

NALP Small & Solo CSO Section Quarterly Report

TO: Tammy King, Board Liaison
FROM: April Giancola and Lorelei Craig, Section Co-Chairs
Cc: NALP Info
DATE: October 17, 2024

Our section held its 2nd quarterly meeting on October 4, 2024, where we had a turnout of 12 members. We organized the meeting around our work group charges and committee reports, during which we solicited and generated discussions concerning AEC planning, webinars, Tuesday Topics, and programming. We concluded the meeting with Tammy King discussing leadership opportunities and roles at NALP and encouraging participation.

I. Work Group Updates

Annual Education Conference/Bulletin+ and Webinar Planning

April Giancola, New England Law Boston, agiancola@nesl.edu

Lorelei Craig, University of Oregon School of Law, lcraig@uoregon.edu

- 3 of the 6 Small & Solo CSO Section sponsored or co-sponsored conference proposals were selected for the AEC in Cleveland.
 - Bottoms Up! How to Counsel Students at the Bottom of the Class, by April Giancola, Lorelei Craig, and Jaime Gay.
 - I've Got Big Jobs in Smaller Places: Embracing Opportunities in "Wide Open Spaces," by Casey Parker, Tasha Everman, Arturo Thompson, and Tony Waller.
 - Mind the Gap: Tackling Law Student Professional Development Deficiencies by Diana Mercer, Lorelei Craig, and Sarah Hadjimarkos.
- Lorelei and April solicited feedback from the section on what issues would they like to see addressed during the Bottoms Up presentation, and members shared their thoughts, including: (1) strategies for addressing imposter syndrome, (2) strength-based coaching; (3) evaluating and aligning skill sets to practice areas; (4) encouraging

positive self-talk and internal narratives; and (5) CSO marketing to combat notion that we only help those in the top of the class.

- April authored a Bulletin article called “Pre-cruiting in a Small & Solo CSO: What Our Students Need to Know.” This article will be published in the November Bulletin.
- We solicited ideas for possible Webinars, and members shared the following suggestions:
 - Leveraging Symplicity or 12Twenty in a small office.
 - Overview of career paths available to students, which would be helpful for new CSO members.
 - Overview on how recruitment works in other state markets, which could be helpful when a significant % of graduates go out of state.
 - Resume presentation by legal recruiters for CSO’s that would discuss issues like formatting and information they like to see, common errors to avoid, and how they are handling screening and AI.
 - Employers’ use of assessments and tools when receiving applicants.

Environmental Scanning

Stacey Blakeman, University of Kansas School of Law, staceyblakeman@ku.edu

- Tuesday Topics discussions continue on NALPconnect. Posts occur every other week. An idea for discussion was offered: What new programs or messaging are you using in light of new/shifting recruitment timelines? Members were encouraged to send additional ideas to Stacey.

New Members

Megan Dougherty, UMKC School of Law, megan.dougherty@umkc.edu

- Megan sent welcome notes to all new members and will send them calendar invited noting the upcoming section meetings.

Programming

Laurie Dufoe, Drake University Law School, laurie.dufoe@drake.edu

- Laurie is determining what direction to go in based on the charge from the NALP President.
- Laurie asked members to share their favorite programs and members responded as follows:
 - Networking Social for 1L Mentor Program (Lorelei Craig)

- Peer Summer Internship Panel (Katy Stack)
- Judicial, Government, and Public Interest Law Reception (Maria Comas)
- Career Forum for November, bringing back alums to do networking with 1Ls (April Giancola)
- Practice Area Roundtable
- Attorney Panels, which get the best responses from students (Tammy King)
- Learn from a 3L... How to get your summer job and tips to make it a great summer (Casey Parker)
- What I did my 1L Summer Panel – featuring 2Ls (Tammy King)
- Career Ambassadors (2ls & 3Ls) put on an event each month, next month is “How to Prepare for Internship Search” (Megan Dougherty)
- “Insider View” Panels featuring upper year students (Robyn Marttila)

II. Future Section Meeting Dates

- Friday, January 10, 2025 @ 12p.m. PST | 2 p.m. CST | 3 p.m. EST
- Friday, March 7, 2025 @ @ 12p.m. PST | 2 p.m. CST | 3 p.m. EST