

# 2025 NALP Annual Education Conference

## Meet Me in the Middle: Professional Development for 2Ls

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## **1L Professional Self-Assessment**

(To be updated 2L & 3L years)

Name:

### What motivates/inspires you in your work life?

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Authority                     | <input type="checkbox"/> Faith                  | <input type="checkbox"/> Personal Development   |
| <input type="checkbox"/> Community                     | <input type="checkbox"/> Fast Pace              | <input type="checkbox"/> Problem Solving        |
| <input type="checkbox"/> Connection                    | <input type="checkbox"/> Helping Others         | <input type="checkbox"/> Pro Bono               |
| <input type="checkbox"/> Competition                   | <input type="checkbox"/> High Salary/Benefits   | <input type="checkbox"/> Public Service         |
| <input type="checkbox"/> Control                       | <input type="checkbox"/> Independence           | <input type="checkbox"/> Recognition            |
| <input type="checkbox"/> Creativity                    | <input type="checkbox"/> Influence              | <input type="checkbox"/> Spirituality           |
| <input type="checkbox"/> Deadlines                     | <input type="checkbox"/> Job Security           | <input type="checkbox"/> Teamwork/Collaboration |
| <input type="checkbox"/> Diversity, equity & inclusion | <input type="checkbox"/> Justice                | <input type="checkbox"/> Winning                |
| <input type="checkbox"/> Ethics                        | <input type="checkbox"/> Learning & Development | <input type="checkbox"/> Work/Life Balance      |
| <input type="checkbox"/> Excitement                    | <input type="checkbox"/> Order                  | <input type="checkbox"/> Other _____            |

### What are your strengths/skills?

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Advising                   | <input type="checkbox"/> Legal Analysis | <input type="checkbox"/> Organizing            |
| <input type="checkbox"/> Attention to detail        | <input type="checkbox"/> Legal Research | <input type="checkbox"/> Planning              |
| <input type="checkbox"/> Building Relationships     | <input type="checkbox"/> Legal Writing  | <input type="checkbox"/> Questioning           |
| <input type="checkbox"/> Compassion                 | <input type="checkbox"/> Listening      | <input type="checkbox"/> Strategic Planning    |
| <input type="checkbox"/> Consistency                | <input type="checkbox"/> Mentoring      | <input type="checkbox"/> Stress Management     |
| <input type="checkbox"/> Creative Problem Solving   | <input type="checkbox"/> Negotiating    | <input type="checkbox"/> Strong Work Ethic     |
| <input type="checkbox"/> Knowledge of Doctrinal Law | <input type="checkbox"/> Networking     | <input type="checkbox"/> Superior Client Focus |
| <input type="checkbox"/> Languages                  | <input type="checkbox"/> Observing      | <input type="checkbox"/> Time Management       |
| <input type="checkbox"/> Leadership                 | <input type="checkbox"/> Oral Advocacy  | <input type="checkbox"/> Other _____           |

### Which practice settings do you want to explore?

- Business & Industry
- JD Advantage
- Law Firms
  - small/midsize/big/boutique
- Government (Federal, State, Military, Local)
  - Prosecutor
  - Judicial clerkships
- Public Interest
  - Public Defender
  - Civil Legal Aid, low bono law firms
  - Non-profits
- Other \_\_\_\_\_

### Which practice types interest you?

- Litigation
- Transactional
- Regulatory

## Practice Areas

Please check the practice areas you are interested in exploring.

- |  |   |
|--|---|
| <input type="checkbox"/> Administrative/Regulatory Law     | <input type="checkbox"/> Human Rights             |
| <input type="checkbox"/> Air, Sea, & Space Law             | <input type="checkbox"/> Immigration Law          |
| <input type="checkbox"/> Alternative Dispute Resolution    | <input type="checkbox"/> Insurance Law            |
| <input type="checkbox"/> Animals/Wildlife                  | <input type="checkbox"/> Intellectual Property    |
| <input type="checkbox"/> Antitrust/Competition Law         | <input type="checkbox"/> International Law        |
| <input type="checkbox"/> Appellate Law                     | <input type="checkbox"/> International Trade Law  |
| <input type="checkbox"/> Banking/Commercial Finance Law    | <input type="checkbox"/> Juvenile Law             |
| <input type="checkbox"/> Bankruptcy Law                    | <input type="checkbox"/> Labor/Employment Law     |
| <input type="checkbox"/> Business/Commercial Litigation    | <input type="checkbox"/> Land Use/Zoning Law      |
| <input type="checkbox"/> Business/Transactional            | <input type="checkbox"/> Legislative Practice     |
| <input type="checkbox"/> Children's Rights                 | <input type="checkbox"/> Litigation               |
| <input type="checkbox"/> Civil Rights/Civil Liberties      | <input type="checkbox"/> Mediation                |
| <input type="checkbox"/> Class Action/Mass Tort Litigation | <input type="checkbox"/> Medical Malpractice      |
| <input type="checkbox"/> Communications/Media Law          | <input type="checkbox"/> Military Law/JAG         |
| <input type="checkbox"/> Compliance                        | <input type="checkbox"/> National Security Law    |
| <input type="checkbox"/> Constitutional Law                | <input type="checkbox"/> Patent Law               |
| <input type="checkbox"/> Construction Law                  | <input type="checkbox"/> Personal Injury Law      |
| <input type="checkbox"/> Consumer Protection Law           | <input type="checkbox"/> Prisoner Rights          |
| <input type="checkbox"/> Corporate Law                     | <input type="checkbox"/> Privacy/Data Security    |
| <input type="checkbox"/> Criminal Law                      | <input type="checkbox"/> Procurement Law          |
| <input type="checkbox"/> Cryptocurrency                    | <input type="checkbox"/> Product Liability        |
| <input type="checkbox"/> Cyber Law                         | <input type="checkbox"/> Public Interest/Policy   |
| <input type="checkbox"/> Death Penalty                     | <input type="checkbox"/> Privacy Law              |
| <input type="checkbox"/> Disability Law                    | <input type="checkbox"/> Real Estate/Property Law |
| <input type="checkbox"/> Domestic Violence Law             | <input type="checkbox"/> Securities Law           |
| <input type="checkbox"/> Education Law                     | <input type="checkbox"/> Tax Law                  |
| <input type="checkbox"/> Elder Law                         | <input type="checkbox"/> Technology               |
| <input type="checkbox"/> Election/Voting Rights Law        | <input type="checkbox"/> Trade Law                |
| <input type="checkbox"/> Energy Law                        | <input type="checkbox"/> Transactional            |
| <input type="checkbox"/> Entertainment/Sports Law          | <input type="checkbox"/> Trusts & Estates         |
| <input type="checkbox"/> Environmental Law                 | <input type="checkbox"/> White Collar Crime       |
| <input type="checkbox"/> Family Law                        | <input type="checkbox"/> Whistleblower            |
| <input type="checkbox"/> Food and Drug Law                 | <input type="checkbox"/> Women's Rights           |
| <input type="checkbox"/> Government Contracts              | <input type="checkbox"/> Workers' Rights          |
| <input type="checkbox"/> Government Relations/Lobbying     | <input type="checkbox"/> Veterans Law             |
| <input type="checkbox"/> Health Law                        | <input type="checkbox"/> Other _____              |
| <input type="checkbox"/> Housing Rights Law                |   |

Catholic Law: Upper Division Professional Identity Formation (Internship Mid-Point Reflection)

<b>Goals</b>	<b>Prompts</b>	<b>Reflection</b>	<b>Next steps for the remainder of internship</b>	<b>How does this shape the learning opportunities you will take advantage of in the coming year?</b>
<b>Reputation</b>	<ul style="list-style-type: none"> <li>• Have you established a good reputation?</li> <li>• Have you received (or asked for) any feedback?</li> </ul>			
<b>Skills</b>	What new skills have you gained or improved upon?			
<b>Interests</b>	What have you learned about yourself? (likes/dislikes)			
<b>Network</b>	<ul style="list-style-type: none"> <li>• What connections have you made?</li> <li>• Do you have a mentor?</li> <li>• Potential references?</li> </ul>			
<b>Writing Sample</b>	<ul style="list-style-type: none"> <li>• What writing have you done?</li> <li>• Do you have permission to use it?</li> </ul>			

<b>Challenges</b>	Reflection	Next steps
Not enough work		
Remote work issues		
No feedback		
Prioritization/ Time management		
Lack of clear expectations		
Stress/ Well being		
Other		

OCPD & First Generation Law Student Union Present: The Business Side of Law Part 1- Law Firms<sup>1</sup>

Date: 10/7/24

Time: 12:30-1:30 pm

Room: 211 & Zoom

Welcome: 3L from our First Generation Law Student Union

Moderator: 3L from our First Generation Law Student Union

Panelists: Managing Partner for Finance and Operations at a large law firm  
Legal Talent/Professional Development Manager at a midsize or large law firm  
Senior Managing Attorney from a midsize firm

## Questions

### **1. Management Roles at Law Firms**

For the Managing Partner of a large law firm

- How many attorneys work at \_\_\_\_\_?
- Can you give your elevator pitch on what a Managing Partner at a large law firm does?
- What would be helpful for a summer associate and an incoming 1st year associate to know about your role? How they might interact with you?

For the Senior Managing Attorney

- How many attorneys work at [midsize firm]?
- You are a practicing attorney but you also manage a practice group. Describe what it means to manage a practice group at a midsize law firm.
- What would be helpful for a summer associate and an incoming 1st year associate to know about your role? How they might interact with you?

For the Legal Talent/Professional Development Manager

- How many attorneys work at your firm?
- Describe your role as the Legal Talent/Professional Development Manager.
- What would be helpful for a law student, summer associate and an incoming 1st year associate to know about your role? How they might interact with you?

### **2. How Firms Make Money, Billing & Associate Compensation**

For the Managing Partner

- Law students hear a lot about starting salaries and minimum billable hours requirements at large law firms. In preparation for this event, I am told you have a few slides to share that will explain the math behind billable hours, overhead and an associate salary. Ask him to share his slides.

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<sup>1</sup> Special thanks to Susanne Aronowitz, Sarah Hadjimarkos and Diana Mercer who presented "Teaching the Business of Law" at the 2023 NALP Professional Development Institute. The sample curriculum can be accessed [here](#) and in the Law School and Law Firm PD Section libraries in NALP Connect.

For the other panelists

- Do either of you have anything to add that might be different at a midsize firm?

### **3. Offers, Promotions and Partnership**

For the Legal Talent/Professional Development Manager

- Starting with the first entry point to a firm, a law student summer associate- what are the expectations of a summer associate to get an offer for after graduation? How are they evaluated? (skills/competencies etc...)
- How do legal talent development folks work with summer associates in developing them, assessing them, and providing feedback?

For the Senior Managing Attorney

- What does the timeline look like at a midsize firm for getting promotions? How do you earn it? (i.e. business, skills, other expectations)

For the Managing Partner of a large law firm

- What does the timeline look like at a large firm for getting promotions and making partner?
- How do you earn it?
  - What are the expectations of a first year associate?
  - What is a book of business? What are the business development expectations for new associates?
- Can you explain the different types of compensation for partners - equity v. non-equity and tiered partnership? What is an origination credit?

For All

- Wrap up question -What is one thing you wish you knew when you were a summer associate or 1st year associate? Or what would you go back and tell yourself?

Time for student questions



## **Professional Foundations Reading Group**

**(Wintermester 2025)**

**Course #: LAWS 899**

### **Syllabus**

<b>Instructors:</b>	Stephanie A. Nye and Elizabeth Crane
<b>Class Meeting:</b>	Monday – Friday – 9:00 a.m. to 12:00 p.m.
<b>Classroom:</b>	Room 283
<b>Office Hours:</b>	Wednesday – 2:00 to 5:00 p.m. by appointment

### **Course Overview:**

This course is an introduction to the principles of professionalism and professional identity formation. Professional identity formation is an ongoing process characterized by self-awareness and the understanding, internalization, and demonstration of the values, ethics, and responsibilities fundamental to thriving as a legal professional. During this course, students will be introduced to the University of South Carolina Joseph F. Rice School of Law’s PILLARS conceptual framework, which includes five core competencies or “PILLARS” that all law students should develop during their time at law school:

- (1) Communication and Cultural Citizenry
- (2) Innovation and Problem Solving
- (3) Resilience, Wellness, and Growth Mindset
- (4) Financial and Business Acumen
- (5) Leadership and Service

Students will explore these concepts by reading about and reflecting on lawyer-leaders, conducting self-assessments, and developing their personal roadmap for professional development.

### **Learning Outcomes:**

By the end of this course, students will be able to:

- Understand the importance of developing various professional competencies during law school in order to prepare for a fulfilling legal career
- Engage in a process of self-reflection, self-directed learning, and professional development that includes developing a professional career roadmap
- Discern their values, strengths, and motivating interests in relation to their individual practice, the legal profession, and society
- Cultivate effective communication and problem-solving skills
- Prioritize attorney well-being as essential to professional excellence, ethical practice, and superior client service
- Appreciate the importance of time management to the practice of law, client service, and personal well-being
- Understand the need to develop resilience and a growth mindset in order to succeed as a law student and attorney
- Develop leadership qualities to become a successful Lawyer Leader
- Understand and appreciate the business of the practice of law

### **Course Competencies:**

Ethics, Legal Analysis, Problem Solving, Communication Skills, Legal Research, Integrity and Professionalism, Teamwork and Collaboration, Work Ethic, Self-Awareness, Professional Identity, Time Management, Stress Management, Personal Development, and Work-Life Balance

### **Textbooks:**

- (1) Hamilton, Neil, Roadmap: The Law Student's Guide to Meaningful Employment (2nd Ed. 2018)
- (2) Jaeger-Fine, Toni, Becoming a Lawyer: Discovering and Defining Your Professional Persona (2nd Ed. 2023).
- (3) Additional Biography or Autobiography about a Lawyer Leader who inspires you, such as a biography of a Supreme Court justice, political figure, activist, etc. The Law Librarians have selected some titles for consideration located on the first floor of the library. You may also reach out to Professor Crane and Professor Nye for recommendations. You

must submit your selection for approval to Professor Crane (eccrane@sc.edu) and Professor Nye (nyes@law.sc.edu) via email by **Monday, December 16<sup>th</sup> at 5:00 p.m.**

**Credit Hour:**

This course is 1 hour of pass/fail credit. The class will meet for 15 hours over the course of one Wintermester session (January 6<sup>th</sup> – January 10<sup>th</sup>). Each hour the reading group meets requires at least 2 hours of out-of-class work. Students will produce a minimum of five pages of writing as described below.

**Grade:**

Reading Groups are graded on a Pass/Fail basis. Students will be assessed on the basis of their attendance, participation, and quality of written work. Your grade will be assessed as follows:

<b>Attendance &amp; Participation</b>	<b>20%</b>
<b>Self-Reflection Paper</b>	<b>20%</b>
<b>Lawyer Leader Biography Report</b>	<b>30%</b>
<b>Personal Roadmap</b>	<b>30%</b>

Your written work product will include the following:

- **Lawyer Leader Biography Paper** (3-page min.) due no later than **Tuesday, January 7<sup>th</sup> at 9:00 p.m.**
- **Self-Reflection Paper** (2-page min.) due no later than **Wednesday, January 8<sup>th</sup> at 9:00 p.m.**
- **Personal Roadmap** that outlines your professional development and path to becoming a lawyer. This roadmap should embrace elements of Neil Hamilton's *Roadmap*, Jaeger-Fine's *Becoming a Lawyer*, and USC Joseph F. Rice PILLARS principles. Your personal roadmap should include personal reflections and ideas for developing your own professional identity based on your unique goals and personal identity. You may but are not required to utilize the [online template](#) associated with Neil Hamilton's book. This assignment should be submitted by email to both instructors no later than **Thursday, January 9<sup>th</sup> at 9:00 p.m.**

Please note that Reading Groups involve robust discussions and introspection that may include discussions of sensitive personal matters. We ask that you respect your classmates and their comments. Grades may be adjusted upwards or downwards for professionalism as demonstrated throughout this course.

**Attendance:**

Regular and punctual attendance at all scheduled classes is expected of all students and is regarded as integral to course credit. There are 5 classes. Each class meets for 180 minutes. You must sign the class roll prior to each class to receive credit for attendance. Your final grade will be reduced materially because of absences and tardiness. Pursuant to the University of South Carolina Joseph F. Rice School of Law's attendance policy, you must seek an attendance waiver from the Associate Dean of Academic Affairs if you miss one class.

### Class Schedule and Assignments

Date	Topic(s)	Assignment(s)
[Class #1] January 6	Course Introduction (1) Professional Identity Formation, Foundations of Practice, and Legal Professional Persona (2) Communication and Cultural Citizenry Discussion and Activity (PILLAR 1)	<p><b>Before Class:</b>  <b>Roadmap:</b> Section I (p.1-35); Appendix A &amp; B (p 193-207); Section III A-D (p. 61-97) &amp; M (p.178-185)  <b>Becoming a Lawyer:</b> Ch. 1 (p.3-9), 3 (p.33-81) &amp; 9 (p.291-320)  <b>Additional Assignments:</b></p> <ul style="list-style-type: none"> <li>- <a href="#">ABA Standard 303 Revisions</a></li> <li>- <a href="#">IAALS Foundations of Practice</a> (Be ready to discuss: Were there any foundations that surprised you? Which of the foundations do you possess or need to develop?)</li> </ul> <p><b>After Class:</b>  <b>Due 1/6 at 9pm:</b> Retake your Attorney Assessment</p>
[Class #2] January 7	(1) Attorney Assessment and Personal Roadmap Introduction (2) Resilience, Wellness, & Growth Mindset (PILLAR 3) - Lawyer Leader Presentation (3) Growth Mindset Discussion	<p><b>Before Class:</b>  <b>Roadmap:</b> Section II C-F (p.47-60)  <b>Becoming a Lawyer:</b> Ch. 4 (p.85-128) &amp; 6 (p.145-198)  <b>Additional Assignments:</b></p> <ul style="list-style-type: none"> <li>· <a href="#">Joshua E. Perry, <i>Thinking Like a Professional</i></a>, 58 J. LEGAL EDUC. 159 (2008)</li> <li>· <a href="#">Wellness - Time Management Podcast</a></li> <li>· <a href="#">Grit and Resilience TED Talk</a></li> </ul> <p><b>After Class:</b>  <b>Due 1/7 at 9pm:</b> Lawyer Leader Biography Paper (3-page min.)</p>
[Class #3] January 8	Meet at SC Supreme Court at 8:45 am (1) Leadership & Service Presentations (PILLAR 5)	<p><b>Before Class:</b>  <b>Becoming a Lawyer:</b> Ch. 7 (p.201-247); Ch. 8 (p.249-289); &amp; Ch. 10 (p.321-334)</p>

	(2) Lawyer Leader Biography Discussion	<p><b>Additional Assignments:</b></p> <ul style="list-style-type: none"> <li>Deborah L. Rhode, <a href="#">Leadership in Law</a>, 69 STAN. L. REV. 1603 (2017)</li> <li>Kenton R. Vaughn, <a href="#">Leadership: Three Key Questions</a>, 83 TENN. L. REV. 803 (2016)</li> <li><a href="#">The SC Justice Gap</a></li> <li><a href="#">SC Civil Legal Needs Assessment</a></li> </ul> <p><b>After Class:</b>  <b>Due 1/8 at 9pm:</b> Self-Reflection Paper (2-page min.)</p>
[Class #4] January 9	(1) Innovation and Problem Solving (PILLAR 2) and Financial and Business Acumen (PILLAR 4) - Lawyer Leader Panel Discussion (2) Lawyer Leader Biography Discussion (cont'd)	<p><b>Before Class:</b>  <b>Roadmap:</b> Section III E-K (p. 98-164)  <b>Becoming a Lawyer:</b> Ch. 2 (p.11-31) &amp; Ch. 5 (p.129-143)  <b>After Class:</b>  <b>Due 1/9 by 9pm:</b> Personal Roadmap</p>
[Class #5] January 10	(1) Class Presentations – Personal Roadmap and Elevator Pitch Presentations	<p><b>Before Class:</b>  Prepare for your Personal Roadmap and Elevator Pitch Presentation</p>