



By Gwendolyn L. Ferrell  
(4 min read)

# CHANGE IS INEVITABLE - TAKE IT TO THE NEXT LEVEL

**A**s I write this at the start of August, legal employers are closing out their summer programs and law schools are gearing up in preparation for fall on-campus interviews (OCI). I find myself, as I am sure many of you are, reflecting on the many changes that have occurred in previous years and ponder, how do we sustain our efforts in a post-COVID world? The one thing that consistently comes to mind is the Heraclitus saying, "The only constant in life is change."

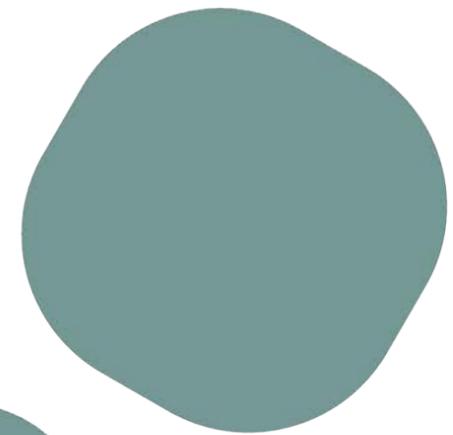
I think of my early beginnings in the legal industry and experiences as a member of NALP. This is my second career transition — and I must add it is my last. I entered the legal profession with an open-book mindset, knowing very little about an industry I had

committed myself to joining. My first experience with NALP involved attending the Newer Professionals' Forum in Nashville, TN. For me, it was the beginning of a truly rewarding professional journey. Throughout my career, there have been numerous ups, downs, twists, and turns. I attribute my ability to overcome these changes and challenges to being an active member of NALP, which has helped me build an immense knowledge of best practices and a professional network of colleagues, many of whom have become close friends.

The legal industry, often viewed as resistant to change, finds itself embracing the realities of today's shifting priorities and

methods of operation. In this post-COVID world, we have learned to navigate Zoom, Flo Recruit, Microsoft Teams, and a variety of other virtual platforms to connect. Priorities have changed, as more are seeking a better work-life balance, creating a migration from long-standing positions, and insisting on elevating the conversation about race and other diversity, equity, and inclusion (DEI) issues.

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— Heraclitus**

Just as the industry evolves, so does our association.

As NALP President Karl Riehl recently shared, “this year will be a year of action.” The forward-thinking insight of the Board of Directors and our President’s 2022-2023 Business Plan has positioned our association to address the demands of our evolving legal landscape. Most notably, these efforts include:

- The incorporation of a Vice President for DEI and a designated DEI Committee. The VP of DEI will monitor and measure progress of stated diversity, equity, and inclusion commitments of the association. The DEI Committee will make recommendations for how NALP members and leadership can continue to become more diverse and how to best support members in their efforts to increase DEI at their respective institutions and within the legal profession at large.
- The Member Advancement & Pipeline Development Work Group will assess how NALP can best advocate, promote, and develop our members to enhance retention in our industry, advance our members within their

institutions, and explore how we can build a pipeline to our professions, with a specific focus on diversifying our membership.

- The addition of Well-Being Champions and DEI Liaisons to each section. Well-Being Champions will serve as a member of the Well-Being Steering Committee and identify specific well-being issues faced by the section and propose and institute well-being initiatives to address these issues. The DEI Liaisons will identify and address issues related to DEI that are specific to the section and work with the VP of DEI and the DEI Standing Committee.

As you can see, the NALP Board is placing a tremendous focus on increasing DEI, supporting the well-being of the membership and those they serve, and enhancing relevancy. The mission and initiatives of our association cannot be accomplished without your active participation. NALP has been the foundation for professional development to many, but members are the foundation of NALP. We currently have an influx of new members entering the profession. There are numerous opportunities to actively share your expertise and creative ideas. I encourage you to identify your areas of interest, volunteer with

**"When you are finished changing, you are finished."**

**– Benjamin Franklin**

a NALP Section (or two or three of them), write a *Bulletin+* article, and – don’t forget – attend the Newer Professionals’ Forum. Taking your involvement to the next level will only enhance your NALP experience.

When I joined NALP 23 years ago, I would have never imagined I would be writing to you as the Vice President of Member

Services and Education. Being an active NALP member has increased my professional value and helped me achieve my personal and professional development goals. We are in an era of transition and enlightenment, within our NALP community, our profession, and – for many – our personal lives. Let us maximize the effect of change by viewing it as an opportunity of further growth, to integrate transition in elevating to the next level. +

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## Get Ready to Travel to Vancouver for the NALP Annual Education Conference in April 2023

**Attention U.S. Travelers** — Is your passport ready for travel in 2023? The NALP Annual Education Conference will be held April 25-28, 2023, in Vancouver, British Columbia. Check the expiration date on your passport and be sure it will be valid for six months after your last day of travel, which could be April 28, 2023. If you need an updated passport — or a new passport! — start the process now to get those necessary documents ready for travel. Visit [travel.state.gov](https://travel.state.gov) to get started!

