

MEMORANDUM

NALP Newer Professionals Section

To: Fred Thrasher, NALP Deputy Director

CC: Amy Jones Mattock, NALP Board Liaison

From: Sandra R. Minea, Newer Professionals Section Chair

Date: October 12, 2017

Re: NALP Newer Professionals Section Board Report – 2nd Quarter

SUMMARY

The Newer Professionals Section had a very active second quarter, with a flurry of activity before the fall recruiting period and a renewed vigor as that season has been wrapping up.

We held our second quarterly call on September 28, 2017, and updated the group on the fantastic work that our Work Groups have been doing in making progress on their charges (these updates are noted below). We had a guest speaker on the call, Kia Scipio, who talked about the Diversity & Inclusion section and how NALP Newer Professionals can become involved in that section. We will continue to have the leaders of other sections join our calls to do this.

We also had several topics for discussion. While Newer Professionals often tend to shy away a bit from robust discussion, we did get some input on the call, and we intend to post some of the discussion topics to NALPconnect to see if we can get the conversation going over there on these issues. We have also reached out to the NALP Experienced Professionals group on another way we might work together that would help out in this area. We would like to try a new “Dear Abby”-style feature for NALPconnect, where Newer Professionals can seek advice from Experienced Professionals.

We are looking forward to the next quarter – I hope that our members keep implementing new ideas and the group continues to grow.

WORK GROUPS

NALP Integration

Vice Chair: Courtney Dredden Carter (Jenner)

Courtney continues to do great work with this work group. Her and her team have been reaching out to welcome the newest members of our group as they join, and have been continuing to post articles to NALPconnect to encourage discussion there.

Ask the Experts

Vice Chairs: Mary Beth Nielsen (SMU) and Justina Diaz (Jenner)

We had a great first webinar this quarter. The topic was Transitioning from Lawyer to Career Professionals. Panelists discussed how they made their transitions from lawyer to a career counseling/coaching/recruiting role, as well as common challenges they faced when doing so and surprises along the way.

Mary Beth and Justina have found success in how they have been tackling these webinars, by first finding a topic and then reaching out to the section for volunteers. The next webinar will be on engaging students and associates.

We were also recently approached by Maureen Kieffer of the Judicial Clerkships section about doing an Ask the Experts Webinar on clerkships. We are excited about this opportunity to collaborate with another section.

Bulletin Article Planning

Vice Chairs: Katy Van de Weghe (Wachtell) and Chelsey Parrott-Sheffer (Seyfarth)

Katy and Chelsey continue to do a great job soliciting volunteers for articles. Our Newcomer's Corner schedule is entirely full, but they encourage our members who may have ideas to write feature-length articles. On our last call, we proposed that any members who submitted a proposal that was not submitted should reach out to them about potentially turning it into a feature-length article.

Annual Education Conference Planning

Vice Chair: None

Our section submitted four proposals and unfortunately none of them were selected. I thanked our members for seeking out the opportunity and encouraged them to keep submitting ideas and proposals for NALP conferences. As mentioned above, we also encouraged them to turn their proposals into feature-length articles.

ENVIRONMENTAL SCANNING

Before our second quarterly call, I solicited topics for discussion from our members. I got some great questions/issues for discussion. Below are some of these that came up, as well as some brief responses. We intend to post these on NALPconnect to get some more input, and some may even be used in our new NP/EP collaboration.

- Recruiting season recap - any trends? Surprises? Thoughts on pre-cruiting?
 - *Increase in pre-cruiting and early offers for students, but there was not an increase in early acceptances*
 - *Seems that even if students did collect an offer or two before fall recruiting started, it seems like they are still interested in going through the process and getting other offers before accepting*
 - *28 day rule (14 day reaffirmation rule) - on the law firm side, some students sending reaffirmations immediately as opposed to 14 days out (can NALP help with figuring out what reaffirmation really means?)*

- Free professional development opportunities outside of a conference
 - *Turning to your city group – doing presentations in front of a city group, or asking someone to provide a report*
 - *Becoming a member of the leadership of a city group and making meetings more substantive*
 - *Working with local bar association to see if there are any needs for writing or speaking opportunities (career committees)*
- Gamification in Job Search Advising

In our last Board Report, we had listed several issues that were topics of interest to Newer Professionals. I am pleased to look back on that list and see that we have proposed/written articles, put on webinars, proposed presentations and had discussions on many of those topics.