

## MEMORANDUM

**To:** Amy Jones Mattock, Board Liaison

**Cc:** Fred Thrasher, Deputy Director  
Meaghan Hagner, Member Services Manager

**From:** Catherine Clement, Newer Professionals Section Chair

**Date:** Monday, March 25, 2019

**Re:** NALP Newer Professionals Section Quarterly Board Report

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### SUMMARY

The fourth quarter of our Newer Professionals section has seen a strong continuation of many of our work groups' initiatives. A few of our section chairs have either left the field of legal recruiting or are parental leave, but the vice chairs who remain have done a wonderful job of keeping up with the charges of each work group.

We held our fourth NP section quarterly call on Thursday, March 21, 2019. On the call, we discussed the upcoming NALP Annual Education Conference and highlighted Newer Professionals/conference newcomers activities, like the upcoming conference newcomers webinar as well as the newcomers orientation session and the Newer Professionals section lunch. I had also arranged to have Nicole Demmel, the incoming Newer Professionals section chair, join the call so she could introduce herself for anyone who plans on continuing membership in the NP section for the coming year. Also on the call, we heard the board update, received updates from our work groups, and at the end of the call, we had an open forum for discussion and questions - we discussed both what firms and schools are seeing in the way of changes to OCI in light of the new offer timing guidance, as well as what firms/schools are doing to implement wellness initiatives.

### WORK GROUPS

#### NALP Integration

Vice Chairs: Shaani Budrum (O'Melveny) and Uroosa Haider (K&L Gates)

Shaani and Uroosa continue to send welcome blasts to new Newer Professionals section members that highlight upcoming NALP learning opportunities.

### Ask the Experts Webinars/Conference Calls

Vice Chairs: Robin Hennegan (South Texas) and Korey Henson (Stetson)

Korey and Robin helped develop and present this quarter's webinar, "Measuring Performance: Using Data Analytics Effectively for Recruiting and Professional Development", which was presented on February 21. They worked with Michelle Le Biavant and Marit Slaughter in the Experienced Professionals section to identify speakers, and solicited panelists from both the firm and school side to talk about how they have effectively used data analytics to track and improve performance for recruiting and professional development. I personally found the webinar to be incredibly helpful and the feedback I've heard from others who attended was equally as positive.

Robin and Korey are also helping with the next quarterly webinar, which is loosely slated to be on the topic of "Beyond Traditional OCI".

### Bulletin Article Planning

Vice Chairs: Valerie Castelo (Berkeley) and Melissa Norman (Iowa)

The Newer Professionals section members have enjoyed seeing and learning from the Newcomers Corner articles in each month's NALP Bulletin. Below are the topics and authors that were featured in the Newcomers Corner section of the Bulletin in the fourth quarter as well as the ones that have been lined up for the first quarter of the new NALP year.

- Jan. – "Framing Individual Interactions to Instill Professionalism in Students" by Tishia Browning
- Feb. – none (our author changed positions prior to the article)
- Mar. – "My New Approach to One-on-One Counseling" by Caroline Young
- Apr. – "Engaging 1Ls Early with Small Group Meetings" by Robin Thorner
- May – "Post Grad PIPS Job Search" by Aisha Baruni
- June (Feature) – "Handling Change Gracefully" by Kaycee Crisp
- June (Newcomer's Corner) – "Self-care During Stressful Times" by Paula Gluzman

### Q&A with an Experienced Professional

Vice Chairs: Chelsey Parrott-Sheffer (Seyfarth)

The latest Q&A with an Experienced Professional question is on the topic of presenting at conferences:

***“I am interested in presenting at a conference but have never done so before. How do I go about identifying a topic that is interesting to me and to other professionals, and how do I know if my idea is strong? Should I consider a co-presenter?”***

I’m thrilled with this topic as it is incredibly timely with many of our Newer Professionals hopefully considering submitting or joining RFPs for the Montreal 2020 conference.

### Environmental Scanning

We spent the last 10 or so minutes of the call discussing two separate topics. First, we asked the group about what changes - if any - they’ve observed in their organizations regarding OCI plans and preparations. Several members chimed in that their schools have adjusted the timing of OCI to stay more consistent with other schools in their region/market. It also came up that firms were increasing the number of schools with which they are doing OCI. The second topic was on wellness initiatives, and if firms/schools have engaged in conversations or developed initiatives around wellness given the ABA wellness pledge. We discussed the new ML Well program that Morgan Lewis has started, and our Q&A work group chair Chelsey brought up her firm’s SeyfarthLife initiative, where recently the firm accepted submissions for “passion projects” outside the office that the firm would award “scholarship” money to the winners. Several schools brought up that they have instituted wellness programming in their first year curriculum. The group agreed that starting wellness awareness during law school is key to promoting its importance. They also liked that the firms we mentioned who were instituting wellness initiatives were doing so for all employees, not just lawyers.

In addition to the discussion topics, I concluded the meeting by reminding everyone about the NALP AEC in April, and put a plug in for people to consider heading up a work group next year either in the Newer Professionals section or another section.