

Memorandum

TO: Tammy King, Board Liaison

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

FROM: Chris Caruso, Newer Professionals Section Co-Chair
Emily Udell, Newer Professionals Section Co-Chair

DATE: January 2025

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

SUMMARY

We had robust attendance and good discussion of various programs.

OUTREACH TO NEW MEMBERS

Prior to the December meeting, Samantha Nguyen, Vice Chair for NALP Integration/Member Relations, emailed over 40 new members to welcome them to NALP, encourage them to join the Newer Professionals' section (and others) and invite them to join our December meeting. Many of them responded that they would join.

SECTION LEADERSHIP

We have filled all the volunteer positions for the group.

MEETING SCHEDULE

Our remaining quarterly meetings are scheduled for:
March 6, 2025

December 12, 2024 SECTION CALL

Our most recent section meeting took place on December 12, 2024 via Zoom with **33 attendees** including:

Tammy King, Washburn University
Katherine Butler, Seton Hall
Emily Bruemmer, Boston University
T. Corbin Conliffe, University of Minnesota
Samantha Nguyen, Hanson Bridgett
Susan Harding, University of New Hampshire
Donna Lee, Brandeis Law
Melanie Spilo, Husch Blackwell
Brady Minter, University of Wisconsin
Claire Karaffa, Alston & Bird
Jose Barragan, Alston & Bird
Lindsey Stetson, Miller, Canfield, Paddock and Stone
Anthony Lombardi, Harvard Law School
Ryan Harvey, Stetson University
Megan Smith, Fox Rothschild

Annie Reser-Moorehead, Drake University
Sarah Oscar, Morris, Nichols, Arsht & Tunnell
Jessica Herndon, Mercer University
Kathryn Schultz, Clark Wilson
Nicole Monsibais, St. Mary's University
Gelila Adisu, Davis Wright Tremaine
LP Ailes, Indiana University
Lauren Keiser, Ice Miller
Madeline Novak, Chapman and Cutler
Jose Barragan, Alston & Bird
Hannah Misko, Mayer Brown
Erica Koch, McGuire Woods
Ingrid Liu, Community Legal Aid
Michelle Gubler, Pepperdine University
Randi Edmonds, Maurer
Stacy Coglianese, Winston & Strawn
Valerie Hawley, Davis Wright Tremaine

AGENDA

An invitation to join the meeting was posted to NALP Connect.

Board Update

Tammy reported that NALP remains in a strong financial position and that the NALP board held its first meeting in the UK thanks to sponsors. She added that the board received an update on anti-trust laws as it relates to NALP policies.

She discussed the impact that early recruiting is having on members and acknowledged the challenges. She also advised about the task force on change management, which has curated resources on the NALP site.

Finally, Tammy reminded everyone that registration was open for the Newer Professionals Forum scheduled for February 5-7 in Seattle, WA.

NALP Mentoring Program

New members were advised that they could be paired with a more experienced member as a mentor and were invited to pursue this through the post on the discussion board.

Call for Panelists

The NALP Caregivers Affinity Group solicited volunteers to join Tonja Rogers and Sheryl Roberts, panelists from the Experience Professionals section, in discussing caregiving across one's career. The program is expected to be held toward the end of February.

PDI Recap

Emily attended along with Tammy, Sam, and others. They expressed that it was great conference and the plenaries did a good job of setting the tone. A few sessions highlighted were on neuro-diversity, a roundtable among law school attendees, and one on working with limited resources.

Discussion of OCI

A number of school representatives stated that they were encouraging students to wait until after finals to review employment postings and to attend networking events hosted by firms near home or school.

It was mentioned that NALP is encouraging employers to complete its questionnaire for the NLDE (NALP Directory of Legal Employers) so that members had greater clarity on recruiting timing.

A number of employers shared that although posting were up early, they would likely not make offers before grades were released in the spring.

Employers were mixed in the method of reviewing applications with some reviewing paper and some utilizing technology such as Flo Recruit.

Discussion of AI Use

Many individuals are beginning to dabble with the technology. A firm and a school reported having secure versions for internal use (data uploaded is not shared beyond the organization).

Discussion of Feedback at Firms

Most continue to utilize the top-down model. Some are looking to implement a 360 model more prevalent in the business/tech world.

Intranet Page Organization

A number of individuals discussed using Sharepoint for internal communications. Schools can host resources in the document library on Symplicity.

Hot Topics for 2025

Topics include delegation, imposter syndrome, and the specificity of the work (expected to know more granular details)