

# Memorandum

**TO:** Tammy King, Board Liaison

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

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

**DATE:** Thursday, June 22, 2023

**RE:** NALP Newer Professionals Section Quarterly Board Report, June 2023

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## 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 June 2023 via Zoom with **24 attendees**. We were thrilled at the attendance numbers for this meeting! This also led to a great discussion (see environmental scanning, below).

## AGENDA & NOTES – JUNE 15, 2023

## WORK GROUP UPDATES

### **NALP Integration/Member Relations**

*Vice Chair: Emily Udell, Chapman and Cutler*

The Vice Chair for Member Relations is newly appointed and working to continue the mentorship program by communicating with NALP section chairs to solicit volunteer mentors. We will send Emily the new member lists on a regular basis to ensure all of our new members are connected with a mentor.

## **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 is working on confirming bimonthly article submissions for the Newcomer's Corner section through summer 2024. We have confirmed content lined up through November 2023.

## **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. We are currently waiting for the 7/31 notification date for RFP approvals and will go from there.

## **Well-Being Champion**

*Vice-Chair: Mia Kontrik, Denver Law School*

Mia is currently working with other WBC's in NALP. She attended the first meeting on June 12 with the larger well-being section, and will be putting out wellness activities for the NPS.

## **Q&A with an Experienced Professional**

*Vice Chair: Precillia Soares, Holland & Knight*

No new updates at this time. We will meet with Precillia to discuss content ideas for the upcoming year.

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

*Vice Chair: Luke Lemmeier, Jones Day*

No new updates at this time – Chris and Caitlin will provide list of potential webinar topics to Luke for future implementation, and connect Luke with others in the larger KM group.

## **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 active in the LinkedIn post rotation between groups.

## ENVIRONMENTAL SCANNING

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

- **Pre-recruiting**
  - Many large law firms are participating in pre-recruiting efforts. We discussed the impact that this has on law students and on smaller firms as a whole – many are finding that no one is really on board with the practice.
- **Law student stress levels**
  - Law students are more stressed due to earlier recruiting timelines (often taking place while they are still in their summer associate roles) and an uncertain economy. Several career services professionals noted that their students are feeling pressure to look for summer jobs earlier and earlier.
- **Big firms entering smaller markets**
  - Some CSO representatives noted that being in smaller markets (sometimes the only law school in that state) allows them to control how much pre-recruiting the firms can do.
- **Use of AI in application materials**
  - We discussed the implications and challenges of AI in summer associate applications, and how many firms have implemented 'no AI' policies – thus, using AI in an application may reflect poorly on the student.