

TO: Rebecca Calman, Board Liaison
CC: Fred Thrasher, Deputy Director
FROM: Olivia Schmit, Newer Professional Section Chair
DATE: Monday, October 19, 2020
RE: NALP Newer Professional Section Quarterly Board Report, November 2020

SUMMARY

Over the last quarter, our section work groups have been in full swing. Detailed in this report are work group updates and an overview of our open discussion on our section call.

SECTION CALL

We held this quarter's section call on Tuesday, September 8, 2020. Unfortunately, participation was lower than expected. Because of this, I plan to move next quarter's call to a Zoom videoconference, as our first meeting via videoconference had greater participation.

Before our next call, I am going to work with the NALP Integration/Member Relations Work Group to identify some specific members who would be willing to participate in our environmental scanning. I can give them questions beforehand for them to answer on the call. I think this would engage more members (and not just vice-chairs) to participate.

The agenda for our call is below:

- Welcome
- Board Report
- Work Group Updates
 - NALP Integration / Member Relations
 - Expert Conference Calls / Webinars / Advice
 - *Bulletin* Article Planning
 - Annual Education Conference Planning
 - Q&A with an Experienced Professional
 - Knowledge Management
- Environmental Scanning

Below, I have outlined updates for each work group.

WORK GROUPS

NALP Integration/Member Relations

Vice Chairs: Elizabeth Crane (University of South Carolina) and Kayla Doiron (University of Oklahoma)

Elizabeth and Kayla are in the process of sending emails to new section members as a welcome and providing advice for getting plugged into our section and to NALP as a whole. They have been actively monitoring NALPConnect and using reports to connect with the newer members.

Expert Conference Calls/Webinars/Advice

Vice Chair: Heather Park (Sidley Austin)

Heather has been working closely with the Q&A with an Experienced Professionals Vice-Chairs and the Experience Professionals Section. They have created a 4-session *Ask an Experienced Professionals* series. The sessions are as follows:

- Advising Law Firms and Students on Campus Recruiting Changes – November 2020
- A Closer Look at the PD Profession – January 2021
- Supporting Diverse Professionals and Engaging Allies – March 2021
- Lateral/Partner/Clerkship Hiring – May 2021

Bulletin Article Planning

Vice Chair: Ginny Mueller (Husch Blackwell)

Below are the upcoming planned articles for this quarter. Ginny has secured article authors through May 2021. As a reminder, Ginny and Andrew have decided to re-evaluate some of the 2021 topics at the beginning of the year in order to have a better sense of what is relevant within the changing environment.

Proposed Issue Month	Tentative Topic
November 2020	Returning to Career Services
December 2020	Looking Back: Advice I Would Give My New Professional Self
January 2021	Guiding Attorneys on Holistic Candidate Consideration

Annual Conference Planning

Acting Vice-Chair: Olivia Schmit (Neal Gerber Eisenberg)

At the end of last quarter, our vice-chairs left/moved firms and I assisted during the transition period. Based on our kick-off call, I reached out to members of the section who expressed interest in submitting a proposal. The following proposal was submitted on behalf of our section but was unfortunately not accepted.

Cover Letter Do's and Don'ts from those who advise & those who receive

The panel, consisting of two Career Services Directors, a Chief Recruiting Officer from a global law firm and a Program Manager serving public interest law, will provide insight on best practices for advising students on cover letters. Data on best practices collected from other recruiters and law schools will also be shared.

Panel: Christine Tarr, John O'Hara, Abraham Ritter and Brooke Meckler

Q&A with an Experienced Professional

Vice Chairs: Ashley Julian (Paul Hastings) and Christine Tarr (Southwestern Law School)

Ashley and Christine are currently working closely with Heather Park and Sheryl Roberts on an *Ask and Experienced Professionals* series. They are brainstorming questions that will not be covered in the series to us for Q&A on NALPconnect.

Knowledge Management

Vice Chair: Caitlin Raybourn (Kelley Drye)

Caitlin has been working to catalogue various pages on the NALP site. She is tasked with determining what will be most useful for newer professionals.

ENVIRONMENTAL SCANNING

At the end of the call, I posed some questions to the group about 2020 summer programs and the upcoming OCI process.

While participants did not have much to say on how their summer programs went, there was more talk and anticipation for the upcoming OCI season. Some school-side members noted the difficulty they will face with virtual interviews. With smaller budgets and staff hours reduced, Drake University encouraged law firms to conduct their own virtual interviews (coordinate their own schedules for screening interviews) as they were already planning on using certain platforms for virtual callbacks. Other firms, were prepared to use software such as FloRecruit and discussed how to best train their attorneys on using the platform.

Overall, I think that everyone is a bit nervous about the upcoming recruiting season. Though, when asked if there was anything that NALP can provide to members at this time, there were no additional suggestions.

As mentioned before, I am going to move our section call to a videoconference in December to hopefully enable more participation.