

MEMORANDUM

TO: ARTHUR FAMA, BOARD LIAISON, NEWER PROFESSIONALS SECTION
FRED THRASHER, DEPUTY DIRECTOR, NALP

FROM: MARYBETH RAJU, SECTION CHAIR, NEWER PROFESSIONALS SECTION

CC: VIC MASSAGLIA, SECTION VICE CHAIR
KRISTEN SCHULTE, SECTION VICE CHAIR
ERIC STERN, FORMER SECTION CHAIR
NICOLE VIKAN, SECTION VICE CHAIR

RE: REPORT TO THE BOARD

DATE: July 3, 2008

SUMMARY

The Newer Professionals Section has had a very productive start to the 2008-2009 NALP term. The section's work groups and projects made a smooth transition to the new leadership team thanks to the efforts and guidance of outgoing Chair Eric Stern, who will serve as our section's representative to the 2009 Newer Professionals Forum Planning Committee. In addition to Eric, Vic Massaglia, Kristen Schulte, and Nicole Vikan will serve as Section Vice Chairs. We are also grateful to have the support of Arthur Fama, our section's liaison to the Board.

ACTIVITY AT THE 2008 ANNUAL CONFERENCE

Our section was an active and enthusiastic group at the 2008 Annual Conference. This year's Annual Conference was a first for many of our section's members. In an effort to introduce our members to each other in a more informal setting, Nicole Vikan and Beth Fuson organized a happy hour on Wednesday, April 16, at a local pub. The happy hour was a huge success. Approximately twenty people attended, and we received extremely positive feedback on the event.

The Newer Professionals section meeting was held on Friday, April 18. Thanks to the work of Jennifer Walters and Nicole Vikan, 100 flyers were distributed prior to the meeting that offered a brief insight into what our section has to offer. A copy of the flyer can be found at: http://www.nalp.org/assets/1230_nalpnewerprofespromo2008.pdf.

Approximately 20 members attended the section meeting. Arthur Fama, Eric Stern, Vic Massaglia, and I introduced the new leadership team and the section's various work groups. We also reviewed the groups' accomplishments in the past year. We then repeated Eric Stern's exercise from last year and asked attendees to break up into groups and consider,

“what were the biggest challenges you faced in the first few months of your job?” The session generated 20 environmental scanning ideas for our members to use for articles or presentations. The list can be found in our section meeting summary at: http://www.nalp.org/assets/1231_npsummaryofsectionmeeting.pdf.

Some notable feedback we received at the section meeting was in regards to its time. As NALP newcomers, many people meet for the first time at our section meeting. Several members said it would have been helpful to have the meeting at the beginning of the Conference so people could meet each other earlier. Also, many of NALP’s newest members were unable to make the section meeting because of how late it was in the schedule. While the listserv is a fantastic communication tool, I think the section meeting is a more personal introduction to our work groups, leadership team and members, and it would be beneficial to consider scheduling our group in one of the earlier section meeting slots at next year’s Conference.

NEWCOMER’S CORNER AND FEATURE ARTICLES

We continue to publish our monthly column in the NALP Bulletin, the *Newcomer’s Corner*, which is now coordinated by Nicole Vikan. [Nicole is also organizing feature articles on behalf of our section and offers the following report:](#)

“After MaryBeth sent out an email seeking volunteers, we were inundated with potential writers for the *Newcomers’ Corner*. We have authors scheduled through February 2009.

We have six feature articles scheduled to be published between October 2008 and April 2009. The topics and authors are as follows:

October 2008: *Establishing Credibility*, Heather DiFranco and an employer co-author

November 2008: *Social Networking*, Victor Massaglia, Suzanne Bourgeois, and Kerry Parker Smith

December 2008: *Dealing with the Cyclical Nature of the Job*, Marty Grenhart

January 2009: *Managing Recruitment Agencies*, Jo Parente

February 2009: *How to Deal with Awkward Conversations with Students*, Sonja J. Hayes

April 2009: *An Introduction to Counseling for Non-Counselors*, Allison Lynn Ryan and Victor Massaglia

Thanks to these writers, our section will have a strong presence in the NALP Bulletin, which will assist newer professionals and potentially increase our section membership.”

2009 NEWER PROFESSIONALS FORUM

As noted above, Eric Stern is our section’s representative to the 2009 Newer Professionals Forum Planning Committee. [Eric offers the following report:](#)

“At the 2008 Annual Conference, we announced at our section meeting the creation of a sub-committee to support the efforts of the 2009 Newer Professionals Forum Planning Committee. This sub-committee was designed to help our section provide feedback to the

planning committee in an effort to better serve the newest members to NALP. Several members of the section volunteered to serve on this sub-committee. We will be working directly with Jessica Richman, the planning committee's liaison to our section."

'ASK THE EXPERT' CONFERENCE CALL SERIES

The 'Ask The Expert' conference call work group committee currently consists of Section Vice Chair Vic Massaglia, Marty Grenhart (career services call coordinator) and Tara Humenik (law firm call coordinator). The first call was held on June 19, 2008. Shortly afterwards, the committee made the corresponding PowerPoint available and also asked participants to fill out an evaluation on the call. Vic, Marty, and Tara offer the following report:

"The first of six scheduled programs for 2008-2009 was a great success. The newer professionals are extremely grateful to Notre Dame Law School's Carla DeVelder for conducting this outstanding program which was directed to law school professionals. The title of the June 19, 2008, program was "Managing Perceptions and Measuring Success".

We received 29 RSVPs and approximately 16 evaluation respondents. Note that this figure does not include offices where several people sat in the call - e.g. 4 people in one office. Some section members said they missed the call due to a misinterpretation of the start time.

All 16 evaluation respondents were from law schools, and everyone said that they found the call informative. Some comments included, "The information was great!" and "This call gave me a lot of great ideas as I look ahead to the new academic year/cycle." All respondents felt that Carla DeVelder was knowledgeable about the topic and communicated the information effectively on the call. Everyone found the PowerPoint presentation very helpful. Some people asked if, in the future, the PowerPoint could be made available ahead of time so it could be printed out and used for note taking during the call. There were some great suggestions for future ECC topics. In summary, the respondents were extremely grateful, positive and excited about future calls. The evaluation was a good way to get a sense of how this first call of the series went, how we can improve in the future and what topics should be considered by those leading this work group in coming years.

The next program is scheduled for October 30, 2008 and will target law firm professionals. The title is "Transitioning into a Recruiting/Professional Development Role". We are firming up the expert shortly.

Note that we have partnered with NALP's Experienced Professionals who will help us identify the best experts for our programs. Sarah Staup is our contact."

ANNUAL EDUCATION CONFERENCE NEWER PROFESSIONAL PRESENTERS

The AEC Newer Professional Presenters work group was suggested by outgoing Chair, Eric Stern, as a way to increase the number of presentation proposals submitted on behalf of our section. Kristen Schulte offers the following report:

“In order to encourage members to participate in next year's conference, the Newer Professionals Section instituted an informal mentor program within our group. We asked previous presenters if they would be willing to be a contact for those thinking of presenting and offer guidance and tips. We had an overwhelming response and everyone was more than happy to help.

Members of our section submitted 6 proposals for next year's NALP Conference in Washington, D.C. The list is as follows:

1. “Firm Outreach to Students: Best Practices for Best Results”
Marty Grenhart, Beth Harris, Melissa Maynard-Leger
2. “Teaching Professionalism to the Small/Midsize Firm New Attorney”
Mike Ende, Rachel Littman
3. “Small Firm Programming: Design, Implementation and Marketing”
Samantha Williams, Ilona Deremer
4. “Learning to Blog II”
Christina Jackson, Brett Gilbert, Vic Massaglia
5. “Career Counseling and the Search for Golden Resources”
Sonja Hayes
6. “Down and Out in Law School: Identifying and Coaching Students with Depression”
Vic Massaglia, Gwendolyn Ferrell