



May 20, 2016

MEMORANDUM

TO: NALP Liaisons to Affiliated Organizations and City Group Leaders

FROM: Fred Thrasher, Deputy 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 for you to share with your liaison organization or city group.

Research

Additional Class of 2014 Salary Information

NALP has posted additional salary information for Class of 2014 law school graduates. The *Buying Power Index* is a tool for assessing the buying power of a salary in selected cities compared to a large firm salary of \$160,000 in New York by taking into account the cost of living in these cities compared with New York. You can find this resource at http://www.nalp.org/buying_power_index_class_of_2014. Additional analyses of salaries, including maps, salary trends, and graphic depiction of how few jobs pay more than \$100,000 can be found http://www.nalp.org/starting_salaries_class_of_2014. This same information has also been posted as a resource for prelaw students in NALP's [Prelaw Portal](http://www.nalp.org/prelaw_portal) at http://www.nalp.org/prelaw_portal.

Law School Career Services Survey Report Now Available

NALP's report on the 2015 Law School Career Services Survey is now available at www.nalp.org/membersalariesurveys (member login required). The report reflects responses from 102 schools, collectively providing information on experience and salary levels for over 300 career service professionals, as well as benchmark information on staffing levels and staffing practices for specific functions, e.g., judicial clerkship advising and employer outreach.

Activities of NALP Board, Officers & Directors

NALP's Board of Directors met in April in conjunction with the Annual Education Conference at which time the Board reviewed and approved the Association's 2016-2017 Business Plan, and held their annual Orientation program in May.

At the Association's April annual business meeting, **Mina Jefferson**, Senior Assistant Dean and Chief of Staff at University of Cincinnati College of Law, was installed as NALP's 2016-2017 President. In addition, NALP members elected a slate of 6 new members to its thirteen member Board. Joining the 7 returning members are: **David Montoya**, Assistant Dean for Career Services at The University of Texas School of Law, as President-Elect; **Kristine McKinney**, Director of Diversity & Inclusion at Faegre Baker Daniels LLP, as Vice-President for Member Services and Education; **Julie Anna Alvarez**, Director of Alumni Career Services at Benjamin N. Cardozo School of Law, as Director; **Lynn Ann Herron**, Associate Recruitment Manager at Hogan Lovells US LLP, as Director; **Janet D. Hutchinson**, Associate Dean for Career Services at University of Richmond School of Law, as Director; and **Brad Sprayberry**, Director, Attorney Recruiting and Professional Development at Gunster, as Director. **Jean Durling**, Chief Talent Officer at Fox Rothschild LLP, is now Immediate Past President. A full roster of the 2016-2017 NALP Board of Directors is on the NALP website at <http://www.nalp.org/directors>.

Board Postpones Decision on Proposed Changes to Part V D (the 1L Timing Guidelines)

In early March, NALP's Board of Directors announced proposed changes to [NALP's Principles & Standards Part V D](#) (the 1L timing guidelines) and requested member comment – see <http://www.nalp.org/uploads/PartV/FirstYearMemo.pdf>. Over 60 members provided input, and it is fair to say that the comments were varied with no clear lines being drawn on either the school or employer side. Some employer and school members were in favor of the proposed changes and others were opposed. NALP also heard from a number of members who were in favor of part of the proposed changes, but not all, as well as from some members who had alternative suggestions for change. At its meeting prior to the *Annual Education Conference* on Tuesday, April 12, the Board decided to postpone any action to make changes to the timing guidelines. In the coming year, under President **Mina Jefferson's** leadership, the **Ethics and Standards Advisory Group** will be charged with assisting the Board in evaluating NALP's timing guidelines to determine whether they create barriers to implementing innovative or alternative recruiting strategies.

NALP Board Approves Change to Dues Structure for 2017

The NALP Board has approved a change to the member dues structure for the 2017 membership year commencing January 1, 2017. Following the current long-range strategic plan, the new structure will make membership more appealing to smaller and medium-sized law firms, non-traditional and emerging legal employers, and additional branch offices of member law firms. The new plan will provide a professional association membership of value to a growing list of individuals and institutions involved in the legal careers profession. As a result of the changes, most members will see a decrease in the cost of membership. Law firms of different sizes will pay different dues based on the number of attorneys in their firm. All additional law firm offices will pay a single lower dues rate. In addition, all law schools will benefit from a modest membership dues decrease. The Board believes that these changes will provide for the long-term sustainability of the dues structure and the association. Detailed information on the dues structure change is at <http://www.nalp.org/2017dueschange>.

Board Announces Service Excellence Award Recipient: Heather DiFranco

NALP's Board of Directors is pleased to recognize Heather DiFranco, Director of Career Planning at Cleveland-Marshall College of Law, Cleveland State University, with a Service Excellence Award for her ongoing commitment to facilitating a timely and collaborative relationship between NALP and the ABA Section on Legal Education and Admissions to the Bar during the implementation of the ABA Audit Protocol.

Heather has distinguished herself as a NALP member in a variety of roles, including serving as Chair of NALP's ABA Audit Protocol Work Group this past year. In that role she spearheaded a revision of NALP's Best Practices Guide for Managing Law School Employment Outcomes to conform with the new ABA reporting requirements; reviewed and made significant proposed revisions to the ABA's proposed Frequently Asked Questions document; drafted NALP Bulletin articles; and held a webinar with the ABA in January that helped answer law school members' questions. Heather has gone a long way toward ensuring clarity and consistency in the audit guidelines and in helping her colleagues manage an otherwise anxiety-inducing process. She is also serving as Chair of NALP's ABA Legal Employment Outcomes Task Force for 2016-2017.

NALP's Board of Directors reestablished the Service Excellence Awards Program in 2014. At each Board meeting, Board members consider NALP members who have gone above and beyond, making notable contributions to NALP and its members. The Board also welcomes Service Excellence Award nominations from members. Additional information about the awards program is available at www.nalp.org/awards.

For full details, and more outcomes from the Board meetings, see the [Board Meeting Summary \(http://www.nalp.org/boardmeetingsummaries\)](http://www.nalp.org/boardmeetingsummaries).

Publications and Resources

2016 NALP Directory of Law Schools Is Now Live

NALP is pleased to announce that the newly redesigned 2016 NALP Directory of Law Schools (NDLS) is now online with [2016 data](http://www.nalplawsonline.org) at www.nalplawsonline.org. The NDLS aids recruitment professionals by providing information on OCI schedules, demographics, grading systems, and contacts at law schools throughout the U.S. and Canada. If your school has not submitted your form yet, you may still do so by logging in to the data collection site using your five-digit school code and password. If you do not know your login information or need assistance, please contact (202) 835-1001 or support@nalp.org.

2016 NALP Directory of Legal Employers Is Now Live

The 2016 NALP Directory of Legal Employers (NDLE) is now live at www.nalpdirectory.com. The NDLE provides a comprehensive and free solution for students and graduates researching legal employers by providing specific information on law firms, government agencies, public interest organizations, and corporations. Organizational listings include information on lawyer demographics, practice areas, compensation and benefits, diversity and inclusion practices, and other valuable information about legal employers.

Responses to Questions Asked During the NALP/ABA Audit Protocol Webinar

Following the *NALP/ABA Audit Protocol Webinar* on January 26, 2016, NALP's ABA Audit Protocol Work Group worked with members of the ABA Section on Legal Education and Admissions to the Bar to develop answers to questions that were raised during the webinar. Those answers were collected at https://www.nalp.org/uploads/videos/ABA_Audit_Protocol_Webinar_QA_1_26_16.pdf to assist schools as they finalized *Class of 2015 Graduate Employment Data* for reporting to the ABA. The resource provides guidance in the form of answers to all questions submitted during that webinar, including those that were not answered live during the program.

Innovating Talent Acquisition Work Group Report Released

NALP's Innovating Talent Acquisition Work Group recently presented their report to the Board. The report of their research, deliberations, and analysis includes a summary of the recruitment issues faced by employers and schools; details about the ways other industries engage in talent acquisition; and a list of recommendations for innovation that could be adapted by NALP members. The full report is available at http://www.nalp.org/uploads/PartV/ITA_Member_Report_Final.pdf.

New Third Edition of *Perspectives on Career Services* Now Available

Nearly 30 NALP members share their insights in a brand new Third Edition of *Perspectives on Career Services*. An excellent resource for newcomers to the field, this handbook, compiled by the NALP Communications Advisory Group, provides veteran career services professionals with fresh ideas from their colleagues. Major sections of the book address career services constituents; counseling issues and tools; skills and strategies; information management; and ethical issues and legal challenges. The book features not only chapters on working with students enrolled in a JD program and students pursuing private practice opportunities but also public interest counseling; advising students and graduates interested in government service; judicial clerkship advising; counseling graduate law degree students; working with alumni; counseling international students; and counseling related to alternative careers. Additional product and ordering information is available at <http://www.nalp.org/productdetail/?productID=206>.

NALP Seeks Authors for *PD Quarterly*

NALP continues seeking proposals for articles for future issues of *PD Quarterly*, a digital journal that offers thoughtful, in-depth explorations of lawyer and law student professional development and talent management topics by PD people for PD people. NALP began publication of *PD Quarterly* with the November 2014 issue, following the retirement of founder and publisher Evelyn Gaye Mara. Visit [www.nalp.org/uploads/For PDQ Authors.pdf](http://www.nalp.org/uploads/For_PDQ_Authors.pdf) to learn more about how to submit article proposals and about the editorial mission of *PD Quarterly*, typical topics, and guidelines for authors whose article proposals are accepted. Please feel free to share this information with others you think would be interested.

Educational Programming

2016 & 2017 Programming Calendar

Lateral Lawyer Recruiting Summit, June 10, 2016, Chicago, IL

Public Service MiniConference, October 27, 2016, Washington, DC
Professional Development Institute, December 1-2, 2016, Washington, DC
Legal Recruiting Summit, January 26, 2017, New York, NY
Newer Professionals Forum, March 2-4, 2017, Houston, TX
Annual Education Conference, April 19-22, 2017, San Francisco, CA
Diversity & Inclusion Summit, October 6, 2017, 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.