

MEMORANDUM

To: Karl Riehl, Board Liaison

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

From: Nicole Demmel, Newer Professionals Section Chair

Date: Tuesday, October 15th, 2019

Re: NALP Newer Professionals Section Quarterly Board Report

SUMMARY

The summer and beginning of fall were quiet for this group, which was anticipated because of summer programs and the craziness that is OCI. We hosted a call in the beginning of September to specifically talk about the strategic planning memo, however, the call was not well attended. Our last quarterly call was on October 10th and this call did have a good turnout. We received a board report from Carlos Davila-Caballero who subbed in for Karl, went over work group updates, and talked about what we saw this fall recruiting.

BOARD REPORT

Board collaboration! Carlos Davila-Caballero steps in for Karl Riehl who was not able to make the call.

Four big topics:

1. Budget- The 2019 and 2020 Fiscal budget has been approved.
2. Directory of Legal Employers (NDLE) and Directory of Law Schools (NDLS), are being revamped, to include gender inclusive language and categories and a new workplace environment section to include wellness and workplace best practices.
3. The Diversity Summit will return in 2020.
4. Strategic Planning Process has started. Please complete the member wide survey that was sent out to all members.

Registration for the PDI mini conference, the Legal Recruiting Summit and The Newer Professionals Conference is open, register!

WORK GROUPS

Strategic Planning

Vice Chair: *Grace Aduroja (Georgetown)*

As mentioned above, in September we hosted a call focused on information for the strategic planning memo. The call did not have a good turnout because of the time of year, however, we had enough feedback to write up our report. The memo covered some of the challenges that the Newer Professionals (NP) group anticipate include the following areas: Shifts in Recruitment, Diversity & Inclusion, and Retaining & Training new members. The unknown territory of Generation Z, with the already large population of millennials, entering the legal industry as attorneys and staff, bring to light some of the less modern and outdated mindsets of the legal industry.

NALP Integration

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

Brenda, Carly and Chelsea are on the look out for new members to greet! They have a draft email to send and are very welcoming.

Ask the Experts Webinars/Conference Calls

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

Meredith Wiggins has left NALP and Olivia Schmit has taken over this work group. We currently have two webinars schedule for the upcoming months:

1. November Webinar- Beyond Traditional Recruiting
2. January Webinar- Annual Strategic Planning

Bulletin Article Planning

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

The bulletin articles are moving smoothly. We submitted a good number of topics and reiterated if people are interested to reach out. We have an open spot for February and a few for the spring and summer are open for any topics appealing to newer professionals.

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:

Title of Program	Program Description	All speakers
Newer Professionals Section: 10		
CSOs & Admissions – Synergies for Success	Career services and admissions are natural partners: identifying and developing talent, tracking and reporting outcomes, and impacting our schools’ reputations. Purposeful collaboration helps both teams advance their work. Experienced leaders will share best practices to strengthen the relationship between law admissions and career services teams and illustrate successful partnerships with pre-law and diversity advisers, alumni affairs and development, and employers. Such collaboration can also expand our career pathways. Panelists who have had success in multiples roles will discuss the common skill sets and professional mobility between the worlds of pre-law advising, law student recruitment, admissions, career services, and legal recruitment.	Elizabeth Armour, William Chamberlain, Mary Pat McInnis, Kelly Bahiraei
The Takeover: Turning Trials into Triumphs as a New or Future CSO Leader	Thinking about your next move or already in your first 90 days (or beyond) as the new head of a careers office? What can you do now to smooth the path ahead? New leaders may come from practicing law, recruiting at a firm, or a more junior CSO role. They might be entering a large or small office that may be thriving, showing signs of distress, or in need of an overhaul. No matter your background and (potential) transition status, come attain practical tools and best practices to prioritize for yourself as a (future) leader and for your office overall.	Ashley Scott, Neil Dennis, Nikki Wright Smith

Q&A with an Experienced Professional

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

Olivia received a few good questions and answers that she has posted in NALP Connect. The questions are listed below, and a lot of good feedback can be found answering these questions on Olivia's NALP connect post.

1. *Where are some of the best places to find lists or links with essential resources, online tools, and other documentation to distribute to law students?*
2. *What would you deem the most important information to provide to students?*
3. *What is the best way to build a library of resources and tools for students?*

ENVIRONMENTAL SCANNING:

The topic that came up here was what summer offer timelines were people seeing. The answer: one as short as 3 days, most 2 weeks and 21- 28 days. We found that most firms are sticking to what the school guidelines are. Larger programs offered a standard 21 days with extensions if needed. The schools didn't hear much from the student side on their opinion on this topic. Schools noticed offers came in early. 1Ls- are being recruited more through diversity programs and other recruiting outside of OCI.