

MEMORANDUM

To: Catherine Clement, Board Liaison

CC: Fred Thrasher, Deputy Director
Claire Nash, Member Services Coordinator

From: Elizabeth Crane, Newer Professionals Section Co-Chair
Ginny Mueller, Newer Professionals Section Co-Chair

Re: NALP Newer Professional Section Quarterly Board Report, June 2021

Date: Thursday, June 24, 2021

SUMMARY

The NALP Newer Professionals Section has had a productive start to the 2021-2022 NALP business cycle. This report includes work group reports, feedback from the environmental scanning we conducted during our most recent quarterly section call, and describes the status of our projects.

SECTION CALL

Thirty-three members participated in our section's kick-off meeting on May 10, 2021, via Zoom. The agenda for our call is below:

- Co-Chair Introductions
- Welcome from Traci Jenkins, NALP President
- Board Update from Catherine Clement
- 2021-2022 Work Groups & Vice Chair Introductions
 - o NALP Integration / Member Relations
 - o Expert Conference Calls / Webinars / Advice
 - o Bulletin Article Planning
 - o Annual Education Conference Planning
 - o Q&A with an Experienced Professional
 - o Knowledge Management
- Section Goals
- Reminders
- Environmental Scanning

WORK GROUPS

NALP Integration/Member Relations

Vice Chairs: Kayla Doiron (University of Oklahoma College of Law) & Christopher Marohn (Arizona State University Sandra Day O'Connor College of Law)

The Vice Chairs for Member Relations are working to continue the mentorship program the work group initiated last business cycle by communicating with NALP section chairs to solicit volunteer mentors. The work group has also set up a meeting with Jay Richards, Senior Director of Operations, Member Services, and Meetings, to discuss how the Newcomers page on the NALP website can meet member needs by making the welcome experience more interactive. Additionally, the work group continues to welcome new members with outreach emails and is working to improve the content and material provided in those welcome emails.

Expert Conference Calls/Webinars/Advice

Vice Chair: Precillia Soares (Holland & Knight)

Precillia has been working closely with the Vice Chairs of the Q&A with an Experienced Professional Work Group, Trisha Nakamura, Bulletin+ Article Planning Work Group, Alecia Bencze, and the AEC Planning Work Group, Tom Lee and Megan Evanich, to gather topic suggestions and insight into helpful topics for the section. The workgroup is planning a host at least two webinars this year, including a fall webinar on annual strategic planning for firm and law school professionals, which will address long term planning and advice for navigating the post-COVID environment. The workgroup is currently working on identifying panelists.

Bulletin+ Article Planning

Vice Chair: Alecia Bencze (University of Akron School of Law)

Below are the upcoming planned articles for this year. Alecia has secured article authors through August 2022 and continues to work with the authors on proposed topics.

Proposed Issue	Tentative Topic	Author Name and Email
Oct. 2021	Utilizing Law School and Firm Partnerships in NALP	Jana Matthews janamatt@iu.edu Trisha Nakamura tynakamu@hawaii.edu
Nov. 2021	Student Networking Post COVID	Megan Evanich mevanich@swlaw.edu
Dec. 2021	New Hires and Visibility in Firms after Working Remotely	Erin Wilkins ebwilkins@venable.com Precillia Soares precillia.soares@hklaw.com

		Jessica Mullen jmullen@foxrothschild.com
Jan. 2022	Navigating Higher Ed as a Newer Professional	Katherine Mikkelson Katherine.mikkelson@untDallas.edu
Feb. 2022	Being Assertive for your Own Wellness	Jessica Mullen jmullen@foxrothschild.com
Mar. 2022	TBD	Tom Lee thomas.lee@psu.edu
Apr. 2022	Building Your Online Brand	Alecia Bencze anb77@uakron.edu
May 2022	TBD	Keith Dye kxd58@case.edu
June 2022	TBD	
July 2022	TBD	Jaime Gay j.gay21@csuohio.edu
Aug. 2022	TBD	Laura Friedman laura.friedman@case.edu

Annual Education Conference Planning

Vice-Chairs: Tomas Lee (Penn State's Dickinson Law) & Megan Evanich (Southwestern Law School)

The workgroup has worked closely with Alecia Bencze, Vice Chair of Bulletin+ Article Planning, to create a Google Document to track Bulletin+ and RFP topics and submissions. Approximately eighteen members attended the section's June 2, 2021 Brainstorming Session, during which the Vice-Chairs of AEC Planning garnered interest in RFP topics, connected members over shared interests, and encouraged members to submit RFPs for the 2022 Annual Education Conference. The Vice-Chairs were able to compile a list of four potential topics and are continuing to connect members and compile topic ideas.

Q&A with an Experienced Professional

Vice Chairs: Trisha Nakamura (University of Hawaii W. S. Richardson School of Law)

Trisha is working closely with the Vice-Chair of Expert Conference Calls/Webinars/Advice, Precillia Soares, to coordinate and collaborate with other sections to create Q&A and webinar programs. Trisha was present and participated in the June 2, 2021 Brainstorming Session and has compiled a list of potential topics.

Knowledge Management/Resource Implementation

Vice Chair: Caitlin Raybourn (Kelley Drye)

Caitlin is continuing to work on cataloguing various pages on the NALP website to determine what will be most useful for newer professionals. She had no significant updates at this time.

ENVIRONMENTAL SCANNING

During the environmental scanning section of our May 10, 2021 kick-off meeting, we asked members for what topics or issues are the most prevalent for them as newer professionals and how we as a section can create and provide resources in those areas.

While discussing the mentoring program and member integration, newer professionals described their positive experiences with their mentors. The section discussed the benefits of learning about other professionals' roles and organizations and suggested mentees should connect with their mentor prior to the 2022 Annual Education Conference for advice. Members discussed tips for making the most of mentoring relationships and setting expectations about how often to connect and communicating what would be most helpful to the newer professional.

When prompted to share their input on topics they would like to see covered, members focused on their own professional development goals and challenges. Members discussed defining success by identifying and setting attainable goals and setting specific metrics for different roles. Members also discussed the challenges of stepping into a new profession with a new set of norms, lingo, communication styles, and decision making processes. One member explained the challenges she faced by transitioning from a corporate consulting role to a law school career services role. Another member shared briefly about her work in helping professionals develop courage.