

# Memorandum

**TO:** Tammy King, Board Liaison

**CC:** Fred Thrasher, Deputy Director  
Patrick Lovelace, Member Services Coordinator

**FROM:** Chris Caruso, Newer Professionals Section Co-Chair  
Emily Udell, Newer Professionals Section Co-Chair

**DATE:** October 2024

**RE:** NALP Newer Professionals Section Quarterly Board Report, October 2024

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## SUMMARY

We had robust attendance and good discussion of various programs.

## OUTREACH TO NEW MEMBERS

We received an updated list of new members who joined in July/August/September and Emily will reach out to them by the end of this month.

## SECTION LEADERSHIP

We have filled all of the volunteer positions for the group.

## MEETING SCHEDULE

Our remaining quarterly meetings are scheduled for:  
December 12, 2024  
March 6, 2025

## September 5, 2024 SECTION CALL

Our most recent section meeting took place on September 5, 2024 via Zoom with **30 attendees** including:

Tammy King, Washburn University  
Patrick Lovelace, NALP  
Luke Lemmeier, Jones Day  
Lauren Keiser, Ice Miller  
Rob DeToni, Siskinds Law Firm (Canada)  
Samantha Nguyen, Hanson Bridgett  
Embassie Susberry, University of Chicago Law School  
Devin Cunningham, Greenberg Traurig  
Katherine Butler, Seton Hall  
Andrew Hales, Venable  
Cathy Doyle, University of Chicago  
Erica Koch, McGuire Woods  
Stacy Coglianesse, Winston & Strawn  
Katie Greene, Neal, Gerber & Eisenberg  
Abigail Davis, USC Gould School of Law  
Emily Bruemmer, Boston University School of Law

Sophia Fuller, Moore & Van Allen  
Sarah Oscar, Morris, Nichols, Arsht & Tunnell  
Natalie Lamb, Willkie Farr & Gallagher LLP  
Jessica Herndon, Mercer Law  
Erin Donahue, Chambliss Law Firm  
Olivia Reed, Faegre Drinker Biddle & Reath LLP  
Abby Youngpeter, University of Toledo College of Law  
Isabel Aldape, Willkie Farr & Gallagher  
Valerie Hawley, Davis Wright Tremaine LLP  
Laurie Dufoe, Drake University Law School  
Madiline Novak,  
Fensha

## AGENDA

An invitation to join the meeting was posted to NALP Connect.

### Call for Volunteers

Andy Hales asked for volunteers to help with the Member Value Assessment project, which seeks to determine what members value at different stages of their career. Andy can be reached at [ahales@venable.com](mailto:ahales@venable.com).

### Summer Recap

We discussed the changes in the OCI landscape and the emergence of pre-cruiting.

### NALP PDI

An announcement was made about registration for NALP PDI in Scottsdale, AZ - <https://web.cvent.com/event/f5aaa52a-5692-4658-9a17-a32ab34c2524/summary>

### Mid-Career Professionals

We discussed the idea of forming a mid-career professionals committee to complement the newer professionals and experienced professionals committees. An informal poll was taken of the participants' tenure in this business. The bulk of the participants have worked for 1.5-2 years in their positions; a few have worked for less than 1 year and a few for longer than 3 years.

### Board Update

Tammy reported that NALP is in a healthy financial position and that the board has approved the budget for the coming year, which reflects a slight deficit due to strategic projects. She added that the annual nominations cycle will begin soon.

### Upcoming Program

Luke Lemmeier discussed an upcoming program:

On behalf of the Newer Professionals and Experienced Professionals Sections, we'd like to invite you to our upcoming webinar on **Wednesday, September 11 at 2:00 pm ET - Elevate Your Career: Invest in Yourself for Success**. Creating career plans isn't just for lawyers! Investing in your career will help you develop professionally, build your skills and reputation at your firm, and can support your ability to grow and advocate for yourself. Come learn more about intentionally investing in yourself and your career. **Anna-Lesa Calvert, Manager of Professional Development and Diversity at Hodgson Russ LLP, will present. Register [HERE!](#)**

### Vice-Chair Updates

No reports were given.