

## **MEMORANDUM**

Date: June 30, 2010

To: Beth Moeller, Board Liaison, Newer Professionals Section

From: Amy Perez, Chair, Newer Professionals Section

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**Re: Newer Professionals Section First Quarter Board Report**

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This report describes the initial progress of the Newer Professionals Section in the first quarter of the 2010-2011 NALP term.

### **Section Meeting at the 2010 Annual Education Conference in San Juan, Puerto Rico**

Approximately 20 people attended the Newer Professionals Section Meeting that was held at the 2010 NALP Annual Education Conference. Everyone had the opportunity to introduce themselves and time was allotted at the outset for members to converse and eat their lunch. The Section's goals and work groups were outlined, as were the numerous opportunities for members to become involved, from joining the email discussion list to taking a role as a member of one of the work groups (the Vice Chair roles were filled in advance of the meeting). The second half of the meeting was spent in a brainstorming session (environmental scanning), which was conducted in small groups. After spending some time brainstorming, representatives from each small group reported on the most challenging issues individuals in their group had faced since starting in their position and/or the most challenging issues that they expected to face in the coming year. I advised the members that I would send out the complete list via email (which was done following our first conference call), and encouraged them to use the list for ideas on articles, conference proposals, Ask the Experts calls, etc... Members were also encouraged to use the Section discussion list to connect with their peers and pose questions that they perhaps may not feel comfortable putting out to the other substantive section discussion list groups.

### **First Quarter Section Conference Call**

On May 18, 2010 the Section held its first quarterly conference call. The main objectives of the call were to recap the NALP Annual Education Conference and Section Meeting for those who were unable to attend, to announce and introduce the 2010/2011 Section Work Groups and Vice Chairs, and to describe the different ways in which members can get involved in the Section during the coming year. We also made it a point to encourage members to submit conference program proposals in advance of the May 28<sup>th</sup> RFP deadline.

### **Section Work Group Updates**

#### **NALP Bulletin Article Work Group**

*Vice Chair: Amy Lefkowitz, Barry University, Dwayne O. Andreas School of Law*

Writers for the *Newcomer's Corner* are scheduled through October 2010. The following is a list of publication dates, authors, and topics:

- July 2010: Elyse Diamond, **The Many Hats We Wear**
- August 2010: Jennifer Crawford, **Future Expectations of Legal Recruiting**
- September 2010: Philip Guzman, **A Persistent Calling**
- October 2010: Tammy Pettinato, unsure of topic at this point

Outreach to the section will take place within the next week to obtain additional authors for the *Newcomer's Corner* (RFP's are not needed for Newcomer's Corner articles).

The group also submitted a number of proposals for one page length articles and feature articles. The proposals for one page length articles are:

- Sonja Dupourque, "**Attorney Retention: The Case for Good Mentors**", no time preference
- Amy Lefkowitz; article on **staying organized and refining organizational skills**, no time preference
- Allison Regan, article on **networking or informational overload**, no time preference
- Kathryn Fish, "**How to Establish and Maintain an Effective Mentor Program for Associates**", October/December 2010
- Joycelin L. Randle, "**What Students Should be Doing in Law School to Improve Their Networking Skills**", October/November 2010
- Marty Grenhart, **CSO staff's increased responsibility**, November 2010 or March 2011
- Erin Riley & Suzanna Adelizi, **Increased demand for CSO's time and resources by using the resources you already have more efficiently including other school departments and faculty**, prefer February or March 2011
- Nichole Velasquez, either **Coping with Post-OCI Stress Disorder** or **Why Should I Hire You; Essential Cover Letter Tops for Students**, prefer September
- Vic Massaglia, article on **career development and technology** (written as either one page or feature), anytime other than September or October
- Lori Lorenzo, **Generational Diversity in the Legal Workplace**, prefer September or anytime thereafter
- Sara Schramm, **Educating students regarding alternative legal careers**, (written as either one page or feature), anytime after March

Proposals for feature articles consist of:

- Thomas C. Ksobiech "**Networking: Moving from social media contacts to in-person handshakes**", prefer November or December
- Vic Massaglia, article on **career development and technology** (written as either one page or feature), anytime other than September or October
- Lori Lorenzo, **Turning the Negative Stereotypes of Generation Y into Marketable Legal Skills**, October or anytime thereafter
- Lori Lorenzo, **The Next Generation of Legal Interviewing Skills**, anytime
- Sara Schramm, **Educating students regarding alternative legal careers**, (written as either one page or feature), anytime after March

### **Annual Education Conference Presenters Work Group**

*Vice Chair: Linda Spagnola, North Carolina Central University School of Law*

Linda did an excellent job of encouraging members to develop proposals for the 2011 Annual Education Conference, as well as supporting them during the process and following up as the deadline for submissions drew near. The result was an impressive six proposals submitted by the Section, consisting of:

1. Get 'Em While They're Young – One-L Outreach  
*Presenters: Tom Ksobiech and Patricia (Trish) Hodny*
2. On the Road Again: Counseling Students for their Long Distance Job Search  
*Presenters: Christopher Lombard and Mary Hoagland*
3. Recognizing and Responding to Mental Illness: A Guide for NALP Members without Backgrounds in Mental Health  
*Presenters: Bill Chamberlain and Nada Stotland, M.D., M.P.H. (Past President, American Psychiatric Association; Professor of Psychiatry, Rush Medical College, Chicago IL)*
4. Become a Networking Rock Star: Define It. Do It. Teach It  
*Presenters: Sonja J. Hayes, Cinnamon Baker, and Marcus Bivines*
5. Strategic Employer Development and the Role of Customer Relationship Management (CRM) Software  
*Presenter - Chris Smith*
6. Pathways to NALP Leadership (Co-sponsored with the Leadership Advisory Group)  
*Presenters: Bill Chamberlain, Jeff Becherer, Kisha Nunez, Randy Liss*

### **NALP Integration (“Section Spotlight”) Work Group**

*Vice Chair: Anna Friesenhahn, Cox Smith*

The newly renamed NALP Integration (“Section Spotlight”) Work Group has a fresh agenda for the 2010-2011 year that includes (closed) monthly interviews between Section Chairs and volunteers from the Newer Professionals Section, followed by corresponding “Section Spotlight” reports that will be sent to Newer Professionals Section members via the discussion list (we may need to create a link on the NALP website if the article is too transmit via the discussion list). The articles will showcase the work, goals and membership of the previously interviewed NALP section. In this way, we hope to give Section members a taste of what else is out there in the vast network of NALP and present logical next steps in their professional development. Our goal is to smooth the transition from the Newer Professionals section to other NALP sections and provide a clear pathway to additional NALP opportunities and leadership.

Anna has scheduled a total of eleven interviews (with corresponding Section Spotlight articles) – one for each NALP section – to take place between June 2010 and April 2011. The schedule is as follows: June – GLBT; July – Diversity; August – Law Student PD; September – Lawyer PD; October – Judicial Clerkships; November – Canadian; December – Experienced Professionals; January – Public Service; February – Recruiting; March – Solo & Small CSO; April – International & Advanced Degree Advising & Recruiting.

The Work Group had its first Section interview on June 22<sup>nd</sup>. Jeff Becherer, Chair of the GLBT Section, was interviewed by Anna Friesenhahn, with Janine Ting Jansen serving as listener/ note taker in preparation for her role as interviewer of the Diversity Section Chair next month. We are pleased to report that the interview was a great success, and featured a lively and candid dialogue that produced a wealth of good information, which we feel confident will be useful and motivating to the Newer Professional Section members. In addition to being a relationship builder between newer professionals and experienced members of other sections, we feel that this work group will also foster positive relationships between and amongst newer professionals as they work with one another each month in their roles as interviewers and “conversation recorders.” We anticipate that the first report will have been sent out by the time the Board reviews this report.

**Ask the Experts Conference Call Series Work Group**

*Vice Chairs: Tom Ksobiech, University of Alabama School of Law  
Alexandra Mai, Vinson & Elkins, LLP*

Tom and Alexandra are planning six conference calls to take place between July 2010 and March 2011. The series will lead off with a conference call, likely during the last week of July, discussing the impact of the new NALP Hiring Guidelines. While we’re not sure whether it will be feasible for the Work Group to also deliver the information in a shorter format that can be disseminated students (such as the Board’s suggestion of a podcast or You Tube video), we would like to record the program and, if possible, make it available for download off the NALP website as we’ve done in the past (I realize that depends on whether there is enough storage space on the NALP site).

Additional topics for future conference calls include Law Firm Inclusion Practices, Law Student Professionalism, Public Interest/Debt Repayment (possibly co-hosted with the Public Service section), Law Firm Leadership Opportunities, and Government Opportunities for JDs. After the initial call, the Work Group plans to wait until after the fall hiring season subsides before hosting its second conference call. The calls will be coordinated with the Experienced Professional Group and will feature leaders from the NALP community.

**Going Forward**

The Newer Professionals Section tackled the time sensitive issues of conference program and article proposals, programming, and work group establishment during the first quarter. During the second quarter, we will hold another conference call, which has already been scheduled for Wednesday, September 29, 2010 at 1 pm EST. During that call the Work Group Vice Chairs will provide updates on their progress/programming, we will announce the proposals that have been selected for presentation at the 2011 Annual Education Conference and congratulate those who submitted the proposals (an email will be sent out with that information as soon as it is released), and finally, we will discuss any issues, challenges, or topics of interest to the Section members.

I thank you for your on-going support and welcome any feedback from the Board of Directors.

Sincerely,

Amy Perez  
*Chair, Newer Professionals Section*

cc: Fred Thrasher, NALP Deputy Director