



January 26, 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: David Montoya, 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.

Activities of NALP Board, Officers & Directors

NALP's Board of Directors met in November at which time the Board reviewed and accepted a clean FY2017 audit. The Board will meet again in late February.

Board Issues Open Letter to NALP Members Seeking Engagement on Renewing NALP's Commitment to Prevent Sexual Harassment in the Hiring Process

In mid-November, NALP's Board of Directors issued an [Open Letter to the Membership Seeking Engagement on Renewing NALP's Commitment to Prevent Sexual Harassment in the Workplace](http://www.nalp.org/uploads/OpenLetter_SexualHarassment_11-14-17.pdf) at http://www.nalp.org/uploads/OpenLetter_SexualHarassment_11-14-17.pdf. [The Board](#) welcomed thoughts and input on the ideas outlined in the Open Letter.

A summary of actions from the fall Board meeting is available at <https://www.nalp.org/boardmeetingsummaries>.

Research

NALP 2017 Report on Diversity in U.S. Law Firms Now Available

NALP's recent analyses of the **2017-2018 NALP Directory of Legal Employers (NDLE)** — the annual compendium of legal employer data published by NALP — for the *2017 Report*

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on *Diversity in U.S. Law Firms* shows that although women and minorities continue to make small gains in their representation among law firm partners in 2017, the overall percentage of women associates has decreased as often as not since 2009, and the percentage of Black/African-American associates has declined most years since 2009. "...at the associate level, women and African-Americans remain less well represented than they were before the recession, a finding that is both discouraging and significant," remarks NALP Executive Director James Leipold. See the full report at <https://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf>.

Collecting New Data on Public Service Salaries

This February, NALP will be conducting its 7th *Public Service Attorney Salary Survey*, examining salaries and benefits for attorneys at public interest and government organizations. In the past, organizations have used this data to advocate for funding, and individuals have relied on it to negotiate job offers and weigh options. We hope 2018's survey will prove important for a few reasons: It will be the first time NALP has collected this information since 2014, when we decided to poll organizations every four years instead of every two. We are also making plans to change the way the survey report will be presented and delivered in order to make it more accessible and engaging (stay tuned). In other words, we will be going after a fresh batch of data crucial in this era of budget cuts and loan anxiety and we will be working to make it as easy to obtain and grasp as possible.

We will be working with law school members to ensure that the survey reaches local public interest employers in every market.

Publications and Resources

2017 Law School Career Services Survey

The full report on the *2017 Law School Career Services Survey* [for U.S. schools], that includes salary data for all levels of career services professionals, broken down by region and law school size, is now available and has been posted at www.nalp.org/membersalarysurveys. You will need a NALP member login to access this member benefit. Please contact the NALP office at info@nalp.org or 202-835-1001 if you are having difficulty accessing the report.

2017 NALP Directory of Law Schools

NALP is pleased to announce that the 2018 NALP Directory of Law Schools (NDLS) is now [online](https://www.nalplawschools.org/) at <https://www.nalplawschools.org/>. The NDLS aids recruitment professionals by providing information on demographics, grading systems, OCI schedules, and contacts at law schools throughout the U.S. and Canada. If your law school has not yet submitted information for 2017, it's not too late — please contact support@nalp.org.

Coming in the February *PD Quarterly*: A Special Focus on Lawyer and Law Student Well-Being

The February 2018 *PD Quarterly* will feature a special three-article focus on lawyer and law student well-being, with articles about how to bring the lawyer well-being "movement" to your law firm; law student well-being; and mindful and resilient lawyering. Article authors include two co-authors of the report of the ABA National Task Force on Lawyer Well-Being, Patrick Krill and David Jaffe, as well as Paula Davis-Laack and Anusia Gillespie, recognized

experts in the field. The February issue also features an article by Ida Abbott on how innovative mentoring can increase diversity and inclusion and an article by Dean Darby Dickerson on an innovative law school “brain training” program. If you aren’t already a subscriber, you can learn more and subscribe at www.nalp.org/pd_quarterly or contact Janet Smith (jsmith@nalp.org) to request a sample copy.

New Edition of *The Lawyer’s Guide to Mentoring* Now Available

This updated version of Ida O. Abbott's bestseller offers practical tools for establishing successful mentoring relationships in today’s dynamic legal workplace. It also covers:

- Historical bases and recent developments in mentoring
- Coaching and sponsorship
- New and emerging models for mentoring (episodic mentoring, virtual mentoring, reverse mentoring)
- Designing an effective mentoring program (includes a checklist)
- The roles of mentor and mentee
- Starting and maintaining effective mentoring relationships
- Special issues in mentoring, from cross-racial and cross-gender mentoring to use of technology
- Mentoring in special settings (from corporate and public service settings to law schools)

Available in the NALP bookstore at www.nalp.org/bookstore.

2018 NALP Canadian Directory of Legal Employers Is Now Live

The Canadian Directory of Legal Employers (CDLE) is now live with 2018 legal employer data. The CDLE provides a comprehensive and free solution for students and graduates researching Canadian legal employers. Visit <https://www.nalpcanada.com/>.

Public Service Loan Forgiveness & Available Resources

NALP’s Legislative and Regulatory Reporting Task Force is continuing to monitor developments in the area of public service loan forgiveness. While there is not much yet concrete happening on the legislative front (and while PSLF was not ultimately targeted in the just-concluded federal budget process), the Task Force is happy to pass along some advice shared by Equal Justice Works’ Brandon Hanson at the *NALP Public Service Mini-Conference*, which took place in Washington, DC in late October 2017:

All borrowers in the PSLF program, not just those for whom forgiveness is imminent, should submit their Department of Education Employment Certification Forms now. It helps borrowers track their payments as well as their employers over the years, and gives borrowers an early experience of working with the only loan servicer for the PSLF Program, FedLoan Servicing, which will help them figure out how to hold it accountable if there is any question about payments or qualifications (filing the Certification Form early will switch borrowers over to FedLoan Servicing). The details behind this advice can be found in [EJW's blog](#), hosted by HuffPost.

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.

Recap of the 2017 Professional Development Institute

Over 400 PD professionals from legal organizations and law schools gathered in Washington, DC on November 30-December 1 for PDI. Jordan Furlong, Principal of Law 21, gave a riveting opening plenary on Professional Development in the Future Law Firm. His book, [*Law Is a Buyer's Market: Building A Client-First Law Firm*](#), is available in the NALP bookstore. Our second plenary featured a discussion of the National Task Force on Attorney Well-Being's recent report. Attendees also enjoyed nearly 30 other educational sessions and a law school roundtable discussion.

NALP/ALFDP Diversity and Inclusion Summit — June 8, 2018

The NALP/ALFDP *2018 Diversity and Inclusion Summit* will be held on June 8 in Washington, DC. This one-day event will feature an opening plenary with Ellisen Turner, Managing Partner at Irell & Manella, as well as 8 educational sessions on a variety of D&I topics. We will also have a networking reception after the event and a D&I Foundations course for newcomers on the day prior to the Summit.

2018 Educational Programming Calendar

Newer Professionals Forum, March 1-3, 2018 San Diego, CA
Annual Education Conference, April 24-27, 2018, Hollywood, FL
Diversity & Inclusion Summit, June 8, 2018, Washington, DC

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

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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.