

## Memorandum

**To:** Arthur Fama, Board Liaison, Newer Professionals Section  
Fred Thrasher, Deputy Director, NALP

**From:** MaryBeth Raju, Section Chair, Newer Professionals Section

**Cc:** Vic Massaglia, Section Vice Chair  
Kristen Schulte, Section Vice Chair  
Eric Stern, Former Section Chair  
Nicole Vikan, Section Vice Chair

**Re:** Report to the Board

**Date:** February 6, 2009

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### **Online Glossary**

Our section's new project of updating the "Working Glossary of Legal Recruitment and Career Services Terms and Jargon" on the NALP website is well underway. I sent an email to the listserv and encouraged all members to review the glossary to see if there are any new or updated phrases they think might be helpful to include. I asked them to think back to their first few weeks and months in the profession and try to recall what terms were unfamiliar to them. I also suggested people ask newer members in their departments for input. The goal of this project has not only been to update the glossary, but also to bring attention to the NALP website as a terrific resource.

There has been a healthy response to this project. I have received over 25 suggested terms to be added to, or updated for, the glossary. Several members mentioned that they had not seen the glossary before and found it to be a great reference.

### **Section Conference Call**

Our section will be hosting a conference call on Tuesday, March 3, 2009, for all newer professionals. We will use the call to update members on the progress of the section's work groups and provide them with more information on how to get involved. We will discuss the 2009 Annual Conference and solicit feedback from attendees of the Newer Professionals Forum. The call will also be an open forum for members to talk about the challenges of this past recruiting season and share ideas for the upcoming year.

### ***Newcomer's Corner* and Feature Articles**

Every few months, our list of future authors for the *Newcomer's Corner* dwindles a bit. Soliciting volunteers through the listserv has proven to be very successful. Nicole Vikan, who coordinates the *Newcomer's Corner* and feature articles submitted on behalf of our

section, sent an email to our membership with the logistics for authoring a *Corner* and a list of possible topics. As a result of her outreach, Nicole secured writers for the column through November 2009. She offers the following report:

“We have writers scheduled for the *Newcomer’s Corner* through November 2009. The March Bulletin piece is “Dealing with Clerkships.” In the April Bulletin, we will have a timely article about morale in the time of layoffs. In May, our author, a government recruiter (we don’t have too many government members in NALP, so her contribution is particularly exciting!), will present tips on rewriting existing recruiting materials. June’s piece will focus on “Defining Your Role and Figuring out How Your Strengths and Weaknesses Fit into the Overall Office.” Our July author will address “Dealing with Information Overload,” and the August *Newcomer’s Corner* will present fall programming tips. In September, another timely piece will focus on callback interviews. Though we don’t have a topic for October, we do have an author committed to write, and she is brainstorming ideas. In November, our writer will highlight event planning tips. Finally, we have a feature article scheduled for the March Bulletin, about handouts to use in counseling.”

### **‘Ask the Expert’ Conference Call Series**

The ‘Ask the Expert’ conference call work group committee consists of Section Vice Chair Vic Massaglia and Marty Grenhart (call coordinator). Since our last report, Arthur Fama and the NALP Board suggested that our section add a program to the series on how to counsel students in a troubled economy. Vic and Marty did a fantastic job organizing the latest addition to the conference call schedule and received a record 123 RSVPs. The ‘Ask the Expert’ conference call series has been a huge success during this NALP term. It has allowed our section to connect every few months and learn more about issues concerning our membership. Vic and Marty offer the following report:

“The Newer Professionals Expert Conference Call section hosted three programs since November 2008. Although the number of respondents to the surveys was low for the first two programs listed below, we received twice as many RSVPs.

On November 11, 2008, we hosted the program “Low Turnout at CSO Programs” presented by LeaNora Ruffin, Assistant Dean for Career Development at Widener University School of Law in Wilmington, Delaware and Elaine Petrossian, Assistant Dean for Career Strategy & Advancement at Villanova University School of Law in Villanova, Pennsylvania. Twenty-one participants took the survey and all survey respondents commented positively about the content of the call. Some people said they would've liked the call to have been longer in order to go into more detail on some of the issues raised by participants.

“Promoting the Value of PD to Your Organization” was presented on December 18, 2008, and featured Kay Nash, Director of Professional Development and Attorney Recruiting at Wiley Rein LLP in Washington, DC. Only 11 participants took the survey but all comments were positive and remarked that they found the content of the call informative and useful.

On February 5, 2009, the program “Law School Expert Discussion: Counseling Law Students in a Tough Economy” was delivered. There were 123 RSVPs and the survey results are pending at this time. Note that this program was marketed to the entire NALP Law School Listserv in addition to the Newer Professionals section. The experts for this call were William “Bill” A. Chamberlain, Esq., Assistant Dean and Clinical Assistant Professor of Law, Center for Career Strategy & Advancement at Northwestern University School of Law and Arthur F. Fama, Jr., Esq., Associate Dean for Career Services at Benjamin N. Cardozo School of Law. Initial feedback is very positive. Several participants have asked and/or have requested these calls be recorded.

The next NALP Newer Professionals Section Expert Conference Call will be held on February 19. The title of the program is, “Learning the Legal Profession without a JD” and the call will be led by Karen Britton, the Director of Admissions/Financial Aid and Career Services at the University of Tennessee College of Law.

The final program scheduled for the year is still in development at this time and will be delivered in March.”