

MEMORANDUM

To: NALP Board of Directors

From: Shannon Callington, Co-Chair, Well-Being Section
Yoonhwi Cho, Co-Chair, Well-Being Section

Date: March 26, 2026

RE: Well-Being Section Q4 Board Report

I. Section Meetings

The Well-Being Section convened on February 17, 2026, with approximately 20 members in attendance. The meeting included a review of outcomes from the recent Well-Being Circle session, updates from Well-Being Champions across sections, and an overview of the 2026 AEC agenda, with particular attention to sessions incorporating well-being elements. Members also engaged in a substantive discussion on practical approaches to supporting well-being in the workplace, particularly in settings without formal well-being policies or dedicated wellness spaces.

The Section will hold an in-person meeting at the 2026 AEC on April 15, 2026. The meeting will feature a mindfulness opening, updates from Well-Being Champions, and structured opportunities for in-person connection and networking. A final agenda will be shared with members in advance of the meeting.

II. Well-Being Champions

We have received confirmation of the following Well-Being Champions to date.

<u>SECTION</u>	<u>WELL-BEING CHAMPION</u>
Canadian	
Diversity, Equity, & Inclusion	Nada Llewellyn, Herbert Smith Freehills Kramer
Experienced Professionals	
International & Advanced Degree Advising and Recruiting	
JD Career Advisors Section	Patrick Niebauer, New England Law
Judicial Clerkship Section	
Law Student Professional Development	
Lawyer Professional Development	
Legal Employer Alumni Relations/Programs	Philip Sanford, Freshfields
Newer Professionals	Erica Peacock, Gonzaga Law
Public Service	
Recruiting	Sara Kakuris Murrell, Morrison Foerster
Small and Solo Career Services Offices	Casey Parker, Southern Illinois University
Small and Mid-Size Firm	Sherry McLamb, Smith Law
Lawyer Onboarding & Integration Interest Group	Andrea Korphage, Quarles & Brady

III. Work Groups & Charges

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

We reviewed the agenda for the 2026 AEC and spotlighted sessions with a well-being component.

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

Since my last report, we held the March Well-Being Circle on March 23, "Breaking the Reactivity Cycle: Building Resilience from the Inside Out" with Dr. Kulvinder Kaur.

On March 20, 2026, Kendra Brodin hosted a Well-Being Circle with guest speaker, Dr. Kulvinder Kaur, Genomics Scientist, Entrepreneur, and CEO of Nariva Health.

Session Details

Title: Breaking the Reactivity Cycle: Building Resilience from the Inside Out

Description: If you've ever sat through a brutal recruiting season, delivered difficult feedback to a candidate who didn't get the offer, or tried to hold space for a struggling associate while managing your own packed plate and trying to care for your own well-being, you know what it's like to pour from an empty cup while keeping a steady face.

The work never really stops, and over time, that chronic pressure doesn't just feel exhausting. It gets embedded in your biology, quietly shaping how you respond, make decisions, and show up for the people who depend on you. The good news? The cycle can be broken.

This session brought cutting-edge epigenetics and neuroscience into a conversation that's long overdue in legal talent and professional development. Dr. Kulvinder Kaur explained why high-stress environments affect us at the cellular level and give you practical tools for taking action.

Learning Objectives:

- A new understanding of why the stress of our roles - recruiting seasons, performance reviews, new initiatives, changing leadership, supporting burned-out associates (#AllTheThings) - can feel so physically and emotionally draining, and why pushing through rarely works
- Insight into the feedback loop that keeps smart, capable professionals stuck in reactive patterns
- Evidence-based practices for resetting your stress response, so you can show up with more clarity and steadiness, whether you're coaching a 1L through rejection or navigating a difficult conversation with a partner
- How to recognize burnout and reactivity in yourself and those you support - and how your own regulated nervous system becomes one of the most powerful tools you have in that moment

There were 158 registrations for the program, and those who attended found the program fascinating. Kendra plans on hosting one more Well-Being Circle in May before summer break. Topic and guest speaker will be announced through NALP Connect once details are confirmed.

C. Best Practices Guide and Resource List

Vice Chairs: Kim Underdown, St. Mary's and Claire Makhoul, Crowell & Moring

The *Well-Being Best Practices Guide* is currently under review by the co-chairs of the Well-Being Section and an updated version will be sent to the NALP Board for further review and approval.

D. Well-Being in the Recruitment Process

Vice Chair: Tara Rhoades, The Sanity Plea

The updated *Guide to Well-Being in the Recruitment Process* is expected to be finalized in 2026.