



PAR studies law firms' retention and advancement of female attorneys and work/life issues in legal employment. Its work includes:

- *Solving the Part-Time Puzzle: The Law Firm's Guide to Balanced Hour Programs* (NALP 2004). A blueprint for firms that want to implement part-time programs that will increase revenues, reduce costs, improve recruiting, and result in more satisfied clients.
- A study of part-time partners and a study of compensation for women lawyers, both with best practices, to be released in 2009.
- The *Diversity and Flexibility Connection*, a program that brings together general counsel and managing partners to advance initiatives that will make the legal profession more inclusive.
- Research about hidden gender bias in the legal profession, particularly in performance evaluations, leading to PAR's drafting of the ABA Commission on Women's *Fair Measure*.
- *Balanced Hours: Part-Time Policies for Washington Law Firms* (2001), an examination of the state of part-time programs in the District of Columbia and nationally, with best practices recommendations.
- *Better on Balance? The Corporate Counsel Work/Life Report* (2003), a study of work/life issues for in-house attorneys, with best practices recommendations.
- A membership program for law firms and law departments which supports PAR's research and provides benefits to members designed to increase retention
- Programs for lawyers, including an "Opt-In" program for attorneys returning to the practice of law after childrearing leaves; the Leadership Academy for Women to develop leadership skills in female partners, and a "boot camp" for women lawyers entering practice.
- A panel of PAR-certified consultants legal employers can retain to assist in the creation and successful implementation of work/life programs and programs for women attorneys.
- A database ("The Scoop") about work/life programs in law firms, available on PAR's website.
- Ongoing studies of attorney retention issues in law firms, including work/life issues for small and medium-sized firms, compensation and business development expectations for partners who work balanced hours schedules, and the economics of reduced-hours work in firms.
- A book for attorneys about professional success on a reduced-hours schedule (forthcoming 2009).
- Information and assistance for law firms, attorneys, bar associations, researchers, and others about balanced hours programs and retention of women, through articles, speaking engagements, training and consultations.

PAR is an initiative of the Center for WorkLife Law (www.worklifelaw.org) at UC Hastings College of the Law. It is funded by the Alfred P. Sloan Foundation and other donors. For more information, please visit our website at www.attorneyretention.org, or contact us at info@pardc.org or (415) 565-4640.