

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).
 - **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 Measures

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%
- % 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.