

## **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: February 3, 2016

We held our quarterly conference call on January 20, 2016, and shared updates from several committees. We welcomed several new members from Elon University School of Law to our section. Present on the call were:

Lisa Key, University of Missouri School of Law

Heather DiFranco, Cleveland Marshall College of Law

Jennifer Mencarini, Elon University School of Law

Melissa Duncan, Elon University School of Law

Tammy King, Washburn Law

Trish Hodny, University of North Dakota Law

Daniel Hare, Baylor Law

Angela Cruseturner, Baylor Law

Layke Martin, our NALP Board Liaison, was unable to participate in the call but she shared updates and information with me prior to the call. Notably, we encouraged members to tune into the January 26<sup>th</sup> Webinar on the ABA Audit Protocol, as well as the series of OSCAR webinars occurring this week. Heather DiFranco, who sits on the ABA Audit Protocol Work Group, noted that several questions raised during the conference call would be addressed by the webinar next week.

Most participants will be attending the NALP Annual Education Conference in April (with the exception of Melissa Duncan) and I alerted members that our section would be meeting during the Governance Block on Thursday, April 14<sup>th</sup> from 3:15-4:40. Angela Cruseturner has volunteered to help me man the Solo & Small CSO Section table during the member welcome event.

### **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, allow 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.

Lisa Key, from the University of Missouri School of Law, is the new Vice-Chair for RFPs for our Section. She will begin to solicit new RFP Proposals immediately following the AEC and we will brainstorm ideas during the conference Governance meeting.

## **Bulletins Articles & Webinars**

Daniel Hare, of Baylor Law is the Vice-Chair in charge of soliciting Bulletins, Articles & Webinars. Some ideas/issues mentioned during the call that members would like to see covered include:

- ABA protocols and best practices for small CSOs, acknowledging our limited resources.
- Symplicity webinars or training modules focused on how to use the system to most efficiently and effectively meet the new ABA audit protocols.

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 – **The Art of the Mindful Job Search** (Current issue)

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

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

Daniele has also been in touch with another member interested in doing a webinar, and will follow up.

## **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**

Terri Chadick, from the University of Arkansas School of Law, is serving as vice-chair. Heather DiFranco has agreed to share a resource detailing instructions for saving and uploading online employment information in a mode & file size that symplicity will allow (an issue several of our members have been struggling with in an effort to retain employment info for recent grads in a paperless format).

## **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. I hope that the Section meeting at the AEC will help identify areas in which we need to develop shared resources and future programming.