



TO: NALP Members
FROM: Fred Thrasher, Deputy Director
DATE: February 12, 2025
SUBJECT: NALP 2025 Voting Process and Procedures

As the result of the changes to the Bylaws adopted in July 2021, NALP members now elect the slate of officers and directors electronically prior to the Annual Education Conference. The ballot asks NALP Main Members – designated the voting member by the Bylaws – to approve the officers and directors on the slate as put forward by the Nominating Committee.

The Slate of Officers and Directors as proposed by the Nominating Committee is [here](#) and supplemental biographical information is available [here](#).

The ballot will include the candidates for the regionally elected positions as well. A list of candidates is available [here](#) as well, along with links to more detailed biographical information for each of the candidates.

This year's elections will run from February 26 – March 12, 2025, and all NALP Main Members (one from each member organization/associate branch office) are eligible to vote.

On Wednesday, February 26, on-line voting will open for Officers, Directors, Regional Representatives, Nominating Committee Members, and Conference Planning Coordinators. Each NALP member organization in good standing—including associate branch offices—is entitled to one vote, and that vote rests with the organization's Main Member. On Wednesday, February 26, Main Members will receive an e-mail from Survey Monkey with a link to their ballot. To be counted, the ballot must be completed and received electronically—or in PDF ballot form if preferred—**no later than 11:59 p.m. Eastern Time on Wednesday, March 12, 2025.**

Office and Director Nomination and Election Process: The deadline for suggesting names for the officer and director positions was November 18, 2024. The Nominating Committee met and has [slated these individuals](#) whose resumes are available on that page as well. The procedures for the nomination and election of officers and directors are spelled out in the [Bylaws. \(see Section IX\)](#).

New Board members elected during this on-line voting process will join the following current members who will be continuing their terms: President-Elect in 2023-2024, Alison Ashe-Card of Duke University School of Law, will serve as 2025-2026 President; Vice-President for Diversity, Equity, and Inclusion Sylvia James of Winston & Strawn LLP; Vice-President for Member Services and Education Jessica Buchsbaum; and Directors Shannon Burke of Chapman and Cutler LLP, Jennifer Gewertz of Arnold & Porter, Myriah Graves of Fogler Rubinoff LLP,

and Cassandre Stump of New York University School of Law. Rebecca Calman of Freshfields will serve ex officio on the 2025-2026 Board as Immediate Past President.

Procedures for Regional Elections - Balloting for Regional Representatives, Conference Planning Coordinators, and Nominating Committee members will be conducted electronically from February 26 - March 12, 2025. The candidate who receives the most points as determined by the Borda voting method, a consensus/weighted voting process, which calls for the voter to rank order as many (or as few) candidates as they would like and further described in the Bylaws (see below), will be deemed elected for that position, and the results will be announced via NALPnow! The elected leaders will be introduced at the Regional Receptions.

Members experiencing problems with the electronic voting system or who would prefer to vote by PDF ballot, should contact the NALP office at 202-835-1001 or info@nalp.org to receive a PDF ballot. Similarly, any questions about the voting process should be addressed to info@nalp.org.

Final election results will be announced at the 2025 Annual Education Conference in April, if not before.

EXCERPTS FROM THE BYLAWS on NALP's VOTING PROCESS:

Section II – Membership

2.3 Each Member Organization in Section 2.2a and 2.2b shall be entitled to one vote. Each Member Organization must appoint one person to cast the Member Organization's vote, and that person shall be referred to as the Member Organization's "Main Member."

2.4 The Member Organizations are required to notify the Corporation in writing of the name of the person designated to be the Main Member that represents the Member Organization and votes on its behalf. This right to vote shall be transferable to another person within the Member Organization. No member is permitted to vote by proxy.

Section V — MEMBER VOTING

5.1 Voting in the elections of officers and directors shall be conducted by electronic voting, balloting, or other means as determined by the Board of Directors that maintain the integrity of the voting process. . . .

5.2 Voting in the elections of Annual Education Conference Planning Coordinators, Regional Representatives, or Nominating Committee members shall be conducted by electronic voting, balloting, or other means as determined by the Board of Directors that maintain the integrity of the voting process. . . .

Section X — ELECTED POSITIONS WITHIN NALP REGIONS

10.5 Elections for positions listed in Section X [Annual Education Conference Planning Coordinator, Regional Representative, or Nominating Committee member] shall be conducted using the voting method as described below (commonly known as the "Borda Count" voting method). Voting shall be conducted by electronic voting, balloting, or other means as determined by the Board of Directors that maintain the integrity of the voting process as described in Section V.

10.5a Voters will rank candidates in order of preference and may rank as many, or as few, candidates as they wish.* Each candidate receives points corresponding to each voter's ranking. Points are determined by the number of candidates on each ballot (n) so that the first ranked candidate on each ballot receives n points, the second ranked candidate receives $n-1$ points, the third ranked candidate receives $n-2$ points, and so on, with those unranked receiving 0 points. The candidate receiving the most points is declared the winner.

10.5b In the event of a tie, the candidate, of those with the most points, receiving the most first place votes is declared the winner. In the event of a tie where there are equal numbers of points and first place votes, the candidate receiving the most second place votes among the tied candidates is declared the winner. If two or more candidates remain tied after the calculation of points, first place votes, and second place votes in the initial ballot, then a runoff election including all tied candidates shall be held using the same voting method.

*When NALP Main Members vote for regionally elected positions, they will see a grid-like ballot and will be asked to rank as many (or as few candidates) as they would like, giving the top choice the number one ranking, the second-choice number 2, etc.