January 31, 2020

MEMORANDUM

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

FROM: Georgia Emery Gray, 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.

Research Activities

New Report Shows Slow Progress on Law Firm Diversity
NALP has released its 2019 Report on Diversity in U.S. Law Firms, which shows that structural and cultural hurdles remain in getting more people of color into partnership ranks. "The overall arc of the storyline for large law firm diversity remains the same — it is one of slow incremental gains for women and people of color in both the associate and partner ranks," said NALP Executive Director James Leipold. Read the press release and the full report at www.nalp.org/reportondiversity.

Jobs & JDs — Employment and Salaries of New Graduates, Class of 2018
The market for recent law graduates is changing, and Jobs & JDs is the most comprehensive source of information on those changes. NALP’s hallmark annual research report presents the most comprehensive analysis of the types of employment and salaries obtained by the Class of 2018. 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? NEW for the Class of 2018: This year’s report contains revamped data visualizations, including a new series of maps to better visualize and understand geographic employment data, as well as extensive salary coverage and data on transfer students and veterans. Summary information is available at https://www.nalp.org/classof2018 and the full report is available from the NALP bookstore.
NALP Member Salary Report of Law School Career Services
NALP is pleased to announce that the report on the *2019 Survey of US Law School Career Services Offices* is now available as a NALP member benefit. This biannual report is the only resource that benchmarks salary and staffing levels, among other topics, for career services professionals in the US. The findings are based on surveys from 120 law schools, which collectively reported information on salaries, experience and other key characteristics on over 500 career services professionals nationwide. Also learn how specific functions (e.g. employer development, judicial clerkship counseling) are staffed, changes that offices have experienced since 2017, and more. The report is posted at [www.nalp.org/membersalarysurveys](http://www.nalp.org/membersalarysurveys) and can be accessed using a NALP member login.

Activities of NALP Board, Officers & Directors

NALP’s Board of Directors met in November at which time they reviewed and took action on several matters. A *summary of recent Board actions* from the Board meeting has been posted to the website at [https://www.nalp.org/boardmeetingsummaries](https://www.nalp.org/boardmeetingsummaries).

2019 Recruiting Cycle: Board Outreach Summary
After the 2019 recruiting cycle, NALP’s Board of Directors conducted outreach calls to members across the country. Board members were particularly interested in *hearing members’ impressions after this first season with the new NALP Principles for a Fair and Ethical Recruitment Process* in place. They asked members to respond to several questions about the recent recruiting cycle. Members provided valuable and insightful feedback that focused on several common themes: increased speed of the recruitment process; unpredictable yields and recruiting; increased communications; reasonableness; recruiting policies and market drivers; 1L recruiting; 1L counseling; and the uncertain future. The *summary of this outreach is available here* ([https://www.nalp.org/uploads/NALPBoardSummary_2019RecruitingCycle.pdf](https://www.nalp.org/uploads/NALPBoardSummary_2019RecruitingCycle.pdf)).

Mandatory Arbitration and Non-Disclosure Agreement Information Will Be Collected in the 2020 NALP Directory of Legal Employers
At their November meeting, NALP’s Board of Directors agreed to add a series of questions to the NALP Directory of Legal Employers (NDLE) for 2020 to gather information about employers’ use of mandatory arbitration and non-disclosure agreements with associates, summer associates, and other non-partner lawyers. The text of the new questions is available in the *Board Meeting Summary*. Board members also approved the collection of information about recruiting policies and alumni relations programs in the NDLE. NALP will also collect information about school recruiting policies in the NALP Directory of Law Schools.

Board Announces Service Excellence Award Recipient: Amy G. Perez
NALP’s Board of Directors is pleased to recognize *Amy G. Perez, Student Development Director at the University of Miami School of Law, with a Service Excellence Award* for her dedicated contributions to the NALP community. Amy chaired NALP’s 2018-2019 Lawyer and Law Student Well-Being Task Force, which has subsequently become an Interest Group. She has recently taken the initiative to work with the Vice-President for Member Resources and Education and the Regional Resource Council on employer/school collaborations through engagement with city groups around Mental Health Day in October. Amy also has recently been appointed as the NALP liaison to the ABA Commission on Lawyer Assistance Programs (CoLAP). In addition, over the course of the year in her work with the Well-Being Task Force, Amy helped facilitate the Mental Health First Aid (MHFA)
Pre-Conference Workshop at the 2019 Annual Education Conference in San Diego and drafted law-specific factual scenarios for the MHFA training program that have since been used nationally.

**Publications and Resources**

**New Resource on Sexual Harassment and Recruiting Conduct**
As the cultural conversation about sexual harassment and misconduct in schools and workplaces has become increasingly robust, it has never been more important that career services and recruitment professionals ensure recruitment policies and practices are designed to adequately address these issues. NALP’s Sexual Harassment and Recruiting Conduct Work Groups of the JD Career Advisors and Recruiting Sections have created this new free resource, *Sexual Harassment and Recruiting Conduct: Considerations for Legal Employers and Law Schools* ([https://www.nalp.org/uploads/SexualHarassmentRecruitingConductConsiderations.pdf](https://www.nalp.org/uploads/SexualHarassmentRecruitingConductConsiderations.pdf)), to assist school and employer members in fostering safe and open recruitment environments.

**Free Resource: Updated Diversity Best Practices Guide**
The Diversity 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).

**2020 Canadian Directory of Legal Employers Is Now Live**
NALP is pleased to announce that the *Canadian Directory of Legal Employers* (CDLE) is now live with 2020 legal employer data. The CDLE provides a comprehensive and free solution for students and graduates researching Canadian legal employers.

**Buying Power Index for Class of 2018**
NALP’s Buying Power Index is a useful tool for assessing the buying power of a salary in selected cities compared to a large firm salary of $190,000 in New York by taking into account the cost of living in these cities compared with New York. Visit [https://www.nalp.org/class_of_2018_buying_power_index](https://www.nalp.org/class_of_2018_buying_power_index) to find out which cities had the highest buying power index for the Class of 2018.

**February’s PD Quarterly Features Articles on a Culture of Feedback, Building Your PD Team, and Unexpected Inclusion**
This month’s edition starts off with Allison Friend’s tips for fostering a new feedback culture. Ida O. Abbott provides insights on the role of PD in managing senior partner retirement, while Jerome M. Organ looks at law school-required PD courses. The next two articles focus on teams, with Neil W. Hamilton examining the competency continuum on teamwork and team leadership, and Paula-Davis Laack and Scholl A. Westfahl offering advice on building a resilient PD team. Rounding out the February edition is Kate Kerr’s article on unexpected inclusion. *PD Quarterly* is a NALP membership benefit. If you have questions about *PD Quarterly*, contact PDQuarterly@nalp.org.

**Educational Programming**
Submit a Proposal for the 2020 Professional Development Institute
NALP invites proposals for the 2020 Professional Development Institute (PDI), which will be held December 3-4 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 April 17. Additional information is available at https://www.nalp.org/pdiproposals.

2020 Educational Programming Calendar

- Newer Professionals Forum, February 20-22, 2020, Portland, OR
- Design Thinking Workshop, March 26-27, 2020, Washington, DC
- Annual Education Conference, April 28–May 1, 2020, Montreal, Quebec, Canada
- Diversity & Inclusion Summit, October 7, 2020, Washington, DC
- Public Service Mini-Conference, October 22, 2020, Washington, DC
- Professional Development Institute, December 3-4, 2020, 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.