Highlights from NALP's February Board of Directors Meeting

Board Approves Extending Provisional Timing Guidelines Through 2011

NALP's Board of Directors unanimously voted to continue the current provisional Part V Timing Guidelines through the 2011 recruiting cycle. In 2010, NALP's Board provisionally adopted the current guidelines (which, generally, call for an offer to a candidate not previously employed by the organization to remain open for at least 28 days following the date of the offer letter, and for an offer to a candidate previously employed by the organization to remain open until November 1; see NALP's Principles & Standards for full details). At the end of the 2010 recruiting cycle, NALP's Ethics and Standards Advisory Group surveyed NALP's membership to determine how the 28 days worked for members. While members generally reported that the 28 days worked for them, results from the survey suggested that the legal recruitment market is still in flux, and the Ethics and Standards Advisory Group therefore recommended that the Board opt for another provisional year. NALP will again gauge the market following the 2011 recruiting season and consider options for 2012.

Bylaws Committee Presents Report/Recommendations to Board

Following the adoption of the 2010-2015 Long Range Strategic Plan, President Carol Sprague appointed a Bylaws Committee to consider several charges consistent with goals of the Plan including a review of NALP's regional structure (focusing specifically on how the current regional structure impacts Board composition, election results, and member engagement; the role and scope of the Regional Coordinators; and the impact of the "cap" on regional representation on the Board), a review of NALP's membership structure, and a general review of the Bylaws to ensure they do not impede the implementation of any of the goals established in NALP's Strategic Plan.

The Bylaws Committee, chaired by Marilyn Drees of Yale Law School, has worked through the summer, fall, and winter and presented their report and recommendations to the Board. The Board concurred with several of their recommendations and has requested that the Committee further develop some of the proposals for presentation to the membership for review and discussion at the Annual Education Conference in April, with the planned vote on the proposed changes to take place electronically later in the spring/summer.

The general recommendations include:

- **Creation of a new leadership entity, the Regional Resource Council**, which will be populated by elected Regional Representatives (4 from each general region and one from each limited region, currently resulting in a total of 21 members annually). Regional Representatives will become regional experts and assist Board members with gathering industry information and sharing it with the membership. The Council, led by the Vice-President, will enhance regional communication and supplement the work of the Sections.
- **Restructuring the Annual Education Conference Planning Committee** to include 5 (or 6) elected members (one from each general region and one from each limited

region in alternate years), 5 appointed members, 2-3 Vice Chairs, and a Chair to more effectively ensure that regional as well as topical areas are addressed in the conference planning process.

- **The elimination of any explicit restrictions on regional requirements or limitations among voting members of the Board** in order to allow the Nominating Committee to ensure the most well-rounded and diverse Board.
- **The adoption of a preferential form of voting** (the Borda Count method), instead of the current “simple majority” for regionally elected roles in order to reduce the need for runoffs. In addition it is a consensus-oriented form of voting, which rewards candidates who have broad support among the voters.
- **Introduction of a non-voting class of members** which could include industry experts, consultants, and authors.

More detailed information about the proposals will be available at the Annual Education Conference, where members will be invited to share their views during the Town Hall Meeting.

NJ Members to Be Divided Between Northeast and Mid-Atlantic NALP Regions in 2011-2012 Business Cycle

NALP’s 2010-2011 Bylaws Committee was also charged with considering realignment of NALP’s regions to best reflect economically integrated multi-state markets. This charge, in particular, had come about based on a request from NALP members in northern New Jersey to be included in NALP’s Northeast region rather than the Mid-Atlantic region due to their proximity and affinity with the New York City area. A subgroup of the Bylaws Committee reached out to all NALP members in New Jersey to gauge their interest in either remaining in the Mid-Atlantic region or returning to the Northeast region (with which NJ had been affiliated prior to the creation of the Mid-Atlantic region in 1999). They also surveyed the general membership in NALP’s Mid-Atlantic and Northeast regions.

After weighing various considerations, the Committee recommended and the Board approved realigning NALP’s Mid-Atlantic and Northeast regions by splitting New Jersey members along a line that retains the integrity of the respective regional markets. Northern New Jersey members will join the Northeast region and southern New Jersey members will remain in the Mid-Atlantic region. These updated regional affiliations will take effect at the April Annual Business Meeting and the commencement of the 2011-2012 business cycle.

For a summary of NALP’s Board of Directors February meeting, and all NALP Board of Directors meetings, please see http://www.nalp.org/boardmeetingsummaries.