July 27, 2020

MEMORANDUM

TO: Diane F. Bosse, Chair
    William E. Adams, Managing Director
    Council of the ABA Section on Legal Education and Admissions to the Bar

FROM: Beth Moeller, 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 2019
The Class of 2019 achieved historic highs not seen since prior to the Great Recession for multiple key employment metrics, and which will likely stand as high-water marks for several years to come following the aftermath of the current recession. Post-Great Recession peaks were recorded for employment rates, overall median salaries, the percentage of jobs requiring bar passage, and the percentage of graduates not seeking other employment, among other benchmarks.

NALP will issue a press release on the employment and salary findings for the Class of 2019 on August 11, and James Leipold will make a brief presentation on the findings during the Council meeting. Detailed information is available at https://www.nalp.org/class_of_2019 (materials available beginning August 11).

NALP Joins Its Members in Fighting Racism
As all of us grapple with recent tragic events and our role in them, NALP joined its members in examining our practices as we work together to build a better and more just future. NALP has
long championed the fight for greater diversity, equity, and inclusion in the legal profession, but at this moment in time, we see that our historic efforts are not enough. **NALP calls on its members to join with the association in fighting racism** in the legal profession and in American society, in redoubling our efforts to provide greater access, support, and development opportunities for law students and lawyers of color, and particularly in committing to greater efforts to support and promote the careers of Black law students and lawyers. [Read the full statement from NALP's Board of Directors](#).

**Call for Articles and Conference Proposals on Racial Justice**

As an important part of our commitment to ensuring that diverse voices and particularly Black voices are included in all of NALP’s publications and educational programming, **NALP invites article proposals for the Bulletin and program proposals for the annual conference on issues of racial justice in the legal profession**, mindful of the need to invite and amplify Black voices without deliberately or inadvertently placing the burden of responding to racial injustice on the shoulders of our Black colleagues and other colleagues of color. **Annual Conference proposals** are due by Friday, July 24. **Bulletin** proposals can be made at any time by contacting Andrew Parker, NALP’s Editor In Chief, at [aparker@nalp.org](mailto:aparker@nalp.org).

**Research Activities**

**COVID-19 Pulse Survey Results**

NALP conducted two short “pulse” surveys in May and June to learn more about the impacts of the COVID-19 pandemic on U.S. legal employers, law schools, and JD students. The results are now available on the NALP website, with the most notable findings being that most law firm summer programs are going forward, but virtually, and shorter than last year by almost half. Topics include changes to 2020 summer programs, OCI timelines, and staff furloughs and layoffs. The results of the June round of pulse surveys show that half of law firm offices reported that they do not yet have an official start date for their incoming associates, 70% of offices reported decreased lateral associate recruiting, and 49% of law schools have at least one Class of 2020 graduate with a rescinded offer. NALP members can also [view the recording](#) of the Virtual Town Hall discussion of these results. A third round of surveys on the topics of racial justice and diversity, equity, and inclusion is currently underway.

**Findings from Survey of Legal Career Professionals**

NALP recently conducted the 2020 Survey of Legal Career Professionals and is pleased to provide initial salary findings for directors, managers, and administrators/coordinators who work in the areas of recruiting, professional development, or a combination of both. These findings can be viewed at [www.nalp.org/2020_survey_legal_career_prof](http://www.nalp.org/2020_survey_legal_career_prof) (member login required). The full report will be published later in the summer.
Activities of NALP Board, Officers & Directors

NALP’s Board of Directors met in April, May, June, and July at which time they reviewed and took action on several matters, including approving a budget for fiscal 2021. A summary of recent Board actions from the Board meetings has been posted to the website at [https://www.nalp.org/boardmeetingssummaries](https://www.nalp.org/boardmeetingssummaries).

Publications and Resources

The Diversity, Equity, and Inclusion Section has updated NALP's Diversity Best Practices Guide, which seeks to help legal employers who are moving from abstract discussions about diversity into practical implementation. This free resource is available at [www.nalp.org/diversitybestpracticesguide](http://www.nalp.org/diversitybestpracticesguide).

Now Available: "Tip" Videos for Students
In partnership with LawFirmElearning, NALP's Developing the Professional Work Group is developing a series of "tips" videos for students as they start their job searches and prepare to enter the work force. Three interactive videos are now posted to the Developing the Professional Lawyer page for use with students. The topics include: Email and Voicemail Etiquette, Managing Job Offers, and Best Practices for Communicating with Employers During the Application Process. Six additional videos will be released once they are available.

New COVID-19 Resources
NALP is electronically publishing pieces that are immediately useful during the COVID-19 crisis and will subsequently publish some of them in the NALP Bulletin and in PD Quarterly. These resources are available to NALP members at [www.nalp.org/covid_resources](http://www.nalp.org/covid_resources).

May PD Quarterly
The May issue includes articles by Andy Hales on moving to a centralized PD model for both lawyers and staff; Evan Parker on using data analytics to support associate development; Paula Davis-Laack on recognizing and preventing burnout in yourself and others; Carrie Fletcher on leading across cognitive differences; and Valerie Fitch on helping introverted lawyers find their voices. PD Quarterly is a NALP membership benefit. If you have questions about this journal, contact PDQuarterly@nalp.org. For an archive of past PD Quarterly articles, visit [www.nalp.org/pd_quarterly](http://www.nalp.org/pd_quarterly).

OCI Scheduling Calendar
OCI is a moving target at the moment, but law schools can let employers know when they can visit campus by updating the NALP Directory of Law Schools with your new OCI dates. If your school does not have a profile yet, it's not too late to create one. Employers: you can generate the OCI Scheduling Master Calendar by using the reporting tool in the NALP Directory.
of Law Schools. You can enter a specific school name, a city and/or state, or you can leave the
search fields blank to generate a list of all schools that have participated in the NALP Directory of
Law Schools. Once you have a list of search results, you can select your desired schools and click
"Compare/Create Reports" in the blue bar at the top of the list. Scroll down and click OCI
Scheduling Master Calendar to generate the report.

Educational Programming

2020-2021 Educational Programming Calendar
Diversity, Equity & Inclusion Summit, October 7, 2020, virtual
Public Service Mini-Conference, October 22, 2020, virtual
Professional Development Institute, December 3-4, 2020, virtual
Newer Professionals Forum, February 18-20, 2021, Louisville, KY
Annual Education Conference, April 27-30, 2021, Scottsdale, AZ

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

Public Service News

2020 PSJD Pro Bono Publico Award Winner Announced
NALP is proud to announce it has conferred this year's Pro Bono Publico Award on Leslie
Alvarez, a 3L at St. Mary's University School of Law. Her efforts on behalf of detained
immigrant children with disabilities led two separate immigration service providers to contact
her law school about starting immigration-related projects; her commitment to pro bono service
— and to inculcating that commitment in her classmates — embodies the values we aim to
highlight with our award each year. NALP's Public Service Section presented Alvarez with her
award via videoconference at its most recent section meeting.

Additionally, the Award Committee chose to honor Ming Tanigawa-Lau, a 2L at UCLA Law, as
a Merit Distinction Finalist. In the words of a classmate, Tanigawa-Lau has "dedicated significant
time outside of her studies to create opportunities connecting law students with immigrant
clients in need of legal services."

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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.