May 11, 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.

NALP’s Response to the Coronavirus and COVID-19

The last six weeks have brought a sea-change to the legal industry, our profession, and our organizational operations. NALP members have been focused on a variety of issues including pass/fail grading at law schools; remote classes and work; bar exam status; delayed, cancelled and shortened summer associate/intern/clerk programs; delayed start days for graduating students; and the impact the COVID-19 pandemic has had on all of their constituents.

In mid-March, we made the call to cancel both our Annual Education Conference (originally scheduled for April 28 – May 1 in Montreal, Quebec, Canada) and the Reimagining Recruitment Design Thinking Workshop scheduled for March 26-27 in Washington, DC. Many of the originally scheduled events during the Annual Education Conference, including a plenary, the regional and annual business meetings, some concurrent sessions, and other governance training sessions were conducted virtually via Zoom video-teleconference. Other educational programming sessions will be held as webinars into May and June.

Over the course of these six weeks, NALP has hosted 10 Town Hall meetings, some for the membership at large, and others for regions, schools, employers, and the public interest community to discussed the ever-evolving impact of stay-at-home orders on law schools and legal employers. NALP and the NALP Foundation also hosted a roundtable with participants from the NALP Board of Directors and the Foundation’s Board of Trustees.
NALP has also hosted several webinars for members on topics of the moment, many focusing on how to continue a variety of different work-related activities remotely.

NALP has also increased the publication of the previously twice-monthly NALPnow! to weekly with the new name of NALPRightNow! NALP has also temporarily suspended the publication of the print edition of the *NALP Bulletin* and will distribute the digital version of the *Bulletin* to all members and subscribers. We have also created a dedicated COVID-19 webpage with relevant resources including Bulletin articles and other resources. NALP continues to solicit timely articles from members and outside entities and will make them available as soon as practicable on the NALP website.

NALP will also extend membership to any furloughed or laid-off members through the end of the calendar year so they are able to stay up to date on developments in the industry.

Finally, on March 16, the NALP staff moved to a remote work environment where they will continue for the foreseeable future.

**Research Activities**

*Multiple Generations in Law Firms: Working Together*

NALP, in partnership with PP&C Consulting principals Aric Press and Yolanda Cartusciello, has released *Multiple Generations in Law Firms: Working Together*. The first-of-its-kind study, which is offered free to the public at [www.nalp.org/generations](http://www.nalp.org/generations), provides insights into some of the generational dynamics at play in the current law firm work setting. The survey gathered responses from 2,473 lawyers — 1,394 partners and 1,079 associates during 2019.

With members of the Baby Boomer, Gen X, and Millennial generations all working together in today’s law firms and popular culture providing so many tropes and stereotypes for each of these distinct generations, the study sought to measure some of the similarities and differences in the opinions and attitudes held by partners and associates of a variety of ages. The oldest members of the Millennial generation have become partners at major U.S. law firms. It turns out these new partners share most of the attitudes and habits of the partners they are replacing or joining.

They prefer to work more often from home and they have a somewhat higher opinion of their associates than their elders express, but in terms of their commitment to their work, their overall satisfaction, and how closely their values align with their firms and clients, Millennial lawyers appear to be cut from the same patterns as their predecessors. Not surprisingly, perhaps, law firm lawyers from multiple generations are more similar than they are different, though some significant differences emerge.

*Entry-level Law Firm Recruiting Activity Remains Steady, with Largest Firms Trimming Summer Program Classes*

NALP released its annual *Perspectives on 2019 Law Student Recruiting report* in mid-March, showing that law firm recruiting activity in 2019 remained steady, with offer rates coming out of summer programs reaching historic highs. However, the data also suggests that the regrowth in summer program and entry-level recruiting since the Great Recession may have tapered off as the largest law firms trimmed summer program class sizes. The annual
report details recruitment activity on campus and at job fairs in 2019; provides information on summer program characteristics; and provides information on the outcomes of 2019 summer programs and of fall 2019 recruiting for both second-year summer associates and entry-level associates not previously employed by that employer. Of course, with the sudden pandemic-related constriction in the global economy, the level of recruiting activity in 2019 is probably not predictive of recruiting levels in 2020.

**NALP Research to Share with Students**
Recent NALP research provides important data for counseling pre-law and law students. Director of Research Danielle Taylor recently updated information on JD Advantage jobs for the Class of 2018. And Senior Research Associate Judith Collins has updated the Starting Salaries information for the Class of 2018. Both of these articles (and more) are available on the Class of 2018 page.

**Activities of NALP Board, Officers & Directors**

**NALP Releases New Strategic Plan** - More than a year of work by the entire community has resulted in a new strategic plan for the association, one that affirms NALP’s core purpose of informing, connecting, and developing experts who impact and advance legal careers. The plan’s goals are focused on the member experience; the health and wellbeing of law students, lawyers, and members; championing diversity, equity and inclusion; strengthening member relations; and enhancing the organization’s revenue streams. The new plan, unveiled during NALP’s annual business meeting on Friday, May 1, is available on the NALP website.

At the Association’s April annual business meeting, Beth Moeller, Assistant Dean of Career Services, UCLA School of Law, was installed as NALP’s 2020-2021 President. In addition, NALP members elected a slate of 6 new members to its thirteen-member Board. Joining the 7 returning members are: Traci Mundi Jenkins, Director of Career Development at Venable LLP as 2020-2021 President-Elect; Cybele Smith, Director, Public Service Law Center at The Ohio State University Moritz College of Law as Vice-President for Member Services and Education; Pascale Bishop, Director of Career Strategy and Advancement at Northwestern Pritzker School of Law as Director; Rebecca Calman, Senior Manager – Legal Recruiting at Sullivan & Cromwell LLP as Director; Catherine Clement, Senior Legal Recruiting Regional Manager at K&L Gates, LLP as Director; and Michael Ende, Associate Dean for Career Services at William & Mary Law School as Director. Georgia Emery Gray, Director of Attorney Development – U.S. at Cleary Gottlieb Steen & Hamilton, is now Immediate Past President. A full roster of the 2020-2021 NALP Board of Directors is on the NALP website at http://www.nalp.org/directors.

NALP’s Board of Directors met in February, March, and April at which time they reviewed and took action on several matters. A summary of recent Board actions from the Board meetings has been posted to the website at https://www.nalp.org/boardmeetingsummaries.

**Publications and Resources**

**New Free Member Resource: JD Advantage Guide**
The JD Advantage Work Group, part of the JD Career Advisors Section, has created a new

**2020 NALP Directory of Legal Employers Now Available**
The 2020 NALP Directory of Legal Employers launched the week of April 6 and is available for free at [www.nalp.org](http://www.nalp.org). Employers may continue to update their listings even after the launch, and it’s not too late to publish your firm’s profile. To edit your firm profile, go to the Data Collection System and log in using your employer ID and password.

**NALP Directory of Law Schools Now Available**
NALP is pleased to announce that the 2019-20 NALP Directory of Law Schools (NDLS) is now live. 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 allows law schools to provide information on and link to their recruiting policies.

**New Edition of Lateral Hiring Guide Now Available**
A long-running free resource for NALP members has just received an update. The 2020 *Lateral Best Practices Guide*, the Fourth Edition, offers practical tips for how to navigate all aspects of lateral hiring and recruiting. Topics covered include performing a needs assessment, hiring methods, strategies and procedures, marketing your firm to laterals, conducting due diligence and integrating laterals into your firm’s culture. View the revised Guide here.

**Educational Programming**

**Share Your Expertise at the 2021 NALP Annual Education Conference**
NALP invites you to submit a proposal for the 2021 Annual Education Conference, which will be held April 27-30 in Scottsdale, Arizona, where we will be celebrating NALP’s 50th anniversary! This is an excellent opportunity to share your expertise and tap your creativity by developing an original program for presentation at the conference. For more information about submitting a proposal, visit the 2021 Annual Education Conference RFP web page. The deadline for proposal submissions is Friday, July 24.

**2020-2021 Educational Programming Calendar**
- Diversity, Equity & 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
- 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](http://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.