

## **MEMORANDUM**

Date: February 7, 2010

To: Beth Moeller, Board Liaison, Newer Professionals Section

From: Amy Perez, Chair, Newer Professionals Section

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Direct: (305) 284-1924

**Re: Newer Professionals Section Second Quarter Board Report**

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This report describes the progress of the Newer Professionals Section in the third quarter of the 2010-2011 NALP term.

### **Third Quarter Section Conference Call**

On January 12, 2011 the Section held its second quarterly conference call. The Section Work Group Vice Chairs provided an update on their respective work groups and advised the Section regarding upcoming programming, reports, articles, etc... We also opened the floor to environmental scanning, at which point the Section members engaged in a robust and candid discussion regarding the recent New York Times article "Is Law School a Losing Game?", as well as law school employment data reporting in general (a link to Jim Leipold's comments at the ABA Section of Legal Education and Admission to the Bar Questionnaire Committee hearing on employment data reporting was included in the conference call minutes). Members discussed their frustrations with law students' unrealistic expectations and their own waning energy levels. I echoed the members' sentiments and strongly encouraged members to attend the Annual Education Conference as a way to fill up their emotional tanks. Many members agreed that the conferences are one of the best ways to reenergize and gain a fresh perspective. I was very pleased with the level of participation throughout the environmental scanning portion of the call.

Following the environmental scanning the floor was turned over to Caryn Ulrich Stacy for a discussion regarding core competencies. Not surprisingly, I received very positive feedback regarding Caryn's presentation following the call. Caryn also shared a detailed Resource List, which I included in the conference call minutes.

## **Section Work Group Updates**

### **NALP Bulletin Article Work Group**

*Vice Chair: Amy Lefkowitz, Barry University, Dwayne O. Andreas School of Law*

The following four Newcomer's Corner articles have been published in the NALP Bulletin since the last Board Report:

- November - Tammy Pettinato, "Making a Great First Impression: Counseling 1Ls for the First Time"
- December - Marcie Areias, "From Private Practice to Law School Career Services"
- January - Christopher Teague, "Forging Relationships with Faculty"
- February - Dalel Raide, "Building a Bridge Between Law School and New Associate Development"

In addition, the following four one-page articles were published in the NALP Bulletin:

- November - Tom Ksobiech, "Moving from Social Networking to Handshakes" (fittingly we had enough CSO interest in this that we decided to make a public link to it available and to tweet the link)
- December - Vic Massaglia (submitted this article on behalf of both the Technology Advisory Group and the Newer Professionals Section), "Riding the Digital Wave: How to Control and Increase Your Technical Acumen"
- January - Lori Lorenzo, "Generational Diversity in the Legal Workplace"

Moving forward, Newcomer's Corner articles are scheduled through May 2011 as follows (exact titles TBD):

- March - Tom Ksobiech, Poor Writing Skills
- April - Kim DeBoer, "Making Callbacks as Painless as Possible"
- May - Alexandra Mai, Law Firm Professionalism **or** Professional Development Programs and their Role/Effect on Attorney Retention

We also have one one-page article scheduled for publication:

- May - Sara Schramm, "Educating Students about Alternative Legal Careers"

### **Annual Education Conference Presenters Work Group**

*Vice Chair: Linda Spagnola, North Carolina Central University School of Law*

During the last Section conference call, Linda encouraged members to begin thinking now about programs for the 2012 Annual Education Conference. She pointed out the short, one month

window of time between the 2011 conference and the 2012 RFP deadline, and sent out a detailed email to the Section following the call with information regarding how to prepare a successful program proposal.

### **NALP Integration (“Section Spotlight”) Work Group**

*Vice Chair: Anna Friesenhahn, Cox Smith*

The following Section Spotlight Report was circulated to the Section since the last Board Report:

- Melissa V. McViney (The Catholic University of America, Columbus School of Law) interviewed Canadian Section Chair Terri Karpish (University of Saskatchewan)

The following two reports are forthcoming shortly:

- Allison Regan (University of Houston School of Law) interviewed Experienced Professionals Section Chair Mary Hoagland (BYU Law)
- Chris Teague interviewed Public Service Section Chair Alisa Rosales (De Paul University)

### **Ask the Experts Conference Call Series Work Group**

*Vice Chairs: Tom Ksobiech, University of Alabama School of Law  
Alexandra Mai, Vinson & Elkins, LLP*

Since the last Board Report, the Ask the Experts Work Group has held one conference call and two webinars. In addition, they have started the Ask the Experts Blog. Each blog post includes a summary of the presentation, links to the materials and a recording of the webinar, if applicable.

***Public Interest 101: A Primer to Careers in the Public's Service***, was held on November 18th. Steve Grumm and Terry Galligan led this informative program geared toward law school professionals. The presentation served as a roadmap for students interested in public service careers and included many links to online resources. These resources and presentation materials were included in the blog post for participants to download.

***Exercise Inclusion: Building the Foundation***, was conducted on December 7th by Alphonzo Grant from Sullivan & Cromwell LLP. It served as a primer for law firm professionals working to create an inclusive environment that is holistic and goes beyond numbers-based recruitment and retention. Alphonzo's presentation included many factors that diversity professionals should consider in order to build cultural awareness and inclusiveness.

*Lawyers in the Federal Government* was presented on January 27<sup>th</sup> by Paula Nailon. The webinar discussed employment opportunities available in the government, the benefits to pursuing federal jobs and the resources available to law school students and graduates.

Next up, *Core Competencies in Law Firm Interviewing and Associate Evaluations*, is scheduled for February 18 with presenters Diane Downs and Bruce Elvin. This webinar will outline how firms can use their competency frameworks to better evaluate candidates and how schools can prepare students for success in competency-based interviews.

Tom and Alexandra are collaborating with Kim Hensarling of the Experienced Professionals Section to brainstorm topics for the last two programs of the year, which will take place in March and April. One possible topic is a program highlighting all of the new resources featured on the NALP Website, including archives of NALP Bulletin articles and webinars.

### **Going Forward**

Once again, the Newer Professionals Section had a very productive quarter. The fourth quarter conference call will likely take place during the third or fourth week in March and will focus on Work Group updates, generating interest in and soliciting volunteers for Vice Chair positions for the 2011-2012 term, and environmental scanning. For that call, I will circulate a list of proposed discussion topics ahead of time in an effort to stimulate another lively discussion among the Section members.

I thank you for your on-going support and welcome any feedback from the Board of Directors.

Sincerely,

Amy Perez  
*Chair, Newer Professionals Section*

cc: Fred Thrasher, NALP Deputy Director