

MEMORANDUM

NALP Newer Professionals Section

To: Lynn Herron, NALP Board Liaison
Fred Thrasher, NALP Deputy Director

From: Amber Brugnoli
Assistant Dean for Career Services
West Virginia University College of Law
Chair, Newer Professional Section

Date: June 28, 2016

Re: NALP Newer Professionals Section Board Report – 1st Quarter

SUMMARY

Our section meeting at the Annual Education Conference was extremely productive. I would estimate approximately 80% of the attendees indicated Boston was their first conference. Nevertheless, they were full of ideas for RFPs and Bulletin Articles. I think having this section meeting separate from the others and before the “affinity” section meetings helped to encourage participation of newer members. I stressed that I, myself, was only attending my second annual conference, which seemed to alleviate fears of getting involved too soon. It has been encouraging to recognize NPS members’ names on numerous work groups postings and other announcements.

WORK GROUPS

Annual Education Conference Presenters Work Group

Vice Chairs: Lindsae Gogulski (Fox Rothschild) and Maria Saez-Statman (University of Oregon)

Both of these ladies volunteered to lead our section’s RFP effort while in Boston. It was especially helpful to have a member from both the firm and the school side assist with this effort, particularly when it came to reviewing proposals and providing feedback. Since both Maria and myself submitted proposals for consideration, Lindsae was kind enough to conduct the rank-ordering for our section. In addition to the five RFPs submitted on behalf of the NPS outlined below, two of our members informed me they are on panels being sponsored by other sections, as well:

“Building Law Student Resilience: Practical Tools for Programming and Counseling”

Jordana Laporte, Sarah Rohne

Law students often struggle to overcome hurdles or bounce back from setbacks, both personal and professional. Through various studies, it is clear that the skills that underpin resilience can be learned over time. Thus, law students can develop and leverage these critical skills to heighten their performance, academically and professionally and succeed in their demanding legal careers. This session will educate attendees about the science surrounding resiliency, including grit and growth mindset and positive psychology, and provide concrete tools for law school career development professionals to build resiliency skills in their students through programming ideas and counselling techniques.

“Engaging Alumni: Partnering Between CSOs and Employers to Drive Jobs and Yield”

Alexander Piller, Maria Saez-Tatman, Catherine Clement

Engaging alumni with students is especially important to both students and employers in this competitive market. It’s win-win—not only does it result in additional jobs but also drives employers’ yield in getting the candidates they want. Alumni are essential to maintaining this “pipeline” between schools and employers while creating more informed and interested candidates. The presenters will discuss low-cost, non-traditional, formal programs for fostering relationships between alumni and students throughout the year to get students in front of employers and educate them about their options. These programs also benefit employer marketing, recruiting effectiveness, and developing early connections with students.

“Hey! What About Us? Professional Development Opportunities for Law Career Professionals”

Laura Torchio, Paula Gluzman, Dana Gray

It’s our job to professionally develop law students and attorneys, but that doesn’t mean we should sacrifice our own professional development! Learn about the many opportunities available on both the law school and employer side to develop yourself professionally. Don’t have a PD budget? That’s ok! The successful panelists will discuss ways in which you can develop the skills you need to make your next career move at no- or low-cost to you. Through this interactive session, participants will leave with a working action plan for their own professional development and tools to help them achieve their next career goal.

“Keep the Plates Spinning: Back to Basic CSO Best Practices”

Tammy King, Angela Cruseturner, Sarah Weissman

In a busy Career Services Office, it’s often easy to lose sight of the essential services that must be offered to aid student employment success, particularly in small CSOs and for newer professionals. What are the core functions of a CSO and how can you do them well? How do you efficiently balance student counseling, resume review, student programming, employer outreach, and ABA data collection? What are the crucial programming and administrative tasks that must be accomplished each academic year? This back to basics approach will ensure that your students have the tools necessary for success in the job hunt.

“Keep the Train on the Tracks: Identifying Bar Risks to Prevent Derailment”

Amber Brugnoli, Tony Waller, Greg Miarecki, Ray English

Just as employment numbers start to improve, bar passage rates continue to drop. In order to prevent a significant number of unlicensed job seekers, CSOs must work to ensure their voice is heard, from admissions decisions, through graduation, and beyond. The impact bar exam outcomes have on law school rankings—both directly and through secondary effects—makes it imperative that schools identify and engage students at risk of failure. This panel will outline steps taken at four different schools to determine trends in bar passage, the measures taken to improve outcomes, and how the CSO added value to the discussion.

NALP Bulletin Articles Work Group

Vice Chairs: Laura Fischer (Whyte Hirschboek Dudek) and Desiree Jaeger-Fine (Jaeger-Fine Consulting)

Laura and Desiree did an amazing job recruiting and coordinating our article submissions for the year. Thanks to their efforts, we should have 11 Newcomer’s Corner Articles this year and at least two feature

articles. Additionally, three other members, including myself, are writing articles for other sections, as well.

Newcomer's Corners

- July 2016: Maureen Tracy Leo, Boston University School of Law: "Developing Networking Contacts Over the Academic Year"
- August 2016: Open
- September 2016: Amber Brugnoli, WVU College of Law: "Preparing for ABA Reaccreditation Site Visits"
- October 2016: Kathryn E. Van de Weghe, Wachtell, Lipton, Rosen & Katz: "Handling Your Own Professional Development"
- November 2016: Katrina Denny, Southwestern Law School: "ABA Protocols and Outcomes Reportings"
- December 2016: Lauren Seffel, George Mason University School of Law: "Building Rapport with Students When Stepping Into Counseling Mid-Year"
- January 2017: Laura Fischer, Whyte Hirschboek Dudek: "Associate Transparency in Professional Development"
- February 2017: Dana Neiswander, Michael Best & Friedrich: TBD
- March 2017: Open
- April 2017: Aubrey Johnson, Whyte Hirschboek Dudek: "Tips for Managing Multi-Office Summer Programs"
- May 2017: Open
- June 2017: Open

Feature Articles

- January 2017: Paula Gluzman, University of San Diego: "Getting Involved in Law School City Groups"
- TBD: Lauren Seffel, George Mason University School of Law: "Crafting Survey Questions"

We are continuing to solicit authors for submissions for the Spring 2017 issues.

"Ask the Experts" Work Group

Vice Chairs: Courtney Dredde (Jenner & Block) and Sheryl Roberts (Smith, Anderson, Blount, Dorsett, Mitchell & Jernigan)

- Courtney and Sheryl had a teleconference meeting with our liaisons from the Experienced Professionals Section last week and are currently in the process of soliciting ideas/suggestions/and requests from the section members.

Integration Work Group

Vice Chair: Sandra Minea (Chicago-Kent College of Law)

Sandy has hit the ground running, coordinating with our Experienced Professionals liaison to coordinate a possible mentorship program; finalizing our "welcome and reach-out" email templates; and working to ensure new NALP members are identified, whether they join the section or not. Over the next year, we are hoping this group will evolve into a more formal team that can continue to act as a means to become more involved and transition to larger roles within NALP.

OTHER UPDATES

One idea that was proposed during our first quarterly call was assigning a “Conference Buddy” to those who wanted one. Several people mentioned that walking into large ballrooms can be a bit overwhelming, especially for those new to NALP, and that having a partner who was more experienced would be extremely helpful. It was suggested that these helpers could either be more experienced Newer Profs or even people from other sections, depending upon demand. It was decided that we would contact NALP as the conference drew closer in order to identify those individuals who indicated this was only their first or second NALP conference on their registration and then reach out to those individuals to ascertain if they would like to be connected with a more experienced conference-goer.