



**★ ★ ★ 2018 ★ ★ ★**  
ANNUAL EDUCATION  
CONFERENCE

## Making a SPLASH

# Influencing the Pipeline of Future Lawyers

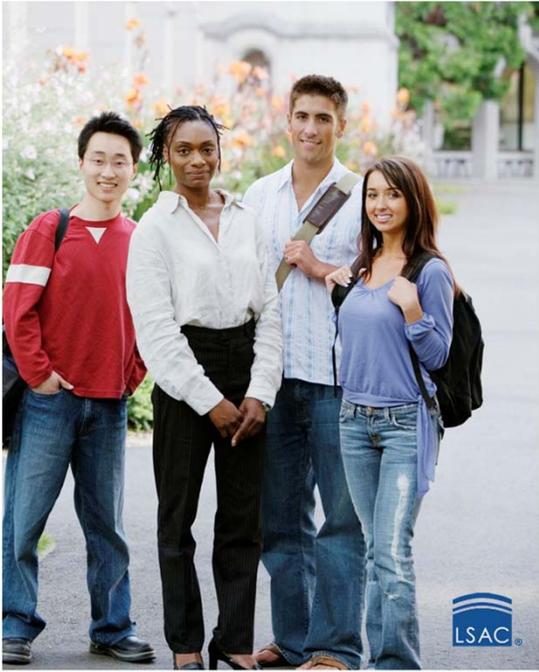
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April 24 – 27, 2018 • Hollywood, FL



## LEGAL EDUCATION'S FUTURE: BUILDING THE JUSTICE PIPELINE

**KELLYE TESTY**  
PRESIDENT AND CEO  
LSAC

LAW SCHOOL ADMISSION COUNCIL





## LSAC'S PRIORITIES

- Advancing the future of justice and the rule of law to meet the needs of society.
- Nurturing the legal education ecosystem.
- Aligning admission qualifications of candidates with licensing and employment outcomes.
- Building the Justice Pipeline.

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## UNDERSTANDING THE JUSTICE GAP

- Distrust of government and democratic institutions
- Injustice and inequality concerns
- Too few law "jobs" but vast unmet legal need



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## UNDERSTANDING PUBLIC PERCEPTIONS

- Public understanding of law
- Negative images of lawyers
- Narrow view of what law graduates do
- Technological changes to profession
- Valuing higher education

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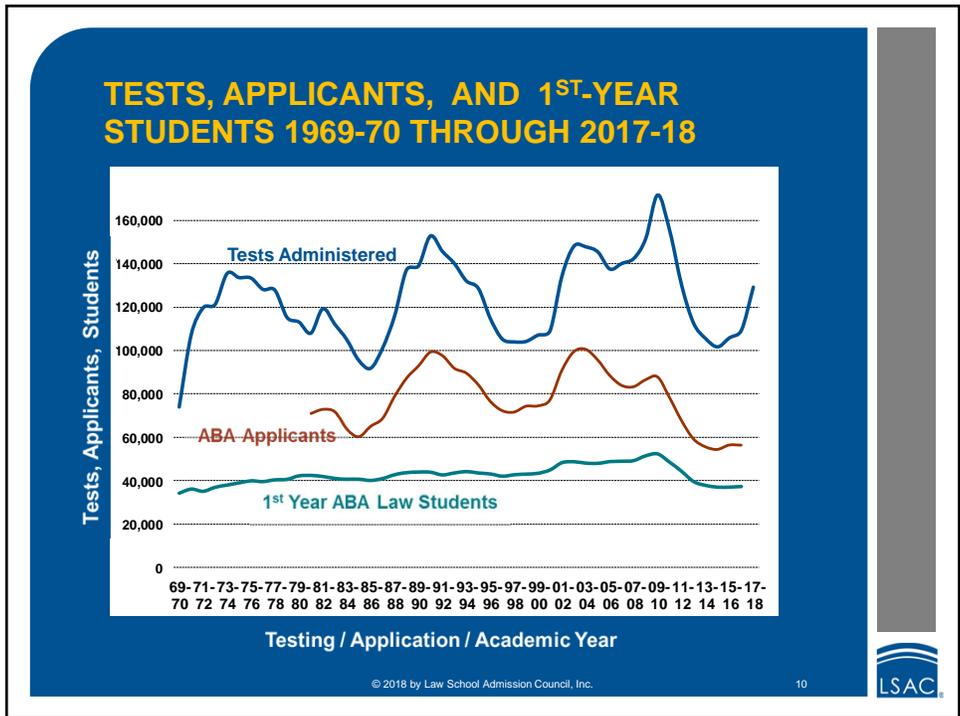
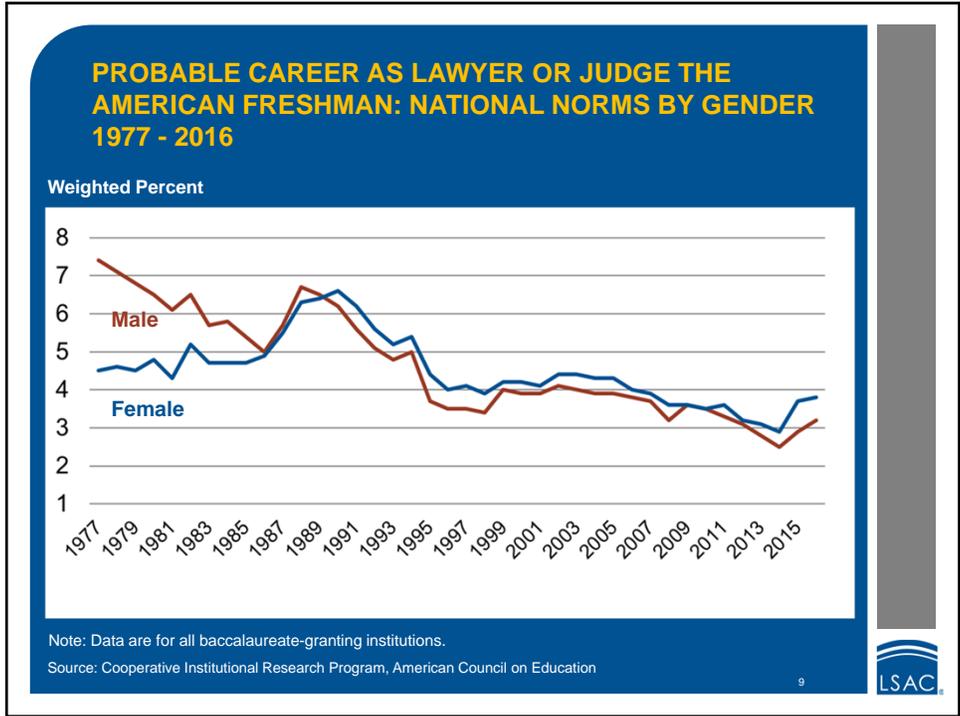
## UNDERSTANDING MARKET PRESSURES

- ABA Status and accreditation impact
- Competitive pressures on law schools
- University pressure on law schools
- Profession's pressure on law schools

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## THE JUSTICE PIPELINE



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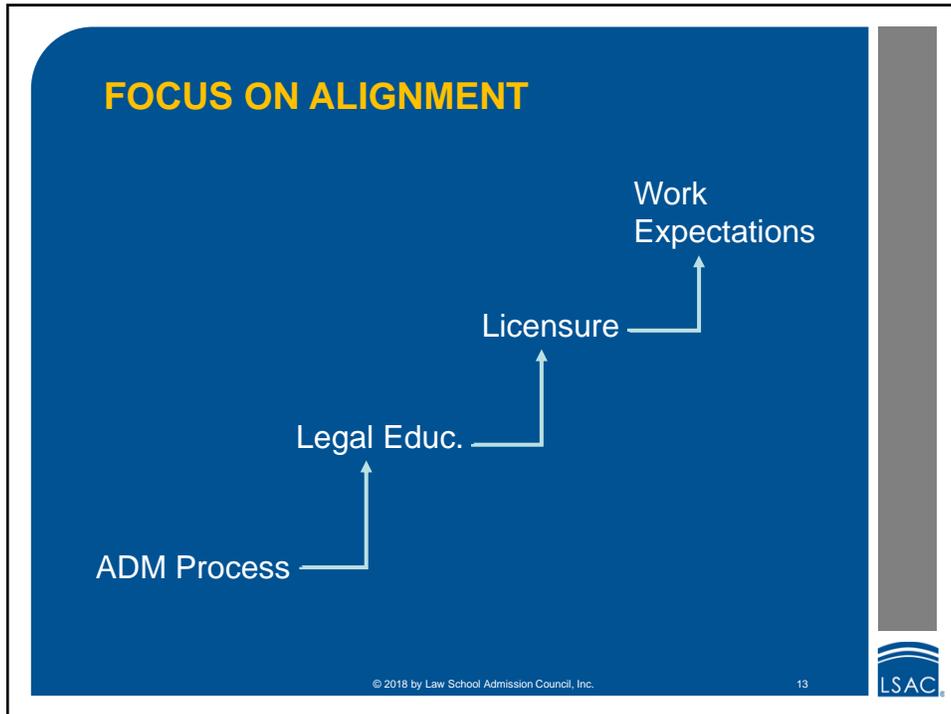
## NURTURING THE LEGAL EDUCATION ECOSYSTEM

- National digital ad campaign to highlight importance of the rule of law, promote value of a law degree, and build diverse pipeline of new lawyers
- Convene national symposium in Washington DC October 1
- Offer candidates and schools new enrollment tools for both JD and non-JD programs
- Launch new collaborations and programs for greater impact for legal education
- Develop new assessment tools
- Provide schools analytic and data tools

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- ## FOCUS ON ALIGNMENT
- Valid and reliable admission test
- Launches successful student journeys
  - Levels the playing field
  - Measures reasoning and reading skills essential for success in law school
  - Enhances diversity by providing common measurement of potential for success in law school
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## LAW SCHOOL ADMISSION TEST

### What the LSAT Measures

The LSAT is designed to measure skills that are considered essential for success in law school: the reading and comprehension of complex texts with accuracy and insight; the organization and management of information and the ability to draw reasonable inferences from it; the ability to think critically; and the analysis and evaluation of the reasoning and arguments of others.

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## LAW SCHOOL ADMISSION TEST

- The gold standard for evaluating applicants
- Digital LSAT coming in 2019
- Accelerating score release
- Increasing frequency and availability of test administrations for candidate convenience
- 900 testing centers worldwide
- Spanish LSAT available

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## KHAN ACADEMY OFFICIAL LSAT PREP IN COLLABORATION WITH LSAC

First FREE, comprehensive online LSAT prep. Developed jointly by LSAC and available on Khan Academy's proven learning platform.



## LSAT VOLUME INCREASE CONTINUES

June 2017-Feb. 2018 Testing Year

<b>June 2017 Test Takers</b>	<b>Percent Change</b>
<b>27,606</b>	<b>19.8%</b>
<b>Sept. 2017 Test Takers</b>	<b>Percent Change</b>
<b>37,146</b>	<b>10.7%</b>
<b>Dec. 2017 Test Takers</b>	<b>Percent Change</b>
<b>40,096</b>	<b>27.9%</b>
<b>Feb. 2018 Test Takers</b>	<b>Percent Change</b>
<b>32,481</b>	<b>10%</b>
<b>Total</b>	<b>Percent Change</b>
<b>129,165</b>	<b>18.1%</b>

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## YTD ABA VOLUME COMPARISON

As of 4/20/18

- 54,598 applicants for the 2018-2019 academic year
- Applicants are up 8.6% from 2017-2018
- Last year at this time, we had 90% of final applicant count

## SCORE BANDS—CURRENT TESTING YEAR COMPARED TO PREVIOUS YEAR

LSAT	Last Yr	This Yr	# Chg	% Chg
< 140	3,276	3,203	-73	-2.2%
140-144	4,676	4,652	-24	-0.5%
145-149	7,676	7,912	236	3.1%
150-154	9,549	10,059	510	5.3%
155-159	9,102	9,649	547	6.0%
160-164	6,857	7,925	1,068	15.6%
165-169	3,877	4,999	1,122	28.9%
170-174	2,010	2,343	333	16.6%
175-180	401	682	281	70.1%
Total	47,424	51,424	4,000	8.4%

## DEGREE DEMOGRAPHICS

	US Population	Bachelor's Degrees Conferred	ABA Applicants	ABA Matrics	JD Degrees	Lawyers
	2016	2015-16	2017	2017	2016-17	2017
<b>Sex</b>						
Male	49.2%	42.8%	46.3%	47.4%		62.6%
Female	50.8%	57.2%	53.2%	52.1%		37.4%
<b>Race/ethnicity</b>						
White	61.3%	62.3%	62.2%	69.6%	62.3%	88.6%
Black	12.4%	10.1%	15.0%	9.9%	8.0%	5.6%
Hispanic	17.8%	12.2%	13.1%	11.7%	11.3%	4.8%
Asian/Pacific Islander	5.7%	7.2%	11.0%	10.5%	7.0%	4.4%
American Indian/AK Native	0.7%	0.5%	2.3%	2.0%	0.7%	

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## Questions?

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## Current Admissions Environment

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- **Potential Enrollment Reactions**
  - Increase class medians and maintain class size
  - Increase class size and maintain class medians
  - Increase both medians and enrollment
  - Maintain class size and adjust qualifications
- **Immediate and Future Impact**
  - Allocation of scholarship resources
  - More competitive admission climate
  - Will job market conditions be considered?

## Legal Employer Pipeline Programs

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- 3 Year Full tuition scholarships to incoming law students
  - Requirements may include financial need, merit, and a diversity statement
  - Programs are included on law school websites
  - Law firms may have committees to help review candidates for these scholarships or the law schools take sole responsibility in selecting the scholarship recipients
  - Scholarships will increase with the cost of tuition

## Legal Employer Pipeline Programs

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- **Partnership with DAPP**
  - The Diverse Attorney Pipeline Program (DAPP) is a non-profit corporation that addresses the continued and systematic decline of women of color lawyers in large law firms and across other coveted positions in the legal profession. DAPP is dedicated to providing a strong academic and professional foundation for those populations who have the most barriers to accessing prestigious positions in big law. DAPP provides scholars with internship and externship placement, academic support, coaching, counseling, financial assistance, tutoring, seminars and workshops, professional development, mentorship, and more. The long-term goal of the intensive program is to develop and prepare the next generation of diverse attorneys to enter and remain in the pipeline while giving them the tools, network, and community of supporters to help them succeed.

## Legal Employer Pipeline Programs

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- **Partnership with Street Law, Inc.**
  - Street Law, Inc. is a nonprofit organization that creates classroom and community programs that teach people about law, democracy, and human rights worldwide. Street Law program participants benefit from “real-life” lessons and insights, which they can use to effect positive change for the rest of their lives. The accessible, engaging, and interactive programs empower students and communities to become active, legally-savvy contributors to society.
  - Area law firms partner with diverse high school law classes
    - Conduct classroom visits and trips to the law firm
    - Teach lessons and lead activities designed to increase students’ knowledge and interest in the law and legal careers
    - There is a national partnership between Street Law and NALP. In 2017-2018 eleven firms participated in this program

## Legal Employer Pipeline Programs

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- Host a Diversity Leadership Academy
  - The Diversity Leadership Academy is hosted by a law firm for 1Ls over the course of 3 days. The goal is to bring together the firm’s attorneys and 1Ls with a focus on developing and empowering future leaders of the legal profession and creating a community among the lawyers and 1Ls.

## Discussion Questions

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- What are the implications of this volatile environment for employers, schools, and students?
- Is this the time to change admissions standards?
- Are there new ways for schools and talent managers to evaluate and reward talent and professional promise at the various points of entry into the legal profession?
- Does the potential for an increase in first-year enrollment provide momentum for pipeline programs in particular and for diversity recruitment in general?

## Discussion Questions

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- How can our community (legal employers and law schools) help diverse candidates make sense of the changing career landscape?
- What is the value of new types of law degrees to employers?
- How can prospective students identify the skills that will appeal to 21<sup>st</sup> century employers and choose the law schools that are equipped to help them develop necessary skills?
- How can law schools do a better job of preparing their students for the job markets (and opportunities) they will face?
- How can employers and students connect, early enough and often enough, for both parties to evaluate interest and suitability for the jobs that will be available?