nalp in San Diego

Lighting the Way

Annual Education Conference
San Diego, California
April 9 – 12, 2019

Updated as of December 15, 2018.
Current information can be found at www.nalp.org/sandiego2019.
Hello NALP Friends!

Lighting the way. Every day, in myriad ways, we are the guiding light for our students, lawyers, organizations, colleagues, and each other. In turn NALP shines a light on best practices, innovations, research, and market trends in support of its members and the legal industry. The NALP Annual Education Conference provides the opportunity to focus the beam on our own professional development. It is a time when colleagues gather to learn from experts, each other and our organization, so we can continue to light the way for our constituencies. On behalf of the 2019 Annual Conference Planning Team, I would like to extend a warm invitation to join us from April 9-12 in San Diego for our annual gathering!

The conference will provide an opportunity to connect with colleagues, broaden and enhance your knowledge, and be inspired by our plenary speakers. We will give back to the local community and stretch our legs at the annual 5K along the embarcadero, which will benefit Free to Thrive, a local organization providing services to survivors of human trafficking. With expanded pre-conference workshops focused on coaching, well-being and #MeToo, and three illuminating plenaries, educational opportunities abound. Attendees will focus on wellness in our industry, master innovative ways to approach our standard practices, and reimagine our future.

The Planning Team looks forward to welcoming you to San Diego in April and encourages you to review the conference programming and start laying out your path to learning and connecting. Check out the monthly Bulletin articles and updates on section and regional calls from members of the team for more information and fun details. When planning your travel, consider adding in a little personal time! San Diego offers something for everyone: museums and parks, beaches and whale watching, the world-famous San Diego Zoo and Wild Animal Park, restaurants and breweries, baseball, shopping or just relaxing with a water view. Our conference location is steps away from the ballpark and the lively Gaslamp District, an easy drive to the quaint seaside village of Coronado Island and historic Old Town San Diego, and the Trolley that will take you just about anywhere in the city. It really is the perfect spot whether you enjoy cities, mountains, or beaches.

With enriching session content, engaging social programming, and an exceptional location, we promise you will leave this year’s annual conference with your light shining brighter!

Warm wishes,

Lynn Ann Herron
2019 NALP Annual Education Conference Chair
Hogan Lovells US LLP
Conference Registration

How to Register
Event registration is available online at www.nalp.org/sandeigo2019. The system allows you to review the full online conference brochure, register, and pay with a credit card or check. Once registered, a confirmation email will be sent to the email address specified in your registration.

Conference Pricing

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* To qualify for the early bird rate, your registration and full payment (by check or credit card) must be received in the NALP office by Friday, March 15, 2019. Registration at the regular rate is welcomed thereafter and on-site at the conference. When registering online, please remember to print your receipt. NALP does not invoice for conference registration fees.

** Full conference registration includes all events and meals described in the program. One-day registration includes events and meals ONLY for the one day that you are registered.

*** Non-members employed at member institutions applies to those attendees who are not themselves NALP members but are employed by a NALP member institution. You can join NALP as an individual associate member for $195, entitling you to the member rate of $825 (plus all NALP benefits) for a savings of $55.

Cancellation Policy
Your registration fee will be refunded per the schedule below, less a $100 processing fee, if a request is
• Full refund for cancellations received by March 15 (minus processing fee).
• 75% refund for cancellations received March 16 - 22 (minus processing fee).
• 50% refund for cancellations received March 23 - 29 (minus processing fee).
• No refunds after March 30.

NALP Meeting Policies
Open Meeting: NALP is committed to the free exchange of information and open meetings at its conferences, and we recognize that there may be differences of opinion during sessions. We rely on our members to respect each other and our invited guests and speakers, and to honor the conventions of civil discourse. Disrespect for any speaker will not be tolerated. In addition to member participants, NALP opens registration to non-members, including program speakers, vendors, and members of the press. NALP will have members-only business and regional meetings, as well as other forums, and retains the right to determine whether specific section meetings will be closed to non-members.

No solicitations: This conference is specially designed to be an open forum for NALP conference attendees. Solicitation is strictly prohibited unless you are an official conference sponsor or vendor. If you are interested in being a conference sponsor or vendor, please contact Jay Richards at jrichards@nalp.org or 202-835-1001.

Consent to Use of Photographic, Video, and/or Audio Materials: Registration and attendance at, or participation in, NALP meetings and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee’s image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of such events and activities. Most of the conference programs will be audio recorded and may be distributed, including comments from both speakers and audience. Therefore, all registrants acknowledge that comments or questions made during recorded programs may be recorded.
NALP is Lighting the Way in San Diego!

The 2019 Annual Education Conference is the product of a year-long planning effort by a dedicated group of elected and appointed individuals who are committed to a conference with unlimited opportunities. This team listened to your feedback and has planned a conference with premier educational programming, networking and wellness activities, and many opportunities to gather with peers.

2019 Annual Conference Planning Committee Leadership Team:
- Lynn Herron, Hogan Lovells US LLP (Chair)
- Debra Perry Clarkson, Latham & Watkins LLP (Vice Chair)
- Paula Gluzman, University of San Diego School of Law (Vice Chair)
- Janet Hutchinson, University of Richmond School of Law (Vice Chair)

Conference Planning Coordinators:
- Lisa Blair, Borden Ladner Gervais LLP
- Kori Carew, Shook, Hardy & Bacon LLP
- Catherine Clement, K&L Gates LLP
- Shannon Schaab DeGennaro, DePaul University College of Law
- Doug Ebeling, Schulte Roth & Zabel LLP
- Valerie Garagiola, Skadden, Arps, Slate, Meagher & Flom LLP
- Jennifer Henfey, Villanova University Charles Widger School of Law
- Swati Parikh, New York Law School
- Sarah Rohne, University of Minnesota Law School
- Tacie Williams, Hogan Lovells US LLP

Mandatory CLE Credit
The NALP Annual Education Conference is accredited in several mandatory continuing legal education (MCLE) jurisdictions for varying numbers of credit hours. Please note that some jurisdictions do not accredit courses on law practice management. There will be a $100 fee for MCLE processing through NALP. We will apply for credit in roughly 20 jurisdictions. For more information contact jrichards@nalp.org.

Travel Discounts & Offers
For your convenience, Professional Service Firm Travel, LLC (PSFT) will serve as the official event travel service for this conference. PSFT will research the most economical route, airline, and flight times to help get you the lowest possible fare. PSFT has special contract airfares that are available to attendees of this meeting. They also have car rental discounts available through many of the leading car rental companies.

- **Professional Service Firm Travel, LLC**
  - 475 Park Avenue South, 34th Floor
  - New York, NY 10016
  - **Phone:** 212-592-1370 or 1-888-773-8728
  - **Fax:** 212-532-5776
  - **Website:** [www.psftravel.com](http://www.psftravel.com)
  - **Email:** lmelendez@psftravel.com or jduberry@psftravel.com

PSFT reservation hours are Monday through Friday, 8:30 am – 6:00 pm Eastern Time. Make your reservations by calling or emailing Jackie or Lissette (please identify yourself as attending a NALP conference). A $35 transaction fee will be applied to all tickets purchased.

About NALP
NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

Hotel & Meeting Location
The Hilton Bayfront
1 Park Boulevard
San Diego, CA 92101

Hotel Reservation Procedure
The conference hotel is the Hilton Bayfront. The room rate is $289 plus 20.39% tax per night. After completing your conference registration, there will be an option to “add hotel.” Enter your hotel information in that section. A deposit equal to one night’s stay, paid directly to the hotel, is required to hold each guest’s reservation. The deposit will serve to confirm the reservation for the dates indicated. All deposits will be charged at the time the reservation is made. The special hotel rate listed above will be available until NALP’s room block fills up or until the deadline of Friday, March 19, 2019 – whichever comes first.

Hotel Cancellation
Hotel room cancellations must be made 72 hours prior to the arrival date or a charge equal to the first night’s room and tax will be incurred.

Location & Logistics
Monday, April 8

Pre-Conference Workshops

Foundational Coaching Skills Series:
Coaching 101 8:30 AM – 5:00 PM
This session requires advance registration and an additional $275 registration fee. Continental breakfast and lunch will be provided. Seating is limited.

Offered by the NALP Foundation and NALP, Coaching 101 is the first course in the NALP Foundational Coaching Skills Series and is for legal professional development administrators, law school career services professionals, and lawyers who want to understand coaching competencies and develop successful coaching skills to use in individual and team settings. Whether you are new to coaching or have been using coaching skills for some time, this interactive program will help you develop or further hone your coaching skills. It is designed to guide participants through the coaching process, covering the principles, competencies, and skills of coaching. The program curriculum is aligned with the International Coaching Federation (ICF) Code of Ethics and uses the ICF Core Coaching Competencies.

Mental Health First Aid Training – Part I
1:00 PM – 5:00 PM
This session requires advance registration and an additional $250 registration fee. Seating is limited.

Just as CPR helps you assist an individual having a heart attack, Mental Health First Aid helps you assist someone experiencing a mental health or substance use-related crisis. In the Mental Health First Aid course, you learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help. Topics covered include depression and mood disorders, anxiety disorders, trauma, and substance use disorders. You will learn how to apply the Mental Health First Aid action plan in a variety of situations, including when someone is experiencing a panic attack; suicidal thoughts or behaviors; non-suicidal self-injury; overdose or withdrawal from alcohol or drug use; or a reaction to a traumatic event. The opportunity to practice — through role-plays, scenarios, and activities — makes it easier to apply these skills in a real-life situation. Finally, Mental Health First Aid teaches about recovery and resiliency — the belief that individuals experiencing these challenges can and do get better and use their strengths to stay well. Participants who attend and complete this training will receive a 3-year certification in Mental Health First Aid.

Tuesday, April 9

Pre-Conference Workshops

Foundational Coaching Skills Series:
Coaching 201 8:30 AM – 5:00 PM
This session requires advance registration and an additional $275 registration fee. Continental breakfast and lunch will be provided. Seating is limited. Coaching 101 is a pre-requisite for this course.

(Note: Coaching 101 will be offered Monday, April 8, and was also offered at prior NALP conferences. Participants who have completed Coaching 101 are eligible to register for this program.)

Offered by the NALP Foundation and NALP, Coaching 201 is a “next level” workshop for legal professional development administrators, law school career services professionals, and lawyers who want to continue to build on the coaching skills and principles learned in the Foundational Coaching Skills 101 program. Participants will “hit the ground running” in this highly interactive workshop, where they will learn additional tools and techniques for effective coaching. The principles, competencies, and skills of coaching for development will be a focal point.

Participants will have the opportunity to apply these principles and skills in small working groups and gain valuable feedback from faculty coaches and peers. Topics include developing a coaching outlook, elements of the coaching outlook, engaging and developing others, balancing your approach, advanced levels of listening, and challenging cases. Similar to the 101 program, this 201 workshop will draw from the best practices of the Center for Creative Leadership, ICF, and ATD’s coaching research and programming and will be aligned with the International Coaching Federation (ICF) Code of Ethics.

Mental Health First Aid Training – Part II
8:30 AM – 12:30 PM
Part I of this program will occur on Monday, April 8. Participants must attend both sessions.

Avoiding Landmines in the #MeToo Era: A Primer on Discrimination and Harassment in the Workplace
1:00 PM – 5:00 PM
This session requires advance registration and an additional $250 registration fee. Seating is limited.

The #MeToo era has shone the spotlight on power imbalances and inequities and with it, ushered in a number of new workplace claims. Knowing and understanding the laws, being able to navigate the legal requirements to avoid claims, and addressing and remedying concerns when they arise are all part of minimizing litigation risk and providing a positive working environment. This interactive presentation will outline the laws pertaining to discrimination and harassment and discuss real-life, practical scenarios and how to best handle them. This workshop will be led by Sabrina Beldner, a partner at McGuire Woods who represents employers in all aspects of employment-related litigation and traditional labor law, including discrimination and harassment. Sabrina is a member of McGuireWoods’ Recruiting and Diversity & Inclusion Committees and serves as the chair of its LGBT Lawyers Network.

Sabrina Beldner, Partner, McGuireWoods LLP
Registration Open 2:00 PM – 8:00 PM
Newcomers’ Orientation & Networking Session 5:00 PM – 6:00 PM
If this is your first or second NALP conference, join us at this session for tips on how to get the most out of this conference. Conference newcomers will have the opportunity to speed network with other newcomers as well as learn how to navigate the conference to maximize their experience.

Opening Reception & First Look at the Resource Center 6:00 PM – 7:30 PM
Welcome to the NALP conference! Come to the Grand Opening of the Resource Center to meet vendors and network with colleagues while enjoying light refreshments.

Movie Screening of The Laramie Project 7:30 PM – 9:00 PM
Come watch the movie, The Laramie Project, in preparation for our presentation by Judy Shepard, our Diversity and Inclusion plenary speaker.
Recognized that historical approaches to annual performance reviews were no longer working for many of our people. Simultaneously, these firms sought to be industry leaders in transforming our talent management programs. Hogan Lovells used design thinking principles to revamp the process and take a fresh approach to talent management and professional development, Pathways. BLG sought to incorporate innovative tools to form the pillars of their cutting-edge program. In this session you will learn how both firms developed and implemented these approaches to create a new model for getting, giving, and understanding constructive feedback from all directions. You will leave with the tools needed to create opportunities for frequent, authentic feedback.

Halla Elias, Director, Professional Resources, Borden Ladner Gervais LLP
Allison Friend, Chief Human Resources Officer - Americas, Hogan Lovells

A Recipe for Success: Essential Ingredients for an Effective Alumni Program

Management
Alumni programs are a growing trend in the law firm world. As more firms adopt alumni initiatives, you no longer need to bake yours from scratch. Come learn from seasoned alumni managers who have navigated launching and growing robust alumni programs. We will share strategies for each stage of an alumni program roll out, common mistakes to avoid, challenges you may face, and how to develop your internal and external networks to ensure success for you and your firm.

Sharon Light, Senior Marketing Manager for Alumni and Industry Networks, Sidley Austin LLP
Adriana Marchetti, Alumni Relations Manager, Fried, Frank, Harris, Shriver & Jacobson LLP
Abby Raanan, National Alumni Relations Manager, Drinker Biddle & Reath LLP

Code Switch: Counseling Students Navigating Parallel Universes

Counseling, Diversity and Inclusion
Non-traditional students come to law school carrying more than just their Contracts book. Many identify as members of marginalized identity groups who struggle with familial responsibilities, gender identity issues, first generation status, and other concerns that can cause impostor syndrome and feelings of isolation. To tackle obstacles including external demands for limited time and resources and micro-aggressions from faculty, colleagues, and employers, many engage in code switching: presenting different versions of themselves to fit the environment. This program will provide career development professionals with tools to help their students navigate these unique challenges and position themselves for success.

Kamilah Clark, Assistant Director for Career and Professional Development, Stetson University College of Law
Neil Dennis, Assistant Dean of Career Services, Howard University School of Law
Jennifer Mencarini, Director of Career Development, Elon University School of Law
Ashley Scott, Senior Director, Office of Career and Professional Development, American University Washington College of Law

Compliance Careers: Breaking In and Advancing Professionally

Career Paths
This panel of experts will discuss compliance career opportunities and showcase the range of professional roles in banking and finance that a law graduate might aspire to following graduation. We’ll dive into Bitcoin, Blockchain, and other bewildering areas that aren’t usually in the law school career advising lexicon. We will also discuss specific steps in this JD Advantage career path, the role of summer positions, and specific skills, certifications, and resources that are valued by compliance employers.

Susan Atkinson, Head of Operations, Machine Learning, University Partnerships and Advocacy, Capital One
Paris Cribben, Fintech Compliance Officer, Silvergate Bank
Donna Gerson, Associate Dean, Career Strategies Office, Drexel University Thomas R. Kline School of Law
Michael McMaster, Chief Compliance Officer, Managing Director, BNY Mellon Capital Markets, LLC

Cultivating a Courageous Profession: True Inclusion Isn’t for the Faint of Heart

Diversity and Inclusion
The legal profession boasts a narrative of fairness and making whole. Yet, data continues to reveal diversity and inclusion gaps within the profession itself. Moving the needle on inclusion requires courageously taking a fresh look at the facts, acknowledging and learning from failed approaches, and exploring some historically ignored root causes of the profession’s inclusion challenge. This will empower us to implement a newer and truer understanding of inclusion that focuses on emotional agility,
bias-disruption, authenticity, and belonging. Join us to explore these concepts, discuss how they can be activated in your firm/law school/organization, and lead the new (and overdue) wave of true inclusion in the profession.

Kori S. Carew, Director of Strategic Diversity Initiatives, Shook, Hardy & Bacon LLP
Neha Sampat, CEO and Founder, GenLead/LongLab

Faster, Better, Smarter: Hiring and Training at the Intersection of Law and Technology
• Recruiting
What does “tech ability” in a lawyer mean, specifically? What should recruiters look for in students, ask in interviews and tell recruits to learn? With technology, innovation, changing regulations, cybersecurity, and other forces shaping how and where lawyers work, learn the skills they need to succeed and to meet client expectations. At the same time, schools are adding tech programs, but what should they be teaching, specifically? Are there new “markers” of “ability” that employers should consider when evaluating candidates, whether undertaken inside or outside of class?

LeeAnn Black, Chief Operating Officer, Latham & Watkins
Douglas Capozzalo, Workplace Learning & Communications Specialist, Shearman & Sterling
Bruce Elvin, Associate Dean & Sr. Lecturing Fellow, Duke Law School

Generative Thinking Strategies for Legal Talent Development
• Leadership
Is your student or lawyer programming getting stale? Are your recruiting or diversity efforts in need of some fresh ideas? Are you looking for new ways to infuse innovation into your team or organization? This train-the-trainer session will provide attendees with an understanding of “generative thinking” as a leadership strategy. Participants will leave with specific and practical tools for both law firms and schools.

Mina Jones Jefferson, Associate Dean, Chief of Staff, Director Center for Professional Development, University of Cincinnati College of Law
Kristine McKinney, Chief Legal Talent & Inclusion Officer, Fish & Richardson

Get Over It! Overcoming the Fear of Technology in the Workplace
• Technology
If you’ve uttered “I’m not a tech savvy” or some variation of this phrase, then this session is for you! Whether you find yourself turning a blind eye and leaving the “tech solutions” to someone else in your office or a “techie,” or want a few tips to support and encourage your team to implement tech solutions, we’ve got you covered. We’ll address the fear of technology, how to take small steps to overcome it, and ways to take ownership of technology. You may even leave with a new app you can’t live without!

Ethel Badawi, Co-Founder & Principal, Pollack Badawi Group LLC
Benjamin Cheng, Assistant Director, Georgetown University Law Center

#MeToo in the Courthouse: How to Support Clerks in Challenging Chambers
• Judicial Clerkships
When a judicial clerkship goes well, it’s the job of a lifetime. But, for a clerk with an abusive or harassing judge, it can become the job from…well, you know. Our panelists are a federal appellate judge, county prosecutor, and clerkship advisor. Together, they will discuss how abuse can affect victims, steps that the federal courts have taken to address this issue, and ways advisors can counsel clerks to overcome barriers and seek help. We’ll discuss strategies to create strong trust relationships with alumni clerks and how to provide them resources and advice should they find themselves in challenging chambers.

Margaret McKeown, Circuit Judge, U.S. Court of Appeals for the Ninth Circuit
Wendy Patrick, Deputy District Attorney, San Diego County District Attorney’s Office
Elizabeth Peck, Assistant Dean for Judicial Engagement and Professional Development, Cornell Law School

Movement and Community Lawyering
• Public Service
What are “movement lawyering” and “community lawyering” How are they related to the field of law and organizing? To meet the needs of students looking to become movement or community lawyers, we need to understand these approaches. What opportunities exist for lawyers in movement or community organizations? What professional development do our students need to be ready for them, and how do we develop relevant programming? Our panel of US and Canadian lawyers and career professionals with related experience will help participants strengthen their understanding of this area of legal work, which is of rapidly growing importance to our students.

Laura Cohen, Director of the Street Law Clinic and Public Service Programs, Clinical Professor of Law, Southwestern Law School
Norma Chavez Peterson, Executive Director, ACLU of San Diego
Melanie Rowen, Associate Director for Public Interest Programs, Berkeley Law

Off the Beaten Path: The Outreach Road Less Traveled
• Employer Outreach
It can be easy to stick with what you know when it comes to outreach to unfamiliar employers or schools, particularly with a small office or if the payoff is minimal. But increasing the scope of your outreach can bring your brand to new people and places, which results in more employed students or a better and diverse pool of applicants. This panel will provide time and cost efficient strategies and ideas for increasing the scope of outreach your office or firm does to include new types of employers/markets, different schools/candidates, and other methods beyond the traditional, direct one-to-one model.

Jennifer Gallinson, Director of Attorney Recruitment & Professional Development, Much Shelist PC
Sandra Minea, Associate Director of Career Strategy, Northwestern Pritzker School of Law
Jennifer Zwagerman, Director of Career Development, Drake University Law School

Own the Room: Five Secrets to Winning Over Any Audience
• Member Professional Development
What if every time you stood up to present a new idea, explain a policy, or propose a change, people would not only listen, but they would act on your recommendations? The good news is that anyone can learn to captivate an audience and command a room. Come to this dynamic program and discover how to instantly build rapport, engage the most disinterested audience, and make your point with confidence. “Own the Room” draws on the latest research and real-world success stories to leave you well-equipped and inspired to make a lasting impact every time you speak.

Steve Hughes, President, Hit Your Stride, LLC

Self-Compassion: Practicing and Teaching It in a Changing Legal Market
• Counseling, Leadership
The legal profession’s focus on grades, reviews, rankings and billable hours makes it all too easy to measure self-worth in terms of productivity. Law students, lawyers and the professionals who work with them tend to hold themselves to the highest standards and are the last people to give themselves a break. Self-compassion teaches us to respond to our imperfections, anxiety and pain with kindness. It shifts our focus to living more fully in the present moment, encouraging us to live a rich and full life in accordance
Networking Lunch

annual Section meeting.

Join your Newer Professionals colleagues for a special networking lunch combined with the Section Meeting.

Newer Professionals Lunch and Section Meeting

Join your Newer Professionals colleagues for a special networking lunch combined with the annual Section meeting.

Networking Lunch

with our values. Learn what today’s leading psychological experts have to say about the power of self-compassion. Come away with strategies to practice and teach self compassion when you and the people you work with need it most.

Lisa Abrams, Consultant, Lisa Abrams Consulting
Ann Rainhart, Chief Operating Officer, Briggs & Morgan

Wellness: Why the Legal Industry Needs to Pay Attention

• Wellness

Recently, the “corporate athlete” concept has grown in popularity, premised on the notion that high performance is inextricably connected to physical, mental, emotional, and spiritual wellness. In the legal world, performing consistently at high levels is necessary and growing more challenging. Studies also show that, compared to other professionals, lawyers experience disproportionate amounts of stress, anxiety, depression, and substance abuse. Despite substantial education and cognitive capacity, lawyers tend to have lower resilience and struggle with emotional and regulation, self-awareness, behavior modification, and interpersonal communication. In this program, attendees will hear about the holistic approach including tools and techniques used to support law students and lawyers.

Jessica Buschbaum, Chief Legal Talent Officer, Bilzin Sumberg
Kara Dodson, Coach, Volta Talent Strategies
Jarrett Green, President, Jarrett-Green.com, LLC
Rebecca Simon, Lecturer in Law, USC Gould School of Law, Co-Founder, Bar Peak Performance Program

Luncheons

11:45 AM – 1:00 PM

City Group and Law School Consortia Leaders Lunch

Experienced Professionals Lunch and Section Meeting

Join your Experienced Professionals colleagues for a special, informal networking lunch just for you. Experienced professionals can be characterized by years of NALP membership, years in the industry, and/or levels of leadership engagement within their organizations or with NALP.

Newer Professionals Lunch and Section Meeting

Join your Newer Professionals colleagues for a special networking lunch combined with the annual Section meeting.

Network Lunch

Concurrent Sessions

1:15 PM – 2:30 PM

ABC – Always Be Closing: Leveraging Sales Strategies Across the Talent Spectrum

• Member Professional Development, Recruiting

How to Win Friends & Influence People, The Psychology of Selling – a bunch of sales jargon? Surprisingly, these principles of superior sales(wo)manship are key to developing top-notch talent management leadership skills. As recruiters, we are perpetually in sales mode: selling our organizations externally and initiatives internally. Taking cues from the sales industry’s touted playbooks, this discussion showcases how to maximize our natural sales abilities in owning every stage of the talent life-cycle: attracting candidates, closing the deal, successful integration and meaningful engagement. Learn to master a sales mindset and utilize proven selling strategies to expand your influence across the talent spectrum!

Jessica Sisco, Senior Manager of Legal Recruiting, Reed Smith LLP
Julieta Stubrin, Director of Attorney Recruiting and Diversity, Fenwick & West

Are You Ready for It? Managing Successfully Through Change

• Management

The legal profession has seen dramatic changes in the last 10 years and will continue to quickly evolve. This session will provide legal employers and law schools with an overview of the theories of change management, the role of fear and emotions in change and how to practically turn resistance into support. Participants will hear three distinct examples of engaging the change process including lessons learned from the frontline of managing multiple national and global mergers; training lawyers in advance of the rollout of a new global practice management system; and communicating with associates after a merger.

Pamela Cyr, Director, Student and Associate Programs, Norton Rose Fullbright Canada
Keya Dasgupta, Director, Learning and Development, Norton Rose Fullbright Canada
Michelle Gage, National Director, Legal Talent, Norton Rose Fullbright Canada

Bring It In: How Coaching Strategies Can Improve Firm Culture

• Lawyer PD

Though coaching is quickly becoming a “must have” for law firm PD, it’s not always possible to hire an outside counselor. Thankfully, lawyers can be taught specific coaching techniques that will improve their overall skill in giving feedback, mentoring, and collaboration. The speakers will share best practices for integrating key coaching best practices—including active listening, open-ended questions, and a non-judgmental stance—into mentoring programs, the associate evaluation process, and the overarching goal of creating a more inclusive and collaborative culture within the firm.

Carrie Marker, Director of Career Counseling & Planning, Akin Gump Strauss Hauer & Feld LLP
Jennifer Rakstad, Career Development Advisor (US), Mayer Brown LLP
Julie Remer, Managing Director, West Coast, Greiner Consulting LLC
Bess Sally, Chief Human Resources Officer, Sheppard Mullin Richter & Hampton LLP

Careers in Food and Drug Law: An Expanding and Exciting Field

• Career Paths

The regulatory field of food and drug law (think FDA) is unique and growing area that offers outstanding careers related to issues we all care about – therapy development, scientific progress, food safety oversight, and regulating the growing interest in food sustainability and transparency. Yet, many law schools either do not offer courses in this field or only cover it briefly in general health law courses, despite its distinction from health law. This session will present opportunities in food and drug law and how you can help your students find positions in this field, even if there was no course offered.

Jennifer Bragg, Partner, Skadden Arps Slate Meagher & Flom LLP and Chair, FDLI Board of Directors
Ralph Hall, Partner, Skadden Arps Slate Meagher & Flom LLP and Chair, FDLI Board of Directors
Valerie Madamba, Food Regulatory Counsel, Blue Apron
Amy Comstock Rick, President & CEO, Food and Drug Law Institute

Diversity and Inclusion Programs: Determining the Right Fit for Your Law School

• Diversity and Inclusion

Diversity and inclusion programs at law schools are as varied as their names. For those schools looking to implement or revamp their own D&I programs, departments, or initiatives, navigating the myriad of law school models might prove overwhelming. Should we dedicate one person for all D&I initiatives? Should we create a stand-alone department or pull from existing departments to create a D&I committee? This session will provide answers to these questions as we review D&I programs currently in place at law schools across the
country. Additionally, we will provide an in-depth analysis of three different D&I models and explore the pros and cons of each program.

Kendra Brown, Senior Director for Diversity, Inclusion and Affinity, Washington College of Law at American University, Office of Diversity and Inclusion
Carey Bertolet Grand, Associate Dean of Career Services, Chair of the Dean’s Council on Diversity and Inclusion (“DCDI”) Committee on Careers, Benjamin N. Cardozo School of Law, Office of Career Services
Brenda Hernandez, Associate Director for Diversity & Inclusion, Boston University School of Law, Office of Student Affairs
Kourtney James, Director of Employer Relations and Development, University of Houston Law Center, Career Development Office

It's Been A LONG Time: The Constant Evolution/Reinvention of Your Legal Services Career

• Member Career Development
This program will focus on how to maintain career-longevity in legal professional services—be it in recruiting, professional development, diversity and/or a combination of all three. Participants will hear from law firm and law school professionals, who have been in the industry for several years. Panelists will share their strategies for success and their stories of reinvention over the course of their careers within the same organization or through transitions to new ones. As we all know, the happier you are in your career, the better you will perform for your organization.

Michele Bendekovic, Director of Diversity and Inclusion, Bass, Berry & Sims PLC
Melissa Forshey-Schwind, Talent Acquisition & Development Administrator, Paul Hastings LLP
Betsy Key, Associate Director, Vanderbilt Law School
Kia Scipio, Diversity & Inclusion Manager, Fish & Richardson PC

Key Strategies For Implementing Mindfulness Programs and Measuring Impact

• Wellness
Should your law firm or law school implement a mindfulness program? If so, understanding the high-level goals, having systems in place for measuring the effectiveness as well as strategies on how to roll out the program can be the key to the program’s success. Learn how to get buy-in, methods for increasing participation and engagement as well as measuring the impact of the program. We'll review some of the recent research on why mindfulness training makes sense. Specifically, we'll discuss how mindfulness can help lawyers thrive in the rapidly changing legal landscape with technology, including artificial intelligence. We'll also discuss the impact of mindfulness practices on implicit bias.

Debra Austin, Professor of the Practice, Sturm College of Law University of Denver
Jeena Cho, Legal Mindfulness Consultant, Jeena Cho
Leslie Wallis, Partner, Ogeltree, Deakins, Nash, Smoak & Stewart, P.C.
Michelle Wimes, Chief Diversity and Professional Development Officer, Ogeltree, Deakins, Nash, Smoak & Stewart, P.C.

Managing #MeToo: Responding to Student Reports about Workplace Sexual Misconduct

• CSO Administration
The heightened dialogue around sexual misconduct in the workplace has amplified a law school’s duty to aptly respond to allegations made by students against employers, while remaining mindful of the intersectionality of its institutional commitment to support its students and its business interest in the employers hiring its students. During an interactive discussion, we will identify and discuss the value of key institutional and employer resources that minimize the risk of sexual misconduct, and support students who encounter sexual misconduct in any work setting; discuss responsive measures implemented by law schools to address varying situations; learn how CSOs and other administrative departments help students address professional development challenges, such as discussing employment severance terms or securing a professional reference.

Melanie Anderson, Assistant Director, Paul M. Hebert Law Center, Louisiana State University
Aisha Joseph, Director, Academic Planning and Career Development and Deputy Diversity Officer, New York Law School
Maureen Kieffer, Assistant Dean of Career Services, Loyola University Chicago School of Law
Melissa Norman, Career Advisor, The University of Iowa College of Law

Progressive Prosecutors and Their Commitment to Criminal Justice Reform

Criminal justice reform has prompted students to take to the streets and march for change. How has the prosecution community responded to this call for change? A panel of prosecutors will discuss how their positions enable them to effect change. Bail reform, mass incarceration, police misconduct, and community outreach will be some of the topics discussed. We will also discuss what our offices look for in candidates.

Sherry Cohen, Bureau Chief, Legal Recruitment, Bronx County District Attorney’s Office
Audrey Moore, Executive Assistant District Attorney, Chief Diversity Officer & Chief of the Special Victims Bureau, New York County District Attorney’s Office
Rachel Pauley, Director of Government Programs, Columbia Law School, Social Justice Initiatives

Recession Resistant Strategic Lateral Partner Hiring

• Lateral Recruiting and Hiring
Recession Resistant Strategic Lateral Partner Hiring. Bigger isn’t always better when it comes to law firm head count. In this interactive presentation, we will learn strategic hiring practices from panelists with proven track records in business and law firm management to demonstrate the importance of hiring lateral partners as part of a cohesive strategic growth plan. We will delve into the complexities of identifying, attracting, hiring and integrating partners who will be key to successful growth. Finally, we will explore strategies law firms can utilize to avoid over hiring that could lead to downsizing in a slower economic cycle.

Anand David, Global Head of Lateral Partner Recruitment & Integration, Hogan Lovells LLP
Howard Flack, Principal, Flack & Partners LLC
Elizabeth Lamere, Managing Director, ELR Legal Search

Reimagining Recruiting: #NALPathon Update

• Recruiting
The Reimagining Recruiting Task Force is excited to present insights and ideas from the 2019 Design Thinking Workshop and #NALPathon. Using videos and voting, program participants will have the opportunity to select innovative ideas to reimagine entry level recruiting. School and firm participants are encouraged to attend!

Donna Gerson, Associate Dean, Drexel University Thomas R. Kline School of Law
Kristine McKinney, Chief Legal Talent & Inclusion Officer, Fish & Richardson

Stop Coordinating Programs and Start Designing Them!

• Management and Member PD
In this hands-on session, participants will learn how to design a training program using adult learning and neuropsychology principles. Immediately improve your current projects with tools, plans, and best practice instructional design principles. From assessing learning needs to writing learning objectives, designing and developing content, and selecting audience engagement activities, this program will prepare you to apply strong instructional design principles to your projects. Bring a topic that you would like
to design from start to finish – yes, in 75 minutes! Participants receive an instructional workbook, a training design resource list, and classroom and e-learning design tips and techniques.

Susan Briggs, Sr. Manager of Training & Development, Ropes & Gray

The Five Roles of the Master Herder: Leadership for Law Firm Leaders

• Leadership

Linda Kohanov’s recent book, The Five Roles of the Master Herder, looks at traditional herding cultures where tribes manage large groups of powerful animals without the benefit of fences. Like Master Herders, law firm leaders are responsible for herding various personalities towards a common goal. Linda’s research extracts the skills of ancient Master Herders to teach today’s modern law firm leaders a sophisticated understanding of leadership and group cohesion. This knowledge, virtually lost to modern “civilized” leaders, is based on the little-known fact that among cattle and horses, the Master Herder has perfected five leadership roles; seamlessly moving from one to the other to successfully bringing the herd to where it needs to go. This workshop equips law firm leaders to manage ever changing resources, schedules and personalities within complex legal environments.

Robin Farber, Executive Coach and Psychotherapist, Peak Performance Development / Behavioral Health Solutions, LLC
Sarah Janosik, Co-Founder and Psychotherapist, Relate Center
Natalie Loeb, Founder and Leadership Coach, Loeb Leadership Development Group

When Clerkship Hiring and Summer Programs Collide: A Student Survival Guide

• Judicial Clerkships

The implementation of a new Federal Law Clerk Hiring Plan means that law students will be applying and interviewing for judicial clerkships during their 2L summer. This program brings together seasoned counselors and summer internship managers to provide law school clerkship counselors with tools and tips to help their students work effectively with their summer employers throughout the clerkship application process.

Katherine Paculba Lacher, Director, Pro Bono Program, Casa Cornelia Law Center
Julie McLaughlin, Associate Director, The George Washington University Law School
Trisha Selden, Senior Talent Manager, Faegre Baker Daniels LLP

Break 2:30 PM – 3:00 PM

Bang for Your Bucks: Getting the Most from Your Consultants

• Management

This program will explore how to make the most of our experiences with experts to make sure our programs are as effective as possible. Our responsibilities are more than scheduling the conference rooms, sending out the invitations and ordering lunches. The speakers will share their tips on selecting when to use an external provider and how to select one as well as how to make sure you are getting the most for your precious training dollars. The speakers are a PD professional turned consultant and a veteran law firm administrator who served a stint as a consultant.

Molly Peckman, CEO/Founder, Molly Peckman Training & Development
Jennifer Queen, Chief Talent Officer, Bracewell

Blue Skies Ahead: Weathering the Chaos of Law Firm Summer Programs

• Recruiting

Feeling lost in a swirling sea of summer program struggles? Entertaining and evaluating law students, managing pre-OCI interviews, and more with only 10-weeks to do it all can cause great stress. In this session, seasoned summer program professionals will discuss the new normal of summer programs. Learn tips on how to prioritize and manage the increased demands of summer — partner programs, competing afternoon and evening events, rising 2L interviews, clerkship interviews, and more. Strategies will be shared to re-chart traditional programming and bridge the communication styles and program expectations of a new generation of socially aware and engaged students. You’ll be smooth sailing soon!

Sarah Bergen, Senior Legal Recruiting Manager, Sidney Austin LLP
Melissa Leidl, Associate Recruitment Manager, Hogan Lovells US LLP
Kim Mordan, Fish & Richardson

Creating Law School and Law Firm Partnerships For D&I Initiatives

• Diversity and Inclusion

This program will focus on various ways to present diversity and inclusion programming and initiatives to law students through student affairs programs, professional development curriculum, and summer associate programs, from the perspective of three colleagues (two at law schools and one at a law firm) who have worked together, and separately, on a variety of initiatives, including incorporating diversity and inclusion programming into admitted student, first-year orientation, and year-long events at law schools; establishing and refining the diversity and inclusion portion of a for-credit, mandatory law school professional development course; and developing innovative and meaningful law student recruiting and summer associate programs.

Becky Fitzsimmons, Associate Director of Career Strategy, Villanova University Charles Widger School of Law
Bayrex Marti, Assistant Dean for Student Life, University of Michigan Law School
Tiffany Southerland, Manager of Associate Recruitment, Diversity & Inclusion, Pepper Hamilton LLP

Know, Connect and Help! Establish and Maintain Positive Relationships with Evening Students

• Counseling

As enrollment increases, so does the desire to attract and retain the best and the brightest. Increasingly, many of the best and brightest are located in the often-overlooked evening program. How do you get to KNOW the evening students when they have so many demands on their time? How do you CONNECT with them on a meaningful level? What can you do to ensure you HELP evening students satisfy their employment goals since many are pursuing a law degree to shift careers? Participants will learn how to do all of these things through programming, creative outreach plans, and tracking systems.

Tonya Gaskins, Assistant Dean for Career and Professional Development, The Catholic University of America, Columbus School of Law
Aoije Delargy Lowe, Associate Director of the Office of Career and Professional Development, The Catholic University of America, Columbus School of Law

Law Firm Succession Planning: Helping Partners Re-Imagine Retirement

• Management

More than one third of partners at the nation’s top 200 law firms are expected to retire in the next decade. Research suggests that the most challenging aspect of retirement for Baby Boomers is not financial but rather, a sense of purpose. Retirement demands a new way of thinking about and measuring personal success. Participants will discover methods to aid pre-retirement partners embrace the liberating, yet overwhelming process of shedding familiar work personas in order to explore the vast array of possibilities this new stage of life has to offer. Together we will develop and explore various paradigms to engage retiring partners in the important work of preparing the next generation of lawyers to manage client relationships in a manner that not only fulfills their sense of purpose as they reimagine their post-law firm life but also serves the future needs of the firm.
Law Student Leader Development: Incubating A New Breed of Positive Leaders

*Law Student PD*

The rapid change in the legal profession, persistent lack of diversity at the top of most organizations, chronic well-being problems, and rising demand for meaningfulness are just some of the indicators that the profession needs to incubate a new breed of leaders. While law students and lawyers often aspire to be leaders, they rarely are educated around what being a leader means for developing attorneys and offered the kind of structured training and development to help make them effective in assuming leadership roles. This program will offer ideas for law schools interested in designing programs of all sizes using evidence-based leadership development strategies and drawing on the experience of law schools with existing programs.

Anne Brafford, Owner, Aspire
Jennifer Leonard, Associate Dean for Professional Engagement and Director, Center on Professionalism, University of Pennsylvania Law School
Courtney Wykle, Professional Development Coordinator, Drinker Biddle & Reath LLP

Lawyer “Bootcamp” Design and Implementation

*Lawyer PD*

Have you struggled with how to relay to your students or new/lateral lawyers the essential ingredients for success in a law firm? Do you want to give your students or new lawyers their best shot at operating effectively within their firms? Have you heard “I didn’t know that” or “I wish someone had told me that when I started” from your lawyers a little more frequently than you would like? This panel will address the elements needed to design a custom “Bootcamp” for your students or new lawyers to ensure the appropriate and necessary information is being conveyed from the outset. Whether you’re looking to design a program for law students, entry-level, lateral, or partner-level lawyers, this session will provide you with the ideas and tools you will need to develop an innovative, custom program that will engage your participants and set them on the road to success.

Alfred (Ray) English, Assistant Dean, Office of Career and Employment Services, Sandra Day O’Connor College of Law, Arizona State University

Ellen Laliberté, Director of Attorney Recruiting & Professional Development, Miller & Chevalier Chartered
Ritu Narula, Counsel, Schiff Hardin LLP
Charlotte Wager, Chief Talent Officer, Jenner & Block LLP

Navigating the Lateral Desert: Tips to Stand Out in a Competitive Talent Market

*Lateral Recruiting and Hiring*

What’s a capacity constrained practice group to do? The market for lateral associates has become ferociously competitive as the appetite for experienced talent continues to grow unabated. With firms competing tooth and nail for top mid- and senior-level lawyers, is your firm positioned to stand out from the pack or are you losing your most favored recruits to your competitors? This session will help you gain a deeper understanding of branding and how to leverage your firm’s brand to be more memorable in the market. You’ll also learn concrete ways to differentiate yourself to laterals via perspectives from legal recruiters and career advisors. You’ll leave with ideas on how to adapt your recruiting approach to appeal to today’s lateral. This program is your roadmap – and water canteen – to help you traverse the lateral desert.

Katya von Mehren, Founder, von Mehren Legal Search
Vivian Wexler, Director of Talent Management, Vantage Partners

OSCAR Preview: What’s New? What’s Next?

*Judicial Clerkships*

Preview the new platform for OSCAR (Online System for Clerkship Application and Review) – see new features and learn more about the enhancements for all users and devices. NALP members have been integral to the research and design consultation process, and can now get the first look at next-generation OSCAR.

Marilyn Drees, Director, Judicial Clerkships, Yale Law School
Marty McDade, IT Specialist, Administrative Office of the US Courts
Tyrus Manuel, Assistant OSCAR Program Manager & IT Specialist, Administrative Office of the US Courts
Laura Simon, OSCAR Program Manager, Administrative Office of the US Courts

Promotion Impossible!: Finding Career Satisfaction When Promotion Isn’t an Option

*Member Career Development*

Depending on the size of your school or firm, its market location, and other factors, you may be in situation where neither promotion nor a change of employer is possible without a major life change, like a move or sector change. But what if you like your job, you just want more in the way of development and growth? This session will cover a number of ways that you can find career satisfaction right where you are.

Pascale Bishop, Director of Career Strategy, Northwestern Pritzker School of Law
Kelly Druten Green, Director of Legal Recruiting, Lathrop Gage
Tamesha Keel, Career Development Manager, Foley & Lardner LLP
Cybele Smith, Director of Public Service Law Cir and Grassbaugh Veterans Project, The Ohio State University Moritz College of Law

Smart Collaboration for Small/Mid-size Firm Engagement: Case Studies on Getting the Job Done

*Employer Outreach*

We’ve faced it – Big Law’s hiring less and the majority of our graduates begin working at small/mid-size firms. With the ever-growing need to engage these firms, how can CSO offices leverage their resources and collaborate with other departments to conduct a more comprehensive outreach plan that benefits the entire law school community? Join us for a session covering three different case studies - public and private school perspectives from differing market sizes - on collaborative small/mid-size firm outreach. You will leave the session with new (and overlooked) ideas to increase hiring, and successful tips for teaming up with other departments.

Paula Gluzman, Assistant Director, Employer Outreach and Communications, USD School of Law
Elizabeth Goodwin, Employer Relations Coordinator, Adj. Professor, Carolina Externship, Wake Forest University School of Law
Pamela Höh, Director, Employment & Alumni Services, ASU - Sandra Day O’Connor College of Law

Supporting First Generation Professionals: The Evolving Commitment

*Diversity and Inclusion*

As the commitment to investing in and supporting First Generation Professionals continues to evolve, so must law schools and law firms. In this panel, administrators from both worlds will discuss the First Generation Professionals landscape and the progress made in supporting this population, resources to strengthen the commitment, and opportunities for law firms and law schools to work together to continue to develop, improve, and strengthen that commitment.

Dr. Malissa Barnwell-Scott, Director, Student Support and First Generation Professionals Program, USC Gould School of Law
What’s Your Story? Using Storytelling in Counseling and Professional Development

• Counseling

Stories have long been used to pass down meaningful information through generations. More recently, law scholars have recognized the value of storytelling as a tool in clinical education to deepen understanding. This workshop brings the power of storytelling into the career counseling and professional development realm, as a tool to foster student engagement, build resilience, and develop professional identity. By combining factual information with emotional impact, using stories in individual counseling sessions and professional development programming makes information relevant and memorable. Presenters will offer examples and reflections from their experience incorporating storytelling into various components of career services.

Working with Employers to Maximize International Student Success

• Career Paths

Hear from both career service professionals and legal recruiters to learn how they can work together to find possible job opportunities for international JD and LLM students. Get tips on how to educate employers about the LLM degree and OPT, how best to conduct employer outreach, and how have schools used CPT and externship programs to reach smaller and mid-sized firms to open new employment options for students. Learn from legal recruiters and employers about which students are best positioned for a job in the U.S. and what employment opportunities might be available to them abroad.

Zabella Hassan, Global Manager, Immigration and Visiting Attorney Programs, Skadden, Arps, Slate, Meagher & Flom LLP
Mary Schaus, Attorney Recruiting & Development Manager, Skadden, Arps, Slate, Meagher & Flom

Thursday, April 11

5k Fun Run and Walk 6:30 AM – 8:00 AM
Gather with you colleagues for a fun run and walk for charity and fitness! Participants can walk to the start line near the Hilton Bayfront and then participate in the race along the waterfront. The start is at 6:30 am sharp! Experienced runners will start first, followed by those planning a more casual run, and walkers will start last. Enjoy networking and beautiful scenery as we raise money for Free to Thrive.

Yoga 6:30 AM – 7:30 AM

Continental Breakfast & Coffee Service 7:30 AM – 9:00 AM

Registration & Resource Center Open 7:30 AM – 4:30 PM

Section Meetings 7:45 AM – 9:00 AM

Concurrent Sessions 9:00 AM – 10:15 AM

An Update on the Legal Employment Market

• Legal Market

This session will bring you up to date on the current legal employment market for recent grads with a thorough review of all of NALP’s most recent employment and recruitment data. While the overall employment rate continues to trend upwards, more than ten years after the onset of the Great Recession members of the Class of 2017 secured the smallest number of jobs in private practice of any class since 1996, and the number of jobs in all employer categories except for the largest law firms continues to fall. Nonetheless, there are many bright spots in the market for new law school graduates, including rising salaries. Join NALP’s executive Director for a full rundown of all the latest research and trends in the marketplace.

James Leipold, Executive Director, NALP

Are We Part of the Global Analytics Trend?

• Leadership and Technology

This program discusses the integration of data from a firm’s various verticals including Recruiting and Professional Development departments, in order to define areas where the firm may have a competitive edge. From the HR perspective, we will discuss how the above affects the firm’s current and future organizational structure. Led by Hogan Lovells Head of Legal Services Delivery and Chief Human Resources Officer - Americas, participants will learn how our roles and our systems impact a firm-wide analytics program.

Stephen Allen, Global Head of Legal Service Delivery - Legal Innovation, Hogan Lovells
Emily Busse, Recruiting Strategist, District Legal Staffing
Allison Friend, Chief of Human Resources - Americas, Hogan Lovells

Asked and Answered: Media Surveys Decoded

• Recruiting

Hear from representatives of Vault, Chambers and American Lawyer Media on the new trends in associate engagement, satisfaction and retention, law student recruitment, and diversity in the legal profession. Attendees will gain deeper knowledge of media survey findings and tools to implement best practices informed by these results.

Geoff Burt, Chief Communications Officer, Latham & Watkins
Antony Cooke, Editor, Chambers Students Guides
Brian Dalton, Director of Research, Breaking Media
Claudia Grillo, Managing Director, Vault

Civil Right to Counsel: How Fighting Eviction Creates Opportunities for Lawyers

• Public Service

In 2017, New York City became the first jurisdiction in the country to adopt a law...
guaranteeing a right to counsel for tenants in eviction proceedings. Other cities are considering similar legislation or taking steps to offer counsel to tenants in eviction proceedings. In addition to fighting to prevent an incredible hardship, the laws and increased funding are providing new opportunities for lawyers to assist low-income clients in civil cases. This session will discuss background on the policy considerations, the current state of implementation, and how to position students and lawyers to qualify for roles representing tenants in eviction proceedings.

Parisa Ijadi-Maghsoodi, Assistant Director, Public Service, University of San Diego School of Law

Michael Kwarcinski, Assistant Director for Career Development, Michigan State University College of Law

Matt Orlins, Senior Law Career Counselor, The George Washington University School of Law

Ronnette Ramos, Managing Attorney, Legal Aid Foundation of Los Angeles

Driving Institutional Change - One Argument at a Time

• Management

Is there a need for change in your organization? Did your first attempt at addressing that change fail miserably? If so, you’re not alone. Effecting change can be difficult, particularly when an organization has established practices. It is often more difficult when you are new to an organization. Join our panelists as they discuss ways to approach change within your organization. Learn how certain argument techniques, like framing and ethical, logical and emotional appeal, can drive the conversations you want to have and help navigate the terrain of your organization.

Christopher McKenna, Manager, Student Recruitment and Programs (Ontario), Bennett Jones LLP

John Alex MacDonald, Director of Career Services, Faculty of Law, University of Alberta

Gettin’ Sticky With It: Boosting Your Lateral Integration Value-Add

• Lateral Recruiting and Hiring

Lateral integration is certainly a “sticky” business. It takes coordination across a wide spectrum of stakeholders and departments to produce lateral talent success and meaningful stickiness with your organization. As talent management professionals, we are uniquely positioned to lead an impactful integration process, but too often our role comes to a halt after onboarding. Join this best practices-sharing session for guidance on outlining – and driving! – targeted integration plans that leverage your distinctive skills, inter-firm relationships and organization savvy to deliver business-contributing laterals. Some takeaways from this program will include an understanding of key metrics for measuring integration success; identifying steps for effective integration planning; recognizing your role in driving the integration process; and learning how to coordinate with other departments in supporting lateral integration.

Jessica Sisco, Senior Manager of Legal Recruiting, Reed Smith LLP

Julieta Stubrin, Director of Attorney Recruiting and Diversity, Fenwick & West

Inside Judicial Chambers: Exploring the Diversity Problem in Judicial Clerkships

• Judicial Clerkships

Although minority students are increasingly attending law school, they are disproportionately underrepresented in judicial clerkships. Determining the scope and causes of the problem and identifying ways to reduce disparities requires empirical data. The American Bar Foundation is engaged in a data-driven study to define and examine the diversity problem. Join us for the unveiling of the study results and discussion about transforming the results into action. Interactive technology will keep this data-driven discussion engaging, and you will return home with data and action items to enhance clerkship diversity efforts at your school.

Janet Brown, Lecturer and Director of Judicial Clerkships, Northwestern Pritzker School of Law

The Honorable Jeremy Fogel (Ret.), Executive Director, Berkeley Judicial Institute

The Honorable Margaret McKown, Circuit Judge, U.S. Court of Appeals for the Ninth Circuit

Ajay Mehrota, Professor of Law, Northwestern Pritzker School of Law and Executive Director and Research Professor, American Bar Foundation

Tamara Stephen, Associate Director of Career & Professional Development, Brooklyn Law School

It’s YOUR Turn! Leading on Diversity & Inclusion Issues When (Perceived As) Non-Diverse

• Diversity and Inclusion

Following an OCI diversity program, a white career counselor debriefs with a student of color who comments, “I’m afraid I won’t get any jobs and people will think, ‘that affirmative action woman isn’t smart enough to be here.’” As the well-meaning counselor makes a horrified no-one-should-say-that face, the student explains that this is what students of color think about regularly. Diverse law students and lawyers often are put in the position of explaining their experiences to the professionals charged with helping their careers. This session will provide concrete tips to help law school and law firm professionals become effective diversity and inclusion advocates.

Dana Gray, Manager of Professional Development, Faegre Baker Daniels LLP

Nicole Netkin-Collins, Director for Law Firms, University of Colorado Law School

Meredith O’Keefe, Director of Career Planning, University of Connecticut School of Law

Molly Stafford, Director for Career Services, Pacific McGeorge School of Law

Law School Benchmark Models and Assessments for Key Competencies

• Law Student PD

ABA accreditation requires all law schools to post competency-based learning outcomes on their websites by May 31, 2018. Competency-based education means that the next steps for each law school will be to develop: (1) benchmark models outlining stages of development for each competency included in the law school’s learning outcomes; and (2) assessments. The larger law firms have already developed benchmarks and assessments for their competency models. Since February 2017, Holloran Center has had national working groups creating benchmark models and assessments for five of the most common competency-based learning outcomes: self-directed learning; teamwork/collaboration; cross-cultural competency; honoring commitments; and integrity. This program will report on these benchmark models and possible assessments.

Neil Hamilton, Holloran Professor of Law and Co-director of the Holloran Center, University of St. Thomas School of Law

Kendall Kerew, Clinical Assistant Professor and Director, Externship Program, Georgia State University School of Law

Jerome Organ, Professor of Law and Co-director of the Holloran Center, University of St. Thomas School of Law

Carwina Wang, Clinical Professor of Law, University of Indiana School of Law

Left, Right, Center: Advising Students on Political Activity and Issue Advocacy

• Counseling and Public Service

As more law students express an interest in politics, and many of them engage in political activity and issue advocacy during law school, career advisors must be prepared to advise students how to represent and talk about this activity - including on resumes and cover letters, during interviews and at networking events, and even in the workplace. This presentation will provide a framework for addressing this dynamic, aimed at helping students navigate the pitfalls, opportunities, reactions, and assumptions associated with political activity and issue advocacy.

Elizabeth Goodwin, Director of Employer Relations, Wake Forest University School of Law
Living in a Legal Operations World: Lessons for Law Firms and Law Schools

• Lawyer PD and Management

Increasingly, lawyers work in an environment where efficiency and cost-effectiveness are advanced through legal operations methods like data analytics, process-oriented software, and rigorous project management. This evolving legal services eco-system challenges law firms to source and train lawyers to provide optimal value. An important role of law schools is to prepare students to excel in this new paradigm, whether as counsel or legal operations professionals. This program will showcase the competencies leveraged in legal operations processes, discuss how law firms can develop training to meet new needs, and identify ways in which law schools can instill these newly-needed competencies in students.

Theresa Chang, Sr. Director, Legal Operations, Splunk Inc.
Stacey Kiobel, Director of Talent Development, Diversity, and Human Resources, Chapman and Cutler LLP
George Podolin, Assistant Dean for Career Services, William & Mary Law School
Rhonda Rittenberg, Director of Employer Outreach, New Markets, Northeastern University School of Law

#NowWhat: Law Student and Lawyer Well-Being After #MeToo

• Wellness

In 2018, we made progress. Legal employers and employees engaged in prolific—and sometimes uncomfortable—conversations about safety and wellness, mental health, and sexual harassment prevention that catapulted the general wellbeing of the law school student and lawyer forward. But what’s next? This session will address the ‘next layer’ of topics for law schools and employers to focus on, including such issues as financial health and feelings of inadequacy, and will provide examples of concrete ways to address these issues. We will discuss ways for law schools and firms to work together to provide continuous support for lawyers from law school into employment.

Patrice Hayden, Director of Associate Recruitment, Hogan Lovells US LLP
Kari Mitchell, Manager of Legal Talent Acquisition, K&L Gates
Jennifer Van Buren, Director, Georgetown University Law Center

Supporting Non-Binary, Trans, and Gender Non-Conforming Lawyers and Students

• Diversity and Inclusion

Improving inclusion around gender in our law schools, firms, or other organizations means knowing best practices for supporting individuals who are transgender, are gender non-conforming, or identify as a gender other than female or male. Participants in this interactive workshop will develop and refresh their knowledge of gender inclusion issues. They will leave better able to lead their office in identifying and addressing these issues, as well as concrete ideas and resources to help make their school, firm or organization safer and more welcoming.

J. Remy Green, Associate, Fried, Frank, Harris, Shriver & Jacobson
Melanie Rowen, Associate Director for Public Interest Programs, Berkeley Law

Take Control of Your Day: How to Manage Your Time Like a Pro

• Member PD

Why is managing our time such an elusive concept? In this session attendees will learn how to create a customize time management plan based on personality type, work style, and habits. We’ll identify key barriers to getting work done effectively and strategies to eliminate them, learn methods to take control of your work day, incorporate technology to make life easier, use the “divide and conquer” organization strategy, and examine how you may be standing in your own way—and what to do about it. Attendees will leave with a toolkit to design time management programs for your students and associates.

Fairuz Abdullah, Director of Public Interest and Public Service Programs, UC Hastings College of the Law, Career Development Office (CDO)
Drew Amoroso, Founder and Principal, Move Associates

Break

10:15 AM – 10:45 AM

MEMBER FORUM

A Community Discussion About Innovation and the New NALP Principles for a Fair and Ethical Recruiting Process

10:45 AM – 11:45 AM

Luncheons

11:45 AM – 1:00 PM

Networking Lunch
Fostering a Strategic Talent Management Culture

- Leadership and Management

Are you charged with responsibility for all areas of talent, including partners, associates, and professional staff? Are you acquiring teams that have functioned very independently of each other in the past under different leadership expectations? Are you finding the work styles of the teams, (i.e., attorney recruiting, professional development, diversity and inclusion and traditional HR) are very different? Come join a panel of seasoned talent professionals with experience in both the legal and non-legal industries who have faced these challenges and will share insight and experiences that will help you navigate the process and arm you with information if you are striving to create a stronger talent management culture for your organization across all levels of employees.

Lisa Cuevas, Chief Talent Officer, Weil, Gotshal & Manges LLP
Jean Durling, Chief Talent Officer, Fox Rothschild LLP
Marguerite Eastwood, Chief Human Resources Officer, Crowell & Moring LLP
Carrie English, Director of Recruiting & Professional Development, Husch Blackwell LLP

Hiring the Best: The Next Level of Recruiting for the Next Generation of Lawyers

- Recruiting

This session will reveal how unconscious and implicit biases impact interactions and decision-making in the recruiting process in the legal profession and in legal workplaces. Dr. Arin N. Reeves will cover the basic principles of unconscious biases and explore their influence on the ways in which we recruit and hire attorneys, especially attorneys from diverse backgrounds. Participants will leave with the ability to recognize and understand unconscious and implicit biases and the ability to interrupt those biases to better contribute to a more inclusive workspace. Dr. Reeves will share what the research shows us are the effective strategies for interrupting these biases and for maximizing our abilities to hire the best talent in a competitive marketplace.

Dr. Arin Reeves, President and Managing Director, Nextions

Movin’ on Up!: Tips on How to Ensure Your Professional Advancement

- Member Career Development

Do you want to rise to your peak professional potential? Are you new to the legal recruiting, professional development or career services world? Are you interested in hearing from some highly successful and accomplished individuals to gain insight and inspiration on where you could potentially take your career? Join our panelists for an open-ended discussion for legal career professionals on both sides on the driving forces behind the evolution of a successful career in our industry. They will provide insight into their individual career trajectories, personal successes and failures, the significance of mentorship and setting goals, and they will also offer advice and tips on how to ensure professional advancement.

Alissa Golden, Director of Professional Development & Recruiting, Schulte Roth & Zabel LLP
Michael Gotham, Director of Recruiting & Retention, Perkins Coie LLP
Christina Henry, Legal Recruiting Coordinator, Schulte Roth & Zabel LLP
Milana Hogan, Chief Legal Talent Officer, Sullivan & Cromwell LLP

Moving Past #MeToo: Coaching to Empower Female Law Students and Lawyers

- Diversity and Inclusion

Recruiters, talent management professionals and career advisors are in a unique position to help shift the dialogue when it comes to empowering women in the legal profession. This session will examine a variety of issues when it comes to coaching female lawyers and students: the backlash and lack of male mentors post #MeToo, moving beyond antiquated gendered roles, how to handle implicit or explicit bias when interviewing for a position or a promotion and more. This session will also explore coaching men from a gender empowerment perspective.

Lynn Iding, Managing Director, Legal Professional Resources, Mclnnes Cooper
Madeleine Natale, Career Advisor, University of Calgary, Faculty of Law

No Math Required: Supporting Grads to Build and Maintain a Solo or Small Firm

- Career Paths and Counseling

With more recent graduates going solo or into small firms during their first years of practice, career services professionals are often called upon for advice on how to start or build a small firm. Many schools have limited resources to help launch graduates’ practices and many law schools do not teach students how to effectively run a business. We will discuss resources and programs to help these graduates become successful, including incubator programs, solo practice institutes, school- or bar association-sponsored mentoring programs, business related courses offered at universities, and the necessary development of students’ professional identities through social media, networking, and work experience.

Adam Gratch, Assistant Director - Law Career Services, DePaul University College of Law
Paul Johnson, Associate Director of Career Services, The John Marshall Law School
Samantha Rutsky, Career Consultant – Private Sector, Office of Career Development and Opportunities, University of Denver Sturm College of Law
Heather Spielmaker, Assistant Dean, Meredith Career Services Center, West Virginia University College of Law

#SocialMedia for #Success Made Easy (+ Bonus Tips)

- Technology

This interactive program is designed to show legal professionals how to effectively leverage social media (such as LinkedIn, Instagram, Snapchat, or Guidebook) to attract and engage top talent in your firm or organization. Attendees will need to bring their mobile device to the program and at minimum have Instagram, LinkedIn, and Guidebook apps downloaded to their mobile device. Presenters will walk attendees through key features of each platform and share best practices for improving employee engagement. This will be an interactive and hands-on experience.

Leah Lee, Learning & Development Lead - Corporate, Winston & Strawn LLP
Jessie Reibman, Learning & Development Asst., Winston & Strawn LLP

State Court Clerkships: Cultivating a Hidden Gem

- Judicial Clerkships

This program will provide an overview of the state court clerkship application process. It will focus on getting buy-in for state court clerkships, provide tips for successfully navigating the application process (including how to coordinate a state court clerkship search in light of the new Federal Law Clerk Hiring Plan), and share strategies for helping candidates prepare for their clerkship interviews. The program will also discuss techniques for building and maintaining relationships with state court judges (both in your local market and beyond) and will address how to counsel graduates who are considering state court clerkships after law school and/or career clerkship opportunities.

Jennifer Reidy Clark, Director of Public Interest Programs, University of Missouri School of Law
Michele Hoff, Associate Director for Judicial Clerkships, Georgetown University Law Center
Jennifer Pollard, Director of Judicial Clerkships, University of Maryland Francis King Carey School of Law
Laura E. Woodson, Associate Director of Career Development, University of Georgia School of Law
The Future of Legal Recruiting: Using Psychometric and Emotional Intelligence Testing

- Recruiting

Hiring a lawyer who is not a fit for your firm’s culture, values and job expectations brings with it a heavy price – both in terms of real and opportunity costs. With fewer students applying to law schools, who are in turn lowering their admission standards, the job of legal recruiting is becoming more and more difficult. Mix in the hiring of millennials and you have the perfect recipe for disaster. And yet, for all the talk on innovation, our hiring practices continue as usual. Join an interactive session on how to use psychometric testing to improve your hiring success. Learn of the challenges, the innovative techniques employed and rewards behind one firm’s efforts to maximize the identification of talent that is most likely to succeed.

Andy Colón, Chief Talent Officer, Thompson Hine LLP
Carrie Milliken, Associate Director of Legal Talent, Thompson Hine LLP
Jon Naphin, Vice President, TalentQuest, LLP

We’ve Got “Hire” Hopes: Making Your Case for Adding CSO Staff

- CSO Administration

While we spend much of our work day preparing students to apply to, interview for, and secure jobs, how much time do we actually spend thinking about our internal hiring processes? In this program, we will share best practices for posting positions, selecting and interviewing candidates, and identifying the best hire for your career services office. Topics will include: assessing office needs; creating a new position versus reorganization; salary; identifying candidate profile needs versus wants; attracting a diverse candidate pool; reviewing applications; the interview process; interviewing; choosing the right candidate.

David Diamond, Assistant Dean, Northwestern University School of Law
Donna Gerson, Associate Dean, Drexel University Thomas R. Kline School of Law
Janet Hutchinson, Associate Dean for Career Development, University of Richmond School of Law

What Core Competencies Do New Lawyers Need in a Changing Profession?

- Law Student PD

In 2018, NCBE began a comprehensive, future-focused study to identify the core competencies for newly licensed lawyers and ensure that the bar exam keeps pace with a rapidly evolving legal profession and world. Legal career professionals and employers are key stakeholders whose input is needed. What knowledge, skills, and abilities do new lawyers need to competently perform in tomorrow’s legal services market? The program will give an overview of the research and insights from the data and information gathered to date.

Judith A. Gundersen, President/CEO, National Conference of Bar Examiners

What’s Next? Practical Tips for Developing an In-House Career Counseling Program

- Lawyer PD

Adding a career coach, advisor or counselor to a law firm’s established professional development team is a great idea, but where do you start when you land the new position? Join us for a discussion about the role (what it is/isn’t), how to use counseling initiatives, programs and resources to support the firm’s attorneys and the practical steps for introducing this new component to enrich their career development. Learn about the factors that define the scope of the position, the critical firm collaborations that should be explored and the actions that will lead to a successful partnership with the attorneys.

Whitney Beaud, Volta Talent Strategies LLC
Jeanna Maria Beck, Senior Manager of Career & Professional Development, Arnold & Porter
Traci Mundy Jenkins, Career Development Advisor, Venable LLP
Christie Mizer, Attorney Career Development Manager, Morrison & Foerster LLP

Break

2:15 PM – 2:45 PM

Concurrent Sessions

2:45 PM – 3:45 PM

An American JD in Paris: Shanghai, London…or Beyond!

- Recruiting

Law students often start law school wanting to practice international law but what does that mean in a private practice context and how do you practice international law with an American law degree? This panel will feature international legal employers and recruiters discussing what they are looking for in American-educated candidates and private practice career paths for lawyers who want practice abroad. The panelists will educate career advisors, recruiters and law firms on practice areas and major financial centers in which having a U.S. law degree provides a competitive advantage and how an American-educated lawyer can market him or herself for a career outside the United States.

Lindsay Germano, Lead Counsel, Strategic Transactions, LyondellBasell
Evan Jowers, Co-Founder, Jowers / Vargas

Mary Schaus, Attorney Recruiting and Development Manager, Skadden, Arps, Slate, Meagher & Flom
Shujun Tian, Director, Office of Graduate Careers, Georgetown University Law Center

Festivus for the Restivus: Hiring Programs Beyond OCI

- CSO Administration

OCI is diminishing across the country and is not a substantial part of MOST law schools employment statistics for either summer or post grad. This program will help give the other 188 law schools the tools, confidence and ideas to create alternatives to the AMLAW 100 traditional OCI system.

Jill Backer, Assistant Dean, Elisabeth Haub School of Law at Pace University
Mary Fitzpatrick, Asst Dean for Career & Professional Development, Albany Law School
Vernadette Horne, Senior Director, Hofstra Law School
Tamara Stephen, Associate Director of Career & Professional Development, Brooklyn Law School

From Dean to Student: Including PD in an Innovative 1L Practicum Course

- Law Student PD

CSO professionals understand the importance and challenges of engaging 1Ls early in their professional development and career planning. But how can we achieve this goal if programming is voluntary and we lack faculty/dean buy-in? In this interactive session, learn how the University of San Diego School of Law designed an effective way to incorporate PD into our school’s innovative Experiential Advocacy Practicum (EAP), a required 1L course. Hear from USD Law’s Dean, CSO, faculty, and a student about the nuts and bolts of offering a learning-by-doing, practical skills classroom course which includes CSO presentations on PD topics.

Stephen Ferruolo, Dean and Professor of Law, USD School of Law
Samir Hafez Jr., 2L Law Student, USD School of Law
Linda Lane, Annslcy and George Strong Professor-in-Residence for Trial Advocacy, USD School of Law
Molly Wescott, Assistant Dean, Career & Professional Development, USD School of Law

I’m Outta Here! Pre- and Post-Retirement Strategies for You and Your Team

- Member Career Development

Retirement is one of life’s most significant events. Navigating this major transition presents a wide range of personal, professional, emotional, and financial considerations. This panel will provide...
an opportunity to hear from and engage in discussion with colleagues representing a law firm, a public law school, and a private law school who are in the midst of retirement planning and/or have recently made this transition. How will you prepare yourself, your employer and your staff? Join us to explore and discuss important strategies for mindfully caring for yourself, your family and your professional colleagues during this all-important career transition.

Thomas Schoenherr, Assistant Dean, Public Interest Resource Center, Fordham University School of Law
Cybele Smith, Director, Public Interest Law Center, Moritz College of Law, The Ohio State University
Lynne Traverse, Firm-wide Lateral Recruiting Manager, Bryan Cave Leighton Paisner LLP

It’s Not Either/Or: How In-Person and Digital Training Work Best Together

• Lawyer PD

In-person and digital training don’t need to compete. Digital content isn’t only for just-in-time learning, and in-person training doesn’t have to mean a dry lecture. This session will explore how to combine the two for a “blended learning” approach to create more meaningful learning experiences – both inside and outside the classroom. What’s the “unfair advantage” of in-person training? What could digital training “unlock” in that in-person time? We’ll also examine a law firm and law school case study and ask: how can we bring together all available resources and formats to deliver the most impactful learning?

Michael Bloom, Founder, Praktio
Kristin Heryford, Manager of Professional Development, Cooley LLP
Ian Nelson, Co-Founder, Hotshot
Sally Raggio, Manager of Professional Development, Wilson Sonsini Goodrich & Rosati LLP

Knowledge is Power: Use Data to Raise Your Profile at the Firm

In this new age of data mining, firms are constantly assessing how best they can gather and leverage recruiting data for the next recruiting cycle. If knowledge is power, what do you need to know about your candidates before you hire them and how can you get it, how can historical success rates inform your recruiting strategy going forward, and how to optimize limited recruiting resources. This session will provide recruiters with an overview of emerging market trends around pre-hiring assessments as well as details on how to gather and use data to inform both the hiring process and hiring decisions going forward and to enhance your visibility and credibility in the firm. Join our panelists for an engaging and informative discussion.

Christina Fox, Assistant Director of Attorney Recruiting, Skadden, Arps, Slate, Meagher & Flom LLP
Lauren Marsh, Director of Attorney Recruiting, Akin Gump Strauss Hauer & Feld LLP

NALP Lawyer and Law Student Well-Being Task Force Update

The Lawyer and Law Student Well-Being Task Force was created to shed light on lawyer and law student mental health and substance use issues; promote programs and techniques that help address these issues; partner with the ABA Commission on Lawyer Assistance Programs (CoLAP); and generally encourage wellness as a cornerstone of our profession. In this session, the Task Force will present on its work this term and offer resources to guide member schools and employers in supporting the mental health of their law students and lawyers.

Amy Perez, Student Development Director, University of Miami School of Law
David Jaffe, Associate Dean for Student Affairs, American University Washington College of Law
Kara P. Dodson, Coach/Consultant/Attorney, Volta Talent Strategies LLC
Waleska Anne Vernon, Career Development Counsellor, Faculty of Law, University of Toronto

Non-JAG Civilian Military Careers

• Career Paths

This session will explore various law-related civilian careers working for and with the U.S. Military. Employers can include all branches of the military and federal contractors such as Booz Allen Hamilton, General Dynamics, and Lockheed Martin. Opportunities are widespread and can include working as general counsel, consulting, compliance, risk management, grant writing, procurement, and research and development. Careers can be in a variety of areas including federal contracting, construction law, employment law, environmental law, and many more. Attend this session to learn about employment resources and job prospects for JD preferred and JD required careers.

Noelle Dorman, Assistant Director of Projects and Employer Development, California Western School of Law
Randy Reliford, Assistant Dean For Career Planning, Florida A&M University College of Law

On Balance: Supporting Associate Flexibility and Work/Life Success

• Management

It’s no secret that most law firms are behind the curve when it comes to offering balance and flexibility to associates — and that top talent may leave a firm because of it. This issue has become especially pronounced as more and more Millennials enter the workplace. In this session, two leading global law firms will talk about how they have developed programs to address the changing work/life needs of today’s associates, improving recruiting and retention in the process. They will be joined by a multigenerational workplace expert, who will provide additional insight into the ways organizations across a variety of industries, including law, are addressing this issue. Presenters will discuss the nuts and bolts of such programs as: work/life task forces and associate experience committees, work-from-home policies, onramping programs, “leave liaisons” and multigenerational awareness training. Attendees will leave this session with insight into a range of ways to address and improve associates’ work/life balance and an understanding of the various steps to take — and mistakes to avoid — when implementing their own policies and programs.

Erica Busch, Director, Practice Management, Weil, Gotshal & Manges LLP
Jennifer Caggiano, Director of Professional Development, Shearman & Sterling LLP
Lindsey Pollak, Multigenerational Workplace Consultant, Lindsey Pollak, LLC

Open Doors: Advising Law Students and Lawyers with Disabilities

• Counseling, Diversity and Inclusion

How can we best serve law students and lawyers with disabilities? NALP research shows that each year hundreds of law school graduates self-identify as having a disability and that graduates with disabilities are “considerably less likely to be employed.” Some students with “hidden disabilities” do not disclose them, yet they would benefit tremendously from resources such as mentoring programs, disability interest groups, and Schedule A hiring. Join us for an interactive panel discussion on best practices and resources you can use to help these future lawyers, including those with ASD, ADHD and other cognitive differences, reach their full potential.

Luke Debevec, Partner, Reed Smith
Peter Lynch, Vice Chair, Office Managing Partner, Cozen O’Connor
Annebrooke Temple, Director of Professional Development, UC Hastings College of Law, Career Development Office
Amy Weiss, Director of Private Sector & Government Employment, Career Strategies Office, Drexel University Kline School of Law

What Do I Know about This Stuff?! How to Overcome Self-Doubt in a New Field

• Member Career Development

Whether you work for a school or employer, what did you before your current role? Did you practice law, or teach, or work in
Corporate? Many of us have varied paths and have experienced self-doubt in our positions more than once. This program will address the challenges of transitioning into this profession from different industries. Led by a panel of “new-ish” professionals, we will discuss tips and ideas on how to learn this new language and leverage current skill sets to succeed in your new role! Target audiences are Newer Professionals and the Experienced Professionals who hired us.

Samantha Ciriaco, Director of Experiential Opportunities and Outreach, Case Western Reserve University School of Law
Kristen Lee, Attorney Development Manager, Snell & Wilmer LLP
Brenda Porter, Recruitment Manager, The Pennsylvania State University, Penn State Law
Meredith Wiggins, Career Counselor, University of Kansas School of Law

Friday, April 12

Yoga 6:30 AM – 7:30 AM
Continental Breakfast & Coffee Service 7:30 AM – 9:00 AM
Section Meetings 7:30 AM – 8:45 AM
Registration & Resource Center Open 7:45 AM – 3:30 PM

ABA Update with Q&A 7:45 AM – 8:45 AM

Bill Adams, Deputy Managing Director, and Kirsten Winek, Manager of Law School Analytics, will report on the most recent Employment Data Review and offer tips on reporting and documentation.

PLENARY
What is the Legal Operations Revolution and Why Does It Matter to Me?
9:00 AM – 10:00 AM
Since the Great Recession, arguably no change has had more impact on the delivery of legal services than the rapid rise of the Legal Operations revolution. Legal Operations, a multi-disciplinary function that seeks to optimize legal services delivery to a business or government entity, has forever changed the way that legal services are procured by corporations, and is redefining the skills and competencies that lawyers need to have to survive in the new legal services market. Connie Brenton, Chairman of the Board at CLOC and Senior Director of Legal Operations at NetApp, Inc, and Jeff Franke, Corporate Secretary at CLOC and Assistant General Counsel, Legal Operations at Yahoo!, will share their insights about what this means for the future of the profession and for the talent professionals that guide law students and young lawyers.

Connie Brenton, Chairman of the Board at CLOC and Senior Director of Legal Operations at NetApp, Inc.
Jeff Franke, Corporate Secretary at CLOC and Assistant General Counsel, Legal Operations at Yahoo!

Break 10:00 AM – 10:30 AM

Concurrent Sessions 10:30 AM – 11:45 AM

Designing Career Services Programming and Counseling for Students in Your Legal Masters Programs
• Counseling
Panelists will discuss ABA Standard 508 – Student Support Services, specifically the requirement that: “A law school shall provide all its students, regardless of enrollment...career counseling to assist students in making sound career choices and obtaining employment.” and how best to provide these services to students enrolled in your Legal Masters’ Program. Panelists will also present the career services programming and counseling they have designed and implemented to meet the needs of their Legal Master students. Additionally, panelists will discuss the benefits of developing a career services program for Legal Masters students and the benefits of providing these programs in collaboration with the law school’s career services operations. Finally, a lively Q&A session will be conducted.

José Bahamonde-González, Associate Dean for Professional Education, Graduate Career Planning & Pro Bono Initiatives, University of Maryland Francis King Carey School of Law
Sandra (Sandee) Magliozi, Associate Dean for Experiential Learning and Clinical Professor of Law, Santa Clara University School of Law
Tomea Mersmann, Assistant Dean for Graduate Recruitment & Professional Development and Lecturer in Law, Washington University School of Law

Hot Topic — NALP/ABA Employment Outcomes Reporting Advisory Group Update
• CSO Administration
In spring 2018, NALP eagerly accepted the ABA’s invitation to create a NALP/ABA Employment Outcomes Reporting Advisory Group to serve as a sounding board for the employment outcomes data collection and audit process. While purely consultative, the Group has held important meetings and ongoing conversations in an attempt to streamline and consolidate reporting and audit instructions and documents, and to suggest possible improvements to the process. Hear about the work of the Advisory Group this year — a must-attend session for any school member involved in ABA data reporting.

Heather DiFranco, Director of Career Planning, Cleveland-Marshall College of Law, CSU
Fiona Horniblower, Assistant Dean for Career Development & Public Service, Boston University School of Law

Last Look & Prize Drawing in the Resource Center 3:45 PM – 4:30 PM

DIVERSITY & INCLUSION PLENARY
The Legacy of Matthew Shepard: A Mother’s Journey from Grief to Action 4:45 PM – 5:30 PM
On October 7, 1998, Matthew Shepard, a 21-year-old student at the University of Wyoming, was brutally attacked and tied to a fence in a field outside of Laramie, WY and left to die. Come hear the moving story of Judy Shepard’s experience as the mother of Matthew, her journey to becoming a nationally recognized ally and advocate, and her perspective on the further challenges facing the civil rights movement.

Judy Shepard, Founder and President, Matthew Shepard Foundation

Diversity & Inclusion Reception 5:30 PM – 6:30 PM
The Diversity and Inclusion Reception will immediately follow the Diversity and Inclusion Plenary. Join your colleagues for food, discussion, and networking.

Dinner On Your Own
Enjoy some free time after two full days of programming and events.
**Kirsten Winck, Manager, Law School Analytics and Reporting, American Bar Association**

**Life Happens! Personal Changes in Your Professional World**

- **Member Career Development**

  It can be hard to plan for the future – or consider potential future circumstances – until you’re living them first-hand. And in most cases, life happens when you least expect it! Medical emergencies, caretaker roles, parental leaves, individual pursuits, and the evolving workplace of flexible or alternative work schedules will occur and affect your career, whether they be in your own life or a team member’s. How do you prepare and plan for these changes personally, how do these changes affect your team, and how does your department adjust? In a customer service industry, it’s easy to worry about these topics for those we support... and forget about ourselves in the process. Join us for an active discussion to share experiences and advice, and to better understand each other in a supportive environment.

  **Emily Buse, Recruiting Strategist, District Legal Staffing**
  **Sarka Cerna-Fagan, Assistant Dean for Compliance, Tulane University Law School**
  **Traci Mundy Jenkins, Career Development Advisor, Venable LLP**
  **Kay Nash, Chief Talent Officer, Wiley Rein LLP**

**Lights, Camera, Action: Practical Advice on Careers in Entertainment Law**

- **Career Paths**

  Entertainment law is a coveted but highly competitive practice area. How do you prepare your students to have the best shot at an entertainment law career? Where are the entry level jobs and internships? What can you advise if you are not in New York or Los Angeles? How can advisors help students determine if this is the right career path? Two veteran in-house Entertainment lawyers, one now an entertainment law career advisor, an Associate Dean for Career Services, and a 2012 graduate with her own entertainment law career, now an entertainment law career advisor, will discuss the legal skills needed, the potential future circumstances – until you’re living them first-hand. And in most cases, life happens when you least expect it! Medical emergencies, caretaker roles, parental leaves, individual pursuits, and the evolving workplace of flexible or alternative work schedules will occur and affect your career, whether they be in your own life or a team member’s. How do you prepare and plan for these changes personally, how do these changes affect your team, and how does your department adjust? In a customer service industry, it’s easy to worry about these topics for those we support... and forget about ourselves in the process. Join us for an active discussion to share experiences and advice, and to better understand each other in a supportive environment.

  **Elizabeth Dambriunas, Director of Alumni Advising and Entertainment/Intellectual Property Careers Advisor, New York Law School**
  **Nyasha Foy, Senior Counsel, Business and Legal Affairs, Complex Networks**
  **Shar Poormosleh, Associate Dean of Career Services, Southwestern Law School**
  **Jeff Schneider, EVP Business & Legal Affairs, National Geographic Partners**

**New Trends in Affordable Legal Services: Access to Justice Careers in the US and Canada**

- **Public Service**

  What are some current and developing models increasing access to legal services in the United States and Canada? How do they work and what is the potential for these models to support new and emerging career paths for our students and alumni? Our panel of experienced “law bono” lawyers, incubator managers and career advisors will highlight how these models can meet the needs of a growing number of students interested in, and alumni actually pursuing, the work and career paths that provide access to justice in an economically viable and sustainable way. Participants will leave with a greater understanding of how to counsel and support these students and alumni.

  **Katie Dilks, Associate Director, Public Interest Programs and New Initiatives, Georgetown University Law Center**
  **Emily Farrell, Associate Director, Career Planning & Professional Development, University of Oregon School of Law**
  **Matthew Lab, Director, Access to Law Initiative & Professional Development, California Western School of Law**
  **Tracy Wachmann, Public Interest Coordinator, Allard School of Law, University of British Columbia**

**Putting the “I” in “D&I”: Closing the Loop on Diversity Efforts by Creating an Inclusive Environment**

- **Diversity and Inclusion**

  Do you know what you need to shift from recruiting a diverse workforce or student body to creating an inclusive environment? Organizations go through great efforts to recruit diverse lawyers and students assuming that once the offers are accepted the mission is complete. Achieving diversity through recruitment is laudable, but meaningless without also creating an inclusive environment, maximizing the benefits of a diverse workforce and the potential for retention. This program will explore the terms diversity and inclusion, focus on the steps necessary to create and maximize an inclusive environment, and provide strategies on how to achieve it.

  **Marcy Cox, Assistant Dean, University of Miami School of Law**
  **Ray English, Assistant Dean, ASU College of Law**
  **Stacey Kielbas, Director of Talent Development, Diversity and Human Resources, Chapman and Cutler LLP**
  **Kisha Nunez, Associate Director of Recruiting and Diversity, Wachtell, Lipton, Rosen & Katz**

**Recruiting Talent: What We Can Learn from Other Industries**

- **Recruiting**

  One of the most vexing problems in the legal industry is the law student and lateral attorney recruitment process. Many employers, law students, and law schools are frustrated with the process and are looking for ways to innovate. In this session, you will hear from experienced recruiting professionals from other industries in a variety of sectors. These seasoned recruiters will provide insight into the methods and tools that other industries use to recruit top talent. Attendees will learn tips, technologies, and techniques to attract and yield top talent and improve the legal hiring process for all involved.

  **Gabriel Fett, Pinterest**
  **Ali Meersman, West Campus Recruiter, Americas Talent Team, Ernst & Young, LLP**

**RUOK? Need CLE? TLC? Approaches to Workplace Wellness (Wellness 2.0)**

- **Lawyer PD and Wellness**

  Faced with statistics and tragic stories regarding mental health and substance abuse in law, states and bar associations are trying new CLE requirements and strengthened Lawyer Assistance Programs. Drawing on the National Task Force on Lawyer Well-Being’s recommendations, we will address how to go beyond random acts of CLE to creating well workplaces with firm-wide holistic programs utilizing different approaches such as impactful learning (bite-sized programs to CLE workshops), individualized wellness plans, and clear pathways to help. Participants will leave “refreshed” with checklists, program ideas, insightful tips and even a few recipes and easy workplace exercises. Bonus tips on self-care!

  **Jennifer Gallinson, Director of Attorney Recruitment & Development, Much Shelist**
  **Maria Minor, Attorney and Coach**
  **Colleen Werner, Founder & CEO, LuluFit**
  **Courtney Wylie, vProfessional Development Coordinator, Drinker, Biddle & Reath**

**They Wore What?! The Expectations and Costs of Covering Identities**

- **Diversity and Inclusion**

  In the legal profession, the pressure to conform to “traditional” business dress and customs regularly requires law students and lawyers to tone down identities and hide their true selves. “Covering” forces unnecessary and unwanted assimilation. It takes a significant toll especially on transgender and non-binary people, the religiously observant, and underrepresented communities in the law. Ultimately, covering prevents us all from truly being able to understand one another. This workshop will
Many law students and lawyers, either through internships, lawyer positions, or pro bono service, support individuals experiencing emotional or physical trauma. Representing clients can expose lawyers to trauma, resulting in significant fallout for the lawyers themselves. This workshop will review research on secondary trauma and lawyers, including causes, prevalence, and symptoms. Drawing from successful programs in schools and organizations and highlighting self-care strategies and opportunities for institutional change, the workshop will equip career advisors and pro bono supervisors to provide students and lawyers with tools to manage secondary trauma and support a sustainable commitment to client service.

Yusuf Zakir, Manager of Global Attorney Diversity, Latham & Watkins LLP

Why Alumni Relations Should Matter to You (Even if You Don’t Work in Alumni Relations)

• Management

Think alumni relations doesn’t impact your role or department? Think again. Whether you work in recruiting, talent development, professional development, diversity and inclusion, or another area of the firm, there is plenty of cross-departmental collaboration to go around. Alumni are brand ambassadors who can influence your firm’s efforts in all of these areas, so join us to learn how leveraging alumni relationships is a win-win for all.

Elizabeth Claps, Senior Manager of Alumni Relations and Associate Life, Cleary Gottlieb Steen and Hamilton
Sheri Mayerowitz, Global Alumni Relations Manager, Hogan Lovells LLP
Graziella Reis-Trani, Alumni Program Manager, White & Case LLP
Amanda Stipe, Global Alumni Relations Manager, Latham & Watkins LLP

Business Meeting & Lunch  12:00 PM – 1:30 PM

This members-only event (open to all employees of NALP member institutions and to affiliate members) includes the annual business meeting, elections for 2019 Board positions, and a review of NALP activities. (An alternative lunch will be available for non-members).

Concurrent Sessions  1:45 PM – 3:00 PM

Helping The Helpers: Addressing Secondary Trauma to Support Sustainable Service

• Wellness

Many law students and lawyers, either through internships, lawyer positions, or pro bono service, discuss the challenges associated with covering and provide practical tools for career services, recruitment, and D&I professionals to support students and lawyers in navigating identity expression issues in the legal workplace.

Koriambunya (Kori) Carew, Director of Strategic Diversity Initiatives, Shook, Hardy & Bacon L.L.P.
Neil Dennis, Director, Career Development Programs, University of Toronto Faculty of Law
Morgan Lynn-Alesker, Associate Director, Post-Graduate Fellowships and Diversity, Georgetown University Law Center, Office of Public Interest and Community Service

Recruit & Retain Talent Through Innovative Parental Leave and On-Ramping Strategies

• Management and Recruiting

We will discuss current trends and best practices with parental leave and on-ramping (gradual return-to-work) policies by sharing insights from our law firm flexibility benchmarking survey report and talking about innovative ways organizations have been addressing these areas. Next, we will discuss how to make the business case to adopt these policies, by using firm data to link policies to retention, recruitment, satisfaction, and diversity and inclusion; engaging firm leadership in the rollout; and effectively communicating these policies to your workforce. Then, we will discuss the infrastructure and resources needed to further support new parents.

Manar Morales, President & CEO, Diversity & Flexibility Alliance

So You Want to Do D&I in a Law Firm or Law School?

• Diversity and Inclusion

More and more law schools and law firms are creating roles with a sole focus on diversity and inclusion. Aside from an interest in the subject matter, what background and experience is needed to be a competitive candidate for consideration for these roles? Are you limiting your career opportunities and growth if you only focus on diversity and inclusion? Attendees will hear from law school and law firm professionals who do diversity and inclusion work either exclusively or as a significant part of their role. How did they get there, what do they do, and what have they learned?

Courtney Dredden Carter, Associate Director of Diversity & Inclusion, Jenner & Block LLP
Chandra Kilgriff, Chief Talent & Diversity Officer, Robins Kaplan LLP
Nicole Netkin-Collins, Director for Law Firms, University of Colorado Law School
Kia Scipo, Diversity & Inclusion Manager, Fish & Richardson PC.

The Elephant in the Room: Making the Lateral Hiring Process More Inclusive for Diverse Candidates

• Lateral Recruiting and Hiring

Creating an inclusive process for diverse lateral candidates can be the key to successful hires. This program, geared towards law firm recruiting staff, will explain how to effectively engage diverse candidates during the lateral hiring process and retain them. We will focus on addressing the needs of ethnically diverse candidates, female candidates, LGBTQIA candidates, and candidates with disabilities. This presentation will explore tools firms can use to better achieve their diversity hiring goals. You will leave this presentation with additional methods to recruit and hire and retain diverse candidates and ways to demonstrate to diverse candidates that they are welcome and will be able to thrive at your firm.
The Email Warrior: How to Clear Your Inbox and Keep it That Way

- **Member PD**

This program provides a practical and proven approach to help clear your inbox – and keep it clear – no matter how many emails you have right now. Having a clear inbox and knowing how to maintain it feels amazing and translates into many other productivity benefits, including saving time and reducing stress. Most importantly, you will learn how to protect time for your key priorities while still remaining responsive. As an Email Warrior, you will spend less time on email and get more done. Ultimately, this session will help you to better manage your most precious resource – your time.

*Ann Gomez, Productivity & Leadership Consultant, Founding President, Clear Concept Inc.*

The Neuroscience of Learning: Maximize Your Program's Effectiveness

- **Lawyer PD**

Theories and models abound on adult learning, but what's actually going on in the brain when we learn? Knowing, for instance, that our working memory has limited capacity and tires easily can dictate how we present new material. Understanding what makes information "sticky" enables us to craft a more memorable program. And, if the aim is to develop new skills and actually change behavior, it helps to know what the brain needs in order to move new information from working to long-term memory. We'll discuss the top 5 ways to use the brain's natural wiring to your advantage and practice proven techniques that enhance the learning and retention of material.

*Michelle Greer Galloway, Of Counsel, Cooley, LLP*

*Susan Robinson, Associate Dean for Career Services, Stanford Law School*

Up Your Coaching Game with Group Coaching

- **Counseling and Management**

Coaching in all forms has been gaining traction in law firms, and many organizations are experimenting with different ways to deliver coaching to a broader group of lawyers and on limited budgets. Group coaching is an effective way to achieve these goals and can be used in a variety of contexts, including with targeted groups or in combination with other coaching or training programs, and can be done live or virtually. Group coaching can be especially effective with groups in transition, such as new parents, senior associates and newly promoted partners, and for diverse lawyers, creating connections between different offices and practices. Learn how group coaching fits at your firm.

*Whittney Beard, Career Coach, Orrick*

*Jennifer Rakstad, Career Development Advisor (US), Mayer Brown LLP*

*Amber Setter, Senior Manager of Coaching and Performance, Apercen Partners*

How Will You Benefit from the 2019 NALP Annual Education Conference?

- The NALP Annual Education Conference is the largest, most comprehensive and well-respected educational program in our profession. The programming offered covers all areas of our profession from recruiting and career counseling to professional development, diversity and inclusion, and more.
- Specific sessions will target the current challenges members face in a changing legal environment, including issues in lateral hiring, media surveys, wellness, the new ABA protocol, compressed summer programs, diversity and inclusion, lawyer and law student PD, and much more.
- You will have opportunities to network with representatives of peer institutions during the Resource Center Opening Reception, Regional Receptions, the Member Celebration, the Diversity and Inclusion Reception, networking meals, targeted luncheon for public service, wellness activities including a 5K Fun Run and Walk, and more than a dozen meetings of NALP sections and groups.
- You will learn about innovative practices and ideas that you can implement upon your return to directly benefit your organization.
- The conference provides an opportunity to learn from consultants without having to pay consultant fees – over 30 consultants are participating as presenters.
- Trying to decide which service provider to go with on a new project? You will have time to consult with vendors and compare possible providers in the Resource Center.
- You will solidify relationships with colleagues from schools or employers with whom your organization seeks to develop stronger ties. With decreased travel budgets and a constantly changing environment, the opportunity to meet with representatives from numerous organizations all in one place becomes even more valuable.
- Lawyers can take advantage of the conference as a cost-effective way to earn CLE.

*www.nalp.org/sandiego2019*