2020 Legal Recruiting SUMMIT
January 30 — New York, NY

nalp We advance law careers
Fordham University School of Law
Skadden Conference Center
The 2020 Legal Recruiting Summit is an opportunity for legal recruiting and career services professionals to come together for a comprehensive look at the current state of entry-level law firm recruiting. This high-level conference tailored specifically to the legal recruiting community is a members-only event and space is limited. The Summit will focus on trends in the legal market, statistics from the 2019 recruiting season, and more.

The 2020 NALP Legal Recruiting Summit on January 30 will be held at Fordham Law School in New York City. The program will be followed by a networking reception at the same site.

Summit participants will get a first look at NALP statistics from the fall 2019 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.

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.
Thursday, January 30
Fordham University School of Law, Skadden Conference Center, 150 West 62nd Street, New York, NY 10023

Registration and Breakfast | 8:00 – 9:00 am

State of the Legal Market: Trends Impacting Law Firms and Legal Departments in 2020 and Beyond | 9:00 – 10:00 am

With an array of data and insights, this presentation will explore legal industry performance and how trends in innovation and technology, operations, the competitive landscape, and talent, culture and inclusion are impacting organizations’ growth strategies.

Michael Abbott, Global Lead, Enterprise Thought Leadership and Content Strategy, Thomson Reuters

Preview and Discussion of NALP Fall Recruiting Survey Results | 10:00 – 11:15 am

How did the 2019 recruiting season end up? Was there more early recruiting? Were offer and acceptance numbers from OCI programs up or down? What about offer rates coming out of summer programs? Conference attendees will be the first to see the highlights of the 2019 national recruiting survey results 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 | 11:15 – 11:30 am

Roundtable Discussions | 11:30 am – 12:30 pm

The new NALP Principles for a Fair and Ethical Recruitment Process opened the door for law schools and law firms to innovate and change some of the ways they do things. Our discussion will center around ways that NALP member institutions are working with the new Principles, how the entry-level hiring process went in 2019, and what innovations could be in the works for 2020.

Networking Lunch | 12:30 – 1:30 pm

How to Use Data to Increase the Credibility of Diversity Commitments in Legal Recruiting | 1:30 – 2:45 pm

Since the early 2000s, law departments and law firms have advanced ambitious public initiatives to diversify the legal profession, yet most major law firms have failed to make credible progress toward diversifying law firm leadership, with white males overwhelmingly leading practices and offices. This session reviews high-level examples that show how data can support and strengthen existing hiring frameworks. It envisions a broader talent system that allows data to promote credible commitments to diversity and equity. Using selection algorithms, firms can select the associates who are likely to succeed irrespective of demographics. It’s possible to perform diagnostics to ensure an algorithm’s predictions are equitable. An accurate algorithm that is properly de-biased can give firm leaders the confidence to hire from many more law schools. When moving out of the psychological comfort zone of law school prestige, firms gain credibility at the same time they increase their ability to hire high-performing diverse talent. The speaker will demonstrate how existing recruiting and talent data can inform firms’ decision-making during and after hiring, and will explain how the data-driven approach can accelerate progress on diversity and equity in the profession. To make ideas concrete, we’ll conduct a table exercise in groups and ask the audience to read a fact pattern and answer questions based on the data.

Evan Parker, Founder, Parker Analytics LLC

Roundtable Discussions | 2:45 – 3:30 pm

This interactive session will provide for the sharing of best practices on a variety of issues impacting entry-level recruiting. Come share ideas with your colleagues and learn from each other.

Break | 3:30 – 3:45 pm

Bridging the Gap: Creating a Well-Being Continuum for Law Students and Lawyers | 3:45 – 5:00 pm

What if it does take a village? What if our collective intention to produce lawyers who can provide optimal service to clients and sustain well-being and satisfaction over the long haul is more than any one of us can do alone? This program will address the well-being continuum that is possible with creativity, collaboration and commitment among law schools, law firms and other legal organizations. We will explore best practices currently being offered by law schools and law firms and how by joining forces we can create a bridge strong enough to carry our students and future lawyers into their profession with greater resilience and in alignment with their values and intentions. And, what of us, the hardworking caretakers of a generation of law students and lawyers? How can we thrive in the busy, fast-paced and demanding professional world in which we operate and not lose our health or well-being? This program will also introduce some mindfulness-based tools for ease and well-being that can support us and that we can share with those we serve.

Brenda Fingold, Assistant Director, Workplace and Leadership Education, Mindfulness Center, Brown University School of Public Health

Reception | 5:00 – 6:00 pm

Sponsored by Micron Systems
Registration and Travel Information

Fees

$550 / 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 2020 Legal Recruiting Summit, go to www.nalp.org/events and select 2020 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 2019 Recruiting is required for this conference. This survey is due to the NALP office by December 6 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 2019 Recruiting is required for this conference. This survey is due to the NALP office by December 6 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.

Cancellation Policy

- Full refund for cancellation received by January 3 minus a $100 cancellation fee.
- 50% refund for cancellations received January 4 – January 12.
- No refunds after January 12.

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
E-mail: jduberry@psftravel.com or lmelendez@psftravel.com

PSFT reservation hours are Monday – Friday from 8:30 am – 6:00 pm Eastern Time. Make your reservations with Professional Service Firm Travel 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

Fordham University School of Law
Skadden Conference Center
150 West 62nd Street, New York, NY 10023

Hotel Information

NALP has secured a small block of rooms at Parker New York, which is a 15-minute walk to Fordham University School of Law. The rooms are available on a first-come, first-served basis.

Parker New York
119 West 56th Street, New York, NY 10019 | Phone: 212-245-5000

The room rate at The Parker New York is $255 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 the reservations line 1-212-245-5000 and reference the “NALP” group or reserve here.

NALP Open Meeting Policies

Open Meeting: NALP is committed to the free exchange of information and open meetings at its conferences, and we recognize that there may be differences of opinion during sessions. We rely on our members to respect each other and our invited guests and speakers, and to honor the conventions of civil discourse. Disrespect for any speaker will not be tolerated.

Antitrust Awareness: As members of a professional trade association, NALP members should always bring a heightened awareness of antitrust and anticompetitive risks and behaviors to professional gatherings. NALP’s law school members compete with one another and NALP’s law firm members compete with one another. Accordingly, NALP’s members should avoid entering any sort of agreement or understanding with competitors related to any aspect of competition. However, it is always appropriate for NALP members to discuss information that is not competitively sensitive, such as industry trends, best practices, or the general types of opportunities and challenges that arise in legal recruiting.

No Solicitations: This conference is specially designed to be an open forum for NALP conference attendees. Solicitation is strictly prohibited unless you are an official conference sponsor or vendor. If you are interested in becoming a conference sponsor or vendor, please contact Jay Richards, Senior Director of Operations, Member Services, and Meetings, at jrichards@nalp.org or 202-835-1001.

Consent to Use of Photographic, Video, and/or Audio Materials: Registration and attendance at, or participation in, NALP meetings and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee's image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of such events and activities.