

2021 Virtual NALP Annual Education Conference: Celebrating 50 Years of Making You an Expert

Monday-Friday, April 26-30, 2021 (half days)

Educational programming and networking opportunities each day

We will gather for the 2021 NALP Annual Education Conference virtually, using an easy to navigate conference platform. This new approach to our event will ensure that we can come together safely to discuss issues of vital importance, learn best practices from each other, and continue NALP's tradition of excellence in educational programming.

This year's 5-day virtual event will offer the insightful content and networking opportunities you have come to expect from the Annual Conference, all from the comfort of your own office or home. With no travel costs to consider, this year's conference will be cost-effective and the virtual programming will be as strong and informative as ever. The 2021 Annual Conference will feature over 70 concurrent sessions on a wide variety of topics plus one exciting plenary session. All sessions will be offered in real time on the days of the event, and the recordings will be available online for registrants until May 31, 2021, giving you access to all educational sessions with your one registration fee!

In addition to educational programs, the 2021 NALP Annual Education Conference will feature many opportunities to network with your peers. We will hold the Regional Business Meetings and the Annual Business Meeting on Friday, April 30. Other networking opportunities will include a Trivia Throwdown Challenge, a 50th Anniversary Celebration, a virtual 5k run/walk, yoga, roundtable discussions, and casual networking opportunities on the Remo platform. Visiting with colleagues and meeting peers in the legal industry will be easy and fun.

Plan now to be part of this signature event! The Annual Education Conference will look different in 2021, but the virtual platform will allow many of the best elements of a traditional NALP conference to remain in place.

Conference Newcomers Host Program

Is this your first or second NALP conference? Would you like a conference host to help you navigate the conference? Sign up during registration to have a host. Experienced NALPers – sign up to be a host to a conference newcomer as well!

NALP is Supporting Street Law

NALP is supporting Street Law as our conference charity. Street Law is a global, nonpartisan, nonprofit organization with more than 40 years of experience developing classroom and community programs that educate young people about law and government. For many years, NALP has partnered with Street Law to support the Legal Diversity Pipeline Program that

partners law firms and corporate legal departments with nearby, diverse high school classes. Through classroom visits and field trips to the law firms and legal departments, volunteers teach lessons and lead activities designed to increase students' knowledge and interest in the law and legal careers. Learn more here - <https://www.streetlaw.org/>

Town Hall on Recruiting Issues

Join your colleagues for a Town Hall Meeting on OCI issues – a recap of the virtual OCI season and a discussion of the future of OCI. You don't want to miss this chance to confer with your peers about the entry-level recruiting process.

Virtual 5k Run/Walk

Join us in a virtual 5k Run Walk the week of the conference, April 26-30. Run or walk a 5k and post your results on social media. Proceeds from the 5k Run/Walk will benefit Street Law.

Friday Plenary Featuring Haben Girma

The first Deafblind person to graduate from Harvard Law School, Haben Girma is a human rights lawyer advancing disability justice. President Obama named her a White House Champion of Change. She received the Helen Keller Achievement Award, a spot on the Forbes 30 Under 30 list, and TIME100 Talks. President Bill Clinton, Prime Minister Justin Trudeau, and Chancellor Angela Merkel have all honored Haben. Haben believes disability is an opportunity for innovation, and she teaches organizations the importance of choosing inclusion. The New York Times, Oprah Magazine, and TODAY Show featured her memoir, Haben: The Deafblind Woman Who Conquered Harvard Law. Join us on Friday, April 30 at noon ET to hear Haben's story.

CLE Credit Not Offered in 2021

We are not offering CLE credit for this year's conference.

NALP Celebrates 50 Years

Join your NALP colleagues for a virtual celebration of our 50th anniversary! Our special event will take place on Thursday, April 29 at 7:00 pm ET. You won't want to miss it!

Registration

Event registration is available online at www.nalp.org/2021annual. The system allows you to review the full conference information, 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.

NALP is pleased to offer registration for this year's annual education conference at a significant discount. Registration for NALP members is only \$495. Non-members employed at a member institution can register for \$595 and non-members not employed at member institutions can register for \$795.

Registration provides you with access to all of the conference content in real time during the 5 days of the conference and access to the recordings of all the concurrent educational sessions until May 31, 2021.

Cancellation Policy

Your registration fee will be refunded, less a \$100 processing fee, if a request is received in writing by April 1. No refunds will be provided after April 1.

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.

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. 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.

Antitrust Awareness: As members of a professional trade association, NALP members should always bring a heightened awareness of antitrust and anticompetitive risks and behaviors to professional gatherings. NALP's law school members compete with one another and NALP's law firm members compete with one another. Accordingly, NALP's members should avoid entering any sort of agreement or understanding with competitors related to any aspect of competition. However, it is always appropriate for NALP members to discuss information that is not competitively sensitive, such as industry trends, best practices, or the general types of opportunities and challenges that arise in legal recruiting.

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 becoming a conference sponsor or vendor, please contact Jay Richards, Senior Director of Operations, Member Services, and Meetings, 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.

WHY SHOULD YOU ATTEND THE 2021 VIRTUAL NALP ANNUAL EDUCATION CONFERENCE?

- No travel necessary to experience educational programming and networking events.
- Attendees can access all 75 educational programs for one registration fee. Recordings will be available for 30 days after the event, allowing time to experience many additional sessions.
- 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, changing OCI schedules, wellness, data collection, virtual 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 Regional Receptions, roundtable discussions, informal networking on Remo, and more.
- 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.
- You will solidify relationships with colleagues from schools or employers with whom your organization seeks to develop stronger ties.

All concurrent session blocks are 90 minutes to accommodate a 60 minute session and a 30 minute break. Sessions can be started anytime within the 90 minutes, but will stop at the end of the concurrent block.

Monday, April 26, 2021

12:00 PM- 1:30 PM ET

Concurrent Sessions

Sessions are 60 minutes or less and will be available for viewing during the 90 minute block to allow for breaks.

Advising Students and Alumni on Strategy and Tactics of Salary Negotiation

A recurring task handled by the Career Services Office is working with students and alumni in compensation negotiations with employers. This is an advising challenge both because of the stakes involved and also because evaluating compensation requires consideration of numerous items beyond just salary. In this interactive program, we will discuss resources available to help evaluate salary offers and will identify other significant financial and non-financial variables whose evaluation is necessary to assess overall compensation. We will conclude with a workshop where participants will examine several draft compensation offers and will determine optimal points for negotiation.

Samantha Ciriaco, Director of Experiential Opportunities and Outreach, Case Western Reserve University School of Law

Marti McCausland, Associate Director of Placement, Willamette University College of Law
George Podolin, Assistant Dean for Career Services, William & Mary Law School

An Assessment of Racial Equity Initiatives at Legal Organizations and Law Schools

In the aftermath of the tragic killing of George Floyd on May 25, 2020, many law schools, firms and other legal organizations quickly implemented race-focused diversity, equity, and inclusion initiatives. One year later, where are we now? Which initiatives gained traction; which faded away—and why? This interactive program will explore which initiatives were most impactful and what the results of those efforts were. As we examine the lay of the DEI landscape 12 months later, we will provide context and recommendations for law schools and law firm members who want to implement lasting, successful, and sustainable anti-racism initiatives.

Nirvana Dove, Manager for Diversity & Inclusion, Thompson Hine LLP

Tonya Gaskins, Assistant Dean for Career and Professional Development, Catholic University of America - Columbus School of Law

Summra Shariff, Executive Director and President, Twin Cities Diversity in Practice (TCDIP)

Annabrooke Temple, Manager of Professional Development, California & Asia, Covington & Burling

Sonya Wilson, Firmwide Recruiting Manager, Pillsbury Winthrop Shaw Pittman

Antitrust - What Is It and Why Does It Matter?

Have you ever seen an email circulate through your city group asking about the length of your firm's parental leave policy, looking for a copy of your firm's bonus structure, or even inquiring about whether you pay judicial clerkship bonuses? Did you know that in addition to seeking proprietary information, these questions are also illegal? This program will teach you the ABCs of antitrust laws, why they matter

to your employer, and how to protect yourself from risk by knowing how to respond appropriately to these (and other less obvious) questions and discussions.

John Snyder, Partner, Alston & Bird

Best Practices for Successful Lateral Onboarding & Integration in a Virtual World

With lateral associate attrition rates and partner moves on the rise, law firms are increasingly focused on integration as a way to measure the success of a lateral and keep them from falling through the cracks. Laterals themselves also want a clear understanding of how they will be integrated into a new firm and expect a positive, consistent experience. Now, add to the mix a worldwide pandemic and conducting all operations in a fully virtual manner. Our panel of experienced lateral-focused professionals will lead a discussion on their transitions to virtual onboarding and integration processes, integration methods, best practices, process inefficiencies, and prioritizing client service with lateral support.

Michelle Le Biavant, Sr. Legal Recruiting Manager, Perkins Coie LLP

Melissa Forshey Schwind, Director of Attorney Recruiting, Diversity and Inclusion, Ward & Smith P.A.

Christine Whitehead, Partner Recruitment & Integration Manager - Americas, Hogan Lovells

Level Up: How to Support Your Law Students and Lawyers with Disabilities

The case for recruiting and supporting students and lawyers with disabilities is largely established. But there's still a knowledge gap about how to best support them. This practical program gets into the nuts and bolts of accommodations, on the school and the firm side. Attendees will learn steps they can take to support law students and lawyers with disabilities and to demonstrate a commitment to disability inclusion.

Mark Crestohl, Senior Counsel, Labour and Employment Law Canada, Accenture

Tonya Gaskins, Assistant Dean for Career and Professional Development, Catholic University of America - Columbus School of Law

Danielle Liebl, Associate, Reed Smith

Annabrooke Temple, Professional Development Manager, California & Asia, Covington & Burling

Managing Sideways: Colleagues, Competition, & Career Advancement

We've all heard of managing up and managing down, but what are the best ways to manage tension, rancor, or unhealthy competition among colleagues? Law firm associates face particular challenges as they vie for certain work, seek to develop key partner and client relationships, or strive to build their profile, especially as progression opportunities narrow with seniority. Our program will address how to navigate these peer relationships with a focus on encouraging associates to serve as support systems for one another, while maintaining the ability to protect and promote their work product and advancement potential.

Sandra Bang, Chief Diversity and Talent Strategy Officer, Sherman & Sterling

Lisa Cuevas, Chief Talent Officer, Weil Gotshal & Manges

Adele Lemlek, Director, Coaching & Transition Services, Greiner Consulting Group

Noelani Walser, Firmwide Senior Director of Associate Talent, Morgan Lewis

OSCAR: The Next Generation is Here

After two years of focus groups, planning discussions, design review, and testing, OSCAR (Online System for Clerkship Application and Review) launched its second-generation platform in November. Join

members of the OSCAR staff for an interactive conversation to hear more about OSCAR features, talk through issues with the new platform, and consider ways to optimize the platform in the busiest part of the season. NALP members have been integral partners in OSCAR and can now look deeper at the new platform and offer feedback from early experiences.

Robert Bacharach, Circuit Judge, U.S. Court of Appeals for the Tenth Circuit

Marilyn Drees, Judicial Clerkships Director, Yale Law School Career Development Office

Tyrus Manuel, OSCAR Product Manager & IT Specialist, Administrative Office of the US Courts

Laura Simon, Program Manager, Recruitment/Court Initiatives, Administrative Office of the U.S. Courts

Teaming Up Against Burnout: Strategies for Individuals, Leaders & Teams

Burnout prevention is on the mind of many legal professionals these days. Burnout is typically talked about as an individual problem, but the research actually reveals that burnout is predominantly an organizational and systemic issue caused by a variety of job demands within the workplace. Teams and leaders need more information about this critical topic so they can activate what we know really helps - a combination of individual, leader, and team-focused strategies applied in a systemic way.

Paula Davis, Founder & CEO, The Stress & Resilience Institute

The I Said/They Said Guide to Getting Buy-In

What if you could get instant buy-in for your ideas and recommendations by simply snapping your fingers? It may not be that easy, however you can dramatically improve your chances for success if you understand how people make decisions and what causes them to act. This dynamic program draws on the latest scientific research to illustrate how you can influence lawyers, colleagues and vendors regardless of gender or title. Take steps to level the gender playing field and get your ideas heard. By following the insights in this session, you'll get people to see things your way more often.

Jessica Buchsbaum, Chief Legal Talent Officer, Bilzin Sumberg Baena Price & Axelrod LLP

Steve Hughes, President, Hit Your Stride, LLC

1:30 – 2:30 pm ET – Networking Events

- **Yoga**
Join your colleagues for a gentle virtual yoga class. Wear comfortable clothes and be ready to stretch and get relaxed for the day.
- **Casual Networking by Region**
Enjoy some time with your peers – tables will be organized by region so you can meet others in your area. Feel free to join another region's table as you wish!

2:30 PM – 4:00 PM ET

Concurrent Sessions

Be Your Own Guru: Master Your Perspective, Build Resilience, and Lead Yourself

"I don't just expect things to get better, I get better." This visual, high energy presentation will inspire and teach you to build your own courage and self-mastery – to become your own guru – in the '7 Step Guru Way.' This session will be equally fun and rigorous, steeped in best practices to enhance learning,

and based on top positive psychology research. You'll learn how to overcome pesky 'derailers' while increasing positive 'guru multipliers,' enabling you to lead yourself and others more effectively. You'll leave the session more confident in your ability to tap your internal resources to overcome the unexpected.

*Lynn Herron, Associate Recruitment Operations Manager, Hogan Lovells US LLP
Annemarie Spadafore, Ph.D., Founder & Professional Certified Executive Coach, Spark / Power Lab Executive Coaching*

Beyond Affinity Group Culture: Taking DE&I to the Next Level

With a strong foundation for DE&I already in place at many organizations, the question turns to how we may create a more holistic environment of inclusion, authenticity and a culture of belonging for diverse employees and students and really advance the needle. Three seasoned DE&I professionals will discuss their organizations' efforts, explore their aspirational DE&I roadmaps and address what changes need to take place over the next five years in order to see real change in the legal community.

*Joi Y. Bourgeois, Global Director, Diversity & Inclusion, Kirkland & Ellis LLP
Aisha Greene, Director of Attorney Development and Training, Cadwalader, Wickersham & Taft LLP
Adele Lemlek, Managing Director, Coaching & Transition Services, Greiner Consulting Group
Joy Monahan, Associate Director, Legal Diversity & Outside Counsel Programs, AbbVie*

Building the Foundations for Practice by Integrating Practice-Readiness Expectations

While it is commonly accepted that law student PD should align with practice realities, there remain challenges to collaboration between law schools and employers. Yet to design relevant PD curriculum that will prepare students for practice, law school staff and faculty must understand which competencies will support and accelerate students' development in the current legal landscape. This session will identify ways to build the IAALS Foundations for Practice into student PD, as the Foundations (a set of legal skills, professional competencies, and personal characteristics) tell us what employers deem necessary for junior lawyer success. We will highlight key Foundations that prepare students for entry-level practice during times of change and share multiple approaches and exercises for bringing this data to life.

*Logan Cornett, Director of Research, IAALS
Zachariah DeMeola, Director of Legal Education and the Legal Profession, Institute for the Advancement of the American Legal System (IAALS)
Kristen Hulse, Assistant Professor of the Practice of Law, University of Denver Sturm College of Law*

Designing on a Dime: Low or No Cost Resources to Leverage Small and Solo CSOs

With limited staff and budget resources, CSOs are constantly challenged to "do more with less" and provide a wide array of services to law students and recent graduates. Presenters will explore some of the many tools at your disposal that cost little or nothing to your bottom line – strategic partnerships, free online resources, reduced-cost deals from vendors, NALP programs and brochures – that help broaden your reach. You'll brainstorm solutions with fellow NALP members and leave with practical tips that you can put to work immediately when you return home.

*Susanne Aronowitz, Senior Consultant, Naomi Beard & Associates, Inc.
Skip Horne, Vice President for Engagement, NALP Foundation
Emily Roy, Director, ABA Career Center, American Bar Association*

Kala Taylor, Assistant Dean, Career & Professional Development Center, Campbell University Norman Adrian Wiggins School of Law

Gen-Z: They Aren't Even in Firms Yet, But They Know What They Want

Major, Lindsey & Africa have conducted a pioneering survey of future Gen-Z lawyers at the top US law schools to understand their career drivers and expectation in more detail. The aim of this program is to explore their perceptions and expectations of law firm life and answer key questions that will help law firm practitioners adapt to this incoming talent pool. We will consider what Gen-Z thinks of firms' diversity efforts, how they expect to be included in law firm culture and how social responsibility is playing an ever-increasing role in their decision-making process.

Jacqueline Bokser LeFebvre, Managing Director, Major, Lindsey & Africa
Nathan Peart, Managing Director, Major, Lindsey & Africa

If You See Something, Say Something: Moving from Bystander to Accomplice

Our voices have been raised in protest supporting communities that are underrepresented and marginalized in our workplaces and throughout society. While some organizations provided public statements and devoted resources to anti-racism work, the true "work" occurs on a far more individual level. It is on us as employees and citizens of the word to find the courage to interrupt bias in the moment so we can stand in solidarity with our colleagues. This interactive session will provide tools to identify and respond in real-time to difficult conversations and microaggressions. Participants will explore their role as accomplice and engage in actively building a set of confident and effective response tactics. This program will leave participants ready to actively engage as accomplices.

Rachael Bosch, Managing Director and Founder, Fringe Professional Development
Janelle N. Christian, Founder and Creator, Hey J. Nicole

Judicial Clerkships: A Strategic Stop on the Public Interest Career Path

Why do so many public interest-minded students quickly rule out judicial clerkships? Public interest and clerkship counselors know that judicial clerkships — once narrowly viewed as a stepping stone into BigLaw or misconstrued as a monotonous extra year of law school — can be a key ingredient in a public service career. The counseling obstacles are particularly vexing. Join us as we discuss how to demonstrate the benefits of judicial clerkships to public interest-minded students, share some successful strategies for addressing student concerns about salaries, prestige, long-term career advancement and, of course, application timing.

Susan Curry, Senior Director of Public Interest Law and Policy, University of Chicago Law School
Michele Hoff, Associate Director, Judicial Clerkships, Georgetown University Law Center, Office of Career Strategy
Alison Kennedy, Public Interest Coordinator, University of MN Law School

Pivot, Don't Panic: Supporting Your Organization Through Radical Change

Though 2020 wasn't anyone's favorite year, it provided us with a host of lessons learned, new perspectives, and challenging opportunities. Please join us for an interactive session on what we learned, how we managed to pivot rather than panic, found and leveraged a few silver-linings, and supported our teams and organizations through global change. We will provide insights from PD and recruiting team perspectives. Come prepared to share your insights with your colleagues. Handouts that cover crucial items to address when navigating change, specifically rapid, unexpected change, as well as sample action plans will be provided.

Andrew Hales, Vice-President of Professional Development and Training, Venable LLP
Nancy Parker, Director of Attorney Recruitment, Fried Frank Harris Shriver & Jacobson
Jeanne Picht, Director, Professional Development, Fried Frank Harris Shriver, and Jacobson

Pivots, Pressures, and Progress: Data on a Changed Legal World from the NALP Foundation

Join the NALP Foundation for the latest data on the past year's impact on associate attrition, professional development and DEI efforts, and recent graduates' employment. Drawn from the Foundation's newest research, the session will provide participants with unique insights, benchmarks, best practices, and innovations they can deploy within their own organizations, whether firms or schools.

Fiona Hornblower, President & CEO, The NALP Foundation
Jennifer Mandery, Senior Director of Research, The NALP Foundation

To Infinity and Beyond: Perspectives on the Evolution of Law Firm Alumni Relations

Panelists with a range of experience in the legal alumni relations field, representing law firms at various stages of alumni relations program development, will provide insight on the historical evolution, current state, and anticipated growth of alumni relations roles and programs at law firms. Panelists will share a comprehensive overview of how firms are approaching alumni relations based on information gathered directly from alumni relations professionals at firms across the country.

Deborah Cusumano Caldwell, Director of Partner Hiring & Alumni Relations, Winston & Strawn LLP
Jennifer Gewertz, Director of Attorney Alumni Relations, Arnold & Porter Kaye Scholer LLP
Adrienne Jaroch, Global Director of Alumni Relations, McDermott Will & Emery LLP

4:00 – 5:00 pm ET – Networking Events

- **Roundtable Discussions by Session**
Join your colleagues in breakout rooms to discuss the educational programs from the day's Concurrent Blocks. Discussions will center around the session content and will offer a chance to interact with other attendees and the speakers.
- **Casual Networking**
Join your colleagues for a time of casual networking. Let's simulate a conference ballroom and chat with a variety of attendees at different tables.

Tuesday, April 27, 2021

12:00 PM – 1:30 PM ET
Concurrent Sessions

Across State Lines: Innovative Partnerships Between Law Firms & Law Schools

Local and national law firms strive to connect with law student candidates in geographic markets other than their own whether in-person or virtual. In this session, hear both perspectives as we share creative ideas for partnership building between law firms and law schools that are not located in the same market to help improve pipelining efforts. We will share how the University of Minnesota Law School and it's Wisconsin law firm employers work together in developing a city Walk-Around Program, a

market-specific OCI interview day and other events into an innovative package to connect with their students.

Kelly Conrardy, Legal Talent Director, Godfrey & Kahn

Ginny Mueller, Legal Recruiting Specialist, Husch Blackwell

Simona Suen, Sr. Recruiting and Diversity Coordinator, University of Minnesota Law School

Best Practices for Hiring and Retaining International Students

International students have a great deal to offer legal employers, but the global pandemic has caused enormous uncertainty around their hiring. This panel is designed to discuss how legal employers can best support international student hires (both JD and LLM) right now. The focus will be on every aspect of international student recruiting and retention, from recruiting to arranging work visas and beyond. It is also an opportunity to update NALP members on the status of international student hiring, especially among bigger international law firms.

Ana Maria Knapp, International Assignments and Secondment Manager, Hogan Lovells

Rebecca Moor, Associate Director for Professional Development, Boston University School of Law

Mary Schaus, Attorney Recruitment and Development Manager, Skadden

Yugank "Sunny" Sikka, Associate, Weil, Gotshal & Manges

Beyond the Gender Binary in the Legal Profession

Improving inclusion around gender in our law schools, firms, or other organizations means knowing best practices for supporting individuals who identify their gender as non-binary, are gender non-conforming, or identify as a gender other than female or male. This year, the NALP Task Force on Non-Binary Inclusion in the Legal Profession has taken an in-depth look at how we can improve, and in this interactive workshop, we will share what we've learned. Participants 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.

Jose Bahamonde-González, Chief Diversity, Inclusion & Professional Development Officer, Miles & Stockbridge, PC

Douglas Ebeling, Professional Development Manager, Schulte, Roth & Zabel

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

Melanie Rowen, Associate Director for Public Interest/Public Sector Programs, Berkeley Law

Externship Programs in a Covid-19 World: How to Adapt and Manage

The Covid-19 pandemic transformed many externship programs from in-person to remote. Law schools, employers, and students have swiftly pivoted to a new virtual normal. Now that we are in it, are remote externships here to stay? How can we bolster the benefits and diminish the drawbacks of this new reality? This program will provide tips and best practices to help employers transition to remote work with students, law schools highlight virtual opportunities, and students showcase the unique skills acquired through remote experiences.

Michaela Rossettie Azem, Director of Pro Bono Services & Externships, Office of Public Service, Cornell Law School

Jill Backer, Assistant Dean for Career & Professional Development, Pace Law (Elisabeth Haub School of Law)

Samantha Ciriaco, Director of Experiential Opportunities and Outreach, Case Western Reserve University School of Law

Jessica Ellias, Assistant Director of Legal Recruitment, New York City Law Department

Increasing the Effectiveness of Your Lateral Hiring Efforts

Urgency, demand, and a highly competitive environment can keep us on auto-pilot when it comes to lateral hiring. However, auto-pilot is not an effective recruiting strategy. Recruitment professionals need to go above and beyond traditional methods to source candidates and enhance the candidate experience to improve yield and market positioning. This program will explore ways to create a next-level lateral hiring plan, regardless of whether you're looking for associates, counsel, or partners. Join us for a deep dive into how to engineer the best lateral program utilizing tried and true techniques, how to best employ alternative sourcing methods, and apply the feedback from recent laterals to ensure you are focused on the most important factors. You will leave with new ideas on how to build an effective lateral hiring strategic plan designed for optimum success.

Dyana Barninger, Firmwide Director of Legal Recruitment, K&L Gates
Natalie Quinn, Director of Associate Recruitment, Fox Rothschild LLP
Erin Springer, Director of Attorney Hiring, Alston & Bird

Mutual Belonging: Lawyer Engagement is a Two-Way Street

Belonging is a core human need that contributes to wellness, engagement, retention, and pride in the workplace. It is rapidly becoming the new framework for inclusion, one that encompasses everyone, no matter their backgrounds and identities. Mutual Belonging between an organization and the individual sets up an understanding of reciprocity and accountability: The lawyer/law student belongs in the organization, and the organization belongs to the lawyer/law student. In this session, we will explore what mutual belonging is and why it matters, and we will describe cutting-edge ways to activate mutual belonging in an organization through process change.

Jessica Natkin, Principal, Total Talent Design
Neha Sampat, CEO and Founder, GenLead|BelongLab

Preparing Students to Respond to Difficult Interview Questions

Career services professionals are often well-prepared to help their students answer the so-called "typical" interview questions. But what about the hard questions that don't show up on the sample questions list? These questions are often based on the student's unique circumstances and can be a cause of great stress and anxiety. The COVID-19 pandemic only exacerbates these concerns, as many interviews have switched from in-person to virtual, and an increased sense of uncertainty pervades the legal job market. Hear from both seasoned career advisors and recruiting professionals on how best to prepare your students for some of the most challenging and sensitive questions they could face from employers. This session will include tips for first generation and international students, as well as advice relevant to all students.

Leah Adams, Director, CDO Communications, Programming & JD Employment, McGeorge School of Law
Shannon Kahn, Associate Director of Private Sector Counseling, Berkeley Law
Eva Wisnik, President, Wisnik Career Enterprises, Inc.

Raising Invisible Voices: Experiences of Native Women Big Law Lawyers

American Indians are the ultra-minority in the U.S., in law schools, and in the legal profession. In particular, the number of Native women at large law firms is embarrassingly small. This panel will explore the experiences of several Native women who are lawyers at large law firms and how law firms and law schools can take action to attract and retain this ultra-minority.

Kristine McKinney, Chief Legal Talent & Inclusion Officer, Fish & Richardson

Leah Sixkiller, Associate, Faegre Drinker Biddle Reath
Heather Dawn Thompson, Practice Group Attorney, Greenberg Traurig, LLP
Wilda Wahpepah, Special Counsel, Sheppard Mullin

Supervising Law Students Virtually – Keys to Success

Supervising students remotely is the new normal for public interest employers, and several organizations, big and small, have sought out resources to make the best of their interns' and externs' experiences. Career counselors and other professionals in the law school community are also interested in how to advise students on how to stand out in remote internships. This panel of a public interest employer, a manager of the EJW Student Fellowship programs, and a career services counselor and externship director, will discuss ways employers and students can be the most successful during remote relationships. The panel will discuss take-away techniques supervisors and students should utilize and practice, with some of the advice based on data received from summer 2020 internship programs. Attendees will receive digital resources created by University of Denver Sturm College of Law externship faculty.

Alexi Freeman, Professor of the Practice; Director of Externships & Public Interest Initiatives, Univ. of Denver Sturm College of Law
Karen Masciulli, Legal Talent Director, Colorado Attorney General's Office
Brooke Meckler, Program Manager, Equal Justice Works

1:30 – 2:30 pm ET

- **Yoga**
Join other NALP members for a gentle virtual yoga class. Wear comfortable clothes and be ready to stretch and get relaxed for the day.
- **Casual Networking by Employer Type**
Enjoy some time with your peers – tables will be organized by law school attendees and legal employer attendees. Feel free to join the other side's table as you wish!

2:30 PM – 4:00 PM ET

Concurrent Sessions

Abracadabra! Finding Time for Your Own Professional Development and Other Magic Tricks

We spend our lives taking care of our students' and lawyers' professional development needs, but are we practicing what we preach and securing our own oxygen masks? This program will help attendees assess their strengths and areas for development, set goals for the coming year and will include follow up after the conference for accountability. Topics will include being self aware and adopting a growth mindset, asking for and responding to feedback, setting and achieving goals, raising your profile in and outside of your firm (including getting a seat at the table and strategic involvement, speaking and writing), and identifying and utilizing resources including finding your own mentors and establishing a board of advisors. The program will include coaching tips on how to prioritize and not postpone or procrastinate your own professional development.

Molly Peckman, CEO, MPTD

Best Practices for Supporting the Career Development Paths of Our Underrepresented Students

Whether your career services office has never done targeted programs for minority or LGBTQ+ students or you have been doing them for some time, this program is for you! Recent law school experience studies demonstrate the challenges that these students continue to encounter as they navigate various academic and professional obstacles early in their legal career. What can we do as career service professionals to provide specific programming and other resources to assist them to overcome these obstacles and set them up for success?

Katie Overberg, Director, Career Development, Drake University Law School

Alison Ashe-Card, Associate Director, Diversity & Inclusion, Wake Forest University School of Law

Nirvana Dove, Manager for Diversity & Inclusion, Thompson Hine LLP

Don't Shoot the Messenger! Communicating with Law Students in Times of Uncertainty

When the economy plunged in Spring 2020, legal employers and schools tackled uncertainties around remote learning, grading, summer programs, unemployment and more. Communications with law students were rapidly published by legal media and social media forums. This panel discussion will provide perspectives and strategies from a law firm and school on handling these communications. A legal journalist will provide insight into their methodology. The audience will discuss best practices for communicating during uncertain times and implications – what could legal employers and schools say? How did they say it? How did the legal media impact these messages? What lessons were learned?

Susanna Brennan, Manager of Attorney Recruiting, Miller Canfield

Debbie Atlas, Director of Attorney Recruiting, Ice Miller

Karen Sloan, Legal Education Editor and Senior Writer, ALM

Melanie Rowan, Associate Director for Public Interest/Public Sector Programs, Berkeley Law

Jobs Where the Buffalo Roam – Successful Rural Placement

Small towns and rural communities are in desperate need of legal talent, from firms, to county lawyers, to civil legal services, judicial law clerks, and more. These are amazing opportunities for students, offering the potential for work/life balance, long-term financial security, and immediate prominence in their community. Come learn how developing a dedicated program of outreach to rural and smaller communities can support your students, improve employment outcomes, elevate the profile of the CSO, and generate good will from alumni and donors. Consideration will also be given to how an increased comfort level with all things “remote” as a result of the pandemic has impacted options for meeting rural legal needs.

Arturo Thompson, Assist Dean of the Career Development Office, University of Utah, S.J. Quinney College of Law

Tasha Everman, Assistant Dean & Director fo Career Development, University of Nebraska College of Law

Navigating Complex & Controversial Situations with Search Firms

When law firms and search firm work together to accomplish a common goal, there are times where conflict or sensitive topics arise. This panel will focus on complex, tricky and controversial situations that we face in our relationships with search firms and how we can navigate them to avoid issues and find common ground. Using real-world examples from law firms and search firm as a starting point, we will open the floor to share various perspectives on how to best approach and handle delicate situations that commonly occur in the legal industry. Join us to discuss tips and best practices on conflict resolution and relationship building with members of the legal industry.

Kathren Davos, Regional Senior Legal Recruiting Manager, Seyfarth Shaw LLP

Wade Hooper, Chief Strategic Growth Officer, Kilpatrick Townsend & Stockton LLP
Ross Weil, Partner, Walker Associates
Keith Fall, Partner, Walker Associates

Our Virtual Reality: Public Interest Hiring Post-COVID-19

What impact has COVID-19 had on public interest and public sector hiring? Let's take a look one year later to see what changes the PI/PS community has seen in summer intern and entry-level lawyer hiring practices and discuss what changes we think are here to stay. A panel of a public sector career counselor, a representative of Equal Justice Works, a representative of the NYC Law Department will discuss these changes both positive and negative, the implementation of virtual interviewing and networking, lessons learned, and what they plan to carry forward into future. Participants in this interactive session will leave with strategies and suggestions to take back to their work as they re-evaluate their own practices in this different hiring landscape.

Lillian Evans, Deputy Director of Legal Recruitment, NYC Law Department
Sara Malan, Associate Director of Public Interest/Public Sector Programs, UC Berkeley School of Law
Claire Cusella, Manager, Strategy Execution, Equal Justice Works

Parents and Caregivers in Law Firms: Policies and Supports to Recruit and Retain Parent Talent

Law firm structures and cultures have historically been designed for lawyers with few caregiving responsibilities. Now, however, with the rise of women in the profession, an exodus of women from the workforce as a result of the COVID-related child-care crisis, dual-career couples, and a new generation that prioritizes shared caregiving, policies and norms must change. This session will discuss industry benchmarks and best practices both in parental leave and in programs and tools that support and help retain working parents ((e.g., parent affinity groups, ramp-up options, providing "return-to-work" transition resources, etc.). We will also address talking points law students can use around parental issues as they interview firms for summer associate positions.

Lori Mihalich-Levin, Partner, Dentons US LLP & Founder, Mindful Return LLC,
Manar Morales, President & CEO, The Diversity & Flexibility Alliance
Rebecca Baumgartner, Senior Manager, Diversity & Inclusion, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

Sneaking in the Veggies: Embedding Well-Being into Professional Development

We know well-being is critical to lawyer competence and high performance, but we also know that lawyer participation in wellness programming tends to be low. Like parents sneaking vegetables into their kids' mac and cheese, a solution lies in "sneaking" well-being themes into what lawyers see as the "good stuff" - skills and professional development programming. This session will review the six dimensions of lawyer well-being and provide practical strategies for integrating wellness modules and topics into skills training programs. We will also discuss ways to generate buy-in for this approach from firm leadership and other stakeholders.

Melissa Berry, Director of Professional Development & Diversity, Lane Powell PC
Heather DiFranco, Director of Professional Development, Benesch Friedlander Coplan & Aronoff LLP
Jonathan Beitner, Chair, CoLAP Well-Being, American Bar Association

CANCELLED: Tomayto/Tomahto: Two Approaches to Coordinating Career Counseling and Alumni Relations

Does your firm offer career counseling for lawyers? Do you have an alumni relations team? Join us for a discussion with two firms on their approaches – comparing and contrasting their styles – and how they bridge the gap between the two departments for one successful firm effort.

Sheri Mayerowitz, Global Alumni Relations Manager, Hogan Lovells
Robert Duncan, Senior Counsel (former partner) and Career Advisor, Hogan Lovells
Elizabeth Claps, Director of Alumni Relations, Cleary Gottlieb Steen and Hamilton LLP

4:00 – 5:00 pm ET – Networking Events

- Roundtable Discussions by Session
Join your colleagues in breakout rooms to discuss the educational programs from the day's Concurrent Blocks. Discussions will center around the session content and will offer a chance to interact with other attendees and the speakers.
- Casual Networking
Join your colleagues for a time of casual networking. Let's simulate the conference hotel lobby and enjoy seeing NALP members in a casual conference space!

6:00 – 7:30 pm ET

- Trivia Throwdown Game (small fee, space is limited)

8:00 – 9:30 pm ET

- Trivia Throwdown Game (small fee, space is limited)

Wednesday, April 28, 2021

12:00 PM – 1:30 PM ET

Concurrent Sessions

“All Rise” – Managing Judicial Clerkship Initiatives When It's Not Your Only Job

Without a doubt, judicial clerkships are one of the most well-respected employment opportunities available to recent graduates. The opportunities are vast and diverse. With no centralized or uniform application process, there is much work to be done by a career counselor to promote/help students secure these opportunities. As a result, many schools have a dedicated counselor for judicial clerkship initiatives. However, for some schools, the career counselors have much more than just clerkships on their plates. This program will focus on time-saving tips and strategies to promote/help students secure these prestigious clerkships when judicial clerkships are not your only job and the landscape continues to change in light of Covid-19.

Samantha Kasmarek, Interim Director, Career Services and Director NY Externship Program (NYEx), Syracuse University College of Law

Sandra Morriss, Career Coach & Academic Advisor, University of Washington School of Law

Todd Rogers, Assistant Dean for Career Development, Colorado Law

Alison Lintal, Director of Career Services & Internship Programs, Penn State Dickinson Law

Career Advising as a Black Woman: The Realities, Challenges, and Strategies

Black women serving as career advisors function under a unique set of circumstances owing to the intersection of their identities. This intersectionality affects advisors' interactions with the students they support, the colleagues with whom they work, and the employers with which they must build relationships. These advisors' also very often perform unofficial and unacknowledged work supporting Black and other students with identities traditionally underrepresented in the law. We will discuss the realities faced by Black women working in career services, strategies for succeeding in our work, self-care, and ways our non-Black colleagues can show up for us as allies.

Alexia McCaskill, Sr. Director for Professional Development, University of Colorado Law School

Michelle Jackson, Director of Alumni Advising, Northwestern Pritzker School of Law

Nikki Wright Smith, Assistant Dean, Office of Career, Professional Development, & Diversity Initiatives, Texas Southern University, Thugood Marshall School of Law

Alicia Currin-Moore, Director, Career Development, The UNiversity of Oklahoma College of Law

Critical Leadership Skills in Today's Rapidly Changing Environment

In any given day, a leader in legal talent must quickly respond to complex strategic questions from firm leadership. Mergers? Associate compensation? Open concept workspace? Innovations in recruiting and PD? New staffing models? Join this session to learn tips and tricks for building this critical skillset, accessing information in the industry and growing your confidence to be a trusted advisor in your firm.

Kristine McKinney, Chief Legal Talent & Inclusion Officer, Fish & Richardson

Jean Durling, Chief Talent Officer, Fox Rothschild LLP

Kay Nash, Chief Talent Officer, Wiley Rein LLP

Dana Gray, Senior Director of Practice Management, Faegre Drinker

Embrace the Science and Join the [R]evolution

We have debated the predictive value of law school GPAs and law school rankings for decades. The recent pandemic, ongoing urgency of bias-eliminating strategies, rapid changes at law schools, and the emergence of virtual OCI have explosively forced the issue and law firms must be willing to look beyond traditional academic indicators. In this information packed panel, law firm recruitment leaders who are already leveraging the power of personality data and technology will share their experiences and the unique pros and cons of using assessments for entry-level hiring and beyond.

Sang Lee, Co-Founder, Thine

Kiley Bostick, Director of Legal Recruitment, Katten

Lesley Stumphauer, Legal Recruitment and Personnel Manager, Freshfields

Trisha Weiss, Director of Legal Recruitment, Cooley

From Road Warrior to Zoom Warrior: Maintaining Relationships On & Off-Site

The way we work and interact has been impacted greatly by COVID-19. While some tasks have been easily replicated by technology, other intangibles cannot be solved so readily. What is a leader to do when traditional ways to build consensus for new initiatives, lead teams, execute on complex projects, and cultivate relationships have changed rapidly and potentially, for the longer-term? Our panel of seasoned talent professionals will explore the challenges they are facing, the new opportunities they are discovering, the budgetary and other considerations they are weighing, and the impact of working with distributed teams in this unfolding new paradigm.

Jennifer Greiner, President & Founder, Greiner Consulting Group

Diane Downs, Chief Legal Talent Officer, Morrison & Foerster

Jane Rhee, Chief Talent Officer, Gunderson Dettmer
James D. Moore, Director of Career Development, O'Melveny & Myers

Getting to Work: Visa Advising for International Law Students under the CPT and OPT Programs

In the midst of the global coronavirus pandemic and the resulting economic downturn, threats to immigrant work authorization continue to grow. International students face several hurdles to gaining substantive legal experience and securing employment in the domestic legal market. CPT and OPT provide a means for students to secure work authorization for a limited time. This program will provide an overview of CPT and OPT and some tips for advising international students who are applying for work authorization under these programs. The presenters will update the attendees on how current events are shaping and influencing international student work authorization programs.

Alison Lintal, Director of Career Services & Internship Programs, Penn State Dickinson Law
Laura Suhler, Manager, OPT Team, Arizona State University

Racial Justice and Policing in America

Policing in America is racially violent. We are reminded of the history of police and vigilante violence against people of color by the recent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbury. All of these homicides also occurred during the COVID-19 pandemic, which disproportionately impacts communities of color. As a cumulative result, people from all racial and cultural backgrounds have peacefully protested the violence of police and the harm of policing particularly during the pandemic. This panel seeks to bring together justice activists, police officers, and experts on race and policing, to discuss this particularly important time of change and racial justice in the United States

Valenta Beety, Deputy Director, Academy of Justice, Sandra Day O'Connor College of Law, Arizona State University

The Honeymoon is Over: Ensuring a Lateral's Long-Term Success

We may hate to admit it, but we've all experienced a lateral hire that performs below expectations. What happens then? What strategies can be implemented to turn the tide toward success? In this session we'll discuss the ideas and best practices for identifying under-performing lawyer hires and creating a pathway to success. A lateral's success can be influenced by the firm's recruitment team, professional development department and external headhunters. The panel will discuss ways that these stakeholders can collaborate to ensure success for both associate and partner lateral lawyers and what happens when despite your best efforts, the lateral candidate doesn't work out.

Ethel Badawi, Co-Founder & Principal, Pollack Badawi Group LLC (PBG)
Melanie Renee Priddy, Chief Talent Officer, Katten Muchin Rosenman LLP
Kay Nash, Chief Talent Officer, Wiley Rein LLP
Abraham Pollack, Co-Founder & Principal, Pollack Badawi Group LLC (PBG)

When Good Intentions Aren't Good Enough: 5 Reasons Why Wellbeing Initiatives Backfire

You've tried it all! Mental Health Awareness Days. Stress Resilience Programs. Mindfulness Training. Commitment to the ABA Pledge. Yet in spite of dedicated programming and your best intentions to improve the wellbeing of legal professionals, the problem persists, and many remain skeptical it will ever go away. You can hire the best consultants, run strong programs, develop robust wellbeing communities and policies, but it can backfire unless you do these 5 things first! Join Wellbeing Expert and Stress Resilience Coach Joanne Schaefer to hear about the latest best practices in wellbeing training and develop a targeted strategy to ensure your wellbeing initiatives are impactful.

Joanne Schaefer, Stress Resilience Coach & Wellbeing Consultant, JSchaefer Coaching

When No One at the Bar Knows Your Name: Help Diverse, Int'l and First Gen Students Build Networks

There is a seldom mentioned inequality which directly affects many diverse, international and first gen students and lawyers. The way we build and grow social networks amplifies and exacerbates existing inequities in society. It is an inequality not because of who we are, but because of who we are (not) connected with. Network inequality, an often overlooked disadvantage, creates and reinforces inequality of opportunity. What can and should law schools and law firms do about it? There will be a special emphasis on how to build networks virtually.

Amy Kimmel, Asst. Dean - Career Development Office, University of California, Hastings College of the Law

Desiree Jaeger-Fine, Director of International Programs, Brooklyn Law School

Amrita Singh, Assistant Director, Office of Graduate Careers, Georgetown Law

1:30 – 2:30 pm ET – Networking Events

- Town Hall
Join your colleagues for a Town Hall and breakout room conversations about virtual OCI and the upcoming OCI schedule for 2021.
- Yoga
Join other NALP members for a gentle virtual yoga class. Wear comfortable clothes and be ready to stretch and get relaxed for the day.

2:30 PM – 4:00 PM ET

Concurrent Sessions

#MeToo In The Courthouse

This program addresses the #MeToo movement in the federal judiciary. It discusses reforms to the judiciary's policies and procedures for handling allegations of harassment, areas for further improvement, and ways law schools and legal employers can be forces for positive change. The speakers are founders of Law Clerks for Workplace Accountability, an organization committed to ensuring that the federal judiciary provides a harassment-free workplace. The speakers have worked with state and federal judiciaries across the country to improve their policies, procedures, and workplace culture, and they've testified on related matters before the House, the Senate, and the rule-making body of the federal courts.

Kendall Turner, Counsel, O'Melveny & Myers

Jaime Santos, Partner, Goodwin Procter LLP

Deeva Shah, Associate, Kecker, Van Nest & Peters

Best Practices for (Live or Virtual) Synchronous and Asynchronous Training

Whether in person or remote, it's more important than ever that training programs are engaging, effective, and lets' face it...less boring. In this session, we'll discuss best practices for a variety of training programs for law school students and associates. We'll offer practical tips for designing and delivering compelling synchronous and asynchronous programs, including ideas for blended learning, flipped classrooms, and more. Also included will be how to get buy in from attendees, presenters, and

leadership. We'll also discuss a case study based on a successful remote training program led by the career services team at Harvard Law.

Ian Nelson, Co-Founder, Hotshot

Sara Dana, Senior Associate Director and Director of Communications, Harvard Law School

Disrupting (Implicit?!) Bias on the Go

A student comes into the Career Development Office to report back on their 1L Diversity Fellowship at a local private law firm. They say that one partner sent an internal email commenting on his opposition of “the desecration of Civil War Confederate monuments,” mentioning that his grandfather fought for the Union. Not a single lawyer in the firm responds, with the exception of one associate who tries to reframe his colleague’s comments in a positive light. The student wants to talk about their discomfort and is seeking guidance about how to interact with this situation. The student feels burdened, as a person of color, to respond, isolated/upset that nobody else is responding, and/or that they need to “clean up” the mess that the partner caused. Scenarios like this are not uncommon. How, as law school and law firm professionals, do we disrupt the bias—whether implicit or explicit—that we see and hear about from our students, associates, and colleagues? What is our role in addressing reports of bias with law firm administrations? In an interactive session, we will identify where we see bias in a wide variety of workplace situations (e.g., interviews, networking events, summer associate programs, etc.) and then discuss frameworks for navigating these situations.

Fairuz M. Abdullah, Esq., CPCC, Director of Employer Relations, Career Development Office (CDO), UC Hastings College of the Law

Molly Stafford, Assistant Dean of Career Services, University of the Pacific, McGeorge School of Law

Kori Carew, Chief Inclusion & Diversity Officer, Seyfarth Shaw LLP

Forecast Unclear: Adapting Your Summer Program to the Current Climate

When the wind blows in a new direction you have no choice but to think outside the box. The phrase, “Because we’ve always done it this way,” is no longer an option. Adjustments to summer associate programs are necessary for a variety of reasons: firm changes, the economy, and public health, to name a few. Challenges are an opportunity for creativity and making meaningful change. Where should you start and how do you facilitate success? In this session, seasoned professionals will discuss how they respond and adapt when the forecast looks gloomy to ensure this critical means to entry-level hiring is a valuable, and engaging, experience for all stakeholders. Strategies will be shared to provide you and your team with the tools to face any storm and not only survive, but thrive.

Natalie Quinn, Director of Associate Recruitment, Fox Rothschild LLP

Lynn Herron, Associate Recruitment Operations Manager, Hogan Lovells US LLP

Kari Mitchell, Attorney Recruiting Manager, Morgan Lewis & Bockius

Katie Monin, Senior Legal Recruiting Manager, Perkins Coie

Impact ESG and Corporate Sustainability – The Bridge Between Public Interest and the Private Sector

Impact ESG and Corporate Sustainability is a significant growth area for career service professionals and law students to consider. Career opportunities can be found across industry sectors and in a variety of organizational types (i.e. institutional investors; public corporations; non-profits; ESG structural framework organizations and law firms), and the jobs touch on important environmental and social issues such as climate change, human rights, living wages, access to drinkable water, gun violence and the Black Lives Matter and Me Too movements, just to name a few. And, how incredible to find a career path that bridges the gap between public interest and the private sector! Come hear about recent NALP

data on emerging legal careers and then do a deep dive into this exciting new area of Impact ESG and Corporate Sustainability.

Andrew Droste, Board Advisory Specialist, Russell Reynolds Associates

Rhonda Rittenberg, Director of New Markets, Northeastern University School of Law

Marion Werkheiser, Founding Partner, Cultural Heritage Partners

Managing & Leading Great Staff and Team Meetings

With firm resources tighter than ever, and staff and management busier than ever, frivolous meetings and virtual meetings are simply not an option. Yet they continue to occur more often than ever. And too many unproductive, wasteful meetings create a major drag on staff morale and motivation, thus affecting productivity, turnover, and the company's "bottom line". And, as the organizer or leader of unproductive meetings, you simply cannot afford to look bad when you are "on stage" in a competitive or political environment. Avoid the common "meeting failure" pitfalls in both your in-person and virtual meetings! Learn proven strategies for better preparing for meetings, getting better participation, running meetings effectively, using your online technology, and having better follow up and follow through once the meeting is over. Take your meetings/virtual meetings to a new level, and have your team actually look forward to that time well spent together!

Randall Dean, Time, E-mail, and Tech Management Speaker, Randall Dean Consulting & Training, LLC

Public Speaking for NALP Professionals: Tips & Techniques from the Theater

One of the most important skills NALP members can develop to build credibility in their workplace, and advance in their career, is public speaking. Drawing upon techniques used by professional actors and experienced public speakers, this program will help NALP members take their presentation skills to a higher level. Practical methods to enhance physical presence, vocal style, content, and delivery can be applied whether you are giving a presentation at your firm or law school, speaking at a conference, making a virtual presentation, or appearing in any other setting before an audience of 2 or 2000.

Gina Sauer, founder + president, Attavita Inc.

Student Debt in the Time of Covid-19

In this session, we will discuss the most recent stimulus packages and/or changes in the world of student loan forgiveness as of SPRING 2021.

Heather Jarvis, Principle, Heather Jarvis, Student Loan Expert LLC

Aoife Delargy Lowe, Director Law School Engagement & Advocacy, Equal Justice Works

Virtual Public Interest Career Fairs – Standing out in the (Zoom) Spotlight

Public interest career fairs can be large and intimidating events in person and even harder to navigate in the new virtual recruiting world. This panel of a representative from the NYC Law Department, a public interest organization and the EJW career fair, moderated by a career services counselor, will discuss ways your students can stand out in the crowd – whether in person or remote. The panel will discuss take-away techniques your students should utilize in table talk and at interviews to be memorable for the right reasons. Attendees will receive one-page handouts that they can provide directly to students with the dos and don'ts for preparing for public interest career fairs whether they take place live or on a

screen. In addition, the panel will discuss how public interest employers can best navigate interviewing and evaluating students remotely.

Lillian Evans, Deputy Director of Legal Recruitment, NYC Law Department

Samantha Kasmarek, Director, NYEx; Interim Director Career Services, Syracuse University College of Law

Brooke Meckler, Program Manager, Equal Justice Works

4:00 – 5:00 pm ET – Networking Events

- **Roundtable Discussions by Session**
Join your colleagues in breakout rooms to discuss the educational programs from the day's Concurrent Blocks. Discussions will center around the session content and will offer a chance to interact with other attendees and the speakers.
- **Casual Networking**
Join your colleagues for a time of casual networking. Let's simulate the conference hotel lobby and enjoy seeing NALP members in a casual conference space!

Thursday, April 29, 2021

12:00 PM – 1:30 PM ET

Concurrent Sessions

Assessing Assessments: The Which, When, and How of Effective Use

Assessments are increasing in popularity and use within the legal industry but how do you know which one to use within your organization? PD assessment geeks will provide you with an overview of the types of assessments available along with guidance on which assessments are best for which function, e.g., coaching high performers versus those receiving remedial coaching, or how to build effective teams versus helping existing teams work more effectively. The geeks also will provide checklists to determine 1) whether assessments are likely to be well received in your organization and 2) which assessments to use to accomplish specific goals. We also will discuss key steps to ensure that your use of assessments is more than a one and done program in your organization.

Kristen Uhl Hulse, Assistant Professor of the Practice, Private Firm and Corporate Externships, University of Denver Sturm College of Law

Jeanne Picht, Director, Professional Development, Fried Frank

Jessie Spressart, Managing Director, Optia Consulting

Beyond Article III Courts – State and Specialty Federal Clerkship Opportunities

This program will educate attendees about post-grad clerkship opportunities in non-Article III federal courts, such as magistrate, bankruptcy, immigration, tax, and international trade, and in existing and emerging state specialty courts, such as business courts, juvenile courts, and drug courts. It will focus on which courts regularly hire term clerks, how to locate openings, the qualifications required for candidates, and how to market these opportunities to students. The panel will also discuss how these experiences can provide long-term benefits to students' careers and set them up for other opportunities in specific practice areas.

Elizabeth Crane, Associate Director of Career Services, University of South Carolina School of Law

AJ Finch, Career Service Advisor, The University of Iowa College of Law
Mary Beth Moore, Assistant Dean of Career Development, Case Western Reserve University School of Law
Jennifer Pollard, Director of Judicial Clerkships, University of Maryland Francis King Carey School of Law

COVID-19 Summer Triage & Lessons from Operating in Critical Conditions

While the COVID-19 pandemic brought extraordinary global challenge and disruption to the employment market, the silver lining for career services professionals was an opportunity to innovate to help students build skills and form their professional identities. The panelists will describe the unique summer programs they developed – from resource banks and facilitated networking opportunities, to a voluntary professional development bootcamp, to a for-credit course in partnership with a national law firm – to fill this gap. We will discuss how lessons from these experiences are informing our services into summer 2021 and beyond and participants will brainstorm about implementing these lessons themselves.

Elisabeth Beal, Senior Associate Director, University of South Carolina School of Law
Jeff Becherer, Associate Dean for Academic Planning, Career Development & Community Engagement, New York Law School
Pascale Bishop, Director of Career Strategy, Northwestern Pritzker School of Law
Corinne Crews, Career Counselor, Duke University School of Law

Dismantling White Supremacy & Combating Systemic Racism in the Legal Profession

Diverse. Equitable. Inclusive. It is clear that much work remains to be done before these words describe the legal profession. The work that we – as individuals and as members of our law schools and law firms – need to do is sometimes less clear because we shy away from articulating the barriers to the profession's DE&I efforts: systemic racism and white supremacy. This session will address the necessity of combating racism on an individual and systemic level and provide a forum to discuss concrete action items to dismantle white supremacy within our legal institutions.

Alison Ashe-Card, Associate Director, Diversity & Inclusion, Wake Forest University School of Law
Nicole Netkin-Collins, Director for Law Firms, University of Colorado Law School
Molly Stafford, Assistant Dean of Career Development & External Relations, University of the Pacific, McGeorge School of Law

Mindset Matters for Enhanced Resilience: Strategies for Thriving with Challenge

Law firms today recognize both the extraordinary challenges and opportunities facing their people. Supporting individual growth mindset attitudes and behaviours and embedding these into teams and cultures, is one of the foundations for achieving continued growth and positive outcomes for any organization. As people learn and integrate growth mindset concepts and strategies, performance and effectiveness are enhanced. Moreover, individuals are at their best when they feel that their workplace is one that is respectful and supportive, enabling them to collaborate, build and innovate. This becomes possible when teams support one another's growth mindsets. Through a series of interactive exercises, this session will teach key concepts of growth mindset. Participants will leave with the experience of having flexed their 'mindset muscles.' They will also receive a roadmap to support their own thriving through challenges as well as how to support their team's thrive mindset going forward.

Marla Warner, Principal, For Health Organizational and Individual Well-being

New Playbook: Leveraging the Disrupted Landscape to Improve Recruiting Outcomes

There is a new playbook: the pandemic and its effect on our economy and operations have changed the playing field and created opportunity for regional law schools and mid-sized law firms to leverage technology, creative networking and engagement, and other innovative approaches to improve their recruiting outcomes. Representatives from regional law schools and mid-sized law firms will discuss their successes and failures in advising students and recruiting talent in the new legal recruiting landscape.

Craig Compton, Assistant Dean of Career Services, University of California, Davis, School of Law

Jennifer Henfey, Assistant Dean for Career Strategy and Advancement, Villanova University Charles Widger School of Law

Melissa Lennon, Chief Legal Talent Officer, Richards, Layton & Finger, P.A.

Karl Riehl, Director of Practice Management, Ebstein Becker Green, P.C.

Take Control of Your Day: Streamlining Your Day with Systems and Workflows

For most legal career professionals, the nature of work involves performing, managing, or coordinating the same type of tasks and projects. One way to take control of your day is to implement simple-to-design systems and workflows that streamline your work and the work of your team. Attendees will receive a roadmap for how to design and implement organizational tools that increase productivity, save time, reduce room for error, and help you work through your day with confidence and peace of mind. We will explore strategies for working remotely and expand on the principals from our time management program during the last NALP conference.

Fairuz Abdullah, Director of Employer Relations, UC Hastings College of the Law

Drew Amoroso, Principal/Founder, Due Course

The Wizard of “Laws”— Helping To Grant your Students’ Alternative Career Wishes

It doesn’t take a tornado or a concussion for certain law students to realize they don’t want to follow the “yellow brick road” towards a traditional career. But without practical affirmation about alternatives, it can be tough to find their way. Our job is to help these future JD’s use their brains, hearts and courage to engage, recognizing that they may already possess the necessary powers within themselves! In this program, Cheryl Heisler of Lawternatives will share examples, insights and resources from her private consulting practice to help us help our students in their search for alternative possibilities.

Cheryl Rich Heisler, President, Lawternatives

1:30 – 2:30 pm ET – Networking Events

- **Yoga**
Join other NALP members for a gentle virtual yoga class. Wear comfortable clothes and be ready to stretch and get relaxed for the day.
- **Casual Networking by Topic**
Enjoy some time with your peers – tables will be organized topic and area of expertise. Come talk with others in lawyer PD, recruiting, public interest, counseling, and more. Join other tables as you wish.

2:30 PM – 4:00 PM ET

Concurrent Sessions

Diversity, Clerkships, & Judges Perspectives – The Real Hiring Narrative

Federal law clerk demographics reveal that clerks are significantly less diverse than law school graduates generally. This panel will discuss an American Bar Foundation (ABF) project that seeks to provide an empirical account of both racial and gender diversity of federal law clerks. Based on initial ABF findings, the panel will facilitate a discussion about how law schools encourage mentoring for clerkships and the impact of those mentoring efforts. The panel will also present original findings (gathered through interviews with judges) about the reasons for the lack of diversity hiring and will suggest best practices designed to achieve greater diversity in chambers.

Jeremy Fogel, Executive Director, Berkeley Judicial Institute

Michele Hoff, Associate Director for Judicial Clerkships, Georgetown University Law Center

Goodwin Liu, Associate Justice, California Supreme Court

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

Et tu, ABA? Getting to March 15th While Running your Office

Many NALP members accept the challenge of running a Career Development Office, and all of its requisite employment reporting responsibilities with little experience in data collection and analysis. In this session, four seasoned NALP members – each with over tens years' experience in the industry – will share their tips for collecting a full data set from a graduating law class. A complete and accurate report begins with cultivating a generous information-sharing mindset among students, finding ways to remain connected with graduates, and should include a robust pre-submission internal audit process. Suggestions for student outreach will be featured, along with month-by-month tasks from March of the 3L year through the employment reporting deadline.

Angela Cruseturner, Assistant Dean of Career Development, Baylor Law School

Todd Rogers, Assistant Dean for Career Development, Colorado Law

Tony Waller, Director, Career Development Office, University of Georgia School of Law

Going Beyond Talk: Doing Antiracism Work on Campus

We are at a pivotal moment in the fight for racial justice in this country. How will we, as law school administrators, step into leadership roles and move from simply talking, to taking action? This program will identify best practices around being race-conscious administrators, thinking critically about racial inequality on campus, and taking daily action to show up for our BIPOC students and colleagues. Whether we are focused on issues playing out on the national stage, such as police violence, or we are addressing incidents of white supremacy involving our own students, we must acknowledge and use our privilege to play an active role in dismantling systemic racism.

Kori Carew, Chief Inclusion & Diversity Officer, Seyfarth Shaw

Nadine Mompremier, Assistant Director of Pro Bono and Summer Programs, Columbia Law School

Swati Parikh, Executive Director, Office of Public Service and Pro Bono Initiatives, New York Law School

Devi Patel, Assistant Director, Public Interest/Public Service Fellows Program, Columbia Law School

Leah Terranova, Assistant Dean for Academic & Student Affairs, University of Kansas School of Law

Hitting the Ground Running - Enhancing Impact and Equity for CSO Initiatives

The recruiting cycle, but for a notable recent exception (!), has gotten faster and more intense on many campuses over the last decade; more is being asked of students than ever when it comes to making career choices early in their training. How can CSOs keep pace? Join us to consider strategies for pre-educating -- engaging students before and just as they arrive -- and strategic collaborations to get them

ready for the complex career development road ahead. We'll discuss as well the relationship between enhanced engagement and promoting equity in professional development outcomes. This program shines a spotlight on aspects of that engagement that may go overlooked in the rush to deliver content, set up programs, and schedule counseling sessions. We'll look at **when** to engage (including before matriculation), **who** CSOs can work with (employers and other offices), and **how** to engage (understanding students' likely stages of adult development). Data, case studies/programs, and theory will be discussed to highlight how to achieve greater impact and equity in student development.

James Boyle, Director of Recruiting, Latham & Watkins LLP

Rob Cacace, Executive Director, Office of Career Strategy, Georgetown University Law Center

Nicole Sandoz, Director of Student Life and SARVL (Office of Dean of Students), Georgetown University Law Center

Managing Up & Over: Taking Charge of Your Workplace Experience

Whether you are at a firm or a school, we all have a boss and experience with a difficult team member. We all need to become skillful at managing our manager and other team members. Dealing with differing management and work styles effectively is challenging. How can you leverage your own unique approach in a way that supports your manager's goals? How can you manage people who are also close friends, and conversely, how can you work with someone you find difficult? The presenters will address strategies to take charge of your workplace experience based on management theory and research.

Douglas Ebeling, Professional Development Manager, Schulte Roth & Zabel LLP

Christina Henry, Legal Recruiting Coordinator, Schulte Roth & Zabel LLP

Amy Jones Mattock, Executive Director of Employment & Alumni Relations, Georgetown University Law Center

The IAALS Effect: Using Foundations for Practice to Improve Your Hiring Process

In its Foundation for Practice project, IAALS asked, "What makes new lawyers successful?" Over 24,000 lawyers in all 50 states responded. Wheeler Trigg O'Donnell LLP now uses IAALS data in its recruiting and hiring and to measure the positive impacts of that reform. The approach WTO pioneered resulted in more diversity among new hires and lawyers more likely to thrive at WTO. Davis Graham & Stubbs is now exploring how Foundations could offer better outcomes across the firm's different practice areas. Members of IAALS and these law firms will share what they are doing to set lawyers up to succeed, and what IAALS recommends other employers do to use Foundations in their own hiring.

Zachariah J. DeMeola, Director of Legal Education and the Legal Profession, IAALS

Margee Fawley, Director of Recruiting and Professional Development, Davis Graham & Stubbs

Andrew M. Unthank, Partner and Recruiting Committee Chair, Wheeler Trigg O'Donnell LLP

The One Where OCI Went Virtual – Best Practices, Feedback, and Lessons Learned

The COVID-19 pandemic has required all of us to re-imagine the ways in which we support lawyers and students, and our approach to recruitment is no exception. During this candid and lively session, experienced professionals from both the employer and school sides will provide an "inside look" at how their respective organizations tackled the 2020-2021 recruiting season, including exploring the various virtual interview platforms, sharing new best practices, offering tips about how to differentiate yourself in a virtual interview setting, and discussing the most significant changes to their recruiting programs. Attendees should come ready to brainstorm and exchange ideas!

Rebecca Calman, Senior Manager, Legal Recruiting, Sullivan & Cromwell LLP

Mike Ende, Associate Dean for Career Services, William & Mary Law School

Alissa Golden, Director of Professional Development & Recruiting, Schulte Roth & Zabel LLP

Kourtney James, Director of Career Development, University of Houston Law Center

The Silver Lining of Imperfection: Getting Things Wrong Can Help Get Lawyer Wellness Right

Perfectionism is both a blessing and a burden for lawyers. It motivates them to deliver superb results for their clients, but it can also lead to self-criticism, stress, anxiety, and even depression. What if lawyers could retain their drive to excel without falling into unhealthy perfectionism? That's what this session is about. We'll identify the roots of lawyer perfectionism, examine its impacts on lawyer well-being, and share strategies for overcoming the toxic dimensions of perfectionism at both the individual and organizational levels.

Rachael Bosch, Managing Director and Founder, Fringe Professional Development

Jon Krop, Founder, Mindfulness for Lawyers

Neha Sampat, CEO and Founder, GenLead/BelongLab

Transition Coaching Tools: Techniques You Can Test and Add to Your Toolkit

Career transitions occur at all stages: pushing through plateaus; climbing the next rung; adapting after promotion; responding to external changes. Ideally, the "after" trumps the "before", but the path from A to B can be filled with overwhelm and doubt. Whether helping students adopt a lawyer mindset, integrating laterals or moving toward your own next goal, the coaching techniques covered here help individuals get unstuck and progress through change. Bring a transition that keeps you up at night and apply the techniques as you learn them to see what breakthroughs you can make.

Paula Price, Executive Coach | Lawyer | Founder, Uplevel Lawyer Coaching and Uplevel CPD

4:00 – 5:00 pm ET – Networking Events

- **Roundtable Discussions by Session**
Join your colleagues in breakout rooms to discuss the educational programs from the day's Concurrent Blocks. Discussions will center around the session content and will offer a chance to interact with other attendees and the speakers.
- **Casual Networking**
Join your colleagues for a time of casual networking. Let's simulate the conference hotel lobby and enjoy seeing NALP members in a casual conference space!

7:00 pm ET

- **50th Anniversary Celebration**
Celebrate 50 years of NALP at this special virtual celebration!

Friday, April 30, 2021

11:00 am – 12:00 pm ET

- **Casual Networking to Celebrate the Last Day of the Conference (Remo)**
Join your colleagues for a time of casual networking by length of time in the profession. We will have areas for newer professionals and experienced professionals – but feel free to join the other group as you wish!

12:00 PM – 1:00 PM ET - **FRIDAY PLENARY**

Difference as an Asset: How a Deafblind Woman Conquered Harvard Law

The first Deafblind person to graduate from Harvard Law School, Haben Girma advocates for equal opportunities for people with disabilities. President Obama named her a Champion of Change. She received the Helen Keller Achievement Award, and a spot-on Forbes “30 Under 30.” Join us for an engaging presentation on Haben’s journey as a disability rights advocate and how we can make our communities more inclusive.

Haben Girma, Author and Speaker

(15-minute break)

1:15 – 2:15 pm ET

- Regional Business Meetings

(15-minute break)

2:30 – 3:30 pm ET

- Annual Business Meeting

3:30 – 4:00 pm ET

- Open House to Celebrate NALP
Celebrate the end of the conference and the start of the new NALP business cycle with a time of casual networking with your colleagues.