

## **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: March 23, 2016

We held our quarterly conference call on March 10, 2016, and received an update from NALP incoming President Mina Jones Jefferson on the proposed restructuring of the Solo & Small CSO Section into a workgroup under the new JD Career Advising Section. Present on the call were:

Lisa Key, University of Missouri School of Law

Heather DiFranco, Cleveland Marshall College of Law

Nikki Harris, William S. Boyd School of Law

Kate Morelli, Tulsa School of Law

Angela Cruseturner, Baylor Law

Mina Jones Jefferson, University of Cincinnati College of Law

Layke Martin, our NALP Board Liaison, was unable to participate in the call. All conf-call participants will be attending the NALP Annual Education Conference in April and we confirmed that our section would still be meeting during the Governance Block on Thursday, April 14<sup>th</sup> from 3:15-4:40 under the new, larger umbrella JD Career Advising Section. We will also encourage members to visit the Solo & Small CSO Section table during the member welcome event. Angela Cruseturner will no longer be able to help me man the welcome table, so I'm seeking assistance from another section member via NALP connect.

### **Annual Education RFPs**

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.

The following four RFPs 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.

Heather DeFranco and I discussed putting together an RFP for the 2017 AEC focused on the use of podcasts to handle answering frequently asked questions in a time of declining student engagement. This becomes especially relevant for CSO's with limited human resources and/or shrinking budgets.

### **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:

- The use of podcasts and other online tools to reduce strain on resources to handle commonly asked questions.

- Engaging alumni to record Q&A sessions which students can view at their leisure, on their own schedule.
- Examining the cause and possible solutions to the problem of steeply declining student engagement at CSO live programming, such as sponsored lunch & learn events.

The following Articles & Webinars have been completed / scheduled:

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.

### **Shared Resource Pool**

Terri Chadick, from the University of Arkansas School of Law, is serving as vice-chair, and we have reminded the group to continue sending resources which can be posted to the shared resource pool.

### **Other News & Events:**

While there was some shared concern about the absorption of the Solo & Small CSO Section into the new and larger JD Career Advising Section, Mina assured us that as a work group, we would still be able to support one another and remain sensitive to the unique issues that small CSO's face with our limited resources. In fact, in some ways as a part of the more all-encompassing JD Career Advising section we may be able to tap into the resources and tools of larger, more well equipped and manned offices, to our advantage. I conveyed to Mina my interest in remaining in a leadership position with the newly structured Solo & Small CSO Work Group.

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.