

Nominations may be submitted online at [www.dcbbar.org/elections](http://www.dcbbar.org/elections), or mailed to the D.C. Bar Nominations Committee, 1250 H Street NW, Sixth Floor, Washington, DC 20005-5937.

For more information, contact D.C. Bar Executive Director Katherine Mazzaferri at 202-737-4700, ext. 220, or [executive.office@dcbbar.org](mailto:executive.office@dcbbar.org).

At 12:15 p.m. on January 29, the committee will hold a public meeting at the offices of the Bar to enable members to speak briefly on their own behalf or on behalf of persons whom they propose for nomination. Anyone wishing to schedule a time to speak at that meeting should call Ngoc Huynh at 202-737-4700, ext. 221.

### Study Shows Associate Satisfaction Slightly Higher Than Expected

Contrary to common belief, the majority of law firm associates are not dissatisfied with the legal profession, according to a report released in November by consulting firm Hildebrandt International.

The Hildebrandt Strategic Intelligence report, *Understanding Associates: New Perspectives on Associate Satisfaction and Morale*, is based on a study of thousands of associates at large law firms across the country and addresses career ambitions, motivations, and professional needs and values.

Only 5 percent of those surveyed expressed strong dissatisfaction with being an associate, while 50 percent claimed to be more or less satisfied, and 45 percent highly satisfied with their work.

While the study found some overall similarities among the firms regarding satisfaction levels and workload concerns, it also revealed salient differences among associates on attitudes toward career ambitions and factors that contribute to their satisfaction and morale.

It also found a disparity among gender lines—female associates were significantly more likely to be dissatisfied with their job than their male counterparts. In addition, unlike male associates, female associates' interest in private practice and partnership lessened with the growth of their professional experience.

The report's executive summary concludes that:

Associates are not the unhappy collection of unfulfilled employees portrayed in the media. As a group, they are engaged, interested, and

### ADOPTION DAY



Family Court Presiding Judge Anita Josey-Herring poses with D'Juanitez Brown, one of 34 children who had their adoptions legalized at the Superior Court of the District of Columbia's 21st Annual Adoption Day in Court on November 17. —K.A.

happy with their compensation. Very few show any interest in leaving the profession. On the other hand, only a small proportion aspires to partnership. Many are seeking alternatives. Some of this relates to the wide and varied aspirations of young lawyers, and some of it to the unattractiveness of private practice to significant segments of the population.

Using the study's findings as a guide, the Hildebrandt report proposes recommendations on how firms can attract and retain enthusiastic and ambitious associates as well as meet the needs of a heterogeneous group of employees.

For more information, or to order a copy of the complete survey, visit [hildebrandt.com/strategicintelligence](http://hildebrandt.com/strategicintelligence). —K.A.

### Renewal Preserves Efforts of D.C. Access to Justice Commission

The District of Columbia Court of Appeals has issued an order to continue the D.C. Access to Justice Commission without a fixed termination date. With this new mandate, the commission can persevere in its mission of fostering equal access to the civil justice system for low-income and marginalized individuals in the District of Columbia.

The Access to Justice Commission was first created by the D.C. Court of Appeals in 2005 for a three-year term.

During its short life the commission has had many notable successes, including securing \$3.2 million in public funding from the District government for civil legal services in fiscal years 2007 and 2008. As a result of this cash influx, legal services organizations were able to hire more than 30 staff lawyers to work full time on behalf of the low-income residents in the District.

"We are gratified that the D.C. Court of Appeals has decided to continue the work of the commission," said Access to Justice Commission Chair Peter Edelman. "The court's unwavering support for our efforts has played a significant role in furthering our mission. We will continue collaborating with the court and the community to ensure that everyone in our civil justice system has equal access to justice."

The commission has undertaken other activities to raise community awareness regarding the need for access to civil justice and ways to help meet that need. These activities include creating, in collaboration with the D.C. Bar, a pro bono initiative targeting lawyers in mid-size firms, assisting the D.C. Bar Foundation to increase the amount of interest paid by banks on Interest on Lawyers' Trust Accounts, and conducting an in-depth study of the legal needs of low-income District residents.

Four law firms—Akin Gump Strauss Hauer & Feld LLP, Covington & Burling LLP, Steptoe & Johnson LLP, and WilmerHale—each have pledged a \$25,000 contribution to the commission's continuing efforts. Venable LLP supplies the commission's office space, and DLA Piper US LLP is the commission's lead pro bono counsel.

The full text of the order by the Court of Appeals is available at [www.dcappeals.gov/dccourts/docs/orders/accesstojustice.pdf](http://www.dcappeals.gov/dccourts/docs/orders/accesstojustice.pdf). For more information about the Access to Justice Commission, contact Executive Director Sunil Mansukhani at 202-344-4441, or [info@dcaaccessstojustice.org](mailto:info@dcaaccessstojustice.org), or visit [www.dcaaccessstojustice.org](http://www.dcaaccessstojustice.org). —J.R. and K.A.

### Catholic University Lecturer Offers Clarity on Mixed Interpretations

Professor Heather Elliott of the Catholic University of America Columbus School of Law spoke to members of the D.C. Bar's Administrative Law and Agency Practice Section at its members reception on November 28.