

MEMORANDUM

NALP Newer Professionals Section

To: Georgia Emery Gray, NALP Board Liaison
Fred Thrasher, NALP Deputy Director

From: Katie Creedon
Manager of Legal Recruiting
Boston, Chicago, and Washington DC
Proskauer

Date: June 18, 2014

Re: NALP Newer Professionals Section Board Report

SUMMARY

We had a great section meeting at the NALP Annual Education Conference, let by the immediate past chair, Nicole Oddo. Unfortunately, I was not able to attend, but Nicole and I caught up after the conference to discuss the progress made at the meeting and goals for the upcoming year. The attendees at the section meeting generated lots of ideas for our various work groups, which are described in more detail below.

WORK GROUPS

Annual Education Conference Presenters Work Group

Vice Chairs: Rob Cacace (Georgetown) and Joby Ryan (UVA)

Rob and Joby did a fantastic job leading this process and making sure we had a variety of quality proposals to submit on behalf of the NPS. We solicited ideas and presenters through NALPconnect and also reached out to the Recruiting and Experienced Professionals Sections to discuss common interests as part of the process. The five RFPs submitted on behalf of the NPS are outlined below:

Millennialize Me: Developing and Delivering Millennial-Friendly Programs and Information

Christine Guard, Jennifer Leonard, Dina Billian, Sarah Stein

Millennials learn and communicate differently than their counterparts in our multi-generational work force. Understanding these differences is key to our success as professionals. This panel will deliver tips and technology for schools and employers to successfully develop and deliver programs designed to bridge-the-gap between student and legal service provider and create engaging programs ensuring that conveyed information is learned and integrated into services millennials provide. The panel will also discuss programs encouraging millennials to “mentor up” on technology; identify, understand, and adapt to avoid inter-generational miscommunication; and engage in non-technology-based collaboration and communication to effectively provide service to clients.

Investments Are Not Just For Retirement Plans: Investing in You and Your Career

Michael Nguyen, Paige Drewelow, Jaya Saxena

As career professionals, we seldom receive the same counseling we provide our clients. Is the grass always greener with a new employer? What do we surrender when we move out of a firm or school? What pitfalls should we look out for in charting our professional course? How can we get unstuck (or avoid the rut in the first place)? We will emphasize NALP and local city group resources in a lively exchange that discusses career positioning, and fatigue, and addresses how speakers and audience members alike have kick-started, sustained, or rejuvenated their careers -- and how you can, too!

Attorney to Administrator: Adapting Lawyering Skills to the Legal Career Profession

George Podolin, Allison Belnap, Jaya Saxena, Misae Nishikura

Even for an experienced attorney, the process of onboarding into career services or law firm recruiting/professional development can be a challenge. In this program, attendees will learn how their lawyering skills transfer to the legal career profession and how their practice experiences can inform and improve their experiences as a legal career professional. Through consideration of the best practices of recruitment/professional development and career services, the presenters will highlight common administrative, logistical, and political issues encountered in these roles. A significant portion of this program will be devoted to responding to participants' questions.

What's It Worth? An Analysis of Law School Tuition, Loan Repayment, and Starting Salaries

Ethel Badawi, Heather Jarvis

We are constantly hearing facts and statistics about law school tuition, student indebtedness, and prospects for attorney employment. This session will present data and analysis on law school costs and attorney compensation – two crucial but under appreciated aspects of counseling and recruiting. Armed with this data, law school professionals will be better equipped to counsel law students in considering their financial needs when making career choices, and employers will gain a competitive edge in recruiting candidates by structuring compensation to meet the needs of new and mid-level attorneys facing significant student debt burdens.

Be a "Force Multiplier" Through Partnerships with the Law School Community & Beyond

Amber Brugnoli

"Doing more with less" is becoming a commonplace phrase. This program will provide CSO rookies and experienced veterans alike with ideas for creating successful partnerships with other school and community constituencies to increase CSO impact, as well as tips to encourage their involvement. These collaborations can help in obtaining student buy-in, expanding outreach, and *gasp* securing funding! The practices to be presented and discussed through facilitated interaction between speaker and participants allowed one small office to increase employer outreach by more than 200% and triple the student programming in only one academic year—all despite a 30% cut in funding!

NALP Bulletin Articles Work Group

Vice Chairs: Donna Key (Quarles & Brady) and Michael McCarthy (Case Western)

Michael and Donna have been busy generating article ideas and recruiting authors for upcoming bulletin publications. Today we submitted the articles below for consideration:

- Ellen Strauss, University of San Francisco: Counseling law student veterans (1200 words, October or November 2014)
- Jaya Saxena, George Washington University : Book review of The Start-Up of You (750 words, November or December 2014)

- George Podolin, William & Mary: Effective use of PowerPoint and other visuals during presentations (1200 words, January or June 2015)
- Amber Brugnoli, West Virginia University: Partnering with other offices on campus to improve services (750 words, February or March 2015)
- Carey Morgan, American University: What schools wish employers knew (750 words, March or April 2015)
- Michael McCarthy, Case Western Reserve University: Networking in the 21st century (750 words, April or May 2015)

“Ask the Experts” Work Group

Vice Chairs: Haley Lelah (McGuire Woods) and Shannon Schaab (John Marshall)

Shannon and Haley, both located in Chicago, have been able to meet in person to brainstorm our plan for the year. They developed an outline for our programming and are actively working with the Experienced Professionals Section to line up presenters for the following webinars:

- October 2014 - Best practices for graduate employment data collection (Kate Eklund from UCLA has volunteered to present)
- January 2015 - Planning for and running a successful summer program (Tom Rodriguez from Steptoe in DC and Michelle Ward from Winston in LA have volunteered to present)
- March 2015 - Balancing job fairs vs. OCI, including a discussion on pre-select vs. lottery (Linda Kressh from UCLA has volunteered to present)
- Date TBD - Navigating a new work environment, including books, conferences, and other resources that have helped with integration

Integration Work Group

Vice Chairs: Lisa Terrasi (Boston University) and Cat Overman (Jenner & Block)

We have been focusing on the more time-sensitive work groups and are going to turn our attention to the Integration Work Group next. Some areas that we hope to address with this work group are mentoring new members, increasing their use of NALPconnect, and encouraging membership in other sections following "graduation" from the NPS.

OTHER UPDATES

George Podolin has volunteered to assist with drafting our Long Range Strategic Planning memo. George and I plan to touch base at the end of June to start brainstorming. We would also like to track down a copy of what was submitted on behalf of the NPS during the last strategic planning process. I will reach out to the various NPS work group vice chairs to get their input as well.

I participated in a call on June 3 with Katie White (GW), Linda Kressh (UCLA), and Lee Anne Masetti-Martin (Morrison & Foerster) regarding ways that the Newer Professionals Section can collaborate with the Experienced Professionals Section. The EP Section was a huge help during the RFP process, and also in lining up presenters for our "Ask the Experts" series. We discussed the idea of developing a mentor program, which ties in with one of the goals for our Integration Work Group. The call participants believe that NALP has had a mentor program in the past, so our first step will be to gather some more information about what was and was not successful with that effort.