

## MEMORANDUM

To: Karl Riehl, Board Liaison

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

From: Nicole Demmel, Newer Professionals Section Chair

Date: Friday, February 7<sup>th</sup>, 2020

Re: NALP Newer Professionals Section Third Board Report

### **SUMMARY**

This call was quiet with not a lot of callers or participation. I was unable to make the call so Olivia Schmit, one of the vice chairs, took the call on my behalf. A quick overview of the status for each section was followed up by a recap of the recruiting summit and some talk about OCI trends. The call was quick and sweet.

### **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 continue to be on the lookout for new members to greet!

#### 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)*

Elizabeth Crane has joined Olivia as Vice-Chair. The vice chairs are currently working on gathering information from the EP group regarding best practices for gathering graduate data and will disseminate that to the group as soon as they have the responses from the EP's. Elizabeth

and Olivia are also working on a webinar with the EPs regarding best practices from post-interview follow-up. We are looking to have this webinar in May.

### Bulletin Article Planning

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

The bulletin articles are set up until September. Ginny solicited anyone who is interested in co-authoring additional articles.

### 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

### **RECRUITING SUMMIT RECAP:**

Not many people on the call attended the conference. Those who did talked about the topics discussed including: A legal market update, a summary of the 2019 OCI survey, a presentation on using AI to help better recruit diverse students, and a presentation on wellness. Olivia talked about how there were a couple of breakout sessions and what her table seemed to find most interesting. She noted that a lot of people were curious to see the statistics on firms making pre-OCI offers.

### **ENVIRONMENTAL SCANNING:**

The topic of discussion was the trend of firms doing more resume collects vs. participating in schools' winter OCI for 1Ls. It was also brought up that firms were holding more summer receptions for 2Ls and used them as a "screening" so they could pre-select their OCI schedule. Members noticed that firms are making more and more pre-OCI offers.