

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: June 2024

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

SUMMARY

We are pleased to be working together and hoping to engage a significantly greater number of new members through outreach, published agendas, and discussions of timely topics.

OUTREACH TO NEW MEMBERS

On May 16th, we were provided with a list of new members. Emily sent each an individual welcome email message and invitation to join the committee and our upcoming meeting

SECTION LEADERSHIP

We have volunteers to lead each of the working groups except the NALP Mentor Program. We continue to seek to fill that role.

Seth Mills, chair of the Articles working group, submitted to NALP a proposal for a number of articles on important topics. A copy of the proposal is attached.

MEETING SCHEDULE

Our quarterly meetings are scheduled for:

June 6, 2024
September 5, 2024
December 12, 2024
March 6, 2025

JUNE 6, 2024 SECTION CALL

Our most recent section meeting took place on June 6, 2024 via Zoom with **20 attendees** including:

Tammy King, Washburn University
Luke Lemmeier, Jones Day
Seth Mills, New York Law School
Mia Kotnik, University of Denver
Lauren Keiser, Ice Miller
Mary Feller, University of North Dakota
Ashley Ward Singleton, adjunct at Stetson University College of Law
Erin Conlon, Executive Coach/Leadership Development
Rob DeToni, Siskinds Law Firm (Canada)

Alison Finn, Case Western Reserve University
Kayla Nieskes, Farella Braun + Martel
Megan Daugherty, University of Missouri-Kansas City
Isaac Pulido, University of Missouri-Kansas City
Samantha Nguyen, Hanson Bridgett
Nicole Antos, Widener Law Commonwealth
Embassie Susberry, University of Chicago Law School
Devin Cunningham, Greenberg Traurig
Katherine Butler, Seton Hall

AGENDA

An invitation to join the meeting, along with a pre-set agenda were posted to NALP Connect.

Introductions

We began the meeting with introductions of all in attendance and a fun ice-breaker about everyone's favorite summer activity. This was a great way to get a sense of who was on the call and also find some common summer interests!

NALP Connect

Emily then presented a PowerPoint, a copy of which is attached, to the group and discussed different aspects of NALP Connect including updating one's profile, receiving notifications, joining communities, and engaging in discussions.

Pre-cruiting

Chris led a discussion on pre-cruiting. A number of people discussed how they are handling the new schedule and stressed the importance of communications between the employers and the schools.

Ai

Chris also led a discussion on Ai and we heard that one firm is using Ai for professional development. A number of people indicated their organizations are evaluating different aspects of the technology.

Open Discussion

We then opened the floor to all attendees to discuss any topics of interest. There was mention of starting a working group to help with advising online JD students and a discussion of resources including the NALP bookstore, PLI, and the Lawyer Professional Development section.

Section: Newer Professionals

Section Contacts: Emily Udell, Chris Caruso (Vice Chairs); Seth Mills (Articles)

Short Article Proposals (550 - 750 words)

Author Name	Emails	Tentative Topic	Preferred Issue Months	Notes
Liz Jones	ljones5@richmond.edu	Using Spreadsheets to Track Employment Data	October/November 2024	
Emily Udell	eudell@chapman.com	Overcoming Impostor Syndrome/Finding Belonging	December/January 2024-5	
TBD- Someone from JD Advantage Workgroup	kbutler2@umassd.edu	Intro to JD Advantage Careers	February/March 2025	Cassie Butler will identify the author
Mia Kontnik	Manihi.Kontnik@du.edu	Practicing Boundaries Early - Wellness Tips for Early Counselors	April/May 2025	
Elizabeth Shirey	eshirey@law.harvard.edu	Using Tools from Direct Legal Services in Career Counseling	June/July 2025	

"Feature" Article Proposals (Up to 1500 words)

Author Name	Emails	Tentative Topic	Preferred Issue Months	
Jennifer Clark	RiedyJ@missouri.edu	NALP Introduction Videos Launch	February/March 2025	This will be linked to the launch of a few videos by the Member Pipeline Development Work Group about being new to NALP and to the Profession

NALP Connect 101

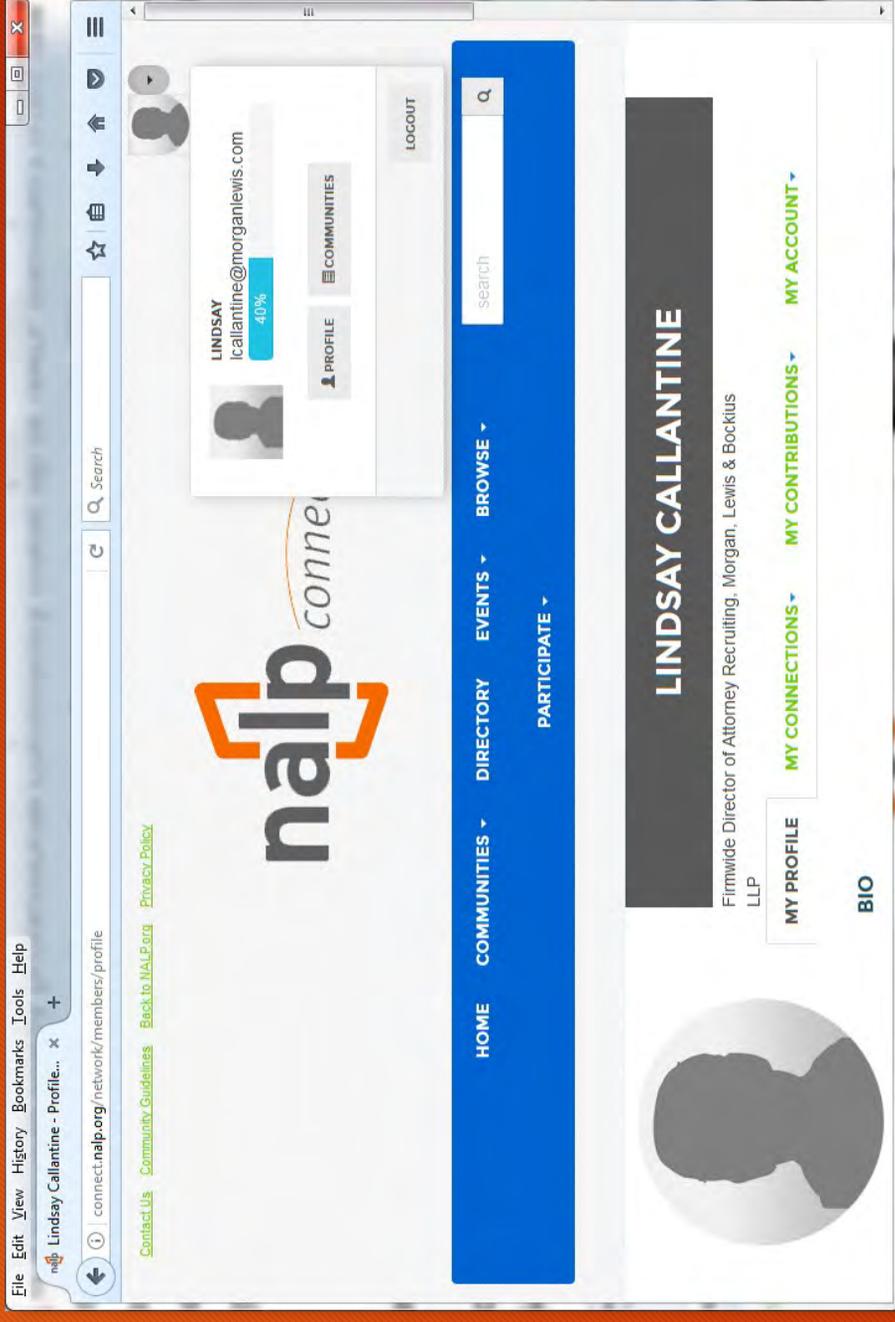
Newer Professionals Section Meeting - Thursday, June 6

What is NALP Connect?

- Members only
- Main method of communication
- Discussion posts, resource sharing, communications about upcoming programs

Updating Your Profile and Photo

- If you have not already done so, consider adding your photo to your profile and basic biographical information.
- To access and update your profile, click the drop-down arrow in the top right corner.



Email Notifications

- To change your email notifications, go to your profile and click the My Account button. Community Notifications allows you to control which communities you receive email messages from and how frequently.
- Real Time, Daily Digest, Consolidated Digest

The screenshot shows a web browser window displaying the profile page for Suzi Sweetwater on the NALP Connect website. The browser's address bar shows the URL: connect.nalp.org/network/members/profile?UserKey=a464f377-3000-4ef4-9905-48eff76d85cd. The browser's menu bar includes File, Edit, View, History, Bookmarks, Tools, and Help. The browser's toolbar shows icons for back, forward, home, search, and other functions. The browser's status bar shows the text: "Profile - NALP".

The website header features the NALP Connect logo, which consists of the letters "nalp" in a bold, sans-serif font, with "connect" in a smaller, italicized font to the right. The logo is set against a white background with a blue and orange color scheme. Below the logo is a navigation menu with the following items: HOME, COMMUNITIES, DIRECTORY, EVENTS, BROWSE, and PARTICIPATE. A search bar is located to the right of the navigation menu.

The profile page for Suzi Sweetwater is displayed. At the top, there is a profile picture placeholder (a grey silhouette) and a green "ACTIONS" button. Below the profile picture is the name "SUZI SWEETWATER" and the title "Recruiting Manager, 123 Law". To the right of the profile picture is a "MY ACCOUNT" dropdown menu with the following options: INBOX, PRIVACY SETTINGS, EMAIL PREFERENCES, RSS FEEDS, COMMUNITY NOTIFICATIONS, and DISCUSSION SIGNATURE. Below the profile picture is a "BIO" section with the text "Share information about yourself - your work life and personal interests" and a green "ADD" button. To the right of the bio is a "MY CONTRIBUTIONS" dropdown menu with the following options: MY PROFILE, MY CONNECTIONS, and MY CONTRIBUTIONS. Below the bio is a "CONTACT DETAILS" section with the following information: 123 Law, 1220 19th Street, NW, Suite 401, Washington, DC. To the right of the contact details is an "IMPORT FROM LINKEDIN" button. At the bottom of the page, there is a footer with the text: "connect.nalp.org/network/members/profile/myaccount/my-settings/?UserKey=a464f377-3000-4ef4-9905-48eff76d85cd§ion=Subscriptions" and the email address "lkeidin@".

Joining Communities

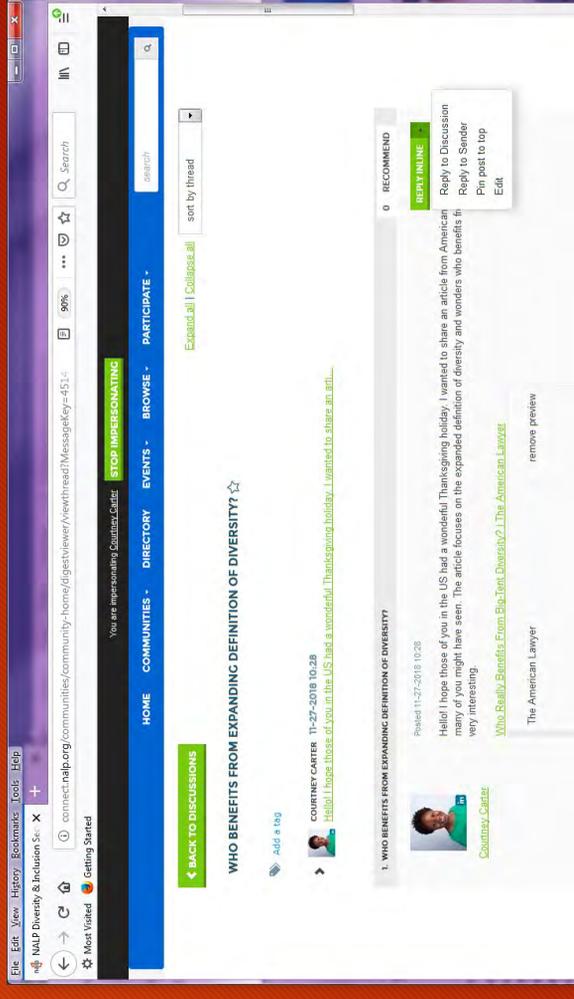
- All topical Section, Interest Group, and Affinity Group communities are open to any NALP member to join.
 - Note: Regions and Law School / Legal Employer communities are assigned based on your registration and cannot be changed.
- To join a group, select All Communities.
- Select the green Join button to become a member of any group you wish to join.
- To see the group(s) you are already a member of, select My Communities.

The screenshot shows the NALP website's 'COMMUNITIES' page. The browser address bar shows the URL: connect.nalp.org/communities/allcommunities?DisplayBy=38&OrderBy=0&CommunityTypeKey=45684929-d86. The page features a blue navigation bar with links for HOME, COMMUNITIES, DIRECTORY, EVENTS, BROWSE, and PARTICIPATE. Below the navigation bar, there is a search bar and a dropdown menu for 'Sections' with 12 total items. The main content area is titled 'ALL COMMUNITIES' and lists three community sections:

- NALP CANADIAN SECTION**: The Canadian Section is for NALP members with a particular interest in Canadian legal education, Canadian law school career services, and issues surrounding legal employment and admission to the bar in Canada. 2016-17 Section Chair: [Lynn Loring](#) (last person joined 5 days ago). 10 LIBRARIES, 100 MEMBERS.
- NALP DIVERSITY & INCLUSION SECTION**: NALP has a longstanding commitment to be an advocate for diversity in the legal profession and in our membership. The Diversity Section is for NALP members with a particular interest in or responsibility for advocating for diversity in legal education and legal employment. This section will serve as a resource for all NALP members on matters of diversity. Diversity directors and those focusing on diversity matters at law firms and law schools are encouraged to join their colleagues in this section. The section will also be the home for the SOGIE Work Group. 2016-17 Section Chair: [Karen Hessler](#) (last person joined 3 days ago). 1 LIBRARIES, 503 MEMBERS.
- NALP EXPERIENCED PROFESSIONALS SECTION**: The Experienced Professionals Section includes NALP members who self-identify as "experienced" in the legal recruitment industry and seek to collaborate with similarly situated colleagues for purposes of networking and professional development and to contribute to activities, services, and educational connect.nalp.org/communities/ALP. Section members can be characterized by years of NALP membership, years

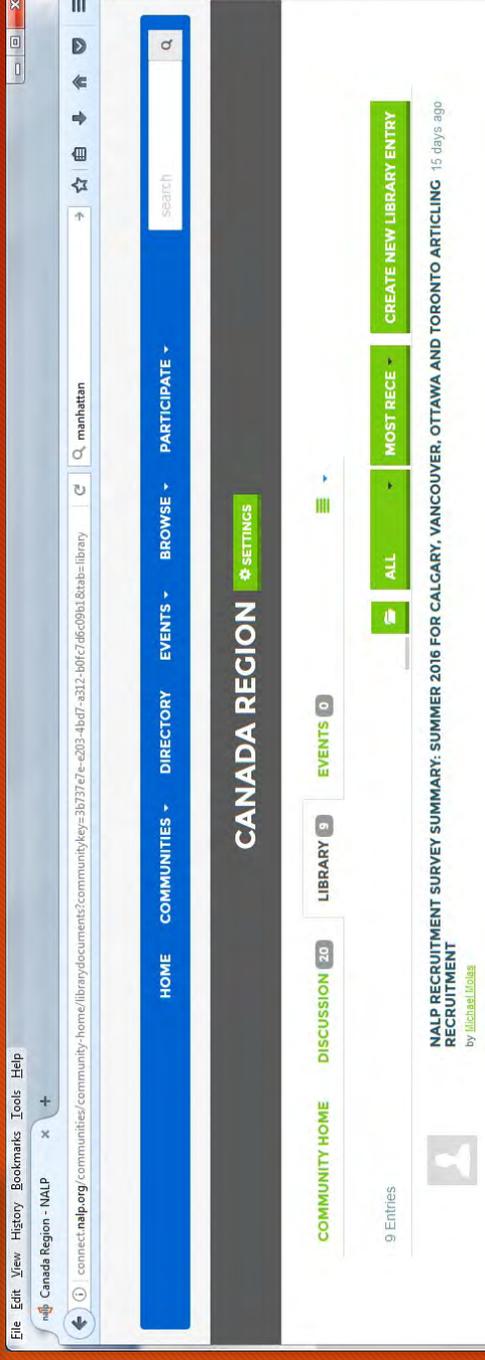
Discussion Posts

- Navigate to the community tab and click the green ADD button
- You can respond to a question by clicking on the question and then clicking the green REPLY INLINE button. The drop-down arrow will also allow you to reply only to the sender.



Resources

- To add a resource or document, navigate to the Library tab of the community and click Create New Library Entry.



The screenshot shows the homepage of the NALP Canada Region website. At the top, there is a navigation menu with links for HOME, COMMUNITIES, DIRECTORY, EVENTS, BROWSE, and PARTICIPATE. Below this is a search bar with the word "search" inside. The main header area features the text "CANADA REGION" and a "SETTINGS" button. A secondary navigation bar includes "COMMUNITY HOME", "DISCUSSION 20", "LIBRARY 9", and "EVENTS 0". On the right side of this bar are buttons for "ALL", "MOST RECENT", and "CREATE NEW LIBRARY ENTRY". The main content area displays a featured article titled "NALP RECRUITMENT SURVEY SUMMARY: SUMMER 2016 FOR CALGARY, VANCOUVER, OTTAWA AND TORONTO ARTICLING" by Michael Hinks, dated 15 days ago. Below the article, there are three tabs: "COMMUNITY HOME", "DISCUSSION 20", and "LIBRARY 9".



The screenshot shows a list of resources on the NALP website. Each resource entry includes a profile picture of the author, the title of the resource, the author's name, and a "DOWNLOAD" button. The resources listed are:

- RE: QUARTERLY CALL - MARCH 7TH, 2017** by [Annexey Bonnar](#), 26 days ago.
- VILAWPORTAL INSTRUCTIONS** by [Jordan LaBorde](#), one month ago.
- 2017 OCI SCHEDULE** by [Margare Szek](#), 2 months ago.