

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, February 2022

Date: Thursday, February 3, 2022

SUMMARY

The NALP Newer Professionals Section has collaborated extensively across work groups and with other sections over the last quarter. 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 January 12, 2022 via Zoom with 29 attendees. The agenda for our meeting is below:

- Co-Chair Introductions
- Welcome & Work Group Updates
 - NALP Integration / Member Relations
 - Webinars and Q&A
 - Bulletin+ Article Planning
 - Annual Education Conference Planning
 - Knowledge Management
- Board Update from Catherine Clement
- Environmental Scanning
 - Return to office updates
 - Winter/Spring Class Formats
 - 1L Recruiting
 - Lateral Recruiting
 - Mentorship Check-In
 - 2022 Planning
- Reminders – upcoming NALP member events, call for volunteers, and next meeting March 2, 2:00pmCT/3:00pmET

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 are working to continue the mentorship program the work group initiated last business cycle by matching newer professionals with experienced professional mentors.

Chris continues to send out introductory and informational emails to new NALP members. The email has information on the mentorship program, how to join the NP section on NALPconnect, Chris and Kayla's contact information, and some articles that are great for beginners. Chris and Kayla are also working with the Knowledge Management Advisory Group to create a more seamless member experience for new members.

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 2:00pmET. The panel of experienced professionals will discuss their own career paths, including the steps they took in their own careers, what helped them identify where they wanted to go, and any advice or guidance they would give others making similar moves.

Bulletin+ Article Planning

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

Below are the upcoming planned articles prior to the next Board Report. Alecia has secured article authors and/or topics through September 2022 and continues to work with the authors on proposed topics.

Proposed Issue	Tentative Topic	Author Name and Email
Feb. 2022	Being Assertive for your Own Wellness	Jessica Mullen jmullen@foxrothschild.com
Mar. 2022	Recruitment evaluations and DEI	Tom Lee thomas.lee@psu.edu
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)

This workgroup has teamed with Alecia Bencze, Vice Chair of NP Bulletin Articles workgroup and created a Google Document to track article submissions and RFP submissions. To encourage RFP submissions, various resources were shared with NP members that were considering submissions. A sample RFP and a link to the AEC page on NALP.com were provided. Unfortunately, none of the four groups ultimately submitted an RFP for the AEC.

Vice Chairs Tom Lee and Megan Evanich will seek to encourage the next slate of NP RFP Vice Chairs to develop new potential AEC presentation topics, but will also encourage they use prior potential AEC topic lists, such as the four topics that were identified this past year and the list of potential topics found on the AEC page on NALP.com. We will also make a note to do some environmental scanning at a future section meeting to see if there are specific topics that newer professionals feel more comfortable presenting on and/or if there are certain factors (other than potentially inexperience) preventing our section members from submitting RFPs.

Knowledge Management/Resource Implementation

Vice Chair: Caitlin Treuting, formerly 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, in support of efforts by our NALP Integration/Member Relations work group. She also continues to work with the larger Knowledge Management group on a long-term curation project to deliver content on NALP Connect and the NALP website to newer professionals.

ENVIRONMENTAL SCANNING

During the environmental scanning section of our January 12, 2022 quarterly meeting, we asked members specifically about their employers’ return to office plans, law schools’ class formats, and 1L and lateral recruiting and OCIs.

While discussing return to office plans, we heard from several law school members that they are working in-person and classes are in-person. Some schools delayed start dates or held classes virtually for the first two weeks. Two law school members, one from California and one from Washington stated they were going back to the office January 31. We heard from one law school members who stated their school’s fall semester would be a “flex schedule” with hybrid classes and others whose law schools were planning to be all in-person. Several law firm members reported that their return to office dates had been pushed back and some reported that their employers do not have a specific return to office date announced.

During our discussion on recruiting, Ginny asked the group who on the law firm side was focused on student hiring and who was focused on lateral hiring. Approximately four members raised their hands for each. One law firm member reported that they are conducting virtual interviews except for some in-person interviews for laterals who prefer in-person. One law school member stated their spring OCIs would be held completely virtually, while another reported they were offering both in-person and virtual. One law school member asked the group for background information on why OCIs have traditionally been held during the winter/early spring semester. Another member echoed the curiosity about OCI timing. Because of the robust discussion on OCI timing, we are planning to allot more time to this discussion in our March meeting.

We ended the meeting with some reminders about upcoming free NALP member events and the Annual Education Conference registration information. Ginny asked how many members planned to attend the Newer Professional Forum and only a few members raised their hands. When asked why, many members noted that their employers still had travel restrictions in place and others stated that they were choosing to attend the AEC rather than the Newer Professionals Forum. Approximately twelve members raised their hands when asked who was attending the AEC. We notified the group of the next meeting on March 2nd at 2:00pmCT/3:00pmET.