

Memorandum

TO: Jeff Becherer, Board Liaison

CC: Fred Thrasher, Deputy Director
Claire Nash, Member Services Coordinator

FROM: Caitlin Treuting, Newer Professionals Section Co-Chair
Chris Marohn, Newer Professionals Section Co-Chair

DATE: Thursday March 30, 2023

RE: NALP Newer Professionals Section Quarterly Board Report, March 2023

SUMMARY

As we transition into 2023, we are working on encouraging additional webinar and social media content. We are in communication with our VC's to ensure that they are working toward the collective goals of integration of new members into NALP. We are also working on preparing our newer professionals for the NALP Annual Education Conference in April, and are looking forward to meeting many of them in person at our next section meeting at AEC.

SECTION CALL

Our most recent section meeting took place in March 2023 via Zoom with **16 attendees**. We were pleased that more people showed up – and participated in our conversation.

AGENDA & NOTES – MARCH 30, 2023

RFP Topics – AEC 2024

- Explaining the old NALP rules and where the process of recruiting has landed now
- We will make a post on the NP landing page for additional ideas, and do additional environmental scanning at AEC 2023

AEC 2023

- Best practices for attending
 - Announcement re: newcomer webinar ahead of AEC
 - Getting through customs
 - Joining the welcome session for new attendees
 - Joining the section lunch on Wednesday.

WORK GROUP UPDATES

NALP Integration/Member Relations

Vice Chair(s): SCHOOL SIDE VACANT – REPLACE IN NEW YEAR & Makiah Scott (Latham & Watkins LLP)

The Vice Chairs for Member Relations are working to continue the mentorship program the work group initiated last business cycle by communicating with NALP section chairs to solicit volunteer mentors. We had several new group members reach out to us after this meeting to be

connected with a mentor. Claire Nash sends out the recent new member list that is forwarded to this work group to reach out and invite people to join the section.

Bulletin+ Article Planning

Vice Chair(s): Tom Lee (Penn State Law School) and Sare Mills (NYLS)

The articles and bulletins committee is still soliciting pitches for topics relevant to newer career professionals. There are two publishing opportunities: (1) Short (400-500 words) posts for the Newcomer's Corner in the NALP bulletin, and (2) Feature Articles (~1200 words).

Sare and Tom have confirmed individuals to write Newcomer's Corner submissions through July of 2023.

Annual Education Conference Planning

Vice-Chair(s): Chris and Caitlin - Chairs of NPS

Chris and Caitlin are working with the NPS to start the development process for AEC 2024. During the most recent meeting, we provided some initial ideas for RFP topics, and will post a call for RFP submissions on the community page in early February. NPS submitted 3 RFP for the 2023 AEC.

Well-Being Champions

Vice-Chair(s): Erica Lang (Dechert LLP) and Jordyn Pandolfo (Latham & Watkins LLP)

Currently working with other WBC's in NALP. They have already held wellness events and will be putting out wellness activities for the NPS.

Q&A with an Experienced Professional

Vice Chair(s): Precillia Soares (Holland and Knight)

No new updates at this time.

Knowledge Management/Resource Implementation + Expert Conference Calls/Webinars/Advice

Vice Chair(s): Isabella Mika (Chapman and Cutler LLP) and Alecia Bencze (University of Akron)

No new updates at this time – Chris and Caitlin will provide list of potential webinar topics to them for future implementation.

DEI Liaison

Vice Chair(s): Courtney Harris

We will continue to work with Courtney to find ways to integrate NPS and DEI.

Communications, Social Media & Marketing

Vice Chair(s): Lea Sahgal (Linklaters)

Lea is in regular communication with the greater social media team and is active in the LinkedIn post rotation between groups.

ENVIRONMENTAL SCANNING

Firm Side – Summer program prep is starting. Looking at engaging summer associates that are virtual, but for now most firms are in person. The engagement is going to be office specific and seeing what the virtual associates want to do.

How to engage new associates, figuring out what that looks like – perhaps doing surveys and having partnership discussions.

Discussion of potential “slowdown” on both firm and law school side. Not trending towards a slowdown yet, law students just need constant reassurance.

Pre-recruiting discussion – Some firms are already looking for Summer 2024 2L summer. This is causing some confusion with law students knowing what they are applying to. Discussion on what the schools need to do to formalize the process to make it run smoother. It makes it harder for the law school side to help the employer find the candidates. Law schools want to assist, but they don't know what they don't know. Better partnership between law schools and firms would go a long way.

NEW REQUESTS

Discussion of formalizing pre-recruiting with other NALP sections. Finding a way, without sharing strategy, of ensuring that law schools are prepared to serve the early recruiting of firms.