

# 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, October 19, 2023

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

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## 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. As we look to 2024, we will be focused 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.

In addition, Chris and I have begun holding VC calls the month before the larger section call, to allow for any action items to be resolved ahead of the VCs providing updates to the section.

## SECTION CALL

Our most recent section meeting took place in October 2023 via Zoom with **13 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 – October 17, 2023

Mia Kontnik, our Well-Being Champion, kicked off the meeting with a grounding exercise. From there, we asked our present VCs to provide work group updates, and then moved into our environmental scanning/roundtable discussion.

## 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.

## **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.

## **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.

## **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 is working on two webinars for the NPS – Law Student Outreach and Building a Meaningful Network (scheduled for Thursday, October 26); and Managing Up (date TBD).

## **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 active in the LinkedIn post rotation between groups. She let us know that per the President's Business Plan, the LinkedIn post rotation will be discontinued next year, and she will instead shift her focus to promotable resources throughout the year.

## ENVIRONMENTAL SCANNING

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

- **Partnering with Experienced Professionals Section – topics of interest**
  - How students and attorneys deal with the entire recruiting process; tips for success to make us more effective counselors.
  - How to build effective counseling relationships for OCS professionals and PD professionals
  - We are looking into scheduling a roundtable with the EPS.
- **Diversity fellowships**
  - With the recent Supreme Court decision, have your firms taken any action?
    - Primary course of action: reviewing language to ensure it is not exclusionary, discussing increases in diversity scholarship amounts to reach market value
- **Use of AI in application materials**
  - Schools are implementing AI policies so students use it 'smartly'. For many, use in the brainstorming/idea generating phase is fine – when you can no longer say it is your own work, then it becomes a problem.
  - Some schools are using VMock for resume template generation and mock interviews – this program helps with formatting and general compliance.
  - Students are eager to use AI because they think firms are using it to screen candidates, but most firms aren't.
- **Review and discussion of new vendors in the legal recruiting space**
  - FloRecruit
  - ViWave
  - Suited
  - Thine