February 6, 2019

MEMORANDUM

TO: Jeffrey Lewis, Chair
    Barry Currier, Managing Director
    Council of the ABA Section on 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

NALP 2018 Report on Diversity in U.S. Law Firms Now Available
NALP’s newly released 2018 Report on Diversity in U.S. Law Firms shows that while women, minorities, and LGBT lawyers made gains in overall representation at major U.S. law firms in 2018 compared with 2017, representation of Black/African-Americans among associates remains below pre-recession numbers. Also noteworthy is that the presence of women among associates has finally returned to its pre-recession level. The full report is attached here and available electronically at https://www.nalp.org/reportondiversity.

Activities of NALP Board, Officers & Directors

New NALP Recruiting Guidance
On December 12 NALP announced its new Principles for a Fair and Ethical Recruitment Process. The new Principles recognize that NALP’s member organizations are diverse and their needs are varied but that they share a common commitment to diversity, access, and fairness. The former timing guidelines have been replaced by guidelines that emphasize reasonableness. The new Principles emphasize that all recruitment activities should be scheduled to minimize interference with students’ academic work, and that the legal profession should be accessible to all individuals on a non-discriminatory basis, free of harassment. They continue to promote good judgment from law schools, candidates, and employers. The Principles provide guidance that schools and employers can use to
formulate their own ethical recruiting practices. The new Principles and supporting materials can be found at www.nalp.org/principles.

A summary of actions from recent Board meetings is available at https://www.nalp.org/boardmeetingsummaries. The Board will meet again in February.

**Publications and Resources**

**NALP Directory of Law Schools Now Live**

NALP is pleased to announce that the 2018-19 NALP Directory of Law Schools (NDLS) is now live 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. This year, a new section on the Admissions Profile tab allows law schools to report how many of their students hold prior degrees in science and technology fields. If your law school has not yet submitted information for this year, it’s not too late. If you do not know your login information or need assistance, please contact support@nalp.org.

**NALP’s 2018 Survey of Legal Career Professionals Report Now Available**

The report on NALP’s 2018 Survey of Legal Career Professionals in Law Firms and Employer Organizations is now available. This benefit, available at no charge to NALP members, is posted on the Member Salary Surveys page. You will need to use a NALP member login to access the report.

**February 2019 PD Quarterly**

February’s issue of PD Quarterly will feature articles on how legal externship seminars can bridge the "practice-readiness" gap by Kristen Uhl Hulse, lawyer "human factors" by Marsha Hunter, getting lawyers to work in teams by Dr. Larry Richard, recent MCLE rule changes by Joe Maguire and Cissy Rebich, and how lawyers can improve their writing by David Dolkas. Questions? See https://www.nalp.org/pd_quarterly or contact pdquarterly@nalp.org.

**Jobs & JDs: Employment and Salaries of New Graduates, Class of 2017**

The new edition of NALP’s hallmark annual research report Jobs & JDs: Employment and Salaries of New Graduates, Class of 2017 is now available. This comprehensive analysis of the types of employment and salaries obtained by the Class of 2017 answers a host of questions: How are law firm opportunities changing for new law graduates? Which geographic markets provided the most jobs? Where did the graduates who are not practicing law find jobs? How do employment findings vary by gender and race/ethnicity? Jobs & JDs provides a wealth of facts and statistics about the current legal employment market and recent trends.

**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 2018 Professional Development Institute
Over 400 PD professionals from legal organizations and law schools gathered in Washington, DC on November 29-30 for PDI. Our opening plenary speaker was Jim Jones, Principal, Legal Management Resources LLC and Senior Fellow, Center for the Study of the Legal Profession, Georgetown University, who spoke about the current state of the legal market and what to expect in the future. Our Friday plenary speaker was Daniel Yi, Senior Counsel for Innovation, Department of Justice — Civil Rights Division, who gave a presentation on design thinking skills and how they can be applied to make better decisions in all settings. Attendees also enjoyed over 30 other educational sessions, a law school roundtable discussion, and plenty of opportunities to network. Plan to attend the 2019 PDI on December 5-6, 2019 in Washington, DC!

Submit a Proposal for the 2019 Professional Development Institute
NALP invites you to submit a proposal for the 2019 Professional Development Institute (PDI), which will be held December 5-6 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 your opportunity to demonstrate your expertise to the legal professional development audience and to share your best practices with your peers. The deadline for proposal submissions is March 31. More information is available at https://www.nalp.org/pdiproposals.

Re-cap of the NALP 2019 Legal Recruiting Summit
On January 24, over 200 legal career professionals attended the 6th NALP Legal Recruiting Summit in New York City. Attendees heard the first results of the law firm and law school recruiting surveys, which will be released to NALP members later this month in the Perspectives on 2018 Law Student Recruiting report. Attendees also learned from experts in the field like David Altuna, James Leipold, Josh Miller, Ada Thatcher-James, Kevin Donovan, Lauren Parker, and Kate Ford on topics like the global legal economy, characteristics of GenZ and how to engage with them, growth mindset, and unconscious bias. Our roundtable discussions focused on the new NALP Principles for a Fair and Ethical Recruitment Process. As always, the attendees enjoyed time together while concentrating on issues related to entry-level hiring.

2019 Educational Programming Calendar
   Newer Professionals Forum, February 7-9, 2019, Cincinnati, OH
   Reimagining Recruiting – A Design Thinking Workshop, March 14-15, 2019, Washington, DC (Sold out)
   Annual Education Conference, April 9-12, 2019, San Diego, CA
   Summit on Emerging Careers for Law Grads, June 7, 2019, Washington, DC

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

Administrative Office Staffing Update
NALP is pleased to welcome Claire Nash as our new Member Services Coordinator. Claire comes to us most recently from having taught English, math, and science in Thailand for a year; prior to that she served as an Executive Accountant at a local commercial interior build and design firm. Claire graduated from the College of Charleston in 2016. You can reach Claire at cnash@nalp.org. On January 1, 2019 Meaghan Hagner became NALP’s
Assistant Director of Member Services and Meetings and Jay Richards became Senior Director for Operations, Member Services, and Meetings. And as many of you know, after 18 years at NALP, Chris Brown left NALP at the end of the year to start his own consulting firm.

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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.