

MEMORANDUM

To: Melanie Rowen, Board Liaison

Cc: Fred Thrasher, Deputy Director
Claire Nash, Member Services Coordinator

From: Legal Employer Alumni Relations/Programs Section Leadership Team
Adrienne Kelly and Laura Higgins, Co-Chairs
Hayley Niven, Vice Chair

Date: 10/23/23

Re: Q2 Board Report, NALP Legal Employer Alumni Relations/Programs Section

During our Q2 Zoom call, the Legal Employer Alumni Relations/Programs Section discussed the 2024 AEC conference and had open discussion on recent programs. This report provides an overview of the leadership team, summarizes the updates on the Section's charges, and the various topics that were discussed.

I. Leadership Team

Co-Chairs:

- Adrienne (Jaroch) Kelly, McDermott Will & Emery, akelly@mwe.com
- Laura Higgins, Haynes and Boone, laura.higgins@haynesboone.com

Vice Chair:

- Haley Niven, BLG, hniven@blg.com

Annual Education Conference/Bulletin+ Article and Webinar Planning Vice Chair:

- Mary Maher, Jenner & Block, mmaher@jenner.com

Career Transitions Working Group Vice Chairs:

- Lora Whitticker, Sidley Austin, lwhitticker@sidley.com

Secondments Working Group Vice Chair:

- Adriana Marchetti, Fried Frank, adriana.marchetti@friedfrank.com

Member Relations Vice Chair:

- Paul Lazdowski, Proskauer Rose, plazdowski@proskauer.com

Wellness Champion Vice Chair:

- Erin Warner, Troutman Pepper, erin.warner@troutman.com

II. Quarterly Section Call Overview

On October 12, 2023, 36 members of the Legal Employer Alumni Relations/Programs Section attended the second quarterly call of the 2023-24 NALP calendar year.

Welcome

- The call commenced with a brief "welcome" from Section Co-Chairs, Adrienne Kelly.
- New NALP Membership Database – requires a password reset. Pretty simple, but your password has to be 16 characters and include 1 number.
- Shoutout to Mary Maher on her NALP Bulletin Post – Why Firm Alumni Relations Are Important
 - <https://nalpbulletin.mydigitalpublication.com/bulletin-october-2023-issue/page-29>

- Jen shared an interesting article with me about NALPs new Retirement Advising Network (RAN) - is anyone interested in reaching out to connect with the group and seeing how we might work together/share information?
 - <https://nalpbulletin.mydigitalpublication.com/articles/it-s-never-too-early-introducing-nalp-s-new-retirement-advising-network>
 - Laura Karntaz volunteered to be liaison with this group and will connect with Betsy Armour or Tom Schoenherr
 - Corporate Alumni Program Survey Data - Reached out to Dr. Becky Paluck to have her present on Law Firm Alumni Data at future meeting.
- New members & “Get to know you slides” (Hayley)
 - New members:
 - Sharon Skolick (DLA Piper)> launched alumni program with People Path platform last week > based in Dallas. Core team of 3
 - Kia Scipio (Ropes & Gray) > liaison from diversity committee
 - Get to know you slides - Encouraged everyone on the call to make their own slides

2023 – 2024 Charges and Working Group Updates

- The Vice Chair(s) for each charge/work group provided an update.

Member Relations

- No announcements

Annual Education Conference/Bulletin Article Planning

- Position is open
 - Help ensure everyone is on track for AEC presentations and Bulletin articles.
 - 95% of the work has been done. Looking for volunteer to help meet these deadlines and the article deadlines.
- Conference update (Adrienne)
 - 5 of our 6 RFPs were accepted!
 - Alumni Perspectives: Insights on Leveraging Law Firm Alumni Networks for Professional Success, Paul Lazdowski, TBD TBD
 - Change Makers: How Alumni, DEI and Well Being programs Enhance and Evolve Law Firm Culture, Laura Higgins, Sylvia James, Clare Roath, Abby Read
 - Goodbye Yellow Brick Road: Coaching Experienced Lawyers Through Significant Career Changes, Mary Maher, Amy Killoran, Marcia Pennington Shannon
 - If You Don’t Market It, Does It Even Exist? Marketing Strategies for Law Firm Alumni Programs, Stephanie Dorssom, Adrienne Kelly, Judy Davis
 - Retired Partners: Easing the Retirement Process and Engagement in an Alumni Program, Kari Jensen Thomas, Ida Abbott, Marcia Shannon, TBD TBD
 - Section is wondering if the conference agenda is planned yet so that people can plan for attending on specific days.
 - Melanie going to ask Mary Beal to see if there is more info on this.
 - Elizabeth Claps is also participating in presentation that include candidates transitioning out of firm.
 - This means there are 6 applicable presentations for Alumni Section members to attend at this year’s conference

- Upcoming Conference Deadlines
 - Speaker agreements were due September 22, if you didn't complete them do it ASAP.
 - Next deadline is December 1 for Biographies and headshots
 - Send it in now
 - January 12 – program arrangement forms are due
 - April 5 – all materials due
 - Link: <https://www.nalp.org/2024annualeducationconferencespeakerkit>

Career Transitions Working Group

- Met in Q1 > looking to have a meeting last week of October – October 24th or 25th
- Strategic career placement and help juniors that want to go in-house
- Working group talks about best practices for how to administer program of transition from law firm to in-house
- Reach out to Lora if anyone is interested in joining

Secondments Working Group

- Promotion of the group and suggest meeting for December
- Purpose of the group:
 - Connection with out placement within this group.
 - Different firms have different goals but many secondees will become alumni (whether its their goal or not).
 - Group talks about how the firms are handling these within their firms.
 - Some people want to leave the firm, some people want experience so they can become Partners.
 - How to better streamline processes, communications internally, etc.
- Adriana first BD person at the firm to be a BD lead for secondments so this could be something similar we saw with alumni roles in the past where more firms are looking for someone to focus on this.

Well-Being Champion

- Next meeting with lead us through a wellness activity
- Posted a program on the NALP connect for members to join

DEI Liaison

- Supreme Court decision has been focus of discussion as of late
- Next big thing: NALP best practices guide

NALP Liaison

- Next meeting is early November
- July meeting focused on budget and financial status.
 - Everything in good health
- Added social media consultant to staff of NALP
- Tony Waller > reviewed strategic plan
 - He is focused on member experience, new members in particular.
 - Want to make sure NALP is showing support for the key issues that legal industry is dealing with (diversity, hiring practices, etc)
- Changes to Canadian Directory of Legal Employers
- Debriefed on the last conference around how NALP speakers need to be aligning with NALP Values and what best practices they can put in place for next conference
- NALP's brand: how is it evolving and what we do for our members. And how do we continue to support our members. How can we get NALP volunteering more accessible for members.

- This is a very appreciated section so looking at how our members can get more involved beyond our section
- Trends: hybrid workplaces, recruiting calendars changing, new NALP members, etc
 - Recruitment changing (Paul Lazdowski):
 - Eating into partner time so how has this affected the alumni activities/events. Staff energy and resources were stretched thin because of this
 - Melanie: Board will be talking about implications from this across all sections so keen to hear what this section thinks.
 - Jennifer Gewertz: Try to avoid stuff in summer because of vacation and summer associate events - Fall events might be good to wait until new associates join the firm so they can participate.
 - Kia Scipio: Tried to plan alumni events far enough in advance so that this was already included as a summer activity.
 - Also connects alumni with affinity groups
 - Varies from office to office on how engaged
 - Clare Roath: They do client events but family focused.

III. Open Discussion

- PeoplePath conference recap (Oct. 5) - (Mari Foster)
 - Mari to post the PowerPoint presentation from PeoplePath in the community group
 - Stefan from PeoplePath gave an update (corporate alumni benchmarking report)
 - Product updates to page builders, net promoter score feature, AI (editorial assistant, chat box, sentiment analysis, big data) excited about personalization of dashboard
 - AI: people path is working with AI so that people can track their alumni movement
 - Panel discussion: Natasha from Grant Thornton & Veronica Paricio
 - spoke about engagement and variety of programming, specific to 'alumni day' or 'alumni week' and what went into the planning
 - Jennifer Gewertz also organized a lunch beforehand for 10 members of the section which was a great conversation.
- Enterprise Alumni Webinar recap? (Oct. 4) – (Adrienne Kelly)
 - Focused on starting a brand new program
 - Leadership buy in, buy in from global offices – across countries, was difficult, but focused on it as a resource and not a global program taking away their local relationships.
 - Working on global efforts – local HR and/or BD person in each office focused on alumni. Meet with global network annually and twice a year connect with individual countries.
 - Share resources at the firm – where can you include alumni into something already happening? Already working on including alumni in international women's day efforts next year.
 - Laura Higgins shared recording: https://urlisolation.com/browser?clickid=50A7729D-9AB7-4A7E-A46E-D19655282024&traceToken=1697129529%3Bhaynesboone_hosted%3Bhttps%3A%2F.sidekickopen27.com%2FCtc%2F&url=https%3A%2F%2Fenterprisealumni.com%2Fwebinar%2Fcovering-opportunity-for-your-alumni
- Jennifer Gewertz: Leopard Solutions/Leopard List - wanted to know if anyone had used it to track alumni moves and if so to connect with her. Christie Reynolds also met with Leopard and wants to know what others think of this platform.
- Laura Higgins would like to have a discussion on their summer associate programming and alumni inclusion with Kia Scipio

- Graziella: plug for CAPE which is not legal industry specific. Members invited to join the next call, reach out to Graziella. <https://www.linkedin.com/groups/3279243/>
- PLEASE use discussion board and help one another out.

IV. Next Quarterly Section Meetings

- Thursday, January 18 @ noon ET
- Thursday, March 14 @ noon ET