

## MEMORANDUM

TO: Rebecca Calman, Board Liaison

FROM: Olivia Schmit, Newer Professional Section Chair

RE: NALP Newer Professional Section Quarterly Board Report, March 2021

DATE: Thursday, February 4, 2021

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### **SUMMARY**

Over the last quarter, our section work groups have continued to collaborate with other section work groups and task forces. Detailed in this report are work group updates and an overview of our open discussion on our latest section call.

### **SECTION CALL**

Our third section call took place on December 9, 2021 via videoconference. We had good turnout despite it being a busy time for members with winter OCI beginning. Our last section call will take place on March 4, 2021.

The agenda for our call is below:

- Welcome
- Board Report
- Work Group Updates
  - NALP Integration / Member Relations
  - Expert Conference Calls / Webinars / Advice
  - Bulletin Article Planning
  - Annual Education Conference Planning
  - Q&A with an Experienced Professional
  - Knowledge Management
- Environmental Scanning

## **WORK GROUPS**

### NALP Integration/Member Relations

Vice Chairs: Elizabeth Crane (University of South Carolina) and Kayla Doiron (University of Oklahoma)

In October, Elizabeth and Kayla launched a networking and mentorship program for the section. They were able to solicit volunteers from a variety of sections to act as mentors to Newer Professionals Section members. In this program, mentees will be able to connect directly with their mentors in order to gain insight and information on the profession and discover ways to stay involved in the NALP community. So far, Elizabeth and Kayla have created 12 mentorship pairs.

### Expert Conference Calls/Webinars/Advice

Vice Chair: Heather Park (Sidley Austin)

Heather has been working closely with the Q&A with an Experienced Professional Vice-Chairs (Ashley and Christine) and representatives from other sections to coordinate webinars.

On January 27th, The Newer Professional Section and the Professional Development Section hosted “A Closer Look At The PD Profession” where a panel of experienced law firm PD professionals discussed topics that include an explanation of the various PD roles within a law firm, the different types of projects and patterns of work flow, opportunities for cross-departmental collaboration, and general best practices. Heather, Ashley and Christine as now focused on coordinating “Supporting Diverse Professionals and Engaging Allies” set to take place at the end of March.

Overall, I am excited to report that our section was able to organized three relevant webinars for our community this year.

### Bulletin Article Planning

Vice Chair: Ginny Mueller (Husch Blackwell)

Below are the upcoming planned articles for this quarter. Ginny has secured article authors through August 2021.

<b>Proposed Issue Month</b>	<b>Tentative Topic</b>	<b>Authors(s) Name, Email</b>
November 2020	Returning to Career Services	Sara Marshall (srmarsall@wm.edu)
December 2020	Looking Back: Advice I Would Give My New Professional Self	Ginny Mueller (Ginette.mueller@huschblackwell.com)
January 2021	Guiding Attorneys on Holistic Candidate Consideration	Tom Lee (thomas.lee@psu.edu)
February 2021	Parenting Through the Winter Recruiting Season From Home	Jenn Porti (Jennifer.porti@huschblackwell.com)

### Annual Conference Planning

Acting Vice-Chair: Olivia Schmit (Sidley Austin)

There are no significant updates regarding the annual conference at this time. I encouraged members to complete the survey distributed by NALP leadership and to look out for further information about the annual conference format in the coming weeks.

### Q&A with an Experienced Professional

Vice Chairs: Ashley Julian (Paul Hastings) and Christine Tarr (Southwestern Law School)

Ashley and Christine are working closely with Heather to coordinate and collaborate with other sections to create Q&A and webinar programs.

### Knowledge Management

Vice Chair: Caitlin Raybourn (Kelley Drye)

Caitlin is continuing to work on cataloguing various pages on the NALP website to determine what will be most useful for newer professionals. She had no significant updates at this time.

## **ENVIRONMENTAL SCANNING**

During the environmental scanning section of our most recent call, we looked at three major topics of discussion: the new recruiting timeline, end-of-year administrative planning, and organization tips and tricks.

While many seemed reluctant to share their thoughts, we talked a little bit about the biggest positives and the biggest challenges of the new recruiting timeline. One of the biggest positives mentioned was that attorneys and the recruiting departments were able to focus solely on OCI rather than OCI competing with the end of summer programs. One of the challenges mentioned was the fact that not all law schools were on the same timeline, which could prove difficult when it comes to making offer decisions.

At the end of each call, I ask how NALP can better serve its newer professionals and there were no additional recommendations from the group at this time.

cc: Fred Thrasher, Deputy Director