

About the Project for Attorney Retention

The Project for Attorney Retention (PAR) is an initiative of the Center for WorkLife Law (www.worklifelaw.org) at the University of California Hastings College of the Law. PAR began in 1999 at American University in Washington, D.C. with a small grant from the Alfred P. Sloan Foundation, and has grown into a nationally-recognized authority on law firms' retention and advancement of female attorneys and work/life issues in legal employment. PAR's co-directors speak frequently to law firms, bar associations, and attorney groups across the country, and have written extensively for legal and mainstream publications. They have been quoted in the *Wall Street Journal*, *New York Times*, *Los Angeles Times*, *ABA Journal*, National Public Radio, CBS News, NBC News, ABC News, CNN, and many other media sources.

PAR works with law firms, attorneys, work/life consultants, researchers, and journalists. It also maintains a database ("The Scoop") of information about work/life at various law firms, and makes the database available on its website. Also on the website is a discussion forum for attorneys, and a weblog about current issues related to PAR and work/life issues. Ongoing research includes issues related to part-time partnership, best practices for retention in small and medium firms, and economic issues related to reduced hours work.

PAR Co-Director Joan Williams is a Distinguished Professor of Law at UC Hastings College of the Law and the author of the award-winning book *Unbending Gender: Why Family and Work Conflict and What To Do About It* (Oxford University Press, 2000). PAR Co-Director Cynthia Thomas Calvert is a management-side employment attorney who formerly was with the law firm of Miller, Cassidy, Larroca & Lewin LLP in Washington, D.C. (now part of Baker Botts) for fourteen years, six as a partner. She has worked a standard schedule, reduced hours and flex-time, and telecommuted.

For more information, please visit our website at www.pardc.org, or contact Manar Morales, Director of Research and Development, at manarmorales@pardc.org or (301) 580-2490.

The Project for Attorney Retention: Join Today!

WORK LIFELAW
UC Hastings College of the Law

Center for WorkLife Law UC Hastings
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200 McAllister Street
San Francisco, CA 94102

Committed to
Retention through
Balanced Hours?



Looking for Best
Practices in Advancing
and Retaining Women?



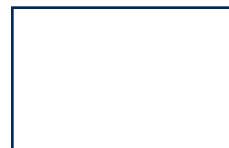
Want an Edge in the
Race for Top Quality
Legal Talent?



Become a member of the Project for Attorney Retention today!

Membership in the Project for Attorney Retention demonstrates your firm or law department's support of work/life balance for attorneys — which is essential in today's competitive market for legal talent. PAR member firms will receive vital information about recruiting, retention, and development of attorneys, all with an eye toward solidifying the long-term financial health of your firm or department.

WORK LIFELAW
UC Hastings College of the Law



PAR Recent Work

The Project for Attorney Retention (PAR) studies legal employers' retention and advancement of female attorneys and work/life issues in legal employment. Its work includes:

- *Solving the Part-Time Puzzle: The Law Firm's Guide to Balanced Hour Programs* (NALP 2004), a blueprint for firms that want to implement reduced hours programs that will increase revenues, reduce costs, improve recruiting, and result in more satisfied clients.
- *Balanced Hours: Part-Time Policies for Washington Law Firms* (2001), a study of the state of part-time programs in the District of Columbia and nationally, with best practices recommendations for firms.
- *Better on Balance? The Corporate Counsel Work/Life Report* (2003), a study of work/life issues for in-house attorneys, including a look at the attitudes of in-house attorneys, as clients, toward attorneys in law firms who work part-time.
- "Opting In and Forging Ahead," a program for attorneys returning to the practice of law.
- The Leadership Academy for Women, a program to develop leadership skills in women partners.
- A panel of PAR-certified consultants legal employers can retain to assist in the creation and successful implementation of work/life programs and programs for women attorneys.
- Ongoing studies of attorney retention issues in law firms, including work/life issues for small and medium-sized firms, compensation and business development expectations for partners who work balanced hours schedules, and the economics of reduced-hours work in firms.

PAR Membership Advantages

Membership in the Project for Attorney Retention shows your firm or law department's commitment to work/life balance for attorneys and to the retention and advancement of women. It also supports PAR's ongoing work.

MEMBERS receive:

- Listing on PAR's website, www.pardc.org, with a link to firm's or company's website
- Review of firm's or department's part-time or balanced hours policy
- Teleconference for attorneys about how to be successful on a reduced hours schedule
- Two complimentary admissions to PAR's annual conference
- Discounts on admission to events and products
- Complimentary copy of *Solving the Part-Time Puzzle: The Law Firm's Guide to Balanced Hours* by PAR Co-Directors Joan Williams and Cynthia Thomas Calvert

Membership dues are \$5,000 annually (\$2,500 annually for firms or departments of 50 or fewer attorneys)

SUSTAINING MEMBERS also receive:

- Top listing as a sustaining member on PAR's website and PAR publications
- Teleconference with PAR experts about current retention and work/life issues
- Advance briefings on PAR's research

Membership dues are \$10,000 annually

YES, my firm/department would like to become a member of the Project for Attorney Retention.

Firm/Company Name

Address

Name of Contact Person

Direct Phone Number for Contact Person

Email for Contact Person

Website of Firm/Company

Please indicate level of membership:

Regular [] Sustaining []

Please make checks payable to UC Hastings College of the Law. Please mail completed forms to:

Center for WorkLife Law
UC Hastings College of the Law
200 McAllister Street
San Francisco, CA 94102

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