

## MEMORANDUM

TO: NALP Executive Board  
FROM: Kelly Ryan and Anna Hanzelka, Lawyer PD Section Chairs  
DATE: June 10, 2025  
RE: Lawyer PD Section Board Report – June 2025

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Below please find a report of the Lawyer Professional Development Section's activities since the last Board Report in March 2024.

### Annual Education Conference Meeting

Kelly and Carole Deeter, an outgoing section chair, hosted a section meeting at the Annual Education Conference in Cleveland. The meeting was well attended and the lunchtime slot suited the group well. The meeting included an in-depth discussion on the impact of the Trump administration targeting law firm diversity programs, skill gaps in new associates, and a call for volunteers and work group leads for the 2025-2026 NALP year.

### Post-Conference Meeting – April

Roughly two weeks after the conference, Anna and Kelly had a section meeting to collect feedback on what members are interested in learning more about, what tools would make their job easier, and what the biggest issues they are facing today or in the near future. There was a lot of interest in onboarding, interdepartmental communication and coordination, and training for partners, managers and leaders.

### Section Organization

In preparing for the upcoming year, Anna and Kelly met with Greg Miarecki and Julie Dietrich, co-chairs of the Law School PD section, to coordinate schedules and determine overlapping priorities. A strong theme in this discussion was an interest on the part of the law schools to better understand how law firms are 'grading' associates, including what the evaluations process focuses on and what are communicated to associates as benchmarks and competencies. The goal is to identify any gaps in the law school curricula and better prepare students for practice. A common sentiment on the Lawyer PD side is that students are not as prepared as they used to be, especially as it relates to interpersonal skills, so we anticipate this collaboration will be well received. We plan to host a joint section meeting in February where law schools and law firms can continue this discussion, hopefully at the right time in the year where law schools can still put together some programming in advance of finals and the summer.

Anna and Kelly also met with the work group leads to discuss their charges and brainstorm potential opportunities with those who did not yet have a clear direction. They also met with Myriah Graves as the Board Liaison to the Lawyer PD group as an introduction for Anna and Myriah.

## **Section Meeting – June**

For the June section meeting, we identified Ann Gomez to speak to the group about priority management. Not having enough time and resources to do all that is asked of someone and balancing the day-to-day with the longer-term strategic planning were repeatedly identified as issues that our members face regularly. The program was well-received by the audience. We also briefly discussed associate evaluation ‘deliverables’ – whether associates receive any type of written feedback (summarized or verbatim) and if it is attributed. This is an evergreen topic.