

MEMORANDUM

To: NALP Board of Directors

From: Amy Killoran, Co-Chair, Well-Being Section
Alison Plavin, Co-Chair, Well-Being Section

Date: January 30, 2025

RE: Well-Being Section Q3 Board Report

I. Quarterly Meetings

The Well-Being Section held our quarterly call on Monday, January 27, 2025. This meeting was rescheduled from January 22 in order to avoid a conflict with the Institute for Well-Being in Law (IWIL) annual conference (January 21-22). Fourteen NALP members were in attendance. As is our usual practice, we began this meeting with a well-being exercise, a grounding exercise that focuses on each of the five senses. Other agenda items included:

- Updates from Well-Being Champions and Vice Chairs;
- Update on the creation of one-page guide to being a Well-Being Champion;
- IWIL annual conference debrief/takeaways (unfortunately, no one present at the meeting had attended the conference, but we did discuss overlap with related initiatives, such as the ABA Commission on Lawyer Assistance Programs, CoLAP, and the ABA Well-Being Pledge);
- Board Liaison-guided discussion among members;
- Environmental scanning/group discussion; and
- Encouragement of members to volunteer for future leadership by asking for additional information and filling out the President Elect's call for volunteers form.

Our next quarterly meeting is scheduled for March 13 at 3 pm ET. We also anticipate meeting as a Section during the NALP annual education conference in April and will coordinate with Fred Thrasher on timing.

II. Well-Being Champions

Well-Being Champions have been identified by all but one Section (see below). About half of the Well-Being Champions also served in this role during the 2023-24 year while half are new to the Section, which provides for continuity while also introducing the opportunity for new ideas and fresh perspectives.

SECTION	WELL-BEING CHAMPION
Canadian	Rose Yanco, Henein Huchison Robitaille LLP
Diversity, Equity, & Inclusion	Melanie Rowen, Lathan & Watkins LLP
Experienced Professionals	Tonja Rogers, Locke Lord
International & Advanced Degree Advising and Recruiting	Amanda Thyden, USC Gould School of Law
JD Career Advisors Section	Patrick Niebauer, New England School of Law
Judicial Clerkship Section	Ann Chang, Pepperdine Caruso School of Law

Law Student Professional Development	Meredith Barnes, Emory University School of Law
Lawyer Professional Development	Pascale Bishop, Ice Miller LLP
Legal Employer Alumni Relations/Programs	TBD
Newer Professionals	Mia Kontnik, University of Denver Sturm College of Law
Public Service	Teresa Schmiedeler, University of Maryland Carey School of Law
Recruiting	Claire Makhlouf, Crowell & Moring LLO
Small and Solo Career Services Offices	Jill Gerrard, University of Hawai'i – Richardson School of Law
Lawyer Onboarding & Integration Interest Group	Melisa Robles, Locke Lord

Two Well-Being Champions, Melanie Rowen and Patrick Niebauer, are co-leading the creation of a draft one-page overview for Well-Being Champions. They have generated an initial draft and are currently revising it before presentation to other Section members.

III. Work Groups & Charges

A. Annual Education Conference/*Bulletin+* Article and Webinar Planning

The Conference Planning Committee accepted three of the Section's four proposals for the 2025 Annual Education Conference, as follows:

- *Breaking Silos: Collaboratively Approach Law Student PD, Inclusion, & Wellbeing* (Emily Kite, Michael States, Beth Watkins, Greg Roseboro). Experienced professionals from career services and other student support departments share strategies and tips for collaborating to create a holistic approach toward law student professional development, inclusion, and well-being.
- *Innovative Ways to Build Well-Being and a Supportive Culture into your Summer Program* (Jarrett Green, Nancy Parker). In this program, a Director of Recruitment who has overseen countless summer programs and a well-being/culture expert will share a collection of innovative yet simple (and costless) well-being-related actions your firm can take that will allow it to truly differentiate itself from the industry norm.
- *The Attorney's Wellness Docket: Coaching Associates to Prioritize Self-Care* (Amy Killoran, Nicole Llorenz, S. Jessica Quirk, Jen Van Buren). This program will share practical coaching strategies and data-driven techniques to enhance attorney well-being, thereby improving associate retention and quality of life.

NALP *Bulletin+* has accepted all five proposed articles/columns from the Section, as follows:

- September 2024: [Reflecting on Well-Being Week in Law 2024: Best Practices and Future Plans](#) (Kendra Brodin & Johnna Story). This article highlighted various NALP member organizations' successes and innovations during Well-Being in Law Week 2024.
- November 2024: [Navigating Intergenerational Wellness in the Workplace](#) (Abigail Davis, Amanda Thyden, and Emily Udell). Everyone wants well-being, but we may not call it the same thing or think about it the same way as our colleagues from other generations. This article covered various perspectives on well-being across generations.
- February 2025: *The Two Minute Test* (Jill Gerrard). Can two minutes of quiet make a difference? One school makes a case for giving it a try. For one full academic year with a captive audience of 1Ls, a two-minute grounding exercise or "micro-meditation" was

conducted at the beginning of a weekly class session. The research on two minutes of breath work and the actual data from the 1L students might surprise you.

- April 2025: *Well-being Exercises for the Workday* (Mia Kontnik & Alison Plavin). Over the last two years, NALP's Well-Being Steering Committee and many sections have started each meeting with a brief well-being/grounding exercise. In this article, we will highlight some of our favorite activities that can help center NALP members or their colleagues in 5 minutes or less.
- May 2025: *First Year Associate Schedule* (Pascale Bishop & Tara Rhoades). This article is centered around helping new lawyers navigate the loss of autonomy over their schedules.

B. Wellness Fundamentals / Well-Being Circles.
Vice Chair: Kendra Brodin, EsquireWell

Under the Vice Chair's leadership, the Section hosted two Well-Being Circles during the last quarter:

- October 24, 2024: *On the Go Wellness: Bite-Sized Habits for Big Results*. 118 NALP members registered for the program. Guest expert [Missy Chase Lapine](#) offered quick, effective tips tailored for time-starved legal pros. From smart snacks to two-minute stress-busters, participants walked away with actionable ideas that could be used right away without rearranging a whole day.
- December 18, 2024: *Use Design Principles & Experimentation to Rock the Holidays & New Year*. 122 NALP members registered for the program. Featuring guest expert [Marie Ruzek](#), this Well-Being Circle focused on tools to help attendees set the tone for their day, relieve stress and increase focus, create a "business plan" for 2025, and navigate nutrition pitfalls during the hustle and bustle of the holiday season.

The next Well-Being Circle is planned for February 21 at 2 pm ET on How to Unlock the Power of Sleep to Thrive in Work and Life. Registration can be found online [here](#). The Vice Chair welcomes ideas for future Well-Being Circles from the Board and all NALP members.

C. Best Practices Guide & Resource List
Vice Chair: Kim Underdown, St. Mary's University School of Law

The Vice Chair of this working group has collected significant information and resources related to well-being in the law school context and is in the process of compiling the data into a usable format for NALP members. To round out the content, the Vice Chair is seeking assistance compiling additional resources relevant to law firm members. At our January 27 meeting, Claire Makhoulouf, a Well-Being Champion, volunteered to help provide law firm context. Once they meet, they will finalize the content for submission to the Section.

D. Well-Being in the Recruitment Process
Vice Chair: Tara Rhoades, Sanity Plea Career and Wellness Coaching

The Vice Chair of this working group is focused on making updates and edits to the Guide to Well-Being in the Recruitment Process (last updated in 2020). She has received some feedback via NALP Connect and discussion in Recruiting Section meetings. The Vice Chair plans to arrange a follow-up meeting with representatives from various Sections, including the Well-Being Section, the Law School Career Chief Officers Interest Group, and the Recruiting Section, where she will

lead a discussion to collaboratively refine the content before finalizing proposed updates. Information about the meeting will be posted in NALP Connect so that all interested parties can attend and the Champion has already solicited participation in NALP Connect.

IV. Well-Being Initiatives Within Sections

Well-Being Champions continue implementing brief well-being exercises into their regular section meetings and are seeing strong engagement and feedback on this initiative. They are also introducing well-being concepts and how well-being impacts both NALP members and the attorneys and law students we support at Section meetings. Relatedly, they have also shared the contact information for wellness speakers and asked presenters to their Sections to incorporate well-being tips into their presentations. We appreciate the Champions' work within this Section and their other Sections.