

MEMORANDUM

To: Amy Jones Mattock, Board Liaison

Cc: Fred Thrasher, Deputy Director
Meaghan Hagner, Member Services Manager

From: Catherine Clement, Newer Professionals Section Chair

Date: Monday, January 28th, 2019

Re: NALP Newer Professionals Section Quarterly Board Report

SUMMARY

The third quarter of our Newer Professionals section has seen a strong continuation of many of our work groups' initiatives as well as some improvements and additions made to other work groups. I also distributed a reminder to the NP section in late November about nominations for upcoming NALP positions. I look forward to seeing what members of the NP section are up for elections this year!

We held our third NP section quarterly call on Thursday, January 10th, 2019. On the call, we heard the board update, received updates from each work group, and at the end of the call, we had an open forum for discussion and questions - the topic we chose to address was the changes in the NALP Recruiting Guidance, a topic of relevance for both employers and schools.

WORK GROUPS

NALP Integration

Vice Chairs: Shaani Budrum (Howard) and Uroosa Haider (K&L Gates)

In November, Shaani and Uroosa sent out a blast email on Connect to introduce the Newer Professionals section members to the Recruiting section. They introduced the section chairs, listed out the various work groups in the Recruiting section, and finished with a reminder about the Professional Development Institute. In December, their blast focused on the Diversity & Inclusion section. They provided information about upcoming quarterly calls for the D&I section, detailed the various D&I workgroups, and highlighted information about 2019 Legal Recruiting Summit. These blasts have been informative and are a great way to introduce sections that may be of interest to

many of our Newer Professionals, either to participate in or perhaps take a leadership role in come next year.

Shaani and Uroosa also started sending welcome messages to any new members who join the Newer Professionals section. This is a charge that was a bit delayed due to some NALP Connect accessibility issues, but now that those have been rectified, we're thrilled that new NALP NP section members are receiving a welcome and overview of the section.

Ask the Experts Webinars/Conference Calls

Vice Chairs: Robin Hennegan (South Texas) and Korey Henson (Stetson)

After a successful webinar on "Mastering the Interview" in the fall, Korey and Robin are now working on February's webinar, titled "Measuring Performance: Using Data Analytics Effectively for Recruiting and Professional Development". This topic is very timely and is a great way that we as recruiting and career services professionals can expand our expertise and add value to our roles. Korey and Robin have been working with Michelle Le Biavant and Marit Slaughter to identify speakers, and have been posting requests for participation in the Experienced Professionals, Recruiting and Law Student Professional Development sections. They are aiming for a date in February that they are still finalizing.

Bulletin Article Planning

Vice Chairs: Valerie Castelo (Berkeley) and Melissa Norman (Iowa)

The Newer Professionals section members have enjoyed seeing and learning from the Newcomers Corner articles in each month's NALP Bulletin. Below are the topics and authors that were featured in the Newcomers Corner section of the Bulletin in the third quarter.

November 2018

Finding Your Niche on an Existing CDO Team - Stephanie Gallo (University of Houston)

December 2018 (Feature)

Supporting Student Wellness through Career Services: How to Help and When to Pass the Baton - Tamara McClatchey (Chicago-Kent)

December 2018

Engage, Empower, and Evaluate: Increasing Student Involvement in Programming - Erin O'Neal Muilenburg (University of the Pacific)

January 2019

Framing Individual Interactions to Instill Professionalism in Students - Tishia Browning (Wayne State University)

In addition to our Newcomers Corner features, which provided wonderful advice and insight into important topics of interest, we were thrilled to have a feature piece written by Tamara McClathchey at Chicago-Kent. We're looking forward to the next quarter and the remaining articles we have coming up!

Q&A with an Experienced Professional

Vice Chairs: Chelsey Parrott-Sheffer (Seyfarth) and Katy Van De Weghe (Wachtell)

Katy and Chelsey continued to provide wonderful opportunities for learning and development through the Q&A with an Experienced Professional outreach. In November, the Q&A sent out via Connect addressed how newer professionals can help bridge generational gaps in their office, whether it be with law firm partners or law school administrators. Five different members of the Experienced Professionals section provided feedback on the question, and our section members were treated to a variety of helpful perspectives. The December Q&A sent via Connect addressed the topic of taking vacation time, particularly how to approach year end time off requests. We had two EP responses - one from a law school and one from an employer - which was great as it is valuable to see perspective from both sides.

Katy informed us that she had accepted a role at an employer outside of the legal industry, and so would no longer be a NALP member as of mid-January. Chelsey, Katy and I had a transition call and I am confident that for the remainder of her term, Chelsey will do a great job at maintaining the work of this work group.

Environmental Scanning

After the board and vice-chair updates on the quarterly call this month, we took some time to engage in discussion. The discussion topic on this call was the new NALP Recruiting Guidance, a topic that is obviously timely and applicable to everyone on the call. Amy and I started by introducing the topic and talking about the changes on a higher level. Amy and I caught up before the call, and agreed that she would provide some framing around the topic - particularly that we were not asking for people to share their plans for their organization due to antitrust considerations. This turned out to be a very helpful caveat, as many people on the call were not aware of these considerations, and learning about how it could play out in this situation was helpful. For many of our Newer Professionals, some of whom only began in their jobs this past fall, it was helpful to hear a brief discussion of the "old" vs. "new" - i.e. what has changed, and how and why does this impact us. Ultimately, the topic was too new to provide much of an opportunity for discussion, but we did

get a good number of questions - particularly from people who were still trying to understand what the new guidelines mean - that made it a valuable opportunity to educate.

In addition to the discussion topic, I concluded the meeting by reminding everyone about the NALP AEC in April, and put a plug in for people to consider heading up a work group next year either in the Newer Professionals section or another section.