
NALP
LAW STUDENT PROFESSIONAL DEVELOPMENT SECTION

TO: Traci Jenkins, Board Liaison
FROM: Marina Sarmiento Feehan, Chair
RE: First Quarter Report – NALP LSPD Section
DATE: 10/25/2011
CC: Fred Thrasher

SECTION CALLS

After the NALP Section meeting, I held two calls for this section on May 11, 2011 and June 8, 2011. The May call introduced the Work Groups vice-chairs and their projects, solicited volunteers for the projects then focused on RFP ideas. The June call focused on Work Group updates, NALP Bulletin proposals and environmental scanning. Additionally, I have been in close contact by email and phone with the work group chairs to address any questions or concerns they have about their project mandates. I am happy to report I have a great set of enthusiastic vice-chairs, eager to take on their charges!

RFP'S SUBMITTED

PDI Conference: Meg Reuter, vice-chair (NY Law School), as part of the Law Student/Lawyer Collaboration, will be presenting at PDI on "A Toolkit for the Trainers: Techniques for Helping Law Students and New Lawyers Become True Professionals."

2012 Annual Conference: Eight RFP's were submitted under the Law Student Professional Development (LSPD) section. Five of the RFPs involved section members, Kristine Bridges, Suzanne Huntley Levy, Gina Rowsam, Karen Britton, Susanne Aronowitz, Lorri Olan, and Cinnamon Baker. As LSPD seemed to be a hot topic at the NALP Conference, the proposals focused on developing a professional development curriculum for law schools, teaching the 26 core competencies outlined at the 2011 Conference plenary, teaching professionalism through career services, and how professors, law firms and CSOs can partner to create practice-ready graduates. With so many submitted, we are hopeful 3 or 4 will be accepted.

Also, big thanks to RFP review committee, Beth McManus (UPenn) and Dalel Raide (St. Thomas), who provided me with great input and insight as to which RFPs our section should support.

WORK GROUP UPDATES

E Professionalism & Social Networking

Vice-chairs: *Kristin Hulse, Georgetown; Ginna Galbraith, South Texas College of Law*

- E-Guides: last year, this work group created a series of eGuides (found at www.nalp.org/eguides) regarding online professionalism when using social media tools such as LinkedIn, Twitter and Facebook. Most of the eGuides are geared for law students and lawyers with one for CSOs. This year, the E-Professionalism work group would like to expand the eGuides for general use by CSOs by creating step-by-step guides on how to use social media. For instance, create a social media job search resource which teaches from true stories of “The Good, the Bad & the Ugly.”
- Webinar: Will propose a webinar on “How to Conduct a LinkedIn Job Search.” Kristen Hulse has done a similar presentation at Georgetown and can easily adapt her format to a webinar.
- Collaboration with Social Media Section: This work group is tasked with collaborating “with the Social Media Work Group to evaluate the ways in which students can use social networking to their benefit.” To that end, Kristen Hulse sent an email to Social Media section chair Megan McGrath on 5/31/11 to introduce our work group and propose a conference call to discuss possible collaborations. After no response, vice-chair Ginna Galbraith sent a follow-up email on 6/14/11 to Megan and is still awaiting a response.

Law Student Lawyer Collaboration:

Vice-Chairs: *Meg Reuter, NY Law School; Dalel Raide, St. Thomas School of Law*

Liaison to Lawyer PD Section: *Kristine Bridges, Univ of Tulsa*

- Experiential Learning Survey: this work group will explore expansion of the Experiential Learning Survey, by (1) surveying public interest and government sectors; (2) obtaining more information/conducting further analysis on the private sector side by surveying associates,

Report from Meg Reuter: Meg talked to Steve Grumm, Director of Public Service Initiatives, for NALP. He and Jim Leipold conferred.

- They are committed to surveying government and public interest lawyers, but dates, responsibilities, etc are not worked out yet.
- They need to meet as a staff to set a tentative plan, before they start including the Sections in the conversation.
- They will include the Law Student Professional Development Section. They will also reach out to the Public Service Section. Because the Lawyer PD Section was integral to the original survey, the NALP staff will definitely keep them in the loop.
- Meg offered assistance in putting together a mailing list to government and public interest employers, to help with the dissemination of survey.

- We are still waiting to hear back from Sandee Magliozzi (board member), who is reaching out to Jim Leipold about doing further analysis of the original survey results.
- Webinar idea: develop timely pertinent material, “educational modules” on how to CSO’s can teach law students professionalism, core competencies.

Track Programming:

Vice-chairs: *Beth McManus, Univ of Penn; Sandra P. Buteau, Georgetown*

This work group is new and initially there was confusion re: the projects for the year as they are to “Track Programs” and create a resource list for NALP members on topics such as Alternative Careers and Law Student PD. Janet Smith pointed out potential problems in listing resources that are no longer available to, or owned by NALP, specifically noting that “a significant issue arises if we were to make materials available for past PDIs, Diversity Summits, and NPFs (assuming materials are available) would be whether the speakers gave permission for continued sharing of their handouts.” Given this, the work group chairs and I had a call with Marcy Cox to clarify the mandate of the Track Programming work group. Marcy narrowed the project scope to address Janet’s concern; additionally, there may be issues with the website architecture.

- LSPD Resource List Project: create resource list to be posted on NALP website that “Tracks Programming” related to law student professional development from the 2010 & 2011 NALP Conference, Diversity Conference, NALP bulletins, books, webinars so members interested in this topic that were unable to attend any NALP conference have “one-stop shop” resource on NALP website.
- Bulletin Article: Article to highlight resources list created, highlighting trends, best of the best. Also, article on top alternative careers for law students.
- Alternative Careers Resource Handouts: This work group is seeking additional volunteers to help create CSO resources on how to counsel students about alternative legal careers, such as careers for “JD Preferred”, jobs in management consulting, law school administration, and accounting firms. These 1 page resource guides will focus on what skills are transferable to other career tracks, identifying specific jobs and resources on how to conduct a job search in that field. NOTE: There is very little interest among members in volunteering for this task. I am receiving feedback such as “How does alternative careers mesh into law student professional development?” Once we get guidance from the board regarding a template for this resource, we may be able to get more volunteers.
- Collaboration with Public Service Section and CSO Employer Outreach Section on Alternative Careers Resources: on 6/20/11, Beth McManus reached out to the Public Service and CSO Employer Outreach sections by email to inform them of how their work group is proceeding on the alternative career tracks. Our LSPD Track Programming Work group has identified the areas of management

consulting, law school administration, accounting, and banking to track. On 6/27/11, Laurie Hodgson responded back hoping to get some direction on what the template should look like and offered to focus on one of the career tracks indentified such as management consulting or banking. We hope to guidance from the Board on a template.

PROPOSED NALP BULLETIN ARTICLES

Section members came up with 12 ideas for articles, in order of proposed publication dates:

1. Sept 2011. Marina Feehan (USF), "Power Up Your LinkedIn Group". Tips on why and how to start a LinkedIn group for law school or law firm alumni; how to engage, inform and expand your LinkedIn alumni community. 1200 words.
2. Oct 2011. Aisha Joseph (Hostra NY) & Dina Billian (Miles Stockbridge), "Stepping Outside the Comfort Zone: Organic Ways to Find a Job." 800-1200 words.
3. Oct 2011. Beth Shackelford, PDI Conf Planning Comm (UGeorgia): "Why Law School Members Should Attend the PDI Conference." Will highlight programming geared towards law schools; will also include quotes from law school members that have attended. 500 words.
4. Nov 2011. Sarra Ziari & Molly Stafford (both UOP McGeorge), "Using Generational Differences to Create Effective Career Programs". 800-1200 words.
5. Dec 2011. Amanda DiPolvere (Penn State) "Boosting Law Student PD through Civic Engagement." An overview of how volunteer activities, both legal and non-legal, can boost students' professional development skills.
6. Jan 2012. Pascale Bishop (Kent Law) & Stacy Silverstone (DLA Piper). "I 'Like' This Firm: How Students Should Use and Not Abuse Employers' Social Networking Resources." 800-1200 words.
7. Feb 2012: Kristine Bridges, (UTulsa). "Winning Hearts and Easing Minds: Working with Students under Stress and Maintaining a Professional Relationship." 800 words.
8. March 2012: Kristine Bridges (UTulsa) & Suzanne Levy (USC). "Building a Law School Professional Development Curriculum."
9. April 2012: Stacey Tidball (UMinn), "Summer Associates and Summer Assignments: Ensuring Quality Work Product." Includes helpful checklist of questions to ask about assignments. 800 words.
10. Series of 3 articles: Title: "It's Easy as 1,2,3...Addressing Professional Development Issues from Law School though Retirement." Proposal for 3-part series of articles addressing the progressive stages of an attorney's professional development, one of the mandates from the NALP Board for the Law Student-

Lawyer PD Collaboration. “Step #1: Laying the Foundation” addresses laying the foundation for basic professional development concepts for law students through their first post-graduation placement. “Step #2: Building Momentum and Sustaining Success” - second article addresses adapting to the first post-graduation placement and options for growing in that placement, or into another placement, and otherwise professionally. “Step #3 – Rounding Out a Great Career” - final article addresses considerations of attorneys in latter and final stages of professional development. Kristine Bridges (UTulsa) and Liaison to Lawyer PD section, will be an author. She will collaborate with Lawyer PD section for appropriate co-authors. 1200 words/each.

ENVIRONMENTAL SCANNING

- Professionalism Courses in Law School: Kristine Bridges (Univ of Tulsa) shared that her school started a new Dean’s Seminar on the Legal Profession a Pass/Fail required course for 1Ls. The goal was to introduce students to the idea that there is a difference between your pre-professional life, and your professional life. Focuses on the importance of professional issues during law school, not merely afterwards. Includes a history of the legal profession and how it originally started with an apprenticeship model. Discuss various leadership tracks, the role of the JD in society, public service, elevator speech, and how to articulate their professional interests.
- Concern over Millennial: Beth McManus shared a great article on generational differences “It’s Not About You” by David Brooks, NY Times <http://www.nytimes.com/2011/05/31/opinion/31brooks.html>. The article describes some of the problems encountered in this graduating college class. Specifically, how the students have been overly coached, monitored, and structured, making them unprepared for an unstructured and flexible work environment. This lack of professionalism is of great concern for our members.
- Move Towards Online Programming / Webinars/ Videos: Samantha Williams (ASU) shared how her office has turned to webinars for teaching this generation of students the basics, such as “Networking in 30 Minutes.” They have mandatory 1L counseling and during sessions, push webinars and online resources. Have been losing attendance at live programs because of conflicts. Lisa Wilkins (UOP McGeorge) states her office also uses online resources and creates short videos with original content. For instance, during OCI, will ask interviewers “what is your favorite interview question” and will post these short videos. Marina Feehan (USF) - her office is creating short videos for website / Facebook addressing those “quick questions” students often ask – what to wear during an interview, what is business casual, what do I put in thank you letter, where can I find an attorney online, how & when can I follow up after submitting a job application?