

New Lawyer Mentoring Program

December 2013

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Dear NLMP Participant

Greetings, and we wish you a pleasant start to the winter season. This is a busy time as we welcome many new 2013 admittees into the mentoring program, just as we see others nearing completion of their mentoring program. We hope our outgoing participants reaped great benefit from their mentoring year, and that we are able to quickly connect our newest colleagues with a wealth of support within their new professional community. Meanwhile, please do not hesitate to contact [Program Administrator Kateri Walsh](#) directly with any questions or feedback. Contact information is at the bottom of this newsletter.

December 31 Deadlines for Completion

The NLMP operates with two deadlines for program completion: May 31 and December 31 of each program year. If you are unsure of your deadline, please log on to your password-protected dashboard on the OSB web site. To finish, simply fill out the Certificate of Completion and mail it with your Mentoring Plan Checklist (parts A&B) and your \$100 program fee to the attention of the NLMP at the Oregon State Bar Center address in Tigard. (PO Box 231935, Tigard, OR 97281). If you would like an extension, or have any questions or concerns, please do not hesitate to contact the program administrator at kwalsh@osbar.org or mentoring@osbar.org.



Mentors Completing the Program

Please note that once we certify your new lawyer's completion of the program, your profile becomes available in the database to be connected with an incoming New Lawyer. Please log into the enroll-

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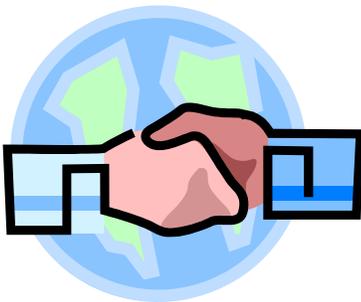
...continued, Mentors Completing the Program

-ment survey on your dashboard, or send an email to mentoring@osbar.org , if you need to update your Areas of Law, or place yourself on match “hold” status.

While you are enrolled and awaiting an assignment, you are under no regulatory compliance deadlines.

New Lawyers Awaiting an Assignment

For those who have enrolled, and not yet received a mentor assignment, please note that assignments continue to be made weekly, though they are somewhat slower than our ideal target. As more mentors finish up with their current roles and become available, we expect the pace to continue to pick up. While you are awaiting an assignment, **you are under no regulatory or compliance deadlines.** As long as you are enrolled, you are fully compliant. A deadline will only be assigned once a mentor match is announced. It is also a good idea to log onto your New Lawyer Enrollment Survey and update your Areas of Law, should they change. This will assist with a more successful matching process.



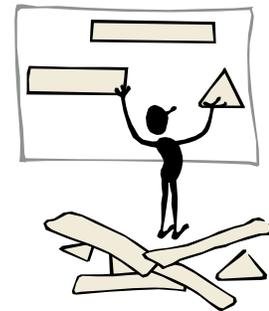
You might consider recruiting your own mentor.

New Lawyers: Finding Your Own Mentor

New lawyers are welcome to recruit their own mentors from within their local legal community. Many participants report that this has proven to be a particularly successful means of finding an effective match. New Lawyers are reporting highly gratifying responses from seasoned bar members who are pleased to be asked to assist a new colleague’s transition to practice. Please feel free to reach out to potential mentors with at least five years of active bar membership in Oregon or another state. Some materials you might share with them as you open the discussion are the “NLMP At-a-Glance” handout, and the “Curriculum: Requirements” document. Both are available on the NLMP website. <http://www.osbar.org/nlmp> Staff would also be happy to direct mentors to colleagues in their practice area who have already served as a mentor, should they want to discuss the details of the program.

Program Updates: 2013-2014

We've completed extensive surveys of our first two cycles of operation. Feedback has been extremely positive and has reinforced that the program has met a significant need in our community. Early in 2013, the curriculum was updated to eliminate numerous requirements and increase the flexibility for participants to craft their own program based on each New Lawyer's individual needs. The three areas we've identified for focus in 2014 include: 1) increased communication with participants; 2) increased event and programming opportunities; and 3) speeding up the matching process. Thank you to all who have offered substantive feedback through the online surveys, focus groups or simply reaching out to program leadership with your insightful comments. This program remains new, and we invite your continued input as we move ahead.



We appreciate your feedback when it comes to program improvements.

Best Practices Tip

New Lawyers are reporting that of the six NLMP curriculum areas, the one they most value is "Introduction to the Legal Community." We encourage both mentors and new lawyers to make this an agenda item early in their mentoring year to discuss opportunities where the mentor might help the new bar member expand their network. Whether through scheduling lunches or coffees with lawyer friends, or through attending events & CLEs together, we hope mentors may find creative ways to help their New Lawyers get well-connected to the Oregon legal community.

Questions? Concerns? Extensions?

NLMP program staff is standing by should you have any questions or concerns. If you are having problems in a mentoring relationship we are happy to help, or to re-assign participants. We can also grant extensions for program completion. Don't hesitate to contact staff if we can be of any assistance. Contact Administrator Kateri Walsh at kwalsh@osbar.org, or 503.431.6406.

Upcoming Events

One of the required elements of the New Lawyer Mentoring Program is for mentors to **“introduce the new lawyer to other lawyers in the community through attendance at meetings of the local bar association or another law-related group.”**

The following is a list of several upcoming events you and your mentor or new lawyer may be interested in attending:

- Clackamas County Bar Holiday Party** Dec 12
at Oswego Lake Country Club, Lake Oswego
- (NLMP Completion Deadline)** Dec 31)
- Willamette Valley Inn of Court meeting** Jan 16
5:30pm, Roth Center, West Salem
- Marion County Annual Awards Dinner** Jan 23
5:30pm, Illahe Hills Country Club, Salem
- MBA YLS Community Service Day** Jan 27
11:30am-12:30pm, Blanchet House, Portland
- Campaign for Equal Justice Awards Luncheon** Feb 19
12-1:30pm, Governor Hotel, Portland
- MBA 12th Annual WinterSmash** Feb 28
6-9pm, CourtCare bowling fundraiser, Portland

Program Contacts

If at any time during your participation in the New Lawyer Mentoring Program, you have questions or concerns about any aspect of the program, please don’t hesitate to contact us:

Program Administrator: Kateri Walsh
503.431.6406 / kwash@osbar.org

Program Assistant: Karla Houtary
503.431.6367 / mentoring@osbar.org

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