vice-Chair Julie Peters. During the section meeting, Stacy put a call out to members to send articles and resources of interest to the section for addition to the library.

F. Well-Being Champion (by Natasha Patel)

Alex Piller introduced Natasha Patel to Chairs of the Well-Being Steering Committee, Carrie English and Brittaney Schmidt. Natasha plans to liaise with NALP Well-Being Steering Committee; research well-being strategies for professionals; begin to engage with NALP members on well-being.

G. Communications, Social Media, & Marketing

Oscar Teran only recently joined the leadership team as vice-chair of the Communications, Social Media, & Marketing Work Group. Oscar is preparing to develop social media posts for the NALP staff and to reach out to members on NALP Connect to engage members in the LSPD Section and update members on the work of this section, to increase participation and interconnection.