

MEMORANDUM

To: Karl Riehl, Board Liaison

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

From: Nicole Demmel, Newer Professionals Section Chair

Date: Monday, June 24th, 2019

Re: NALP Newer Professionals Section Quarterly Board Report

SUMMARY

The NALP Newer Professionals Section is off to a great start. Our first meeting at the 2019 conference in San Diego, had a great turnout and produced a good start to section chairs and 2020 RFP ideas. We left the meeting with high hopes on a great year and a good number of topics to discuss. I hope to encourage this group as much as possible to voice their opinions and get involved!

We have hosted two calls since the 2019 conference. The first call was a conference recap on April 3rd, where we went over the proposed list of RFP ideas and went over the different work groups to solicited volunteers for vice chair roles. Our first quarterly call was on Thursday June 13th. We did not have many participants, but this was expected as firms are in the middle of their summer programs and schools are prepping for OCI. On the call we received updates on the work groups, spent a good amount of time discussing the strategic planning memo for the year, and talked about any changes we have seen or heard heading into the OCI/fall recruiting season. Below is the agenda from the call.

June 13th Agenda:

- 1) RFP Recap
- 2) Update from our Board Liaison
- 3) Work Group Updates
- 4) Strategic Planning
- 5) Volunteer Opportunities

WORK GROUPS

Strategic Planning

Vice Chair: *Grace Aduroja (Georgetown)*

Grace has posted two messages in NALP Connect, the first on May 20th and the second on June 14th, asking opinions and thoughts on the below questions from the section members. Members have started to reply to Grace with their feedback. Karl joined us on our quarterly call to speak about the importance and overview of the strategic planning process and memo. We will post this message again before and after the next quarterly call and continue to bring it up as we speak to members. We plan to collect as much information as possible to have an informative and effective strategic planning memo.

1. The biggest changes we expect to see in our areas of expertise in the next 3-5 years;
2. Your thoughts on how NALP should focus its resources, services and leadership;
3. Which programs and resources NALP should focus on, and which it should maybe de-prioritize;
4. Ideas for innovation and new initiatives, or areas of opportunity (for newer professional);
5. The most significant challenges that we anticipate newer professional encountering in our field in the next 3-5 years *at the organizational level*;
6. The most significant *professional* challenges that we anticipate newer professional encountering in our field in the next 3-5 years *in our individual professional development*;
7. Any other thoughts, concerns, feedback that you'd like to share with the NALP Board.

NALP Integration

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

Brenda, Carly and Chelsea have put together a draft email to send out to new members. The email sends a nice welcoming message and goes over how to use NALP Connect; the communities, directory, events, discussion post, and library entries. We have asked to have the three vice-chairs notified when a new member joins and brought up the idea of a small welcome gift NALP can send out to new members.

Ask the Experts Webinars/Conference Calls

Vice Chairs: *Meredith Wiggins (Kansas School of Law)*

Meredith has connected with the EP group and posted in NALP Connect to solicit ideas for this work group. We will continue to solicit ideas and work with the EP group to cover topics of interest.

Bulletin Article Planning

Vice Chairs: *Ginette Mueller (Husch Blackwell)*, *Meredith Wiggins (Kansas School of Law)*

Ginette and Meredith did an excellent job submitting the below proposals on June 7th. Meredith posted in NALP Connect on May 13th to solicit authors for the proposals.

2019-2020 Section and Group Topic Proposals – NALP Bulletin

1. **PERIODIC COLUMNS** are “nuts and bolts” pieces that are 500-750 words in length. Indicate NO MORE THAN SIX preferred dates for publication and provide a tentative indication of possible topics to be featured in each column. Add more rows if necessary.

Proposed Issue Month	Tentative Topic	Authors(s) Name, Email
October 2019	Networking for Newer Professionals	Melissa Norman (Melissa-norman@uiowa.edu)
November 2019	Recruiting Outside of OCI	Ginny Mueller & other (Ginette.mueller@huschblackwell.com)
December 2019	Integrating the CSO with Other Law School Departments	Kapila Juthani (kjuthani@law.pace.edu)
January 2020	Working with International LLM Students	Megan Avellana (avellana.4@osu.edu)
February 2020	Balancing Your New-ish Position with Your Own Professional Development (Tentative)	TBD
March 2020	See proposed longer article topic, below	--
April 2020	Adding Value as a Newer Professional	Olivia Schmit & other (oschmit@nge.com)
May 2020	The View from the Other Side: A Conversation Between School and Firm-Side Newer Professionals (Tentative)	TBD
June 2020	Lessons Learned from Unsuccessful Programs (Tentative)	TBD
July 2020	Tips for Staying Organized	Megan Avellana (avellana.4@osu.edu)
August 2020	It's That Time Again: Weathering Fall OCI (Tentative)	TBD
September 2020	Interview with an Experienced Professional (Tentative)	TBD

2. **FEATURE ARTICLES** run up to 1200 words in length and are published less frequently. Sections, Committees, and Advisory Groups are welcome to submit proposals for 2-3 feature articles during the year.

Proposed Issue Month	Tentative Topic	Authors(s) Name, Email
March 2020	Change Management as a Newer Professional	Ginny Mueller & Meredith Wiggins (Ginette.mueller@huschblackwell & Meredith.wiggins@ku.edu)

Annual Conference Planning

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

Megan and Ellis collected 10 RFP's for the 2020 conference. They were able to take the information and ideas collected at the 2019 annual conference and solicit RFPS. Below are the 10 topics we submitted ranked in preference of selection order.

1. Past, Present, Partnership...A Generational Guide
2. Managing Institutional Politics: Learning to Navigate and Develop Influence at Work
3. JD Preferred But Not Required – Navigating Career Transition
4. CSO Tech for Newer Professionals
5. Shifting Perceptions from Placement – Again
6. Navigating the World of Headhunters
7. Designing Your Future
8. CSOs & Admissions – Synergies for Success
9. You're Here – Now What? Taking the Next Steps in Your Career
10. The Takeover: Turning Trials into Triumphs as a New or Future CSO Leader

Q&A with an Experienced Professional

Vice Chair: *Olivia Schmit (Neal, Gerber & Eisenberg)*

Olivia posted on NALP connect on May 29th to collect any ideas or questions members had for the EP group. As the questions come in, Olivia is working with the EP chairs to put together answers and post for the group to see.

ENVIRONMENTAL SCANNING:

A few items that came up on our call were; early pre-recruiting, firms cutting class sizes, and an uptick in 3L hiring. There was a lot of talk around firms doing more before OCI and students having the opportunity to engage with firms and attorneys sooner. Thoughts are that this gives students a better chance at a good match. Our group has also noticed that firms are cutting their class sizes and being careful with their numbers, possible because of how well the economy has been, will there be drop soon? What does that mean and look like with law school class sizes getting larger? Is the uptick that was notice in 3L hiring in relation to having smaller summer classes? These were all topics we discussed on our first section call.