

# 2017 LEGAL RECRUITING SUMMIT



January 26, 2017  
New York, NY

# 2017 LEGAL RECRUITING SUMMIT

Thursday, January 26, 2017

New York Law School Events Center  
185 West Broadway  
New York, NY

Join the conversation about how legal employers and law schools respond to changes in the profession at this exciting one-day conference devoted entirely to entry-level recruiting.

The Summit is an opportunity for legal recruiting and career services professionals from throughout North America to come together for an in-depth look at the future of law firm recruiting. This high-level conference tailored specifically to the legal recruiting community is a members-only event and space is limited.

The 2017 NALP Legal Recruiting Summit on January 26 will be held in the Events Center at New York Law School in New York City. Note this is a new location.

Summit participants will get a first look at NALP statistics from the fall 2016 recruiting season as they hear from leaders in the field and explore recruiting hot topics together. This Summit offers a meaningful opportunity for networking and an invaluable peer learning experience.

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Register now to be part of the Summit,  
where you will have the opportunity to:

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- Attend a reception on Wednesday, January 25 and network with your peers prior to the Conference.
- Be the first to hear the results of the surveys on the 2016 recruiting season and the law student survey and compare your organization's information to national data.
- Hear from industry insiders about the expectations of clients in this legal market.
- Learn how other industries are managing their recruiting processes.
- Explore the impact of the decline in law school applications and the shrinking law school class sizes with experts in the field, and see how these changes at the law schools will impact the legal profession.

If you are involved in any aspect of legal recruiting,  
this is a program you can't afford to miss!

## About NALP

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

## Secure Your Spot Today

Space at the Legal Recruiting Summit is limited. While registration will generally be on a first-come, first-served basis, to permit as many NALP member organizations as possible to take advantage of this opportunity there will be a limit of two registrants per law school or per legal employer office.

**Please find the registration information and  
travel details on page four.**

# Program Schedule

Wednesday, January 25

## Networking Reception

6:00 – 7:30 pm

Clery Gottlieb Steen & Hamilton LLP  
One Liberty Plaza  
New York, NY

Sponsored by 12Twenty



Thursday, January 26

New York Law School Events Center  
185 West Broadway

## Registration and Continental Breakfast

8:00 – 9:00 am

## The Global Landscape in a Post \$180k World

9:00 – 10:15 am

2016 brought a number of changes and stressors to large law firms, the ramifications of which are yet to be fully felt or understood. How will the move to \$180,000 entry-level salaries change the global landscape of the legal market? How will it impact law firm economics and recruiting? Will it drive further segmentation in the market for legal services? In the wider context of the global landscape post-Brexit and the US elections, our speaker will discuss the changes in salaries, profits per partner, the future of summer programs and lateral hiring, practice area work flow interruptions, and the potential move of legal work from London and Europe to other parts of the world. Following a year of great change in the legal market, how much will the legal landscape shift?

*James W. Jones, Principal, Legal Management, Resources LLC and Senior Fellow, Center for the Study of the Legal Profession, Georgetown University Law Center*

## Preview and Discussion of NALP Fall Recruiting Survey Results

10:15 – 11:30 am

How did the 2016 recruiting season end up? Were the numbers up or down? Conference attendees will be the first to see the highlights of the 2016 national recruiting survey results including the national law student survey and will have a chance to review and discuss analyses of survey data submitted in preparation for this conference. Discover the information you will need to make the strategic decisions to best position your institution for the future.

*James G. Leipold, Executive Director, NALP*

## Break

11:30 – 11:45 am

## Roundtable Discussions

11:45 am – 12:30 pm

Join your colleagues for a facilitated discussion about hot topics from the day's programs and more. Attendees will have the opportunity to learn from others in the legal profession while debating and discussing current issues in recruiting.

## Networking Lunch

12:30 – 1:30 pm

## The Other End of the Pipeline: Trends in Law School Admissions and Bar Passage

1:30 – 2:45 pm

The current decline in law school applications has provided opportunities and challenges for all stakeholders in the legal recruitment process. This session will provide an overview of the credentials and demographics of the JD classes of 2018 and 2019 as compared to years past, including reasons for declining applications, the influence on applicant caliber, the impact on bar passage rates, and the effect on diversity. The market has experienced an uptick in transfer students as well. What is the impact of this trend on employer recruiting and how

can law school career counselors advise students who are contemplating a potential transfer?

*Benjamin Barton, Helen and Charles Lockett Distinguished Professor of Law, The University of Tennessee College of Law and Author of Glass Half Full: The Decline and Rebirth of the Legal Profession*

## Roundtable Discussions

2:45 – 3:30 pm

Using live polling, we will continue our discussions of hot topics in recruiting. This interactive session will provide for the sharing of best practices and structured networking.

## Break

3:30 – 3:45 pm

## Beyond Law: Lessons from Elite Professional Services Employers

3:45 – 5:00 pm

As leading law firms increasingly compete for entry-level talent with elite professional services employers, such as consulting firms, banks, and accounting firms, what can we learn from these companies? Are they using technology for video interviews, apps for applicant scheduling, applicant assessments, or other innovative recruiting and hiring methods? Learn about the timing of the recruiting process in other industries and how those ideas might translate to the legal industry.

*Georgia Emery Gray, Director of Legal Personnel and Recruiting, Clery Gottlieb Steen & Hamilton LLP, Moderator*

*Rodney C. Pratt, Vice President, General Counsel and Corporate Secretary, Converse Inc.*

*Kate Smith, Senior Recruiter, Betterment and former Vice President, Goldman Sachs*

*Philip C. Wyman, Advisory Manager, KPMG LLP and former Manager, Deloitte Consulting LLP*

## Meeting Adjourns

5:00 pm

# Registration and Travel Information

## Fees

**\$460 / person for NALP members.**

This event is for NALP MEMBERS ONLY. You must be a NALP member to attend and there is a limit of two registrants per law school or per legal employer office.

## How to Register

To register for the 2017 Legal Recruiting Summit, go to [www.nalp.org/events](http://www.nalp.org/events) and select 2017 Legal Recruiting Summit. The system allows online registration and payment with a credit card or check (select the latter to receive an invoice). Space is limited.

### For Legal Employer Members

The completion of the Survey of Legal Employers on 2016 Recruiting is required for this conference. This survey is due to the NALP office by December 9 in order to attend the Summit. One of the benefits of attendance at the Legal Recruiting Summit will be advance access to findings from the survey. Note: only one set of surveys per office should be completed — participants from the same office should coordinate the completion of the necessary surveys.

### For Law School Members

The completion of the Survey of Law Schools on 2016 Recruiting is required for this conference. This survey is due to the NALP office by December 9 in order to attend the Summit. One of the benefits of attendance at the Legal Recruiting Summit will be advance access to findings from the survey. Only one set of surveys per law school should be completed — participants from the same school should coordinate the completion of the necessary surveys.

## Law Student Surveys

Law school participants are asked to administer an additional survey to 2L students who participated in 2016 on-campus programs to help us learn more about their experiences and decision-making processes. This survey is a nationwide effort to acquire information about the student perspective on the hiring process. NALP conducts this survey on a periodic basis.

## Cancellation Policy

- Full refund for cancellation received by Dec. 26 minus a \$100 cancellation fee.
- 50% refund for cancellations received Dec. 27 — Jan. 2.
- No refunds after Jan. 2.

## Travel Discounts

Professional Service Firm Travel, LLC (PSFT) is the official travel service for this event. PSFT will research the most economical route, airline, and flight times to help get you the lowest possible fare. PSFT has special contract airfares that are available to attendees of this meeting.

### Professional Service Firm Travel, LLC

475 Park Avenue South, 34th Floor  
New York, NY 10016

Phone: 212-592-1370 or 1-888-773-8728  
Fax: 212-532-5776

[www.psftravel.com](http://www.psftravel.com)

E-mail: [jduberry@psftravel.com](mailto:jduberry@psftravel.com)  
or [lmelendez@psftravel.com](mailto:lmelendez@psftravel.com)

PSFT reservation hours are Monday – Friday, 8:30 am – 6:00 pm Eastern Time. Make your reservations with Professional Service Firm Travel, LLC by calling 1-888-773-8728 and asking for Jacqueline or Lissette (please identify yourself as attending a NALP conference). A \$35 transaction fee will be applied to all tickets purchased.

## Conference Site

### New York Law School Events Center

New York Law School  
185 West Broadway  
New York, NY 10013

\* new this year!

## Hotel Information

NALP has secured a small block of rooms at The Roxy, which is a short walk to New York Law School. The sleeping rooms are available on a first-come, first-served basis.

### The Roxy

2 Avenue of the Americas  
New York, NY 10013  
Phone: 212-519-6600

The room rate at The Roxy is \$288 plus current 14.75% state and city tax and \$3.50 occupancy tax. All taxes are subject to change without prior notice. Reserve a room at the NALP rate by calling our reservations line 1-212-519-6600 and reference the “NALP” group or [reserve here](#).

## Lateral Recruiting Summit

Join us for the  
Lateral Recruiting Summit  
in Chicago on June 9, 2017.

NALP thanks the following  
sponsors for their  
educational support:

Scarborough & Tweed

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