

## MEMORANDUM

To: Karl Riehl, Board Liaison

Cc: Fred Thrasher, Deputy Director  
Meaghan Hagner, Member Services Manager

From: Nicole Demmel, Newer Professionals Section Chair

Date: Wednesday, April 8<sup>th</sup>, 2020

Re: NALP Newer Professionals Section Fourth Board Report

### **SUMMARY**

Participation on this call was limited, similar to the other quarterly calls. Not very many people speak up so it is hard to gauge how many people are on the calls. Even with the interesting topic of COVID-19 we did not have much participation. One suggestion was to change the format of these calls to video instead of conference phone calls. People may be reluctant to speak up as newer professionals or intimidated to speak up not knowing how many people are listening. By being on video they are held a little more accountable and seeing who you are speaking to may make it less daunting. It would also be great to see each other outside of conferences and put faces to a name.

Overall, the call was short. We dove right into the work groups, their final submissions, and an overall highlight of the year. We spoke about the RFP process being open for the 2021 conference, solicited ideas for topics and speakers, as well as encouraged people who want to be more involved to take on co-chair leadership roles in the different work groups. We rounded off the call with a short conversation about how everyone is handling the COVID-19 pandemic and giving advice for working remotely.

### **BOARD REPORT**

We will post our board report to the NALP Connect Group. Nicole reminded everyone that the 2020 conference has been cancelled and everyone will be receiving reimbursement for the registration fee. Nicole also mentioned that the RFP process for 2021 is open and has begun, if anyone has any ideas for topics they would like to see or they know speakers who would be great, they were encouraged to reach out.

### **WORK GROUPS**

#### Strategic Planning

Vice Chair: *Grace Aduroja (Georgetown)*

Our strategic memo was submitted to the board in the fall.

## NALP Integration

Vice Chairs: *Brenda Porter (Penn State Law), Chelsea Lessard (Stroock), Carly Acker (Dechert)*

Brenda, Carly and Chelsea had great ideas throughout the year on how to greet new members. One suggestion is to have an email distribution list sent to the vice chairs when new members join NALP. This would allow the vice chairs of this work group to reach out and encourage the new members to join the calls, join NALP connect, and have a direct contact/resource.

## Ask the Experts Webinars/Conference Calls & Q&A with an Experienced Professional

Vice Chairs: *Olivia Schmit (Neal, Gerber & Eisenberg), Elizabeth Crane (U of South Carolina)*

Having these two sections merged as ones made complete sense. Some questions were better suited as webinars and vice versa. Working with the EP section made this work group seamless and engaging. This group worked over the period of a few months to collect data on tips for collecting employment data. The data is robust and informative and can be found on the NP NALP connect message board on the April 7<sup>th</sup> posting titled: Q&A with Experienced Professionals - Collecting Employment Data.

## Bulletin Article Planning

Vice Chairs: *Ginette Mueller (Husch Blackwell),*

The group was able to post a bulletin article almost every month and has articles lined up through the summer. We found that people are willing to write articles if given topics that are of interest to them. For those who have great topics and do not want to write, this is a great way to get articles out. Advice for the next chairs: having two chairs is great so you can bounce ideas off each other and prepare yourself to write one or two articles in the event something happens with your author for the month.

## Annual Conference Planning

Vice Chairs: *Megan Evanich (Southwestern Law), Ellis Golden (Davis Polk)*

We had a total of 10 RFPs submitted and two were chosen:

- CSOs & Admissions – Synergies for Success
- The Takeover: Turning Trials into Triumphs as a New or Future CSO Leader
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We encouraged people to start submitting RFS for the 2021 conference.

## **ENVIRONMENTAL SCANNING:**

The topic of discussion was COVID-19 and advice for working remotely.

The concern being heard from students: are the big firms going to still interview in August and September and what does this mean for the smaller schools who are already competing to get big law jobs.

The biggest concern with firms is: with summer programs coming up right into OCI, right into first years coming in, what fire can you put out first and where to start? We have no idea when this is going to be over and when/if things can get back to normal. What effect does this timeline have on the very well planned out calendar and paid for events. Managing priorities is difficult.

Tips for working remotely: Check your calendar every morning and set an alarm on your phones for meetings or calls. Its quiet at home you get lost in the work and forget about the meetings. If you walk away from your computer, the outlook notice will not remind you.

We are finding that it is more difficult to get up and walk around or drink water, so use alarms for those purposes as well!

People w/ children- you are amazing! Its hard.