

MEMORANDUM

To: NALP Board of Directors

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

Date: March 20, 2025

RE: Well-Being Section Q4 Board Report

I. Quarterly Meetings

The Well-Being Section held our quarterly call on Thursday, March 13, 2025. Approximately NALP members were in attendance. As is our usual practice, we began this meeting with a well-being exercise led by Rose Yanco, the Canadian section Champion, using puzzles (word searches, sudokus) as a means of refocusing attention from the amygdala (reactive brain) to the cognitive, problem-solving brain. 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 including sharing the draft one-page guide for feedback;
- Environmental scanning/group discussion; and
- Encouragement of members to volunteer for future leadership.

We will meet as a Section during the NALP annual education conference in Cleveland on Wednesday, April 9, at 7:30 am.

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	Melissa Robles, Troutman pepper Locke

Two Well-Being Champions, Melanie Rowen and Patrick Niebauer, have created a draft one-page overview for Well-Being Champions. They shared the initial draft with other Section members during the March 13 meeting to solicit feedback. The Section is working with NALP to format and finalize before sections solicit Well-Being Champions at the Annual Education Conference for the 2025-2026 year.

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 Ourk, 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: [Can Two Minutes of Quiet Really Make a Difference? One Law School Thinks So!](#) (Jill Gerrard) 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 or May 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.

In anticipation of Well-Being Week in Law (May 5-9, 2025), the Section will host a webinar on April 3, 2025, at 2 pm ET. Jon Krop, CEO of Flourish Legal Well-Being, will advise attendees on *Well-Being Week in Law Done Right: Less Work, More Impact*. Registration is available [here](#). Well-Being Champions are posting about the webinar in their respective sections.

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

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

- February 21, 2025: *How to Unlock the Power of Sleep to Thrive in Work and Life*. 114 NALP members registered for the program. Guest expert Dr. Jagdeep Bijwadia spoke to participants about the importance of high-quality sleep for optimal health and well-being. Dr. Bijwadia explained the connection between sleep and professional competence for lawyers, and participants left with practical tips to improve their quality and quantity of sleep.

The next Well-Being Circle is planned, tentatively, for late May with the topic *How to Use Caffeine the Right Way* and a nutritionist guest speaker. 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, along with Well-Being Champion Claire Makhlouf, have met twice per month over the last quarter to outline topics and resources for the Guide. The current draft contains ideas for legal employers and law schools under each topic, with an appendix listing resources. They have put out a call in the Section meeting and on NALP Connect to collect additional resources and ensure that the Guide is a comprehensive document.

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. The Vice Chair has posted to solicit 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. They shared concerns about their students and attorneys undergoing significant stress, and the secondary stress that law school and legal employer professionals are under. Other Champions offered resources to share with their Sections, including the use of AI to inject well-being into programs about other topics and overlapping work done with the caregiving community group. We appreciate the Champions' work within this Section and their other Sections.