

MEMORANDUM

To: Lezlie Griffin, Temporary Board Liaison
Catherine Clement, Board Liaison

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

From: Elizabeth Crane, Newer Professionals Section Co-Chair
Ginny Mueller, Newer Professionals Section Co-Chair

Re: NALP Newer Professional Section Quarterly Board Report, October 2021

Date: Thursday, October 21, 2021

SUMMARY

The NALP Newer Professionals Section has collaborated extensively across work groups and with other sections over the last quarter. This report includes work group reports, feedback from the environmental scanning we conducted during our most recent quarterly section meeting, and describes the status of our projects. Additionally, we are requesting to combine two of our work groups into one due to overlapping responsibilities.

SECTION CALL

Our most recent section meeting took place on September 29, 2021 via Zoom with 27 attendees. The agenda for our meeting is below:

- Co-Chair Introductions
- Board Update from Lezlie Griffin
- 2021-2022 Work Groups & Vice Chair Updates
 - NALP Integration / Member Relations
 - Expert Conference Calls / Webinars / Advice
 - Bulletin+ Article Planning
 - Annual Education Conference Planning
 - Q&A with an Experienced Professional
 - Knowledge Management
- Environmental Scanning
 - OCI/Fall Recruiting Recap
 - 2L Integration/Beginning of Fall Semester
 - Upcoming school/firm programs/events
 - Upcoming Career Path Webinar
- Reminders – next meeting Wed, 1/12/22 @ 2pm CT

WORK GROUPS

NALP Integration/Member Relations

Vice Chairs: Kayla Doiron (University of Oklahoma College of Law) & Christopher Marohn (Arizona State University Sandra Day O'Connor College of Law)

The Vice Chairs for Member Relations are working to continue the mentorship program the work group initiated last business cycle by communicating with NALP section chairs to solicit volunteer mentors. So far all but two new professionals have been placed with experienced professional mentors.

Chris recently crafted an email that will go out to members who are new to NALP. The email will have information on the mentorship program, how to join the NP section via NALPconnect, Chris and Kayla's contact information, and some articles that are great for beginners. These emails will go out roughly 1-2 months after new members have joined, so as not to overwhelm them or compete with other NALP new member communications.

Expert Conference Calls/Webinars/Advice

Vice Chair: Precillia Soares (Holland & Knight)

Precillia has been working closely with the Q&A with an Experienced Professional Vice Chair, Trisha Nakamura, Bulletin+ Article Planning Vice Chair, Alecia Bencze, and the AEC Planning Vice Chairs, Tom Lee and Megan Evanich on a Bulletin+ article on new hires and visibility in firms after working remotely. The article, tentatively titled "Integration Reimagined," is set to be published in December 2021 and covers some of the pros and cons of starting a new job remotely. Due to the Q&A with an Experienced Professional webinar hosted in September and the upcoming career paths webinar in February/March, the workgroup is now considering only hosting one additional webinar, also this spring, focused on returning to the office/seeing the office for the first time and how to get up to speed quickly. They expect that most organizations will be fully back at that point, so the subject matter will be timely, assuming there isn't another overall NALP webinar for the entire membership on this topic.

Bulletin+ Article Planning

Vice Chair: Alecia Bencze (University of Akron School of Law)

Below are the upcoming planned articles prior to the next Board Report. Alecia has secured article authors and/or topics through August 2022 and continues to work with the authors on proposed topics.

| Proposed Issue | Tentative Topic | Author Name and Email |
|-----------------------|--|---|
| Nov. 2021 | Student Networking Post COVID | Megan Evanich mevanich@swlaw.edu |
| Dec. 2021 | New Hires and Visibility in Firms after Working Remotely | Erin Wilkins ebwilkins@venable.com Precillia Soares precillia.soares@hkclaw.com Jessica Mullen jmullen@foxrothschild.com |

| | | |
|-----------|--|--|
| Jan. 2022 | Navigating Higher Ed as a Newer Professional | Katherine Mikkelson Katherine.mikkelson@untDallas.edu |
| Feb. 2022 | Being Assertive for your Own Wellness | Jessica Mullen jmullen@foxrothschild.com |

Annual Education Conference Planning

Vice-Chairs: Tomas Lee (Penn State’s Dickinson Law) & Megan Evanich (Southwestern Law School)

This workgroup has teamed with Alecia Bencze, Vice Chair of NP Bulletin Articles workgroup and created a Google Document to track article submissions and RFP submissions. The subcommittee recruited four potential RFP panels for the Newer Professionals RFP Workgroup. To encourage RFP submissions, various resources were shared with NP members that were considering submissions. A sample RFP and a link to the AEC page on NALP.com were provided. Unfortunately, none of the four groups ultimately submitted an RFP for the AEC. The potential Newer Professionals RFP panels/topics were as follows:

1. Stacey Blakeman (KU Law) and Jessica Mullen (Fox Rothschild) – Resetting CSO Expectations After COVID
2. Jana Matthews (Indiana Law), Trisha Nakamura (Hawaii Law) and Tom Lee (Penn State Dickinson Law) – DEI and Recruiting and Talent Evaluation
3. Erin Wilkins (Venable) – Neurodiversity and DEI
4. Kathy Greenier (Richmond Law) and Katherine Mikkelson (University of North Texas Law) - Navigating Higher Education for Newer Professionals

Vice Chairs Tom Lee and Megan Evanich will seek to encourage the next slate of NP RFP Vice Chairs to develop new potential AEC presentation topics, but will also encourage they use prior potential AEC topic lists, such as the four topics that were identified this past year and the list of potential topics found on the AEC page on NALP.com. We will also make a note to do some environmental scanning at a future section meeting to see if there are specific topics that newer professionals feel more comfortable presenting on and/or if there are certain factors (other than potentially inexperience) preventing our section members from submitting RFPs.

Q&A with an Experienced Professional

Vice Chairs: Trisha Nakamura (University of Hawaii W. S. Richardson School of Law)

Trisha is working closely with the Vice Chair of Expert Conference Calls/Webinars/Advice, Precillia Soares, to coordinate and collaborate with other sections to create Q&A and webinar programs. Trisha partnered with the Experience Professionals section and helped moderate a webinar on Monday, September 27, 2021, titled “All the Questions You Wanted to Ask, But Never Did.” This Q&A panel consisted of four experienced professionals representing firms and law schools. Over 60 participants attended, and a number of questions were submitted by the NP membership. As a result, Trisha is working with the Experienced Professionals section to document the questions and answers in a handout.

Additionally, Ginny and Elizabeth have been meeting regularly with Experienced Professionals Vice-Chairs and will be looping in Trisha and Precillia on another upcoming webinar planned for February/March 2022 in which a few experienced professionals will be invited to discuss their career paths – their background, how they got to where they are, and any advice for others to follow in their footsteps.

Knowledge Management/Resource Implementation

Vice Chair: Caitlin Treuting, formerly Caitlin Raybourn (Kelley Dye)

Caitlin is continuing to work on cataloguing various pages on the NALP website to determine what will be most useful for newer professionals, in support of efforts by our NALP Integration/Member Relations work group. She also continues to work with the larger Knowledge Management group on a long-term curation project and has no other significant updates at this time.

ENVIRONMENTAL SCANNING

During the environmental scanning section of our September 29, 2021 quarterly meeting, we asked members specifically about recapping the OCI/Fall recruiting season, the process of integrating students at the law schools now that they are mostly in-person, as well as what members have coming up with their firm/school.

While discussing OCI and the Fall recruiting season, we heard from one member that students reportedly preferred OCI screenings to be done virtually and would like to see that continued into the future. This was data specific to a single, but large market. This preference did not extend to callback interviews, however. Additionally, we heard from a number of law firm representatives that 2L students were accepting offers and withdrawing very early in the OCI/callback process. It was speculated that more firms may be recruiting outside of or prior to traditional OCI timelines in many markets. Finally, both firms and schools reported continued and potentially increased “ghosting” by students during this fall recruiting season. This was very frustrating to all parties that we’d like to brainstorm ideas on how to best address this in the future.

Our discussion on the integration of students into in-person law school was perhaps even more robust than discussing OCI. It was noted that most 2L students are feeling very overwhelmed given they completed their first year entirely remote and are just starting to get a feel for the physical law school spaces and people. Second-year students have reported feeling as though they are getting too many emails from the law school and career services and are struggling to determine what is important and how to balance this new normal. Without the in-person guidance and shared classes with upper-classmen, there were far more 2Ls that are missing registration deadlines, perhaps because they are not hearing or absorbing the importance of participating in OCI, for example, from their peers who went through it the year prior. We heard some suggestions from career services to consider sending a monthly newsletter to students, potentially with breakdowns for what is important for each class, or follow-up emails from each advisor to their assigned students in an effort to get them to open and read communications.

Finally, we heard from members about what is going on now and what is coming up. Currently, many career advisors are working through initial 1L counseling appointments. A number of schools are expecting to host virtual or hybrid winter OCI for 1Ls, with reports that employers seem to be supportive of continuing at least the option of virtual OCI. On the firm side, many continue to be in a hybrid work situation, with firm return-to-office plans continuously being re-evaluated and often delayed. Schools are predominantly in-person with their students at this point in time. Before wrapping up, we asked the group of attendees about the type of professionals they would like to hear from in an upcoming webinar discussing career paths. We received feedback that there was a stronger preference for those at a Director or Manager level than at the Chief/Dean level, and that the group would like to hear from speakers who were recently promoted.

NEW REQUESTS

Given the overlapping nature of the Expert Conference Calls/Webinars/Advice and Q&A with an Experienced Professional work groups, our Vice Chairs have been collaborating extensively, but

unfortunately also struggle with separating responsibilities, making sure tasks are being monitored and executed, and ensuring the other person has been updated on communications that may have originally only included one of them.

We propose combining these two work groups and having Precillia Soares and Trisha Nakamura be Co-Vice Chairs of a new “Webinars and Q&As” work group with the new charge description being as follows:

Organize and host a series of conference calls, webinars, Q&As, and/or “Dear Abby” style discussions featuring one or more experienced NALP members addressing a topic of interest to newer professionals. Foster the exchange of information, advice, and ideas and provide opportunities for members to think and reflect on industry concepts, trends, and issues. Promote professional development of newer professionals and encourage networking between experienced and newer professionals.