

NALP Solo & Small CSO Section Quarterly Report

TO: Layke Martin, NALP Board Section Liaison
FROM: Leah Terranova, Section Chair
CC: Fred Thrasher, NALP Deputy Director
DATE: October 7, 2015

This year started off with Alisa Rosales as the Chair of our section, however in mid-August I took over as Section Chair, when Alisa took a position with Equal Justice Wyoming. We held our quarterly conference call on October 6th, and shared updates from several committees. We also appointed several new Vice-Chairs to replace those members who had to leave the Solo/Small CSO section due to changes in their employment status. Layke Martin, our NALP Board Liaison, also participated in the call and shared updates.

Annual Education RFPs

Lauren Donaldson of Tulsa University, oversaw our AEC RFP process, and assisted in securing eight RFPs for submission with diverse speakers across the regions. The focus was on RFPs that would allow us to work with our specialist counterparts at larger schools, and those that would serve as resources for the more experienced career advisor, while supporting our own professional development as well. Of the eight programs submitted, the following four were chosen for the 2016 Annual Education Conference:

- **Teaching your 1Ls to Fish – How to Coach Your Students towards Stronger Self-Sufficiency:**

The proverb reads “give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime”. We’ll discuss how Coaching techniques used in conjunction with counseling, allows students to develop the insight and motivation they need for long term professional growth and nourishment. Join us for an interactive session and hear tips from a panel, including a trained coach, about revamping your counseling sessions to incorporate coaching cornerstones to help students be more authentic and self-aware in their goal setting, both in and beyond law school. This session will focus on creating a stronger sense of identity and self-sufficiency in your students, encouraging them to take ownership of their career paths while simultaneously reducing stress on CSO resources and managing student expectations.

- **From Combat Boots to Business Suits: Rules of Engagement for Effectively Counseling Military Active Duty and Veteran Law Students and Alumni:**

When advising the ever increasing number of active duty military and veteran law students and alumni, CSOs should be aware of some basic rules of engagement. Understanding this diverse group, including the challenges they faced in the military, and the skills they bring to any organization, is the first step to affirming their strengths. Although they bring with them excellent self-discipline, teamwork, and leadership skills, many veterans also carry with them battle scars. In this session, we will explore the challenges of counseling, advising, attracting, training and retaining student and alumni - veterans.

- **Easy As PI - Implementing the Essentials of Public Interest Advising:**
We all value the importance of public interest careers and want to dedicate sufficient time to explore them with our students, but for small and solo career services offices, public interest advising must be juggled with other counseling and administrative responsibilities, as well as employer outreach. This program will explore specific techniques and resources that small and solo career services offices can use to counsel and advise students interested in public service careers by leveraging other law school resources, programs, and colleagues, electronic resources, and by implementing and adapting tools used by larger CSOs and public interest advisors
- **Finding Success Through Symplicity: Venturing Beyond the OCI Tab:**
Let's face it: Most of us have a love/hate relationship with Symplicity. We long for it to live up to its name and simply be 'simple.' However, according to Bruce Elkin, the author of "Simplicity and Success," simplicity does not mean the absence of complexity. To find the simplicity you desire, you must embrace the complexity and move through it. Through this program, you will learn to appreciate the complexity of Symplicity. You will discover ways to personalize your system, optimize your use of functions and modules, and develop solutions to problems that plague you. Learn how to put Symplicity to work for you and transform your relationship into a more positive one.

Unfortunately for us, Lauren has taken a new position as Externship Director at Tulsa Law, so she has had to step down from her Vice-Chair position in our Section. We are delighted that Lisa Key from the University of Missouri School of Law has agreed to be her successor!

Bulletins Articles & Webinars

Daniel Hare, of Baylor Law is the Vice-Chair in charge of soliciting Bulletins, Articles & Webinars. Some ideas mentioned at the NALP Conference in April that members were encouraged to consider writing or presenting on included:

- Working with recruiters/coaches, particularly as it pertains to alumni counseling
- Translating resumes (from non-legal disciplines or prior careers)
- ABA protocols and best practices for small CSOs
- 2L as the middle child (how not to lose your 2Ls when focusing more on 1Ls and 3Ls)
- Getting through to millennials

The following Articles & Webinars have been completed / scheduled:

Jennifer Zwagerman - Drake Law School - **Starting the Conversation - Mindfulness, Well-Being, and Self-Care for Law Students and Young Lawyers** (October)

Leah Adams - University of the Pacific - **Mindfulness from a different angle** (December)

Daniel Hare - Baylor Law School - **Topic undetermined** (June)

Leah Terranova – University of Kansas School of Law- webinar on **Engaging Faculty to Facilitate Employment Outcomes** (November)

New Member & Mentor Work Group

This work group was Vice-Chaired by Suzanne Patrick, however, she has had to step down from this position. It is unclear to me what exactly this work group was charged with accomplishing, and I have been unable to locate any information or supporting documents regarding the work group goals. I've reached out to Suzanne for guidance and will keep the Board apprised. For the time being, we have not filled the role of Vice-Chair, though Maria Comas, from the Duquesne University School of Law, has volunteered to step in should the need arise.

Shared Resource Pool

The year started off with me holding this vice-chair position, but Terri Chadick, from the University of Arkansas School of Law, has graciously offered to take over the role in light of my stepping into the Section Chair role. Some of the recently added shared resources include:

- 10 ways to seek Faculty Engagement for better employment outcomes
- Sample "Adopt-a-grad" letter seeking faculty engagement

Other News & Events:

I'm looking forward to the year ahead and hope our members continue to stay engaged in identifying and meeting the needs of the smaller CSOs. To that end, it would be helpful to identify those law schools which operate with CSOs of 3 people or less. If possible, getting a comprehensive list of schools that meet that criteria from NALP would be helpful in conducting outreach and soliciting new membership and involvement.