

2016 Legal Recruiting Summit



January 28, 2016
New York, NY



2016 Legal Recruiting Summit

Thursday, January 28, 2016

Greenberg Lounge, Vanderbilt Hall
New York University Law School
New York, NY

Come join the conversation about how legal employers and law schools are responding to the issues that arise from changes in the profession at this exciting one-day conference devoted entirely to entry-level recruiting. The 2016 NALP Legal Recruiting Summit on January 28 will be held in the Greenberg Lounge at Vanderbilt Hall at New York University Law School in New York City.

The Summit is an opportunity for legal recruiting and career services professionals from throughout North America to come together for an in-depth look at the future of law firm recruiting. This high-level conference tailored specifically to the legal recruiting community is a members-only event limited to 125 attendees.

Register now to be part of the Summit, where you will have the opportunity to:

- Exchange information with your colleagues from both law schools and legal employers during roundtable discussions.

- Be the first to hear the results of the surveys on the 2015 recruiting season and compare your organization's information to national data.
- Hear from industry insiders about the current legal market and the expectations of clients.
- Discuss perplexing ethical issues in recruiting and how to resolve them.

Explore the impact of the decline in law school applications and the shrinking law school class sizes with experts in the field, and see what challenges these changes at the law schools will have on the legal profession.

Summit participants will get a first look at NALP statistics from the fall 2015 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

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 to 125 registrants. 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.

Program Schedule

Registration and Continental Breakfast

8:00 – 9:00 am

Preview and Discussion of NALP Fall Recruiting Survey Results

9:00 – 10:00 am

How did the 2015 recruiting season end up? Were the numbers up or down? Conference attendees will be the first to see the highlights of the 2015 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

Working Together to Develop Tomorrow's Lawyer

10:00 – 11:15 am

Law school classes continue to shrink, the pipeline of diverse and female applicants is in decline, and the cost of a law school education and training new lawyers are on the rise. What are the critical skills new lawyers need to succeed? What do clients expect from the junior members of the teams at the firms they hire? How can law schools and employers partner to meet these expectations? A panel of industry leaders will share their perspectives on the interplay between law schools, employers, and clients in influencing the future of legal education and lawyer development.

Steve Bene, General Counsel, Pandora Media

Warren Motley, Hiring Partner, Davis Polk & Wardwell LLP

Nell Jessup Newton, Joseph A. Matson Dean and Professor of Law, Notre Dame Law School

Moderator: James G. Leipold, Executive Director, NALP

Break

11:15 – 11:30 am

Roundtable Session I – Discussions and Debates

11:30 am – 12:15 pm

Join your colleagues for a facilitated discussion session about hot topics from the day's programs and more. How will the declining law school enrollment numbers affect the legal market? How will client expectations continue to drive law school and law firm professional development efforts? Attendees will have an opportunity to learn from others in the legal profession while discussing and debating current issues in recruiting.

Lunch

12:15 – 1:15 pm

Insider's View of the Market

1:15 – 2:30 pm

This session will provide an insider's view of the current market as we hear industry experts talk about what is really happening to law firms more than seven years after the Great Recession. In particular presenters will talk about supply and demand for legal services, the ongoing challenges posed by alternative service providers domestically and abroad, and whether or not advances in technology and the quest for efficiency really are eliminating lawyer jobs. We have asked our experts in particular to report to us on regional differences in the marketplace, hot and cold practice areas, the impact of continued mergers and consolidations, and an analysis of current lawyer headcount for associates, partners, and staff attorneys. We will learn their perspective on the drivers that will continue to shape changes in the delivery of legal services and impact the recruiting efforts at our organizations.

Aric Press, Partner, Bernero & Press

Gretta Rusanow, Head of Advisory Services, The Law Firm Group, Citi Private Bank

Roundtable Session II – Early and Late: Is It a Competitive Advantage?

2:30 – 3:30 pm

Join your colleagues for a facilitated discussion session about the impact of early interviewing and pre-OCI offers, 1L hiring strategies, the current 3L market, and more. This interactive session will provide for the sharing of best practices and structured networking.

Break

3:30 – 3:45 pm

It's Not Against the Rules... But Is It Right?

3:45 – 5:00 pm

In our work there are rules of engagement. Some of the rules are clearly spelled out and others are just good business practices. Abiding by the rules and exercising good business practices ensure a successful recruiting process for all of us. But what happens when you find yourself in a gray area? You weigh your options and decide how you will play 'in the sandbox.' This program will briefly review the existing guidelines and then, using interactive technology, explore how to approach these gray areas when there really are no established answers and the judgment and actions of one actor can produce unexpected, unintended, or uncomfortable consequences or outcomes. Participants will explore the ethical and professional responsibilities surrounding different situations through case studies drawn from our work.

Kevin Donovan, Senior Assistant Dean for Career Services, University of Virginia School of Law

Carol Sprague, Director of Associate/Alumni Relations & Attorney Recruiting, Skadden, Arps, Slate, Meagher & Flom LLP

Fred Thrasher, Deputy Director, NALP

Meeting Adjourns

5:00 pm

Registration and Travel Information

Fees

\$450 / person for NALP members.

This event is for NALP MEMBERS ONLY. You must be a NALP member or affiliate 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 2016 Legal Recruiting Summit, go to www.nalp.org/events and select 2016 Legal Recruiting Summit. The system allows online registration and payment with a credit card or “bill me” options (select the latter to pay by check). Space is limited to 125 participants.

For Legal Employer Members

The completion of the Survey of Legal Employers on 2015 Recruiting is required for this conference. This survey is due to the NALP office by December 4 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 school should coordinate the completion of the necessary surveys.

For Law School Members

The completion of the Survey of Law Schools on 2015 Recruiting is required for this conference. This survey is due to the NALP office by December 4 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.

For Affiliate Members

The completion of a short questionnaire is required for conference attendance.

Cancellation Policy

- Full refund for cancellation received by December 29 minus a \$100 cancellation fee.
- 50% refund for cancellations received December 30 - January 6.
- No Refunds after January 6.

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, 8:30 am – 6:00 pm Eastern Time. Make your reservations with Professional Service Firm Travel, LLC 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

Greenberg Lounge

Vanderbilt Hall
NYU Law School

Vanderbilt Hall is located at 40 Washington Square South, between MacDougal and Sullivan Streets, one block east of the West Fourth Street subway station (A, C, D, E, and F lines).

Hotel Information

NALP has secured a small block of rooms at the Soho Grand, which is a 10 minute walk to NYU Law. The sleeping rooms are available on a first-come, first-served basis.

Soho Grand

310 West Broadway
New York, NY 10013
Phone: (212) 965-3000

The room rate at the Soho Grand is \$290 plus 14.75% state and city tax and \$3.50 occupancy tax. All taxes are subject to change without prior notice.

There are three ways to reserve a room at the NALP rate:

- Use Group Code NAL012616 on the website (please note the group code will not work on a mobile browser): www.sohogrand.com/
- Call our reservations line 1-212-965-3000 and reference the “NALP” group
- Use the NALP Hotel Booking Link (please note the group code will not work on a mobile browser): www.goo.gl/urrwgp

New in 2016!

Don't miss the NALP Lateral Recruiting Summit
June 10, 2016, in Chicago