

MEMORANDUM

TO: Lynn Iding, NALP Board Liaison

CC: Fred Thrasher, NALP Deputy Director
Claire Nash, NALP Member Services Coordinator

FROM: Donatella Verrico, Lowenstein Sandler
Amy Ross, Ropes & Gray

DATE: June 22, 2023

RE: First Board Report – Legal Employer Chief Officers Interest Group

Since our last report, we held meetings in April and June of 2023.

April meeting (during the NALP Annual Conference in Vancouver)

- Hybrid work and engagement
- Associates drawing boundaries on work/life balance/credit for all things non-billable)
- Gen Z issues
- Desire for more informal polling with the group on different issues between meetings
- Mentoring and sponsorship
- Selling partnership as something that is desirable
- Sharing information on best practices on different topics
- Sharing suggested speakers on different topics for retreats, in-house presentations, etc.
- Effectively leading Gen Z business professionals on recruiting and PD teams and the challenge of engagement
- Mental health and well-being for Chief Talent Officers
- A way to gather information such as mental health benefits, fertility benefits, infertility, adoption, surrogacy, etc.)
- How to handle parental leave and the impact on partnership track and others in the department

- Learn about seconding people from Axiom as contract attorneys
- Best practices on opening an office in a new city

June Meeting:

We discussed the following:

- An attempt to create a shared vendor list for the group
- Ideas for timing/content/location of in person symposium
- Whether the group would be interested in a presentation by Chambers regarding a new engagement platform they are interested in launching
- Hybrid working models as we move into end of 2023 and 4-day/week announcements.
- Mental Health & Wellbeing - programs, presenters, etc. What has been popular/well-received?
- Staffing - For those responsible for non-legal staffing (i.e. support departments, paralegals), what hiring trends are you seeing?
- Reporting structures and positions for DE&I data survey completion
- How many at the C suite are working 50+ hours a week?
- How patent agents are categorized and treated at firms (i.e. with associates or paralegals)? How are they recruited and what programs are offered for law school, etc.?
- In-office attendance (policy, differences between attorneys and business professionals; how it is being tracked)
- AI - where are you on this as a firm - internally and externally?