

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: Wednesday, October 10, 2018

Re: NALP Newer Professionals Section Quarterly Board Report

SUMMARY

The last several months have seen quite a bit of action within the Newer Professionals section, though we did have a bit of a lull during the craziness of July and August. We did, however, continue the momentum that came after our first quarterly call, and I am pleased to provide an update on the various activities each work group has undertaken and will be undertaking in the coming months.

We held our second NP section quarterly call on Thursday, October 4, 2018. On the call, we heard the board update, received updates from each work group, and at the end of the call, we had an open forum for discussion and questions - the topic we chose to address was feedback on the fall interview process and in particular if anyone had implemented or noticed any changes on the summer program/interview process in like of the #metoo movement.

WORK GROUPS

NALP Integration

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

In late August, Shaani and Uroosa sent out a “blast” via Connect to the Newer Professionals section members with a link to a Google survey. They were interested in gathering information from this survey on who the NP section members are - how many years they’ve been in the legal field, what other sections they are in, what they are hoping to gain from the section and anything they’d like to see highlighted in future Connect blasts. I understand that responses were somewhat minimal after

the first blast, but Shaani provided a reminder to everyone on the call and redistributed the survey via Connect after the call. We hope to have more information from the survey soon.

One thing they did take away from the responses they have so far is that NP section members are eager for networking opportunities. Shaani and Uroosa are both based in Washington D.C., and we discussed the idea of them partnering with their city group, WALRAA, to host a happy hour specifically for newer professionals. Their hope in doing this is to both foster a community of newer professionals in the local D.C. community and also create a template for an event that others in the NP section could use when working with their local city groups.

Our goal for the next quarter is to both amp up the content coming from the NALP Integration work group on Connect, as well as begin to highlight the various other NALP sections that may be of interest to the NP section members.

Ask the Experts Webinars/Conference Calls

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

Korey and Robin worked in collaboration with the Experienced Professionals section to create and implement the first quarterly “Ask the Experts” webinar on “Mastering the Interview”. This webinar was held on September 20, and featured panelists from schools and firms discussing the various ways for participants to prepare students and lawyers for interviews, including a conversation about different interview techniques and structures and how to adjust interviewing practices based on #metoo. I attended the webinar, as did several other work group co-chairs, and the feedback I have heard on the webinar was very positive - this was a great way to kick off the work group for the year!

Korey and Robin reported on the quarterly call that the next webinar they are working on developing will likely be on the topic of data analytics and how we as law firm and law school professionals can incorporate data and analysis in our day-to-days. This topic is very timely and is a great way that we as recruiting and career services professionals can expand our expertise and add value to our roles.

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.

July: “Owning Your Title - How to Use Your Job Role to Navigate Your New Position” (Samantha Ciriaco)

September: “Building Trust” (Melissa Duncan)

October: “Gender Diversity in Career Services and Recruiting” (Natalie Marulanda)

We’re looking forward to our first Newer Professionals feature length piece coming up in the next Bulletin - the topic will be law student wellness and how Career Services advisors and the broader law school community can help support wellness initiatives. Tamara McClatchey from Chicago-Kent College of Law will be the author.

Q&A with an Experienced Professional

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

Our newest work group, Q&A with an Experienced Professional, has gotten off to a great start. Katy and Chelsey have kept running with this initiative since they created it earlier this year. They are monitoring the Gmail inbox they set up to accept questions from Newer Professionals, and have sent out several Q&As - one was on tips for presenting ideas and not stepping on toes when joining a new team, one was on steps CSO offices have taken to make the ABA grad survey data collection process more efficient, and one was on how students should address CSO professionals in “an age of informality”. The wide variety of topics and the thoughtful and reflective questions from the Experienced Professionals section are a great benefit to our Newer Professionals members, and I look forward to many more questions being asked and answered in the coming months!

Annual Education Conference RFP Planning

Vice Chair: Kelly Noble (Campbell)

The Newer Professionals section was thrilled to have three of the eight RFPs submitted on behalf of the selection be selected for concurrent session presentations at the Annual Education Conference in April. The three programs that were selected are as follows. We look forward to supporting our NP colleagues as they develop and present on these interesting topics!

Sadly, our RFP work group chair, Kelly Noble, accepted a job with Kenan-Flagler School of Business at UNC-Chapel Hill and thus is no longer involved with NALP. We are grateful to her for the work she did to position us so successfully on this topic.

Newer Professionals Section - Selected RFPs for 2019 AEC		
Title of Program:	Program Description	All speakers
Managing #MeToo: Responding to Student Reports about Workplace Sexual Misconduct	<p>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:</p> <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
Take Control of Your Day: How to Manage Your Time Like a Pro	<p>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.</p>	Fairuz Abdullah, Drew Amoroso
What Do I Know about This Stuff?! Imposter Syndrome and Newer Professionals	<p>Whether you work for a school or employer, what did you 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>	Samantha Ciriaco, Meredith Wiggins, Kristen Lee, Brenda Porter

Environmental Scanning

After the board and vice-chair updates on the quarterly call this month, we took some time to engage in discussion. The discussion on this call was a bit more engaging than on our last call, which I took as a sign that either the topic was of more interest to people or they feel more comfortable on the call now than they did in June. Either way, the topic I presented to the group was on campus recruiting generally, and specifically, did anyone notice or implement any changes to the typical process in light of the #metoo movement.

We heard various examples of adjustments that had been made for interviews that take place in hotel rooms - beds being removed this year for the first time, signs posted on the hotel room doors asking everyone to use the bolt to ensure the door doesn't fully close/lock when the interview is taking place. We pivoted a bit and discussed changes we observed during the summer program as well - firms discontinuing sponsorship of "late night" events or "after-party" events where lawyers and summer associates go out for drinks after the firm-sponsored summer program events, as well as firms moving away from alcohol-focused events (wine tastings, brewery tours, etc.) and towards events where alcohol may be present but is not the focal point of the outing. The conversation was interesting and gave section members a chance to hear about what is being done in the industry that they may be able to incorporate into their practices in the future.

Once we have more responses from the NALP Integration work group survey, we will be able to look more closely at what Newer Professionals listed as areas of interest and topics about which they are interested in learning more. I plan to develop a question similar to the one about fall interviewing for our next quarterly call to hopefully generate more good conversation.