

MEMORANDUM

Date: July 2, 2009
To: Beth Moeller
Board Liaison, Newer Professionals Section
From: Marty Grenhart
Chair, Newer Professionals Section
Email: mgrenhart@law.berkeley.edu
Direct: (510) 643-7242
Re: Newer Professionals Section First Quarter Board Report

This report describes the initial progress of the Newer Professionals Section in the first quarter of the NALP year.

Section Meeting at the 2009 Annual Education Conference in Washington, DC

Approximately 20 people attended the Newer Professionals Section Meeting that was held at the NALP conference. Everyone took a moment to introduce themselves. The section's goals and work groups were then outlined, as were the numerous opportunities for members to become involved, from joining the Newer Professionals email discussion list to taking a role as work group member or Vice Chair. The second half of the meeting was spent in a brainstorming session, which was conducted in small groups. After spending some time brainstorming, the larger group reformed and representatives from the small groups reported on the most challenging issues individuals in their group had faced since they had started in their position OR the most challenging issues they believed they would have to face in the near future. These issues became the section's "hot topic" list for the year. Members were encouraged to use this list as a starting point as they considered ideas for articles, conference presentations, etc.

Section Conference Call

On April 16, 2009 the section held its first conference call. The main objectives of the call were to recap the NALP Conference for those members who were not able to attend, to announce the 2009/2010 Section Work Groups and Vice Chairs, and to describe the different ways that members could get involved with the section during the coming year.

Section Work Group Updates -

Newcomers Corner and Feature Bulletin Articles Work Group

Vice Chair: Amy Lefkowitz, Barry University, Dwayne O. Andreas School of Law

Writers for the *Newcomer's Corner* are scheduled through May 2010. The following are authors, topics and publication dates:

- Amanda DiPolvere, **Fall Programming**, August 2009
- Kimberley Neillio, **Callback Interviews**, September 2009
- Courtney W. Nolde, **Summer Program Surveys: Learning from Them and Planning for Next Year**, October 2009
- Janine Ting Jansen, **Planning 411: Organizing Events**, November 2009
- Sonja Dupourque, **How to Add Value to Your Firm - Now More than Ever!** December 2009
- Brooke E. Hiltz, **Practicing What You Preach**, January 2010
- Anna Friesenhahn, **Establishing Relationships with Associates**, February 2010
- Anetra D. E. Parks, March 2010
- Thomas C. Ksobiech, April 2010
- Heather DiFranco, **How to Make the Most of Summer Downtime**, May 2010.

The group submitted a number of proposals for One-Page Length Articles and Feature Articles. The proposals for One Page Length articles are:

- Heather DiFranco, **Managing Student Expectations in the Current Economy**,

- flexible regarding timeframe
- Eliza Musallam, **Professionalism/Attire Issues for Students**, possibly January 2010
- Alyssa Dragnich, **Counseling the Student Who Has Done Everything Right With No Success**, flexible regarding timeframe.

Proposals for Feature Articles consist of:

- Carol Thompson, **Counseling Students to Think "Outside the Box"**, possibly October 2009 or December 2009
- Chia Kang, **Having Enough Attorneys for OCI/recruitment and/or Staying Organized/Time-Management Skills for the Tech Savvy and Techno-dino**, possibly July, August or September for OCI article and flexible regarding timeframe for Organizational Skills article
- Cinnamon Baker, **The "New Normal" and/or Wearing Many New Hats Due to Reduced Resources and Greater Demand**, possibly December 2009 or later

Annual Education Conference Presenters Work Group

Vice Chair: Janine Ting Jansen, Davis Polk & Wardwell

Janine did a wonderful job encouraging members to develop proposals for the 2010 Conference as well as supporting them during the process and following up as the deadline for submissions drew near. The result was a stunning eight proposals submitted by the section. This is an increase from the six proposals submitted in 2008 and the five proposals submitted in 2007.

2010 Conference Presentation Proposals:

1. Belly Shirts or Button Downs? How to Work with Students Who Make the "Professionalism" Decisions You Dread
Presenters: Mandie Araujo, Donna M. Yergeau, Kathy Schmidt, Robin Fulton
2. Utilizing Today's Technology to Communicate With Students
Presenters: Amanda DiPolvere, Eliza Park Musallam, Christina Jackson
3. Credibility 101: Establishing Credibility as a Newer Professional
Presenters: Kimberley Neillio, Nichole Velasquez, Adair Schwartz
4. Demographic Traffic: Navigating and Counseling Today's Law Student
Presenters: Sonja Hayes, Cinnamon Baker, Colleen Truden
5. Expanding Your Horizons: Preparing Your Students and Redesigning Your Outreach Efforts to Effectively Reach Small Firm Employers
Presenters: Samantha Williams, Vicki Huebner
6. For the Last Time, We Are Not a Placement Office! (Or How to Manage the Expectations of Your Students, Faculty and Fellow Administrators regarding the Role of the CSO)
Presenters: Michael Ende
7. Navigating Online Rumor Mills and Maintaining a Positive Image for Law Firms/Schools
Presenters: Janine Jansen (Formerly Ting), Katie Smith, Traci Feit Love, Kelly Obenauer
8. Strategize to Maximize: Strategic Planning for CSOs
Presenters: Heather Day DiFranco, Cinnamon A. Baker, Susan Schell

Experienced Professionals/Newer Professionals Collaboration Work Group

Vice Chair: Christine McCarry, Ballard Spahr Andrews & Ingersoll, LLP

This newly developed work group is currently exploring a mentoring project, issues that might be explored by the Expert Conference Call Work Group as well as articles that may appear in the NALP Bulletin.

Expert Conference Call Series Work Group

**Vice Chairs: Amy Perez, Nova Southeastern University, Shepard Broad Law Center
Anna Friesenhahn, Cox Smith**

Anna and Amy have scheduled a total of six conference calls to take place between July 2009 and March 2010. The topics for the six calls are as follows: Judicial Clerkships 101, Follow up – Closing the Deal, Counseling Alumni, Law Firm Economics 101, E-Professionalism & Social Networking and Diversity Best Practices.

Judicial Clerkships 101 will kick off the series on Thursday, July 16th. After coordinating with Sarah Staup and Brian Lewis, two members of the Experienced Professionals section, Anna and Amy are looking forward to having Sheila Driscoll, Director of Judicial Clerkships at George Washington University Law School and Melissa Lennon, Assistant Dean for Career Planning at Temple Law School as the expert presenters for their first call. Anna and Amy will continue to seek the input of Sarah and Brian in helping to identify speakers going forward and have created a preliminary list of potential candidates for their review and critique.

Going Forward

The Newer Professionals Section tackled the time sensitive issues of RFP and article deadlines, program planning and work group establishment during the first quarter. This quarter, we hope to have at least one section conference call to discuss environmental scanning issues and to, perhaps, have a member of the Experienced Professionals Section speak for 10 to 15 minutes on a current topic of interest.

Submitted for your approval,

Marty Grenhart
Chair, Newer Professionals Section

cc: Fred Thrasher, NALP Deputy Director