



April 16, 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 February and will meet again in late April.

NALP Principles & Standards Updates Address Sexual Harassment

As a follow-up to NALP's November [Open Letter Seeking Engagement on Renewing Our Commitment to Prevent Sexual Harassment in the Hiring Process](#) (http://www.nalp.org/uploads/OpenLetter_SexualHarassment_11-14-17.pdf), and with input from NALP members, NALP's **Ethics and Standards Advisory Group** proposed certain language changes to *NALP's Principles & Standards* to better reflect NALP's commitment to helping make the legal profession accessible to all individuals on a non-discriminatory basis, free of harassment of any kind. After thorough discussion and careful deliberation, the Board approved the language changes and additions reflected in the final and red-lined versions of our *Principles & Standards* as well as on NALP's website at www.nalp.org/principles. They are effective immediately. NALP encouraged continued member dialogue and exchange of ideas and best practices that advance members' shared values for fair and ethical recruiting and hiring processes.

A summary of actions from recent Board meetings is available at <https://www.nalp.org/boardmeetingsummaries>.

Research

New Perspectives on 2017 Law Student Recruiting Report Released

NALP released its annual *Perspectives on 2017 Law Student Recruiting* report in February, showing that entry-level law firm recruiting remained robust, although mostly flat compared to last year. The lack of additional growth after consistent increases over the last several years suggest that recruiting volumes may have peaked after a marked post-recession recovery. The full report is available at <https://www.nalp.org/uploads/Perspectiveson2017LawStudentRecruiting.pdf>.

NALP Executive Director **James Leipold** summarized the findings, saying, “After a period of considerable volatility marked first by a prolonged slowdown in law student recruiting volumes following the recession and then a rapid escalation in recruiting volumes for two years running, we have seen the recruiting market stabilize over the last two years. Recruiting numbers were mostly flat compared to last year, and in some cases we saw some pulling back, particularly at the largest firms, suggesting that the most recent period of growth has ended.”

Publications and Resources

2018 NALP Directory of Legal Employers Is Now Live

The **2018 NALP Directory of Legal Employers** (www.nalpdirectory.com) is now live. The NALP Directory provides a comprehensive and free solution for students and graduates researching legal employers by providing specific information on law firms, government agencies, public interest organizations, and corporations. Organizational listings include information on lawyer demographics, practice areas, compensation and benefits, diversity and inclusion practices, and other valuable information about legal employers.

NALP's Amelioration Best Practices Guide

As law school members work within their institutions to consider how to address the administration's **current and proposed policies** regarding transgender military service, the Legislative and Regulatory Reporting Task Force, in partnership with the Diversity & Inclusion Section, highlighted NALP's **Amelioration Best Practices Guide** (http://www.nalp.org/assets/860_07ameliorationbestpractic.pdf).

While the guide was developed in a different context (when schools were dealing with military recruiting under "Don't Ask Don't Tell"), it can be a helpful resource for the present situation. The Guide discusses, among other things, developing ameliorative responses, crafting communications for students and faculty, and empowering and supporting student leaders.

NALP Resources on the New Federal Law Clerk Hiring Plan

In response to the new Federal Law Clerk Hiring Plan (see https://oscar.uscourts.gov/federal_law_clerk_hiring_pilot), NALP has set up a **web page** as a collection point for information and documents on the New Federal Law Clerk Hiring Plan. In addition, a "Hot Topics" session has been scheduled at the upcoming *Annual Education Conference*.

Update Available — Student Professionalism During the Interview Season

Thanks to the work of NALP's Recruiting Section, a new version of the resource *Student*

Professionalism During the Interview Season: A Quick Guide to Your Ethical Responsibilities in the Offer and Decision-Making Process is now available on the NALP website at <https://www.nalp.org/studentprofessionalism>. This guide provides students with a quick guide to the essentials of navigating the fall interviewing season with professionalism.

A New Edition of the *International Directory of Lawyer Qualification*.

NALP and the NALP Foundation are pleased to offer the updated and expanded edition of the *International Directory of Lawyer Qualification: A Guide to Legal Systems, Education, and Rules for Admission Throughout the World*. As law firms expand across the globe and lawyers travel from their home countries to work and be educated in other parts of the world, it has become increasingly important for lawyers, law schools, hiring and training professionals and placement agencies to understand different legal and education systems and rules for qualification and admission. This resource provides background information on all of these matters for 59 countries and allows the users to gain a deeper understanding of a particular individual's credentials or a country's system as a whole. The Directory is available at <http://www.nalpfoundation.org/bookstore>.

Free Archive of NALP Directory of Legal Employers Now Available to Members

NALP is pleased to announce PDF archive copies of the *NALP Directory of Legal Employers*. NALP members can now access PDF copies of all past NDLEs (1979 – present) online at https://www.nalp.org/ndle_archives. If you are looking for older copies of NALP forms to gather or review historical data, this information is now easily accessible.

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.

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.

NALP Solicits Program Proposals for the 2018 Professional Development Institute

NALP invites you to submit a proposal for the 2018 Professional Development Institute (PDI), which will be held November 29-30 in Washington, DC. PDI will deliver timely and substantive programming for all involved in lawyer and law student training and professional development. Submitting a proposal is an opportunity to share your expertise and best practices with the legal professional development audience. The deadline for proposals is April 30. See <https://www.nalp.org/pdiproposals> for additional information.

NALP Solicits Program Proposals for the 2019 Annual Education Conference

NALP invites you to submit a proposal for the **2019 Annual Education Conference**, which will be held on **April 9-12, 2019** in San Diego, CA. NALP's Annual Education Conference offers innovative and timely information through sophisticated educational programs

presented by knowledgeable speakers. For more information about submitting a proposal, visit <https://www.nalp.org/conferenceproposals>. **The deadline for proposal submissions is May 18.**

Recap: NALP 2018 Legal Recruiting Summit

On January 25, nearly 200 legal career professionals attended the 5th *NALP Legal Recruiting Summit* in New York City. Attendees heard the first results of the law firm and law school recruiting surveys. Attendees also learned from experts in the field like Gretta Rusanow, Dr. Arin Reeves, Julie Brush, Andy Hales, Jami deLou and James Leipold on topics like the global legal economy, interview tips, and unconscious bias. Our roundtable discussions focused on two topics – sexual harassment policies in the #MeToo moment and innovative ideas in recruiting. As always, the attendees enjoyed time together while concentrating on issues related to entry-level hiring.

Recap of the NALP 2018 Newer Professionals Forum

On **March 1-3**, over 200 newer professionals gathered in San Diego for the 18th annual *NALP Newer Professionals Forum*. Highlights of the programming included plenaries on adding value to your institution, legal market statistics, diversity and inclusion issues, and professional responsibility and ethics in our profession. Participants also learned about judicial clerkships, time management, summer programs, and associate orientation and integration, among other topics. In addition to 17 concurrent sessions, the Forum offered foundational programming in career services, PD, and recruiting. It was a packed schedule, but in between programming, participants discussed issues with the faculty, attended dinner groups, and explored San Diego. Next year's NPF will be in Cincinnati on February 7-9, 2019.

2018 Educational Programming Calendar

Annual Education Conference, April 24-27, 2018, Hollywood, FL
Diversity & Inclusion Summit, June 8, 2018, Washington, DC
Professional Development Institute, November 29-30, 2018 Washington, DC
Legal Recruiting Summit, January 24, 2019, New York, NY

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.