

## **NALP Solo & Small CSO Section Quarterly Report**

TO: Jennie Zwagerman, NALP Board Section Liaison

FROM: Alisa Benedict O'Brien, Section Chair

CC: Meaghan Hagner, Member Services Manager

DATE: October 12, 2018

The Small and Solo CSO section continues to grow and engage. To assist in these efforts, Alisa Benedict O'Brien wrote an article about the section that was included in the August bulletin. We have been doing outreach to new members of our section and inviting non-members who are in CSOs of 3 or fewer people to join. At the time of this report, we have 55 members!

Maria Comas continues to serve as Vice-Chair of Environmental Scanning and Resources. She is working on updating our resource pool and has encouraged members to contribute to the shared resource pool and also to utilize this resource.

Our section held its quarterly call on **Thursday, October 4, 2018**.

As previously noted, Angela Cruseturner is serving as Vice-Chair for Articles and RFPs. As part of our call, we updated the group on our three (3) RFPs that were selected for the 2019 Annual Conference:

### **Code Switch: Counseling Students Navigating Parallel Universes**

Non-traditional students come to law school carrying more than just their Contracts book. Many identify as members of marginalized identity groups who struggle with familial responsibilities, gender identity issues, first generation status, and other concerns that can cause imposter syndrome and feelings of isolation. To tackle obstacles including external demands for limited time and resources and micro-aggressions from faculty, colleagues, and employers, many engage in code switching: presenting different versions of themselves to fit the environment. This program will provide career development professionals with tools to help their students navigate these unique challenges and position themselves for success. Presenters: Kamilah Clark, Ashley Scott, Jennifer Mencarini, Neil Dennis

### **No Math Required: Supporting Grads to Build and Maintain a Solo or Small Firm**

With more recent graduates going solo or into small firms during their first years of practice, career services professionals are often called upon for advice on how to start or build a small firm. Many schools have limited resources to help launch graduates' practices and many law schools do not teach students how to effectively run a business. We will discuss resources and programs to help these graduates become successful, including incubator programs, solo practice institutes, school- or bar association-sponsored mentoring programs, business related courses offered at universities, and the necessary development of students' professional identities through social media, networking, and work experience. Presenters: Paul Johnson, Heather Spielmaker, Samantha Rutsky, Adam Gratch

### **Off the Beaten Path: The Outreach Road Less Traveled**

It can be easy to stick with what you know when it comes to outreach to unfamiliar employers or schools, particularly with a small office or if the payoff is minimal. But increasing the scope of your outreach can bring your brand to new people and places, which results in more employed students or a

better and diverse pool of applicants. This panel will provide time and cost efficient strategies and ideas for increasing the scope of outreach your office or firm does to include new types of employers/markets, different schools/candidates, and other methods beyond the traditional, direct one-to-one model. Presenters: Sandra Minea, Jennifer Zwagerman, Jennifer Gallinson, TBD

We are very excited for these programs and the 2019 annual conference as a whole.

Maria Comas spoke on the call and encouraged members to contribute to the shared resource pool and also to utilize this resource and gave a brief overview of this resource. A few call participants shared stories of how they personally benefited from the resource pool or how they plan to contribute.

Heather DiFranco was also on the call and gave an update to the group on behalf of the NALP/ABA Protocol Taskforce. She shared with us that more details on the new protocol document will be forthcoming to all members by the end of October. She shared some of the highlights, including definitions and presumptions that have been clarified and that the document will be searchable. Heather also noted that there will be a webinar on the protocol changes on Monday, November 5<sup>th</sup> at 2PM EST and that the draft document is available on the ABA website.

**Other News/New Business:**

As mentioned, Maria Comas is working on revamping and rebuilding our Resource Library. We are using our calls and NALP Connect to encourage our members to contribute to the Resource Library. This will be an on-going project throughout the year and this is our main task at hand. We hope to have a comprehensive Resource Library at the end of this year. Alisa will continue outreach to new section members and to promote section membership. On our call, Alisa encouraged all section members to do the same and to continue to engage with one another. We will hold our next quarterly call in January.