

### **LAWYER PD SECTION**

Co-Chair: Shannon Burke

Co-Chair: Sandy Minea

The Lawyer PD Section continues to be productive and inspiring. The Vice Chairs meet bi-monthly to discuss work group progress, current trends/issues, and plan section calls. Our section calls have also been productive, focusing primarily on current issues/trends; while we report out necessary info, that is not the primary focus of our calls.

It is bittersweet to be writing our final board report as co-chairs of this section – we have a close group who have worked hard to make the section more robust and meaningful. We plan to stay very involved, though, and know our new leaders will continue the great work of the section. We recommended to Tony that Carole Deeter and Chelsey Parrot-Sheffer be appointed the new co-chairs of the Lawyer PD section.

### **Member Relations & Membership / Development**

*Vice Chair: Julia Borginis (Fox Rothschild) (jborginis@foxrothschild.com)*

The PD section gained 26 members and lost one in the first quarter of 2023. We continue to welcome new folks and encourage them to get involved. Many members are looking forward to connecting in person at the upcoming Annual Education Conference.

### **Lawyer/Law Student Professional Development Collaboration**

*Vice Chairs: Sarah Hadjimarkos (Fenwick) (shadjimarkos@fenwick.com) and Susanne Aranowitz (Naomi Beard & Associates) (susanne@naomibeard.com)*

With respect to the business of law curriculum, the work group developed the framework for a program for firms to offer their summer associates or law schools to offer to their students on the business of law. The work group is also preparing an RFP for the AEC and PDI to share the curriculum with NALP members and offer guidance on how to share the content within their institutions. On considerations when working remotely, the work group is preparing an article or checklist of considerations for law students and attorneys who want to work in a jurisdiction different from where their employer is located, since many seem unaware that there may be implications involving taxes (for employee and employer), ethics rules, licensing, employment law, etc.

### **Education Work Group: Annual Education Conference / PDI / Bulletin+ Article Planning**

*Vice-Chair: Rochelle Weiner (McDermott Will & Emery) (rdweiner@mwe.com) and Kristie Chizmadia (Jackson Lewis) (kristie.chizmadia@jacksonlewis.com)*

After hosting the successful webinar in March, the work group launched the annual RFP Google Doc to help connect folks who wanted to present on similar topics. The work group connected 17 people for 6 different RFP ideas and received feedback that because of the Google Doc others connected on their own as well.

### **Professional Identity Formation**

*Vice-Chairs: Melissa Berry (Lane Powell PC) (berrym@lanepowell.com) and Laura Friedman (Taft Stettinius & Hollister LLP) (lfriedman@taftlaw.com)*

The Professional Identity Formation (PIF) Work Group continues its efforts to raise the visibility of PIF with NALP members and beyond. In addition to presenting at PDI, Work Group members will present at the 2023 Annual Education Conference. Co-Chair Melissa Berry will co-present with Jerry Organ and Lynn Herron on *Competency-Based Hiring: Linking Associate Development Competencies to Recruiting*. Their program evolved from the PIF working group formed to initiate the study on law firm developmental expectations in 2020 and the subsequent *Report on the Survey of Law Firm Competency Expectations for Associate Development* (May 2021), which revealed some disconnect between lawyer developmental expectations and the law firm hiring process. Although many firms identified success factors or competencies for their associates' development, the extent to which firms draw on these competencies in recruiting and hiring is uncertain. Their program explores this gray area of whether recruiting 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. Additionally, Work Group members continue to collaborate with the co-chairs of the PIF Work Group of the Law Student Professional Development Section, Erika Pont and Leanne Fuith. Together, they identified ideas for the coming year, including a webinar(s) to introduce PIF to the broader NALP membership. In a similar vein, Co-Chair Melissa Berry was invited to moderate a roundtable hosted by PDC for those working at law schools on PIF, such as externship and CSO directors, that will focus on potential collaborations and knowledge sharing between law firms and law schools around PIF.

#### **Best Practices in Lawyer PD / PD for the PD Professional**

*Vice-Chairs: Kelly Druten Green (Ogletree) (kelly.green@ogletree.com) and Jennifer Little (Haynes Boone) (jennifer.little@haynesboone.com)*

The work group is focusing on the part of their charge related to improvement of resources for members. The work group has combed through the NALP website and archives to identify "hidden gems" on NALP Connect and other resources to highlight to our membership. This is a collaborative effort with Pascale Bishop, Vice-Chair of Communications, Social Media & Marketing, who is sending out the monthly announcements. Resources may be tied to specific events or common themes for members (e.g., in February, the work group chose resources specifically applicable to new members in advance of the Newer Professionals Forum).

#### **Lawyer Career Coaching and Advising**

*Vice-Chair: Christie Mizer (Morrison & Foerster) (Cmizer@mfo.com)*

No additional updates at this time.

#### **Knowledge Management and Resource Implementation**

*Vice-Chair: Kelly Ryan (Venable) (kkryan@venable.com)*

No specific update other than the Knowledge Management section's own board report that should be given.

#### **Well-Being**

*Laura Friedman (McDermott Will & Emery) (lfriedman@mwe.com)*

No additional updates at this time.

**Communications, Social Media & Marketing**

*Pascale Bishop (Ice Miller) (pascale.bishop@icemiller.com)*

Pascale submitted a post for NALP's LinkedIn account on March 20, focusing on the great Lawyer Professional Development programming at AEC and posted several NALP Connect posts (one monthly) highlighting resources from NALP's website related to various PD topics.

**Diversity, Equity, and Inclusion**

*Doug Ebeling (Schulte Roth & Zabel) (douglas.ebeling@srz.com)*

No additional updates at this time.