

Memorandum

TO: Tammy King, Board Liaison

CC: Fred Thrasher, Deputy Director
Patrick Lovelace, Member Services Coordinator

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

DATE: Thursday, February 1, 2024

RE: NALP Newer Professionals Section Quarterly Board Report, February 2024

SUMMARY

We are pleased to see that our VCs are providing ideas to us about how to better integrate our new members and newer professionals into the greater NALP community. We are also noticing an uptick in attendance for our section meetings, along with new faces and some great environmental scanning conversations. We will continue to focus on making sure that our members are ready for all of the fantastic programming that NALP is planning in the first half of the year, as well as ensuring that they feel welcomed and supported in the NALP community.

SECTION CALL

Our most recent section meeting took place in January 2024 via Zoom with **9 attendees**. We were pleased to see some new additions to the group on the call, as well as our usual attendees. The majority of the call involved a roundtable discussion about some of the current issues/trends we're seeing in the legal recruiting space.

AGENDA & NOTES – January 31, 2024

To start the meeting, we asked our present VCs to provide work group updates, and then moved into our environmental scanning/roundtable discussion. Tammy King also provided a board update at the top of the meeting.

WORK GROUP UPDATES

NALP Integration/Member Relations

Vice Chair: Emily Udell, Chapman and Cutler

Emily is actively working to connect our new members with mentors at their request. We will provide Emily with the new member list on a regular basis. Emily provided us a comprehensive list of the current mentor/mentee pairings – we currently stand at 43 participants.

Bulletin+ Article Planning

Vice Chair: Seth Mills, New York Law School

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).

Seth has secured published content for Newcomer's Corner through September 2024. No additional updates to share at this time.

Annual Education Conference Planning

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

Chris and Caitlin are working with the NPS to continue the development process for AEC 2024. To our knowledge, no RFPs from the NPS were approved for the conference, so we are planning to emphasize how best to prep for AEC and what to expect as newer professionals ahead of the gathering in Boston. During the most recent NPS meeting, we started this conversation.

Well-Being Champion

Vice-Chair: Mia Kontrik, Denver Law School

Mia is currently working with other WBC's in NALP by attending the larger group meetings, and will continue to put out wellness activities for the NPS.

Q&A with an Experienced Professional

Vice Chair: Precillia Soares, Holland & Knight

Precillia and Luke Lemmeier are working on two webinars for the NPS this year – Law Student Outreach and Building a Meaningful Network (scheduled for Thursday, October 26, 2023); and Managing Up (scheduled for March 19, 2024). The October webinar was well attended!

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

Vice Chair: Luke Lemmeier, Jones Day

We are working on translating Luke's Newcomers Series of advice/programming into a series of webinars with Precillia. He is also in contact with the larger KM team.

DEI Liaison

Vice Chair: Courteney Harris, UNT Dallas College of Law

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

Communications, Social Media & Marketing

Vice Chair: Lea Sahgal, Linklaters

Lea is in regular communication with the greater social media team and is shifting her focus to promotable resources throughout the year in light of the LinkedIn program being discontinued.

ENVIRONMENTAL SCANNING

This meeting's environmental scanning portion mainly consisted of discussion around the following topics:

- **1L recruiting cycle – any successes or opportunities noticed so far?**
 - More firms are extending offers in December/early January, before students are providing complete applications with first semester grades. How can employers who require grades compete?
 - Some law schools have noticed that recruiting numbers are down – the number of employers participating in OCI has decreased.
 - Different markets are seeing different things – i.e. Midwest is experiencing different trends from New York
- **Summer program prep**
 - Event ideas?
 - Baseball games
 - Cooking classes
 - Any other ideas or suggestions are welcome!
- **Types of summer positions available**
 - How do we reconcile unpaid/lower pay clerkships with summer positions that pay significantly more? (stipends vs. salaries)
- **AEC Primer + FAQs**
 - Courteney Harris provided updates on conference planning and attendance details, and opened the floor for questions.
- **Newer Professionals' Forum in February**
 - Caitlin reminded group of program dates and encouraged people to attend.
- **Volunteering in NALP – FAQs**
 - Courteney reiterated call for volunteers and encouraged active participation in the NPS.