

## **MEMORANDUM**

To: Catherine Clement, Board Liaison

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

From: Elizabeth Crane, Newer Professionals Section Co-Chair  
Ginny Mueller, Newer Professionals Section Co-Chair

Re: NALP Newer Professional Section Quarterly Board Report, March 2022

Date: Monday, March 7, 2022

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### **SUMMARY**

The NALP Newer Professionals Section has continued to collaborate across work groups and with other sections over the last month. This report includes work group reports, feedback from the environmental scanning we conducted during our most recent quarterly section meeting, and describes the status of our projects.

### **SECTION CALL**

Our most recent section meeting took place on March 2, 2022 via Zoom with 19 attendees. The agenda for our meeting is below:

- Co-Chair Introductions
- New Member Introductions (5 introductions)
- Work Group Updates & Position Overview
  - NALP Integration / Member Relations
  - Webinars and Q&A
  - Bulletin+ Article Planning
  - Annual Education Conference Planning
  - Knowledge Management
- Environmental Scanning – OCI Discussion
  - How do schools go about setting OCI dates and deadlines?
  - Why is OCI timing the way it is?
  - What do firms want to see with OCI?
  - What do schools want to see with OCI?
- Reminders
  - Upcoming events – no one signed up for upcoming Mental Health First Aid Program
  - AEC – Newcomers Orientation on 3/29 & NPS luncheon meeting on 4/6
  - NPS Webinar – An Insider’s Perspective: Paths in Legal Recruiting, PD, and Career Services – 4/20

## **WORK GROUPS**

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

Vice Chairs: Kayla Doiron (University of Oklahoma College of Law) & Christopher Marohn (Arizona State University Sandra Day O'Connor College of Law)

The Vice Chairs for Member Relations continue to promote and manage the mentorship program the work group initiated last business cycle by matching newer professionals with experienced professional mentors. However, the interest has reportedly slowed recently.

Chris continues to send out introductory and informational emails to new NALP members, with the next welcome email to go out during the week of March 7<sup>th</sup>. Chris and Kayla have been partnering with the Knowledge Management Advisory Group to create a more seamless experience for new members. They have also partnered with the larger Member Outreach group in NALP to provide input on a best practice guide that is in the works.

### **Webinars and Q&A**

Vice Chairs: Precillia Soares (Holland & Knight) & Trisha Nakamura (University of Hawaii W. S. Richardson School of Law)

Precillia and Trisha have planned a webinar titled “An Insider’s Perspective: Paths in Legal Recruiting, Professional Development, and Career Services,” which will be held Wednesday, April 20, 2022, at 2:00pm ET. They have partnered with the Experienced Professionals section to assemble a panel of professionals who will discuss their own career paths, including the steps they took in their careers, what helped them identify where they wanted to go, and any advice or guidance they would give others making similar moves.

Additionally, they are working on an upcoming Bulletin+ article focused on creative outreach and staying in touch with summer associates.

### **Bulletin+ Article Planning**

Vice Chair: Alecia Bencze (University of Akron School of Law)

Below are the upcoming planned Newcomer’s Corner articles. Alecia has secured article authors and/or topics through September 2022 and continues to work with the authors on proposed topics for both the short and long-term.

<b>Proposed Issue</b>	<b>Tentative Topic</b>	<b>Author Name and Email</b>
Apr. 2022	Building Your Online Brand	Alecia Bencze anb77@uakron.edu
May 2022	Topic Coming Soon!	Keith Dye kxd58@case.edu
June 2022	Summer/Staying in Touch with Students	Precillia Soares Precillia.soares@hklaw

July/Aug 2022	Newer Professionals: Finding Your Voice as a Career Advisor	Jaime Gay j.gay21@csuohio.edu
Sept. 2022	Newer Professionals: Taking Initiative vs. Overstepping	Sonja Kehnt Sonja.kehnt@stblaw.com

### **Annual Education Conference Planning**

Vice-Chairs: Tomas Lee (Penn State's Dickinson Law) & Megan Evanich (Southwestern Law School)

Tom and Megan have plans to encourage the next slate of RFP Vice Chairs to develop new potential AEC presentation topics and use previously submitted topics. Tom gave some tips during our section meeting about what the conference planning committee looks for, including cross-group collaboration, significant detail regarding the proposed topic (presentation outline or more), and some general hot topics.

Some ideas were collected over the past 10 months from our section, which have topics and notes found on the section's shared Bulletin+ and AEC RFP Idea Google doc: <https://docs.google.com/document/d/19Wpv79gG-1RgVu6FOQpD2XhdAmVce7YsUgFPteqRK9o/edit>

### **Knowledge Management/Resource Implementation**

Vice Chair: Caitlin Treuting (Kelley Drye)

Caitlin continues to work on cataloguing various pages on the NALP website to determine what will be most useful for newer professionals, in support of efforts by our NALP Integration/Member Relations work group. This small group met in February to discuss the current repository for newer professionals that they are building. She continues to work with the larger Knowledge Management group on a long-term curation project to deliver content on NALPconnect and the NALP website, and requested feedback via email for any recommendations on what helped any of our current members the most upon joining NALP.

## **ENVIRONMENTAL SCANNING**

During the environmental scanning section of our March 2, 2022, quarterly meeting, we had an extensive discussion about OCI. Elizabeth circulated our meeting link and agenda to the section in advance and asked for any anonymous questions on the topic of OCI or any topics that the group would like to discuss.

We began this portion of our meeting with the questions: 1) How do schools go about setting OCI dates and deadlines? And 2) Why is OCI timing the way it is?

We had a lot of input from various members. From the school side, it was shared that two big drivers of OCI timing are employer preference and then simply working backwards from goal dates. Factors that are considered from the school side of timing include orientation dates at the law school, the larger university movie-in day to ensure employers have parking available, journal/writing competition timing, and for spring OCI, when the Records Office will have grades and rankings available. It was also shared that, historically, OCI would take place during the fall semester; however, that shifted earlier into August to avoid 2L students missing substantial amounts of class time due to interviewing and traveling.

We next addressed what do firms and schools want to see with OCI today and in the future. Firms responded by sharing that continuing to have virtual options is important. This can save both travel time and expenses by not necessarily being required to conduct interviews in-person, although firms still want that option too.

Firms discussed a desire to see more uniform timing in terms of offer guidelines from schools, or a reinstatement of the NALP offer guidelines. Schools are often across the board from no timeline rules, to requiring three or more weeks or a specific fall date that offers should remain open. It is incredibly challenging to keep tabs on the varying rules. OCI dates being spread from roughly mid-July to mid-September makes it very difficult to compare students. Finally, from the firm side, we discussed OCI lottery selections in place at some schools. We heard that lottery systems are often put in place at the higher ranked law schools so that the top 10% of students are not overwhelmed and that students below that top tier are not overlooked solely based on academics. Firms were very understanding of the equity factor, but prefer schools that offer mixed lottery systems where employers can select perhaps 50% of the OCI schedule while the other 50% is randomly generated.

On the school side, career services representatives primarily discussed offer timing. First-year students seem to be more and more frequently getting early offers during their very first semester of law school, which is very disruptive to their academics, and schools are concerned that firms are not getting a bigger picture of the candidates available. The group chatted about possible motives for offers that early, such as potentially diversity pipelines, specific desirable undergraduate degrees, and/or referral/connection between the student and the offering firm outside of standard recruiting practices. Law schools would also like to see a uniform offer guideline back in place from NALP, as they see some employers offering exploding offers or not being flexible enough with students in terms of allowing extensions on short deadlines.

We ended the meeting with some reminders about upcoming NALP events and the Annual Education Conference. Tom Lee from Penn State asked if anyone was signed up for the upcoming Mental Health First Aid program, but no one indicated they were participating. At least 10 or more attendees indicated they are registered or planning to attend the AEC in April, and Elizabeth shared a reminder that a newcomer's orientation is planned for Tuesday, 3/29. We also reminded the section of the deadline for early bird registration pricing and let the group know that our section's luncheon meeting is scheduled for Wednesday, 4/6 at the conference. We did a final plug for the Wednesday, 4/20 webinar put together by our section on career paths and then wrapped up the meeting.