



**EARLY CAREER PROFESSIONALS SUB-COMMITTEE  
MINUTES**

Wednesday, October 3, 2018 - 12:00 PM ET

1. Committee Chair Angie VanSchoick convened the meeting at 12:00 PM ET.

• Present:

- Crystal McCreery, AZ
- Charleston Carter, NC
- Frank Hardester, MI
- Heidy Yang, CA
- Janet Reid, NCSC
- Michelle Dunivan, AZ
- Val Gardner, NCSC
- Will Simmons, GA

2. Engagement

- Group discussed different ideas around engagement, including mentorship, podcasts and conference buddies.
- Janet – roundtable a good idea for any issues professionals are having in Court. Provides a safe space to talk, grow, troubleshoot and helps with engagement.
- SIG for ECP? Have something at the conference beyond the reception. Lots of different topic ideas: why leaving? Why not involved? ID resources can provide and can get focus group feedback
- Crystal – recently went to summit in AZ regarding interpreter credentialing. Had reached out to individuals to facilitate conversations and tables with topics could choose to discuss and share as a group. Allowed networking, discussion, and troubleshooting.
- Annual Conference meal times there used to be tables reserved for ECP? Val would need to be given direction to “reserve” a table for people. Have ‘plants’ to facilitate conversation. Michelle suggested reaching out to people who registered as ECP and send an email to them. Wasn’t done recently, but was in the past.
- Conference is a great opportunity to launch the initiatives and open to whoever qualifies.
- Janet – First Time Attendee reception sent an email inviting them to the reception specifically, what it was and they were invited. If can pull list for ECP, send them a personal email with explanation and network opportunities. Helpful
- Heidy – Helpful-a lot of people in those roles not aware of NACM. Reach out to local schools (Sacramento State offers courses related to Court, certification programs.) Clarify to schools.
- Frank – Relating to outreach. Michigan has orientation that SCAO allows new



administrators to go through as acclimation to role in court management. Any documentation/information that NACM distributes? Janet – Believes State Association subcommittee has that as one of the goals. Hope that partnership with COSCA is that SCAO would funnel information down to everyone. Getting word out is important – 19,000+ court administrators/reporters/etc. in US. Strategic effort to help educate and get the information out.

- Welcome packet NACM could create as a tool to send out to different court locations? Up to that court to then use or not to provide to new employees. In MI, SCAO sends out information to all the courts, so there is dissemination of information. In communication with SCAO regularly. If develop relationships with SCAO in each state, that may assist in getting the information about NACM. More of a membership effort than ECP effort. Michelle – leverage resources to have better communication and information available to all members. Having a section regarding ECP and how that helps court and individuals to develop professionally.

3. Mid-Year Conference - Little Rock, AR - February 10-12

- NACM Cares Ideas
  - Frank mentioned that Ben was challenged to provide an idea for fundraiser or event similar. Angie will reach out to Ben to coordinate efforts

4. Annual Conference - Las Vegas, NV - July 14-18

- ECP Welcome Reception
- NACM Cares Ideas
  - Several people in Vegas who will help out with this. Decided should focus on mid-year first.

5. ECP Award - Nominations due April 2019

- Award and criteria posted on NACM site in February

6. Court Manager and Court Express Articles

- Topics of interest
  - Angie will do Court Express article for November
  - Michelle – idea was to get ECP exposure, share ideas about own experiences and important to ECP. Wrote for Court Manager and found it to be less scary than thought it would be. Doesn't have to be daunting. Anything we write is new and different and gives a new perspective. If you've never written an



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article, don't let that stop you – whatever is important to you is probably important to another ECP. Think about anything that is important to you in your career.

- Will – prefer it be written by ECP or insight from “seasoned” professional?
- Next article is an interview with individual who has been in the position for 30 years.

## 7. Next Meeting:

- November 7, 2018 at 12:00 EST

**Chair:** Angie VanSchoick - [angie@nacmnet.org](mailto:angie@nacmnet.org)

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