

Talent Advisory Board – Research Summary – July 8, 2014
Legal Industry Diversity Reports

Career Path Custom Research

July 2014

Talent Advisory Board

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/TAB%20Research/Career%20Path%20Custom%20Research.pdf>

Talent Advisory Board July research report provides resources for law firms that may be considering nontraditional career paths for their attorneys. The resources include a NALP guide to the establishment of nontraditional career paths that discusses types of work nontraditional-track attorneys may take on, lists topics firms should consider before embarking on a shift in career tracks including client needs and firm culture, and how to recruit and integrate nontraditional-track attorneys. The research also highlights Orrick's model career paths which consist of: (1) partner track attorneys; (2) career attorneys; and (3) a custom track that allows attorneys to set their own pace for advancement.

The American Lawyer's 2014 A-List

June 30, 2014

The American Lawyer

<http://www.americanlawyer.com/id=1202659923036>

The American Lawyer's annual ranking of law firms on financial prowess, pro bono commitment, associate satisfaction and diversity for 2014 is now available. The survey weighs each firms' revenue per lawyer and pro bono commitment twice as heavily as the other two categories. This year, for the first time, Paul Hastings came in first place with O'Melveny and Gibson Dunn in second and third place respectively.

Women In Law Empowerment Forum

2014 WILEF Certification

<http://wilef.com/cert2.html>

Women In Law Empowerment Forum has just released its annual law firm certification list. With a focus on women in equity and leadership ranks within law firms of over 200 attorneys, the WILEF certification goes to law firms that meet at least four of the following six criteria: (1) at least 20% women equity partners or 33% or more women attorneys becoming equity partners during the past 12 months; (2) women representing 10% of firm chairs or managing partners; (3) women making up at least 20% of firm governance committee; (4) women are at least 25% of practice group leaders or department heads; (5) 20% or more representation of women on compensation committee; and (6) women attorneys making up 10% of top half of most highly compensated attorneys. Forty five law firms made the list this year and 7 of those firms met all six criteria.

Perspectives on Diversity

June 2014

NALP Bulletin

<http://www.nalp.org/0614research>

NALP data shows that even though associate minority representation has rebounded since a dip in 2010, the percentage of African American associates has declined from 4.36% in 2010 to 4.1% in 2013. Upon closer look at African American associate data, it appears that a significant factor in the decline was that African American women decreased to 2.43% from 2.75% of associates. At the largest firms, 501+ attorneys, the percentage of white associates has dropped in that same time period from 73.5% to 70.9% and Asians associates have increased from 13% to 15 percent.

The Emergence of Nontraditional-Track Lawyer Career Paths: A Resource Guide for Law Firms and Law Schools

May 21, 2014

NALP

<http://www.nalp.org/uploads/2014NCMTFResourceGuide.pdf>

This NALP resource guide helps law firms that are considering the creation of nontraditional career paths for their associates. The guide documents the types of work that can often be delegated to non-partner track attorneys from document review to specialized brief writing. It addresses firm culture and how alternate tracks could potentially cause a change in culture. It provides a list of topics that law firm leadership should consider when assessing the possibility of a change such as performance expectations of nontraditional-track attorneys, titles, hours, evaluations, compensation and more. The guide is also a resource for law firms looking to recruit, interview, hire, integrate and develop nontraditional-track attorneys.

Talent Advisory Board Inc. is committed to advancing workforce diversity.

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