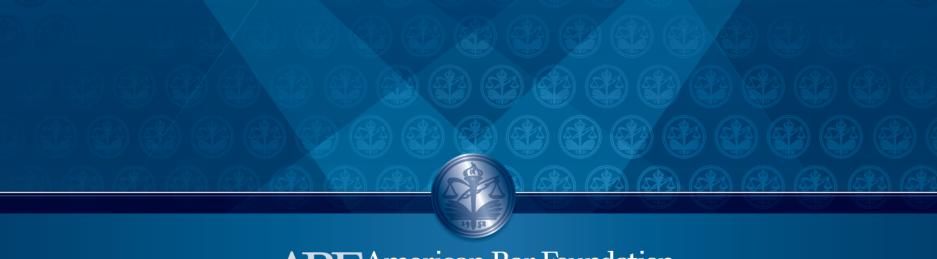
Measuring Progress/Explaining Change: Selected Findings from After the JD and LCLD Program Surveys

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Improving Methods of Evaluation

• Response rates

Survey	Response Rate	Total Responses	Total Eligible
Fellows	44%	186	426
Mentors	30%	260	869
Mentees	35%	301	869
Scholars 2011	36%	20	56
Scholars 2013	25%	42	171
Scholars 2014	63%	105	168

- Improving questionnaire construction
- Including demographic and social isolation questions

LCLD Survey Key Findings

- 1) Positive evaluations of programs and experience
 - Networking opportunities for Fellows: "The networking opportunities LCLD has provided have been fantastic. I think it's a program without equal solely because of this."
 - Scholars cite the program's value for developing substantive skills, establishing professional relationships, and planning legal careers.
- 2) Positive career outcomes
 - Suggestive results from 2011 1Ls: 100% of graduates received full-time positions requiring bar passage (n=9).
 - O **High retention levels for Fellows**: 84% remain employed by nominating organization.
 - Leadership by Fellows: promotion within organization (22%), election to leadership within organization (35%), or invitation to leadership in community (31%).

Fellows – LCLD Effects

Percent Strongly Agree or Agree

 Contribute to Employer Profit 	59%
 Increase Involvement with Clients 	53%
 Mentoring Colleagues 	78%
 Increased Market Knowledge 	72%
 Contributed to Promotion 	20%
 Led to Business Pitch 	37%

Percent Yes

•	Increase interaction with GC or MP	36%
•	More exposure to top management	46%

Fellows – Isolation/Connection Meassures

Percent Yes

•	On Recruitment Committee	43%
•	Join Partners for Meals	53%
•	Recreational Time with Partners	40%
•	Recreational Time with Associates	47%

Workplace Demographics

•	% lawyers	who are	men - 51% +	77%
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• % lawyers who are minority

-10% or less	47%
-11% to 20%	37%

• 2 or more informal mentors 85%

Conclusions and Implications

- •Applaud effort at measurement and making connections to other research on lawyer careers
- •More work can be done on these data and as additional surveys are conducted
- •Possibility of New Research Examining Effect of LCLD membership or analyses of "what works" to make progress in legal employers. LCLD uniquely positioned to arrange access and support meaningful research.