

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: Tuesday, June 19, 2018

Re: NALP Newer Professionals Section Quarterly Board Report

SUMMARY

The NALP Newer Professionals Section got off to a great start at the 2018 Annual Education Conference in Hollywood, FL. We had great attendance at our section meeting on Wednesday, April 25, and in addition to going over the goals for the group and the various work groups needing leadership, we also discussed a number of outstanding ideas for RFP topics for the 2019 AEC, which I will outline below. The weeks immediately following the 2018 AEC were spent coordinating work group vice chairs and communicating with them about responsibilities and upcoming deadlines. I'm pleased to say our group of vice chairs have completely stepped up and I look forward to seeing what comes. We even have a newly minted "Q&A with an Experienced Professional" work group, which makes for a total of five work groups in the NP section.

I look forward to the coming year to build on the great momentum generated from the prior year's work groups and generate great content and conversations for our Newer Professionals. As an experienced professional with a passion for mentoring and career development, my main goal for the section is to encourage our Newer Professionals to consider what they may be able to gain in the way of professional skills and knowledge from this group. I also want to capitalize on the variety of experiences many of our Newer Professionals have and teach them to recognize that, while they may be new to their job or the industry, they bring a wealth of expertise that they should feel confident contributing back to the section and to NALP generally.

We held our first NP section quarterly call on Thursday, June 14, 2018. On the call, I reiterated the section goal of fostering an environment of sharing and professional development. We also heard from at least one member of each work group. They updated the call participants on the work group's charges and ways (if any) for members to get involved. At the end of the call, we had an open forum for discussion and questions.

WORK GROUPS

NALP Integration

Vice Chairs: Shaani Budrum (Howard) and Uroosa Haider (K&L Gates)

Shaani, Uroosa and I had a phone call shortly after the 2018 AEC to discuss the Integration work group and ways we can continue to encourage and promote group usage of NALP Connect. Courtney Dredde Carter, the outgoing vice chair, did a wonderful job of regularly posting articles on Connect to convey information and generate discussion, and Uroosa and Shaani are both eager to find great content and share it. We also plan on working together to highlight at least one other section on the coming quarterly calls, so that NP members can start to get exposure to the other sections available to them to join down the road.

We have been slightly challenged in the official roll out of this work group due to some Connect access issues, but plan on moving forward as soon as possible with executing on the charges.

Ask the Experts Webinars/Conference Calls

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

Korey and Robin are in the process of scheduling a time to talk to Michelle Le Biavant and Yujin An, the Experienced Professional vice chairs in charge of the EP/NP collaboration. They also spoke to Mary Beth Nielson, the outgoing Ask the Experts vice chair, who gave them great advice about developing a “curriculum” of program ideas first, and then filling in the blanks with speakers. After Korey, Robin, Michelle and Yujin speak, we will have more updates on the coming slate of programs for the year.

Bulletin Article Planning

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

Valerie and Melissa did a fantastic job soliciting volunteers for bulletin articles. Two weeks ago, they submitted the following Newcomers Corner and Full Length Feature ideas on the following topics. Allison Beard will be in contact with the final dates in the next two weeks.

Newcomer's Corner Topics	Preferred Months	Author
Building Trust	September, January, June	Melissa Duncan (Elon University School of Law)
Finding your niche on an	September, October,	Stephanie Gallo (University of Houston Law

existing CSO team	November	Center)
Gender diversity in career services and recruiting	October, November, May	Natalia Marulanda (University of Miami School of Law)
Teaching students the value of networking	October, April, August	Nicole Netkin-Collins (University of Colorado Law School)
Increasing student involvement in programming	November, December, January	Erin O'Neal Muilenburg (University of the Pacific, McGeorge School of Law)
Instilling professionalism in students	November, December, January	Tishia Browning (Wayne State University School of Law)
Balancing various roles in a CSO (i.e. career advising PLUS teaching, academic advising, student services, etc.)	December, January, July	Devra Sigle Hermosilla (University of South Dakota School of Law)
Transitioning from practice to CSO	January, June, July	Sarah MacDonald (Santa Clara University School of Law)
Engaging 1Ls early with small group meetings	April or May	Robin Thorner (St. Mary's University School of Law)
Post-grad PIPS job search	May, June, July	Aisha Baruni (Fordham Law School)
Self-care during stressful times (i.e. lead up to OCI)	May or June	Paula Gluzman (University of San Diego School of Law)
TBD	TBD	Camille Heenan (Chapman University Dale E. Fowler School of Law)
Feature Article Topics	Preferred Months	Author
Handling change gracefully / Making change palatable	December, May, June	Kaycee Crisp (University of Texas School of Law)
Best practices for counseling students over email	May, June, July	Jennifer Nadon (University of Ottawa Faculty of Law)
How career services advisors can identify and help to address law student wellness issues with support from the broader law school community and external resources	December, January, February	Tamara McClatchey (Chicago-Kent College of Law)

Annual Education Conference RFP Planning

Vice Chair: Kelly Noble (Campbell)

Kelly did a phenomenal job of organizing our section participants interested in submitting an RFP for the 2019 AEC. In addition to working on her own RFP, she also scheduled a brainstorming call for members and helped facilitate introductions to potential co-presenters. Her efforts were integral to the Newer Professionals section submitting a total of eight RFPs for consideration for the 2019 AEC. A list of the proposals submitted on behalf of the NP section are below and we look forward to hearing which proposals are accepted in the coming months.

Newer Professionals Section-8		
Title of Program:	Program Description	All speakers
A Jungle Gym, Not a Ladder: Stories of Career Growth and Professional Development	Our career paths are as varied as we are diverse! Hear lessons of growth, challenge, and change from 3 NALPers at different stages of their school and firm careers in a punchy, TED-talk style format. Seize the knowledge and experience of your peers through table-talk breakouts and apply the learning in a personalized career development plan to leave the room feeling connected and inspired for what's next!	Kelly E Noble, Melanie Priddy, Kristin Heryford
Designing Your Career Service Office to Maximize Student Engagement	This presentation will focus on the four different types of campus environments (physical, aggregate, organizational, and constructed) outlined by Strange and Banning in their book, <i>Educating by Design: Creating Campus Learning Environments that Work</i> . The goal is to help attendees conduct an environmental audit of their career services offices to improve the experience of students and/or staff.	Julia Martinez , Laurie Powers, Erin O'Neal Muilenburg, Melissa Norman
Managing #MeToo: Responding to Student Reports about Workplace Sexual Misconduct	The heightened dialogue around sexual misconduct in the workplace has amplified a law school's duty to aptly respond to allegations made by students against employers, while remaining mindful of the intersectionality of its institutional commitment to support its students and its business interest in the employers hiring its students. During an interactive discussion, CSO panelists and co-participants will: <ul style="list-style-type: none"> • Identify and discuss the value of key institutional and employer resources that minimize the risk of sexual misconduct, and support students who encounter sexual misconduct in any work setting • Discuss responsive measures implemented by law schools to address unusual or complex situations • learn how CSOs and other administrative departments help students resolve professional development challenges, such as discussing employment severance terms or securing a professional reference 	Aisha Joseph, Melissa Norman, Maureen Kieffer, Melanie Anderson
Reinventing the Wheel: Building a More Effective Career Services and	Program will involve discussing: "What do our career and Professional development offices/teams look like, and how does that influence where we are headed as an industry? This panel will examine who we are, why we get hired/into the field, and what impact those qualities have on how we do our work. Whether you are in a school, firm, or other role, you'll walk away with an understanding of the latest career and	Celestine Oglesby, Michelle Ramos, Kris Butler

Professional Development Team!	professional development hiring trends and how you can structure your teams for maximum impact.”	
Revamp. Re-Tool. Re-Invent.	How to do more with less and increase efficiency in your CSO. In this program we will present best practices from our perspective offices. We will discuss “new” technology we have embraced, as well as going back to basics in order to connect with our students. We will also discuss how to leverage relationships with your state bar and other organizations to provide the best development opportunities for you students. The key to a CSO's success is determined by its accessibility to the student body and here we will talk about how we did that in each of our offices.	Autumn Bailey, Carin Crain, Laurie Powers
Take Control of Your Day: How to Manage Your Time Like a Pro	Why is managing our time such an elusive concept? In this session attendees will learn how to create a customize time management plan based on personality type, work style, and habits. We'll identify key barriers to getting work done effectively and strategies to eliminate them, learn methods to take control of your work day, incorporate technology to make life easier, use the “divide and conquer” organization strategy, and examine how you may be standing in your own way—and what to do about it. Attendees will leave with a toolkit to design time management programs for your students and associates.	Fairuz Abdullah, Drew Amoroso
Welcome to the (Career Services) Jungle! Helping Skills for New(er) Career Services Professionals in a Nutshell	Although career service professionals are not expected to be counselors, we are still expected to demonstrate basic counseling skills such as active listening, empathy, integrity, compassion, and cross-cultural communication in our interactions with others. This interactive session will cover strategies for demonstrating skills like these in helping roles. This session is ideal for newer professionals and career services professionals new to helping roles.	Julia Martinez, Maryanne Forrayi, Sarah Tesconi, Amrita Singh

<p>What Do I Know about This Stuff?! Imposter Syndrome and Newer Professionals</p>	<p>Whether you work for a school or employer, what did you do before your current role? Did you practice law, or teach, or work in corporate? Many of us have varied paths and have felt like “imposters” in our positions more than once. This program will address the challenges of transitioning into this profession from different industries. Led by a panel of “new-ish” professionals, we will discuss tips and ideas on how to learn this new language and leverage current skill sets to succeed in your new role! Target audiences are Newer Professionals and the Experienced Professionals who hired us.</p>	<p>Samantha Ciriaco, Meredith Wiggins, Kristen Lee , Brenda Porter</p>
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Environmental Scanning

In the Newer Professionals section meeting in Hollywood, and throughout the RFP and Bulletin article brainstorming process, several themes have emerged as being top of mind for our members. We will continue to engage in environmental scanning activities to inform the work we do moving forward. One potential challenge I see is that - based on the vice chair volunteers and the Bulletin article authors - the makeup of our group seems to be primarily law school members. I want to make sure that the legal employer interests are also represented and reflected, so I will continue to consider how I can increase the number of law firm newer professionals in the section.

- Making an impact on your organization as a newer professional
- Finding new ways to challenge yourself professionally when a promotion may not be an option
- Retention and how it is impacted by work environment and leadership
- Managing up and down
- Doing more with less and improving efficiency
- Diversity - how to make a meaningful impact with diversity recruiting efforts
- Advising international students
- Emerging careers and how to advise students who are interested in them
- Identifying translatable skills and experiences when making the move into a legal recruiting or CSO role; “imposter syndrome”
- Using technology to transform processes
- The #metoo movement and how it will impact law schools and firms