

MEMORANDUM

To: Shannon Burke, Board Liaison

Cc: Fred Thrasher, Deputy Director

From: Pascale Bishop and Tyler Szymczak, Co-Chairs, Lawyer On-Boarding & Integration Section

Date: January 27, 2026

Re: Third Quarter Board Report, NALP Lawyer On-Boarding & Integration Section

Leadership

After two years of chairing the Lawyer Onboarding & Integration section, Pascale is going to be stepping back in April 2026 after the AEC meeting. Tyler intends to continue in leadership with a new co-chair. We will be seeking self-nominations in advance of the conference.

We are also seeking a new Vice Chair for Articles, Webinars and RFPs. Susanna Brennan has had to resign the position due to a change of position.

Group Engagement

We are pleased to share that our section has grown to 161 members. Since our last board report, we have held two meetings, described below.

October 21, 2025, Section Meeting

We heard updates from some of our vice chairs and NALP Liaison. We then had a discussion on *"Who Does What?" - how do you define where your role in integration or onboarding stops and someone else's starts? How do you stop the lines from getting blurry? How do you suggest changes diplomatically when you see inefficiencies?*

- New to firm after mergers, trust-building phase, identifying areas for improvement.
- Lateral partner integration; newer staff noticing opportunities.
- Younger attorneys encountering supervisor/partner issues and looking for assistance with navigating the issues.
- Peer-to-peer support highlighted.

December 16, 2025, Section Meeting

After the usual vice chair updates, we turned to talking about *"Onboarding During the Holidays."* The discussion focused on social integration activities-such as volunteering, holiday parties, white elephant exchanges, office breakfasts, and more.

Future Meetings

We have one more virtual meeting planned for February 17, 2026, at 11am Central/ 12 pm Eastern via NALP's Zoom account. Additionally, we are planning an in-person meeting during the 2026 AEC in Hollywood, FL, scheduled for Wed, April 15, 7:30 am – 8:45 am.

Presentations and Articles

We are sponsoring three breakout sessions at the Annual Education Conference:

- "Copying is a Compliment: Borrowing the Best Integration Ideas from Other Industries," Pascale Bishop, Jill Caughie, Melissa Berry, Kaushi Muthukuda
- "Raising the Bar: Group Coaching Law Students & 1st Year Attorneys to Success," Laura Yerhot, Elizabeth Peck, Tiffany Jordan, Jennifer Jana
- "The More the Merrier: Integrating Groups or New Offices," Kelly Ryan, Shannon DeGennaro, Kaitlyn Connolly