

MEMORANDUM

Date: October 18, 2010

To: Beth Moeller, Board Liaison, Newer Professionals Section

From: Amy Perez, Chair, Newer Professionals Section

Email: agperez@law.miami.edu

Direct: (305) 284-1924

Re: Newer Professionals Section Second Quarter Board Report

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

Second Quarter Section Conference Call

On September 29, 2010 the Section held its second quarterly conference call. The Section Work Group Vice Chairs provided an update on their respective work groups and advised the Section regarding upcoming programming, reports, articles, etc... We also opened the floor to environmental scanning, though the participants did not bring up any issues or topics that they wanted to address. Finally, the call was turned over to Ameer McKim, Legal Recruiting Director of Lawyer Recruiting and Development at Hunton & Williams, for a brief discussion of emotional intelligence (EI). A link to the handouts for Ameer's presentation were posted on the NALP website and circulated to the Section members in advance of the call. Following the call, I received positive feedback from several Section members regarding Amy's discussion. One member even commented that she had been contemplating hiring an EI consultant and therefore the presentation was particularly timely for her.

Section Work Group Updates

NALP Bulletin Article Work Group

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

The following three Newcomer's Corner articles have been published in the NALP Bulletin since the last Board Report:

- August 2010: Jennifer Crawford; *Future Expectations of Legal Recruiting*
- September 2010: Philip Guzman; *A Persistent Calling*
- October 2010: Stephanie M. Deckter; *Teaching Concepts, Fixing Details*

Moving forward, Newcomer's Corner articles are scheduled through March 2011 as follows (exact titles TBD):

- November 2010: Tammy Pettinato; *Making a Great First Impression: Counseling 1-Ls for the First Time*
- December 2010: Marcie Areias; *Transitioning from Law Practice to Law School Advising*
- January 2011: Christopher Teague; topic TBD
- February 2011: Dalel Raide; topic TBD
- March 2011: Tom Ksobiech; *CSO Coordination with Law School Faculty*

Additionally, five one page articles were chosen through the RFP process and are scheduled to be published in the NALP Bulletin as follows (exact titles TBD):

- October 2010: Kathryn Fish; *Establishing and Maintaining Associate Mentor Programs*
- November 2010: Tom Ksobiech; *Moving from Social Media Contacts to In-person Handshakes*
- December 2010: Vic Massaglia; *Career Development and Technology*
- January 2011: Lori Lorenzo; *Generational Diversity in the Legal Workplace*
- May 2011: Sara Schramm; *Educating Students about Alternative Legal Careers*

Annual Education Conference Presenters Work Group

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

The Newer Professionals Section was very pleased to have four of the seven proposals that were submitted through the Section selected for presentation at the 2011 Annual Education Conference. The following programs were selected:

- *Get 'Em While They're Young – One-L Outreach*
Presenters: Tom Ksobiech and Patricia (Trish) Hodny
- *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)
- *Pathways to NALP Leadership (Co-sponsored with the Leadership Advisory Group)*
Presenters: Bill Chamberlain, Jeff Becherer, Kisha Nunez, Randy Liss
- *Lead a Horse to Water and Get It to Drink: Coaching and Inspiring Your 3Ls Down the Home Stretch and Across the Finish Line*
Presenters: Marcie Areias, Lisa Carlock, Lisa Wilkins

NALP Integration (“Section Spotlight”) Work Group

Vice Chair: Anna Friesenhahn, Cox Smith

I am very pleased to report that the newly created NALP Integration (“Section Spotlight”) Work Group has taken off. Anna has done a great job of leading the Work Group, which is succeeding in its mission to showcase the work, goals and membership of the various different NALP sections. Since the last board report, five of eleven scheduled interviews have taken place and four Section Spotlight reports have been circulated to the Newer Professionals Section via the discussion list. Following is a list of the reports that have been circulated to the Section thus far:

- June’s interviewer/author was Anna Friesenhahn. Anna interviewed GLBT Section Chair, Jeff Becherer.
- July’s interviewer/author was Janine Ting Jansen of Fried Frank. Janine interviewed Diversity Section Chair, Nicole Horne White.
- August’s interview/author was Dalel Raide of St. Thomas University. Dalel interviewed Lawyer PD Section Chair, Gillian Murray.
- September’s interviewer/author was Kathryn Fish of Wiley Rein. Kathryn interviewed Law Student PD Section Chair, Sandee Magliozzi.
- October’s interviewer/author is Greta Tackebury of the University of Detroit, Mercy School of Law. Greta interviewed Judicial Clerkship Section Chair, Sheila Driscoll.

Anna has received positive feedback regarding the reports, with members commenting that they appreciate receiving the additional information on sections that, in some cases, they had not previously been aware held opportunities for newer professionals. The goal is to circulate the reports to the Newer Professionals Section within the same month as the interview. Because the reports have been taking a bit longer to produce than originally anticipated, the target date for the calls has been moved up to the first week of each month, giving the interviewer/author more time to write and circulate the report in the same month. Up next on the agenda is November’s spotlight on the Canadian Section. Chair Terri Karpish will be interviewed by Melissa McViney of the Catholic University of America.

Ask the Experts Conference Call Series Work Group

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

The first Ask the Experts conference call of the term, *Pathways to Leadership: How to add value to your organization and manage your career* was presented by Eva Wisnik, President, Wisnik Career Enterprises, Inc. on October 14th. I am once again pleased to report that the program was a great success. Members of Recruiting Section were also invited to participate on the call, and in total Alexandra and Tom received over 90 RSVPs. Call participants spanned the spectrum from newer to experienced professionals, from members with less than one year of experience in

career services to members such as Esther Rodriguez of Holland & Knight. Eva spoke about the current legal market and how to provide a practical action plan for newer professionals looking to achieve professional growth and advancement in their field.

The next call, *Public Interest 101: A Primer to Careers in the Public's Service*, will be held on November 18th. That program will be presented by Steven Grumm and Terry Galligan. The third call, which is scheduled for December 7th, will focus on law firm inclusion best practices and will be led by Alphonzo Grant from Sullivan & Cromwell. Alexandra and Tom are in the process of confirming an additional speaker and may collaborate with the Diversity Section on that call. The remaining slate of calls includes topics on alternative legal careers, attorney career development, and government career opportunities. These calls will continue to be coordinated with the Experienced Professionals Section and will feature leaders from the NALP community.

Going Forward

Overall, the Newer Professionals Section had a very productive second quarter! The third quarter conference call is scheduled for Wednesday, January 12, 2010 at 1 pm EST. During that call the Work Group Vice Chairs will once again provide updates on their progress/programming, we will discuss any issues, challenges, or topics of interest to the Section members, and we will also be joined by Caren Ulrich Stacy for a brief discussion regarding core competencies. The fourth quarter conference call will likely take place in mid to late March and will focus on Work Group updates, generating interest in volunteering for Vice Chair positions for the 2011-2012 term, and environmental scanning. For that call, I will circulate a list of proposed discussion topics ahead of time in an effort to stimulate a lively discussion among 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