

## MEMORANDUM

**To:** Keya Dasgupta, NALP Board Liaison & Rebecca Calman, NALP President

**From:** Joe Christian & Jessi Hoffer, Section Co-Chairs

**Date:** October 14, 2024

**Re:** Experienced Professionals Section, 2nd Quarterly Report

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The Experienced Professionals Section continues to have great momentum as we move into the fourth quarter of the year. Our last section meeting saw members having a healthy dialogue on hot industry topics, including the changing law student recruiting landscape, best practices coming out of the 2024 OCI season, looking ahead to the upcoming 1L recruiting season, and onboarding new associates in a hybrid work environment.

Section membership remains strong with a small increase to 447 members as of October 14, 2024, an increase of about 3% with 13 new members.

Our next section meeting will be Thursday, January 9<sup>th</sup>, at 12:00 p.m. CT.

### **Environmental Scanning**

Together with NALP Board Liaisons Keya Dasgupta and Tammy King, the EP and NP Section Chairs met in late August to discuss initial thoughts on a NALP Mid-Career Professionals Interest Group. This meeting was in response to member questions raised at the 2024 AEC seeking further clarity on years of experience needed to join the EP Section lunch meeting. After meeting to discuss, the section chairs agreed to socialize this topic with their respective memberships at the upcoming section meetings.

Opinions varied at the September EP Section meeting. The general takeaway was that an additional section might not be necessary, but that there could be some helpful content aimed toward the “mid-level” professionals with 4-7 years of experience. The idea of adding a Workgroup to the EP Section (or elsewhere, if more appropriate) to own and focus on content creation for mid-level professionals was also discussed.

## **EP Workgroup Reports**

### ***AEC Proposals/Bulletin+ Articles/Webinars Vice Chairs: Adam Gratch & Khevna Patel***

The EP section had another strong year for conference proposals, sponsoring 11 proposals for presentations at the 2025 Annual Education Conference in Cleveland, nine of which were selected. The Vice Chairs continue to solicit the membership for topics and involvement with producing Bulletin+ articles and membership webinars.

### ***Member Advancement & Pipeline Development Vice Chairs: Shannon DeGennaro and Dorianna Phillips***

The group has drafted marketing blurbs for the videos created by the preceding subcommittee work group. They will meet in the coming weeks to create a written piece focused on transitioning from practice to law firm administration, which will act as a companion piece to the previously created resources focused on transitioning from practice to law school administration.

### ***Newer/Experienced Professionals Collaboration Vice Chairs: Frannie DeSimone and Bruce Elvin***

The Vice-Chairs continue to work closely with the Newer Professionals (NP) Section and held their first joint presentation, “Elevate Your Career: Invest in Yourself for Success” on September 11<sup>th</sup> with an attendance of about 60 members. The session was presented by Anna-Lesa Calvert, Manager of Professional Development and Diversity at Hodgson Russ LLP, and focused on building your internal brand and reputation. They plan to host three additional sessions between now and next summer. Upcoming presentation topics include (1) Making the most of your first NALP conference, (2) Asking for and making the most of feedback, and (3) An “I wish I knew” style session geared toward Newer Professionals.

We are excited to see such enthusiastic collaboration from both the NP and EP Sections.

### ***Retirement Advisement Network Vice Chairs: Betsy Armour & Tom Schoenherr***

The group has concluded some fun summer travel and is looking to ramp up this fall. Their first quarterly meeting with the RAN Retiree Advisors will take place on Tuesday, November 12<sup>th</sup>, at 5:00 p.m. ET. This year, they plan to produce a webinar highlighting the work of the group and some key resources for interested members. This webinar will be recorded and made available on-demand to continue expanding its reach. They have also begun outreach to city groups and regional consortia. The group also wants to begin a series of short profiles in the NALP Bulletin+ to introduce their retiree advisors and highlight what people are doing for work in their post-NALP jobs.

They plan to continue educating NALP members about the network and how to access resources.

***Well-Being Vice Chair: Tonja Rogers***

Our Vice-Chair participated in the July meeting of the Well-Being Committee. She has since been in touch with and exchanged resources with members of the group, with a focus on mental health resources for all caregivers, including childcare, elder care, and children and adults with disabilities. She has solicited the Experienced Professionals section for an additional work group member to collaborate on a presentation for the Wellness Workgroup, and an initial meeting has been scheduled.

In summary, our section and its workgroups continue to work on content for the Experienced Professionals section and the broader NALP community. We look forward to a strong finish to the 2024 calendar year and look forward to our next meeting in January 2025.

Respectfully submitted,

*Joe Christian & Jessi Hoffer* – Section Co-Chairs