

MEMORANDUM

NALP Newer Professionals Section

To: Fred Thrasher, NALP Deputy Director

CC: Amy Jones Mattock, NALP Board Liaison

From: Sandra R. Minea, Newer Professionals Section Chair

Date: June 22, 2017

Re: NALP Newer Professionals Section Board Report – 1st Quarter

SUMMARY

As with other sections, the Newer Professionals Section officially kicked off the year with the in-person section meeting during the 2017 NALP Annual Education Conference. It was fantastic to gather as a group, especially since, given the nature of the group, this was the first time many of our members were able to meet each other.

During the in-person meeting, we discussed the various work groups and the charges for each. I also shared some goals for the section or things that I would like us to work on as a group. I want to encourage participation in the section (including participation in NALPconnect) and then parlay that into participation in NALP overall. Finally, we engaged in some environmental scanning, and some clear issues rose to the top, which I have listed in the section below titled “Environmental Scanning.”

We held our first quarterly call on May 15, 2017. We went over the various work groups again as well as their charges as well as goals and thoughts for the group for the year. We also heard from each of our wonderful work group chairs, who updated on their group’s activities (detailed below) and solicited volunteers. On our next quarterly call, I plan to invite a speaker or two from another section so newer professionals can begin to think about to which other sections they will “graduate” and I also plan to do some environmental scanning before the call so we can have some set hot topics proposed beforehand, which I hope will spur some added participation in the discussion.

WORK GROUPS

NALP Integration

Vice Chair: Courtney Dredde Carter (Jenner)

Courtney has done a fantastic job at getting this work group off of the ground. One of our goals for this year is to increase group usage of NALPconnect. Courtney and her team have begun posting at least weekly on NALPconnect, encouraging usage. They have posted interesting articles and will be highlighting any articles written by members of our group, to create a sense of community on NALPconnect. Courtney has also taken our planning of a “Welcome Wagon” email and put it into practice. She polished the email we planned last year and has started

running a report and reaching out to new members monthly. She has also started working on some additional ideas, like conference calls, to really engage the newer members of our group.

Expert Conference Calls

Vice Chairs: Mary Beth Nielsen (SMU) and Justina Diaz (Jenner)

This work group is off to a more difficult start, as they have had a tough time recruiting any volunteers. Very recently, however, the Experienced Professionals Section has been in touch offering to help. With this in mind, the Mary Beth and Justina have decided to take a different strategy and will be trying to first come up with some solid ideas or willing Experienced Professional participants to offer to the group and then ask for volunteers within our own group.

Bulletin Article Planning

Vice Chairs: Katy Ven de Weghe (Wachtell) and Chelsey Parrott-Sheffer (Seyfarth)

Katy and Chelsey did a great job pulling together even more volunteers that we originally needed. Last week our group proposed the following:

Full Length Articles

Name	Affiliation	Issue	Deadline	Topic
Melissa Duncan	Elon University School of Law	December 2017 January 2018	11/2/17	Tech Tips for Efficiency in the New Year
Betsy Farris	Fox Rothschild	February 2018 March 2018	1/2/18	No topic yet
Shannon Burke & Katie Fayman	Chapman & Cutler	No preference - please assign		Training the Trainer: Professional Development for PD Professionals

Newcomers' Corner Articles

Name	Affiliation	Issue	Deadline	Topic
Bill Clegg	Seyfarth Shaw	October 2017	9/2/17	Transitioning into Legal from Another Field - What's So Different?
Lindsay Howard	Wolf, Greenfield & Sacks	November 2017	10/2/17	No topic yet

Meredith Wiggins	University of Kansas School of Law	December 2017	11/2/17	Tips for Making the Most of Your First Newer Professionals Forum
Kapila Juthani	Pace University School of Law	January 2018	12/2/17	What I've Learned from My First Year in Career Services
Robin Thorner	St. Mary's University School of Law	February 2018	1/2/18	Breaking Down Silos as a Career Services Professional
Hollis Hanover	Loyola University Chicago College of Law	March 2018	2/2/18	Four Mistakes You'll Make When You're New on the Job and How to Fix Them
Jessica Fijolek	Crowell & Moring	April 2018	3/2/18	Transitioning from Law Firm PD to Recruiting
Jennifer Salyers	College of William and Mary	May 2018	4/2/18	5 Tips to Tackle the Summer Slowdown
Alvita Barrow	Wake Forest University College of Law	June 2018	5/2/18	Interview with a Role Model (you pick your interview subject)
Samantha Ciriaco	Case Western Reserve University School of Law	July 2018	6/2/18	TBD
Robye Margolius	Pace University School of Law	August 2018	7/2/18	TBD

Annual Education Conference Planning

Vice Chair: Arianna Zell

Arianna helped call for volunteers to put together proposals for the 2018 Annual Education Conference and then organized them as they came in. Unfortunately, Arianna has since had to take a step back from this role, but the bulk of her work was done before she needed to step away. One way we solicited volunteers was to really emphasize that individuals with ideas but no presentation (or who needed more people to present) should come forward as well as individuals who wanted to present but had no ideas. We also had the leaders of three proposals speak on our quarterly call to flesh out their ideas, get suggestions and solicit volunteers. The proposals submitted are as follows:

Title of Program	Program Description	All speakers
Counseling Students Whose Expectations Aren't Aligned with Their Market Realities	Career services professionals must often counsel students whose goals may be hard to reach or that aren't aligned with their preferred practice or geographic area. Whether it's low-performing students, high-performing students at an unranked law school, students who haven't gotten practical legal experience, or students who may not be getting offers because of "fit", these can be difficult conversations to have. They are also some of the most important ones for a career services professional to get right – both for the student's benefit and the CSO's credibility. In this interactive session, hone your skills for navigating these discussions.	Robin Thorer, Nikki Harris, Robye Margolius, Devra Hermosilla
New Kids on the Block: Hangin' Tough with the Fresh Perspective of Newer Professionals	New members of career service offices often arrive with big ideas, a new outlook, and a passion to move new programming forward. Unfortunately, such suggestions can be met with negativity and skepticism (umm, "Let's Try Again"), or even be completely ignored for not being "in Step" (by-Step) with how things are traditionally done. Join a panel of both newer and experienced career service professionals to discuss effective ways to serve as a change agent, new and exciting technology to enhance current programs, and how to foster an innovative work environment that tells newer professionals "You Got It (The Right Stuff)".	Matt Etter, Jeff Becherer, Hallie Prest, Elisabeth Beal

<p>Out of State but not Out of Mind: Job Searching with Weak Geographical Ties</p>	<p>A 3L decides to shift her job search because “Denver seems cool” but has no connections to the city. Another 3L has a job offer, but his partner has been placed in another professional program across the country. Sound familiar? This session will discuss strategies and techniques to kickstart connections in a new city and give students confidence to accelerate their search once they have made the decision to shift focus. Topics include new ways of connecting students to alumni networks, resources, and application tips to convince out-of-state-employers that there is genuine interest and commitment in their geographic location.</p>	<p>Samantha Ciriaco , James Kossuth, Alexander Piller</p>
<p>Stuck in the middle with you: Managing up down and all around</p>	<p>As we promote from within the ranks, so many of our colleagues are being asked to take on management responsibilities. Very often, they are doing so with little, to no formal training in managing others. This session is for those who are new to managing others or those looking to improve their management know-how. We will provide tools and guidance for people managing "in the middle" to find success in their role. Managing expectations of those who report to you and those you report to will be our focus. We will discuss managing different personality styles and how to bring the most diverse teams to a place of cohesion and collaboration.</p>	<p>Courtney Carter, Rachael Bosch</p>

ENVIRONMENTAL SCANNING

At both the in-person section meeting as well as our first quarterly call, I engaged in some environmental scanning and the below issues came up. Some of these are already being used as topics for articles and RFPs and others have continue to come up in discussion on calls or people posting on NALPconnect.

- A lot of baggage when taking over a new position
- How can you effect change as a newer professional in your position
- Falling bar passage rates – what does this mean generationally; how is the law firm business model changing
- Retention – how do you keep the good people and what do you do/how do you forge new relationships when the good ones leave
- As young professionals – how can we integrate into a world that doesn't change often/quickly
- Diversity – how to move the needle w/ attorneys you bring in

- Including women
- Out of state job search strategy (and/or recruiting employers from other states to hire your students)
- Innovation and engagement – students/partners – how do you keep things fresh
- Technology and the law
 - How does it impact us?
 - What can your students and young lawyers be doing to capitalize on it?
 - What can older attorneys do to adapt?
- Emerging Careers
- Managing others as a newer professional
- Managing from the Middle – when you have to manage up and down
- Coming into this profession from an industry that isn't the legal profession
- How to reinvent and revamp offices and processes (best practices?)
- Effective coaching strategies for students who didn't pass the bar
- Data Collection Best Practices