July 20, 2018

MEMORANDUM

TO: Maureen A. O'Rourke, Chair
Barry Currier, Managing Director
Council of the ABA Section of Legal Education and Admissions to the Bar

FROM: Melissa Lennon, NALP President
James G. Leipold, Executive Director

RE: Update on NALP Activities

The NALP Board and staff are pleased to provide an update on NALP’s most important activities and initiatives since our last report.

Recent Research Findings

Preliminary Findings on the Employment Outcomes for the Class of 2017
The employment outcomes findings for members of the Class of 2017 are surprisingly strong. Most notable is a bar passage required employment rate that jumped more than four percentage points from the previous year, and a private practice employment rate that has now increased for six years in a row. Undergirding the strength of the employment outcomes, however, is a smaller class and not more jobs. For the fourth year in a row the employment rate has been shaped by a smaller number of jobs and a smaller graduating class size. The employment rate has risen because the falloff in the size of the graduating class has been larger than the falloff in the number of jobs secured. Notably, like the two class that preceded it, this class secured fewer private practice jobs than any class since 1996.

NALP will be issuing a press release on the employment and salary findings for the Class of 2017 on August 1, and Jim Leipold will make a brief presentation on the findings at the Council meeting. Please see the attached slides for more detailed preview of the findings for the Class of 2017.

New Public Service Attorney Salary Figures Show Slow Growth Since 2004
In July NALP released the 2018 Public Service Attorney Salary Survey, which shows that salaries for public service attorneys have risen modestly since 2004 (https://www.nalp.org/uploads/PSASR_7-9-18_FINAL.pdf) but remain substantially lower than
salaries in the private sector. The full report, including access to the interactive web tool (https://www.psjd.org/salary-report), tables with salaries by region, community population size, and organizational type, and additional information on health and dental insurance and retirement plans is available free to PSJD subscriber schools, their students, and their alumni. (A list of subscriber schools can be found at www.psjd.org/subscribe-schools.) Access to the report is also available from NALP’s bookstore (https://www.nalp.org/productdetail/?productID=261).

Activities of NALP Board, Officers & Directors

NALP’s Board of Directors met in late April immediately preceding the Annual Education Conference. At the Association’s April annual business meeting, Melissa Lennon, Assistant Dean, Office of Career Services at Temple University Beasley School of Law was installed as NALP’s 2018-2019 President. In addition, NALP members elected a slate of 6 new members to its thirteen-member Board. Joining the 6 returning members are: Georgia Emery Gray, Director of Legal Personnel and Recruiting at Cleary Gottlieb Steen & Hamilton LLP (Washington DC) as President-Elect; Michelle A. Jackson, Director of Alumni Advising at Northwestern Pritzker School of Law as Vice-President for Member Services and Education; Neil O. Dennis, Assistant Dean for Career Services at Howard University School of Law, as Director; Melanie Priddy, Senior Director, Diversity & Professional Development at Crowell & Moring LLP, as Director; Karl Riehl, Director of Legal Recruitment & Professional Development, as Director; and Clara Solomon, Director, Career Counseling and Development at New York University School of Law. David Montoya, Assistant Dean for Career Services at The University of Texas School of Law, is now Immediate Past President. A full roster of the 2018-2019 NALP Board of Directors is on the NALP website at http://www.nalp.org/directors.

NALP’s Board of Directors held their annual Orientation program in May, and met again in July at which time the Board reviewed and approved a budget of just over $4.3 million for FY2019.

Meeting summaries are available on the NALP website under About NALP > Governance > Board Meeting Summaries (http://www.nalp.org/boardmeetingsummaries).

Board Announces Service Excellence Award Recipient: Tony Waller

NALP’s Board of Directors is pleased to recognize Tony Waller, Associate Director of Career Development, Public Interest and Government Employment Specialist, in the Career Development Office at the University of Georgia School of Law with a Service Excellence Award for his dedicated contributions to the NALP community and his engaging spirit of volunteerism. Board members noted that Tony had enthusiastically shepherded and shaped the JD Career Advisors Section since its creation in 2016 and most recently spearheaded a three Section (JD Career Advisors, Recruiting and Law Student Professional Development) project on law student professionalism that resulted in 10 videos on how students can best navigate the interviewing process professionally. He has given generously of his time to numerous projects for the membership at large, having served on the Board of Directors, the Nominating Committee, the Conference Planning Committee, the Technology Resource Group, and on the Bylaws Committee that introduced the Borda voting method for NALP’s election. NALP’s Board of Directors reestablished the Service Excellence Awards Program in 2014. At each Board meeting, Board members consider
NALP members who have gone above and beyond making notable contributions to NALP and its members. The Board also welcomes Service Excellence Award nominations from members. See http://www.nalp.org/awards for additional information.

Publications and Resources

Student Professionalism Videos
NALP's JD Career Advisors, Recruiting, and Law Student Professionalism sections recently completed a series of student focused video resources that law school members can use in preparing their students for Fall 2018 recruiting. Each video frames specific issues that arose during the Fall 2017 recruiting season wrap up. The videos are posted to NALP's YouTube page here: www.youtube.com/... [https://www.youtube.com/playlist?list=PLPdAYEck2bvCahhyHsQfAHm5yEUk4Y1CZ].

New Careers Checklists Available – Cybersecurity, Privacy, and Data Protection and Compliance
NALP is pleased to announce the publication of two new resources for career services professionals to share with students. The Cybersecurity, Privacy, and Data Protection Careers Checklist (http://www.nalp.org/uploads/CybersecurityChecklist_2018.pdf) and the Compliance Careers Checklist (http://www.nalp.org/uploads/ComplianceChecklist_2018.pdf) provide valuable guidance for students looking to pursue careers in these growing fields. Both checklists outline key questions students should ask themselves and the information needed to consider careers in these fields, including:

- Is this career for you?
- What skills are most valuable to professionals in this area?
- What courses should you take?
- What certifications should you acquire?
- What’s the best work experience?
- How do you cultivate your network?
- How should you present your credentials on your resume and cover letter?
- What does a career path in this area look like?

Download the new checklists at www.nalp.org/careerservices.

Sample Worksheets for JD Advantage Career Seekers
NALP is pleased to announce the publication of two new resources for career services professionals to share with students interested in JD Advantage careers. Developed by NALP’s 2017-2018 JD Advantage Careers Task Force, the Sample Counselor Intake Form and Sample Student Worksheet will help start the conversation with students, identifying strengths and differentiators as well as providing suggestions for course planning, future work experience, and accreditation and certification. NALP members may copy, reproduce, and alter the forms for their institution’s specific needs. Download these worksheets at www.nalp.org/careerservices.
NALP’s May PD Quarterly
The May issue released on May 2 and includes feature articles on competencies required for legal operations by Connie Brenton; building high-performance teams by Susan Hackett; a new, collaborative model for lawyer professional development by Scott Westfahl; resilience training as a defense against problem drinking and substance abuse by Mary Crane; and what to do when morale is low by Dr. Larry Richard. If you aren’t already a subscriber, you can learn more and subscribe at www.nalp.org/pd_quarterly or contact PDQuarterly@nalp.org to request a sample issue.

Educational Programming

We would be pleased to provide a complimentary registration to any of you who are interested in attending any of NALP’s educational programs. Please contact us to set that up.

Diversity and Inclusion Summit Recap
Over 200 D&I professionals gathered in Washington, DC on June 8 for the long-awaited return of the NALP/ALFDP Diversity and Inclusion Summit. Attendees were captivated by the opening plenary speaker, Ellisen Turner, who discussed his life experiences and his rise to the position of Managing Partner at Irell & Manella. The opening plenary was followed by 10 concurrent sessions on a wide variety of topics including implicit bias, LBGTQ issues, black women at work, and more. Attendees enjoyed many networking opportunities as well, including a reception at the end of the day. Nearly 60 newcomers to the field of diversity and inclusion attended an entry-level course on Thursday, June 7 taught by Sylvia James and Anna Brown. Overall, the 2018 Summit was a resounding success!

2018 Educational Programming Calendar
NALP PSJD Public Service MiniConference, October 25, 2018, Washington, DC
Professional Development Institute, November 29-30, 2018 Washington, DC
Legal Recruiting Summit, January 24, 2019, New York, NY
Newer Professionals Forum, February 7-9, 2019, Cincinnati, OH
Annual Education Conference, April 9-12, 2019, San Diego, CA
Summit on Emerging Legal Careers, June 7, 2019, Washington, DC

For additional information and to register for these programs, please visit www.nalp.org/events.

Administrative Office Updates

NALP Announces 2017 Pro Bono Publico Award Winner
On Monday, March 19th, NALP’s Public Service Initiatives staff presented the 2017 Pro Bono Publico Award to Lydia X.Z. Brown, then a 3L at Northeastern University School of Law. NALP’s Pro Bono Publico Award exists to call attention to the substantial and praiseworthy contributions law students make to their communities and their profession — even before they have fully completed their training.

Lydia’s work as an advocate for individuals with disabilities, LGBTQ people, and people of color thoroughly impressed the 2017 Award Committee. Lydia’s efforts encompass direct
services, such as administrative appeals work advocating for a disabled homeless youth seeking developmental disabilities services. They encompass policy advocacy, such as regulatory analysis in opposition to a Social Security Administration proposal to submit information about individuals with mental health disabilities to the National Instant Criminal Background Check Database. They also include efforts specifically related to diversity in the workplace and efforts to change hiring and employment culture; Lydia has been a vocal member of Northeastern’s faculty hiring committee and has written for students about how to navigate discussions surrounding health and other conditions with one’s employers.

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The activities, initiatives and developments described above are just some of the highlights of NALP’s recent work and we look forward to sharing more of our future endeavors and accomplishments with you as we move forward. Please contact us if you need any additional information.