NALP
BOARD OF DIRECTORS
POLICY MEMORANDUM 112

SUBJECT: NON-VOTING, INDIVIDUAL AFFILIATE MEMBERS: CONSULTANTS, AUTHORS AND INDUSTRY EXPERTS

For purposes of determining membership eligibility for the new affiliate membership category, and to aid NALP staff in applying a litmus test for affiliate admittance, the Board defines consultants, authors, and industry experts as follows.

Affiliate Membership shall be available to individual consultants, authors, and industry experts, as hereinafter defined.

- A “consultant” is any individual, and any member of an organization or institution with which such individual is employed or affiliated professionally, who provide[s] professional or expert advice or services to law schools or legal employers in a specific area.

- An “author” is any individual, and any member of an organization or institution with which such individual is employed or affiliated professionally, who write[s] books, articles, reports, or any other written work pertaining to legal recruitment, professional development, hiring trends and practices, legal career issues, or any other issues related to the legal profession.

- An “expert” is any individual, and any member of an organization or institution with which such individual is employed or affiliated professionally, who has [have] extensive knowledge of the legal recruiting industry based on research, experience, or occupation.

Notwithstanding the foregoing, if a consultant, author, or industry expert is engaged in the business of lateral attorney placement, as determined in good faith by NALP, such consultant, author, or industry expert, any organization or institution with which such individual is employed or affiliated professionally, and all other individuals affiliated with such organization or institution are not eligible for membership.

Background

Pursuant to the 2010-2015 Strategic Plan, the Membership Structure Work Group (MSWG) reviewed NALP's current membership structure and considered ways to broaden and deepen its membership base.
The MSWG researched and vetted various possible new member groups that could participate in a manner that is both consistent with NALP’s mission and mindful of the atmosphere of mutual respect and camaraderie that the association deeply values and wants to continue to foster. The MSWG recommended that the Board admit to membership legal industry consultants (and other industry experts and authors) as a new non-voting, non-office-holding category of affiliate members, provided that any such consultant does not engage in the business of lateral attorney placement. To safeguard the integrity of this affiliate category, the MSWG suggested that the Board adopt a bright line rule to evaluate eligible consultant members.

At its February 2011 meeting, the NALP Board agreed to move forward to create the new category of individual, non-voting, non-office-holding affiliate members. Subsequent to the meeting, the NALP Board sought and received clearance from the organization's outside counsel, who found that such a category is permitted by the Articles of Incorporation. The Board subsequently authorized the Bylaws Committee to create a new Bylaws provision (see Section 2.10 of the proposed Bylaws) that provides for the affiliate category.

The purpose of this policy memorandum is to memorialize the work of the MSWG and the Board’s deliberations on this matter. It also serves to reassure the membership that this step to expand the membership base to include a limited affiliate category does not permit membership status for any individual engaged, whether directly or indirectly, in lateral attorney placement. To further elucidate this standard, NALP will employ the above described bright line rule to define eligible new members.

**ADOPTED:** April xx, 2011