November 1, 2019

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

Employment for the Class of 2018 — Selected Findings Report Now Available

On July 30 NALP released its Employment for the Class of 2018 — Selected Findings, a summary of key findings from the annual Jobs & JDs: Employment and Salaries of New Law School Graduates — Class of 2018 report, coming out in October 2019. This year’s Selected Findings show an employment rate that has improved for the third year in a row, increasing to 89.4% of graduates for whom employment status was known, compared with 88.6% for the Class of 2017. The Selected Findings report, the press release, and National Summary Report on the Class of 2018 employment outcomes are available at www.nalp.org/classof2018.
Salary Distribution Curve
For a number of years NALP has prepared a graphic to illustrate the bimodal nature of the distribution of salaries obtained by law school graduates. Salary data for the Class of 2018 continues to show a distribution with distinct peaks — one left-side peak in the $45,000 - $75,000 range and two right-side peaks at $180,000 and $190,000. View the latest Class of 2018 salary curve, along with historical curves, at www.nalp.org/salarydistrib.

Salary Findings from 2019 Law School Career Services Survey
Summary salary findings (https://www.nalp.org/summary_salary_findings_2019_lscs – NALP membership required) from NALP's 2019 Law School Career Services Survey are now available for NALP members. These findings are based on 120 responding schools, which collectively reported salaries for over 400 professional staff members. The full report, coming later this fall, will include additional findings on salaries, as well as information on staffing levels and characteristics, among other topics.

Activities of NALP Board, Officers & Directors
NALP's Board of Directors met in July at which time they reviewed and took action on several matters, including the fiscal 2020 budget, dues and conference fees for 2019-2020, and content updates for future editions of the NALP Directory of Legal Employers (NDLE). The Board has also launched the strategic planning process with the distribution of a member-wide survey in September 2019.

A summary of recent Board actions from the Board meeting has been posted to the website at https://www.nalp.org/boardmeetingsummaries.

Publications and Resources

November's *PD Quarterly* Will Feature Articles on Workplace Harassment, Security Threats and the Culture of Perfection
The issue kicks off with an article by Adam Michael Becker from corporate America focusing on developing in-house support professionals. Ally Coll and Scott Westfall address workplace harassment in the legal profession and beyond. Bill Henderson describes the work of The Institute for the Future of Law Practice. Christopher Black looks at what you and your lawyers should know about security threats. And Jessie Spressart and Johnna Story look at the pursuit of excellence in a culture of perfection. *PD Quarterly* is a NALP membership benefit. If you have questions about *PD Quarterly*, contact PDQuarterly@nalp.org.

August's *PD Quarterly* Features Articles on Lateral Hiring, Gen Z, Preparing for Evaluations, and More
Heidi Gardner kicks off the issue by addressing a central paradox of lateral hiring — that lawyers with the largest portable books of business are often not skilled at collaboration. Next, learn from 17-year-old Josh Miller how Generation Z differs from the Millennial generation and why that matters. Also in the August issue: checklists for preparing your evaluators from Andy Hales and Stacey Kielbasa; lessons learned from the implementation of lawyer well-being initiatives by Jeannette Boot, Laurie Cappello, and Brenda Fingold; and the results of a NALP Foundation survey on civility in the legal industry by Jeremy Bloom, Rachael Bosch, and Jennifer Mandery. *PD Quarterly* is a NALP membership benefit. If you have questions about *PD Quarterly*, contact PDQuarterly@nalp.org.
2019 Report on Law Students Who Interviewed with Law Firms
In the fall of 2018, law schools were offered the opportunity to survey their second-year students who interviewed, or hoped to interview, for a summer 2019 law firm position. A total of 28 schools circulated the survey and collectively these schools received 926 responses. This year’s report based on those responses is now available on the NALP website and provides useful insight into the factors and resources influencing student decision-making about employers, callbacks, offers and more.

OCI Forms, Open Letter to Law Students, and Travel Expense Reimbursement Form
NALP offers various forms and online tools to aid communication among job seekers, employers, and law schools. Forms for the current OCI season are now available at www.nalp.org/forms. These forms are reviewed annually by the NALP Recruiting Section for currency and ease of use. In addition, schools and employers are encouraged to share the Open Letter to Law Students with students and candidates.

2019 Associate Salary Survey Now Available
NALP’s 2019 Associate Salary Survey is now available in NALP’s online Bookstore. This year’s report includes:
- Associate and summer associate salaries by firm size, region, and metropolitan area population;
- Detailed salary analyses for 24 major markets: Atlanta, Baltimore Area, Boston, Charlotte, Chicago, Dallas, Denver, Hartford Area, Houston, Los Angeles/Orange County, Miami/West Palm Beach Area, Minneapolis, New York City, Philadelphia, Portland (OR), Raleigh/Durham Area, San Diego, San Francisco, Silicon Valley, Seattle, St. Louis Area, Tampa, Washington DC Area, and Wilmington (DE);
- Additional detailed salary analyses for firms in other areas, grouped by state, region, size of metropolitan area, and size of firm;
- Analyses of salaries for offices using a levels-based compensation system;
- Base salaries for class of 2019 associates, by firm size and city;
- Salaries for intellectual property lawyers;
- Salaries for law clerks and staff attorneys; and
- Judicial clerkship bonuses.

Educational Programming

2019-2020 Educational Programming Calendar
- Canadian Diversity Summit, December 2, 2019, Toronto, Ontario, Canada
- Canadian Winter Meeting, December 3, 2019, Toronto, Ontario, Canada
- Professional Development Institute, December 5-6, 2019, Washington, DC
- Legal Recruiting Summit, January 30, 2020, New York, NY
- Newer Professionals Forum, February 20-22, 2020, Portland, OR
- Annual Education Conference, April 28–May 1, 2020, Montreal, Quebec, Canada

Registration is now open for NALP’s Professional Development Institute and Newer Professionals Forum.

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

Administrative Staff Update
NALP is pleased to welcome two new staff members. Andrew Parker, who has worked as a journalist and as an editor in a variety of settings, including for another trade association, is our new Editor-in-Chief and Staff Writer, and Annette Headley, who is a gifted designer and publications expert who has worked both for the Association of American Law Schools and for an accrediting organization in the past, has joined us as our Publications Manager. Both joined the NALP team on Monday, September 23.

**Public Service Activities**

**PSJD Launches New Updates**
On October 10, visitors to [PSJD.org](https://www.psjd.org) (NALP’s portal for public interest legal careers) found a whole new layout. Each page on **PSJD has been redesigned** based on common questions and problems we’ve encountered over the years when working with job seekers and employers. Our hope is that the new site will feel more consistent, more immediate, and more intuitive for users.

**Public Interest Salary Survey Now Incorporates Living Wage Data**
NALP is pleased to announce that the online, interactive version of the *2018 Public Service Attorney Salary Report* now incorporates *living wage data*, sourced from the Economic Policy Institute’s State of Working America Data Library. Starting this month, when readers look at public service attorney salaries by organization type, they will be able select a location from EPI's dataset and see a horizontal red line across NALP’s salary data indicating how EPI's living wage estimate relates to what NALP knows about public service attorney salaries in that region. PSJD subscriber schools have access to this valuable information here at [https://www.psjd.org/salary-report_2018_orgs](https://www.psjd.org/salary-report_2018_orgs). The Report is available through NALP’s bookstore ([www.nalp.org/bookstore](https://www.nalp.org/bookstore)).

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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.