Zoom Meeting Chat - NLMC Conference – October 2026

Welcome everyone! We are so glad you are here! We will use this Chat for questions and comments!

You 12:11 PM
Agenda for NLMC 2026 Conference - Google Docs - posting this link again for anyone who missed it!

Mark C. Palmer 12:52 PM
More from LSAC Data https://www.lsac.org/data-research

You 12:55 PM
Here is the transcript of that video if you would like it!

Nathan Alder 1:11 PM
I'll look for questions here for Professor Black (but we'll first hear from Dean McGrath and then get to questions for both of them).

Sara Tandy (she/they/ey) 1:15 PM
Professor Black: how is the administration addressing the inconsistency between its disdain for disparate impact analysis in Title VII discrimination with its reliance on the same disparate impact analysis when it comes to matters related to DEI?

Amy Timmer 1:23 PM
Dean McGrath, you ask applicants to discuss how they will contribute to the diversity of the school. I know one purpose of that question is to cause each applicant to recognize how their own experiences will enrich the student body. Do you feel any pressure to stop the use of that application question?

Dr. Joanna Sztandur 1:59 PM
Thank you, Jordan, for this interesting presentation. What would be an argument for law schools/bar preparation courses not teaching how to practice law?

Mark C. Palmer 1:59 PM

I keep returning to Jordan's well-reasoned post "Advocate, advise, and accompany" on AI's impact (even 2.5 years after it dropped). 💡
https://jordanfurlong.substack.com/p/advocate-advise-and-accompany

Dr. Joanna Sztandur 2:08 PM
And to my previous point and to your current slide, this is how some countries in Europe train their law graduates, through bar associations.

Gretchen Cady (she/her) 2:09 PM
This is very encouraging, as we (law firm) are in the process of launching Mentoring Circles, to supplement our 1:1 structured mentoring, and our 1:1 informal mentoring!

Brian Pappas 2:14 PM
I completely agree with mentorship being a key part of the future. Your ideas are great. Part of the challenge is that we are assuming that competence comes after licensing. Isn't that the future problem that legal education must tackle? No student should graduate from law school, take the bar exam, and then discover they aren't competent to do much. Outcomes based competency needs to start in law school.

Ida Abbott 2:16 PM
What do you think will be the impact of these changes on the quality of lawyering and legal services?

Ganchudur Duro Mongolia 2:05 PM
Thank you, Jordan. I'm joining from Mongolia, where I founded a legal mentoring community connecting law students and practicing lawyers.
Your point about moving beyond traditional one-to-one mentoring really resonates with me. For a small, volunteer-based initiative like ours, what would be the most important first step toward building a more structured mentoring network, especially as AI changes how young lawyers gain practical experience?

Ganchudur Duro Mongolia 2:20 PM
Thank you so much, Amy, for prioritizing my question and being so considerate of the time difference! I really appreciate it. It's been a wonderful experience joining you all from Mongolia.

Jordan Furlong 2:20 PM
OK, going to try getting to some of these….

Shareema Gadson-Shaw 2:23 PM
Yayyy to the DA's office!

Jordan Furlong 2:31 PM
Joanna, thank you, and yes, we could learn a lot from how Europe approaches early-career professional development. Same for medicine herein North America, which is way ahead of law in this regard. I could talk about "articling" here in Canada, the good and the bad, for another hour. We have many more options to consider than we think.

Susannah Margison 2:33 PM
You have to connect with your purpose 🙄

Jordan Furlong 2:32 PM
Hey Gretchen, that's fantastic! Might I ask you to shoot me an email (Jordan@law21.ca) with any details about the program you'd be willing to share? I'm hoping to write about this topic at more length down the road.

Jordan Furlong 2:28 PM
Thank you, Mark! If I can add this link to that one, this talks about the neglected "other half" of lawyers' professional identity development:
https://jordanfurlong.substack.com/p/enabling-the-citizen-lawyer

Jordan Furlong 2:42 PM
Brian, I agree in broad terms, although I'm not sure I'd necessarily put too much onus on law schools. What I'd really rather see is a more holistic and structured approach to lawyer formation — one pathway, one overarching entity. Right now, aspiring lawyers have to go from independent academic entities to quasi-governmental admissions bodies to private-sector legal providers, passed along like a bucket on a firefighting brigade This is one reason why I talk about "lawyer formation" as the overall process here. Legal education starts it — and absolutely, I think it takes too long and costs too much relative to the advancement towards practice competence it provides — but it's

just the start. I'd prefer to see a unified process of lawyer formation. But failing that, I'd want the current system rearranged so that entry-level competence to practice is defined, measured, systematically developed ,and assessed before any lawyer is in a position to offer legal services to the public.
Ida, thanks for your question, and it's fantastic to see you again!

Ida Abbott 2:44 PM
Sorry - has there been any consideration of internship?

Nathan Alder 2:20 PM
Brian Potts and his colleagues are doing a great job. I am also interested in a kind of follow up with Jordan, and all this interest today, especially as Jordan is writing his book. It would be fun to put Jordan together with program directors (Colorado, Oregon, New Mexico, Georgia, Nevada, Idaho, Ontario, etc.). I would love to be a fly on the wall to that gathering.

Jordan Furlong 2:26 PM
Joanna, thanks for your question! I would say this: I don't think it's law schools' primary job to teach aspiring lawyers how to practise law. I think the profession has unfairly levelled criticisms against legal education in this area, blaming law schools for what is really the profession's failure. Obtaining a strong foundation in legal doctrine, reasoning, and professional responsibility is extremely important to lawyer development, and that's all I would really ask from law schools. If a law degree experience provides more than that, terrific — I love to see it, and it's a competitive advantage when looking for new applicants. But the profession has a collective responsibility to regulate the quality of its own practitioners, and I want to see the profession take that role more seriously than it has in the past.

Jordan Furlong 2:43 PM
Thanks again, Ganchudur!

Ida Abbott 2:43 PM
Serious consideration of post-grad internship programs? (It's great to see you too!)

Dr. Joanna Sztandur 2:47 PM

Hi Ida! That's what happens in England and Wales. After graduating from law schools, people are hired by law firms for two years, changing a department every six months, to gain experience in different practice areas.

Jordan Furlong 2:49 PM
Ida, we should chat offline at some point, because the book I'm close to completing explores exactly this territory. Drop me a line when you have a chance!

Ida Abbott 2:49 PM
I will. It will be great to talk with you in any case!

Ida Abbott 2:52 PM
Joanna, do you mean articling? Is that what it used to be or has it changed in recent years? (I used to know about it but haven't followed it for a long time)

Gretchen Cady (she/her) 2:52 PM (Edited)
Our firm loosely does this; our new associates (first year) don't "declare" their preferred PG and begin the process of joining it, until after a year after joining the firm. The first year is gaining/centralising experience in their top 3 (at least) choices of PG.

Shareema Gadson-Shaw 2:57 PM
This panel is very informative and authentic. A great help as I define the types of mentors I am looking for for new ADAs

Jordan Furlong 2:26 PM
Joanna, thanks for your question! I would say this: I don't think it's law schools' primary job to teach aspiring lawyers how to practise law. I think the profession has unfairly levelled criticisms against legal education in this area, blaming law schools for what is really the profession's failure. Obtaining a strong foundation in legal doctrine, reasoning, and professional responsibility is extremely important to lawyer development, and that's all I would really ask from law schools. If a law degree experience provides more than that, terrific — I love to see it, and it's a competitive advantage when looking for new applicants. But the profession has a collective responsibility to regulate the quality of its own practitioners, and I want to see the profession take that role more seriously than it has in the past.

Dr. Joanna Sztandur 2:39 PM (Edited)
Thank you for your thouthful response, Jordan. I am not suggesting that the quality control is delegated to law schools/articles/bar associations' training, but rather that these organizations teach young lawyers how to practice law. For example, during the 2-3 years after graduation.

Jordan Furlong 2:47 PM
Oh, I think that's a great idea! I've tried pitching our local law school on that notion — "Why aren't you positioning yourself as the lifelong legal learning platform for your graduates? You should be the first place they go for CPD and competence growth." That didn't excite their imaginations as much as I'd hoped. But I absolutely think law schools can — and likely will have to — expand their offerings this direction.

Brian Pappas 3:00 PM
I agree with a collective responsibility, and I understand you don't want the profession to abdicate their roles in this, and I agree. AI won't impact the schools at the top, but it likely will endanger the schools that provide access. How are law students getting their value if there is no competence that results from an education that costs hundreds of thousands of dollars? Access to the profession requires rethinking this problem. Legal education needs to build on what they do well, but acknowledge and correct what they don't. Legal education isn't merely for sorting graduates with a curve. Those in charge of legal education (the faculty) are unlikely to embrace meaningful change when it is what gave them legitimacy. Also, they are not impacted by AI in the same way practicing lawyers are impacted.

It's a real challenge, Brian, and I'm concerned that the lines of communication between the academy and the practicing bar — which ought to be working overtime on this — aren't exactly robust. If the profession can't figure out a collective solution, I fear someone else will figure one out for us, and impose it.

But I'll also say this. I have some sympathy for the position law schools find themselves in. But the price tag for the average American to obtain a law degree is about $140,000 in debt upon graduation (close to $80,000 here in Canada). On socio-economic grounds alone, that forecloses a legal career to the majority of people, a disproportionate

percentage of whom come from racialized backgrounds. Until we face up to that fact, we're not going to get the more inclusive profession we all want.

Mark C. Palmer 3:12 PM
YAAASS! Don't worry about "saving face" before your mentor/mentee. Be humble and open.

Tiffany Farr 3:13 PM
Thank you, ladies!

Nathan Alder 3:13 PM
Absolutely fantastic panel! Way to go, Radhika, Susannah, Bri, and Ieisha!

Susannah Margison 3:14 PM
Happy to connect with any of you!! susannah@hendlermediation.com

Radhika Shah (she/hers) 3:14 PM
Thanks everyone!

Brian Pappas 3:14 PM
Great job Ieisha!!!

Susannah Margison 3:14 PM
I'm also on linkedin or instagram (@susannahmargison)

Bri Walker 3:15 PM
Thank you everyone! Happy to connect my linkedin is Briana Walker or email: walkerbm1@udmercy.edu

Ganchudur Duro Mongolia 3:18 PM
It's been wonderful joining you all from Mongolia! I'm also happy to connect on LinkedIn — Ganchudur Yeruult (Duro). Really enjoying the discussions!

Nathan Alder 4:08 PM
The honesty of this panel, the searching, the raw curiosity is really appreciated. We don't know, and we are trying so hard to find out. Love how mentoring is all ages, all levels, all

platforms, any and all -- but trying to knit together humans for a human experience.

Nathan Alder 4:09 PM
Nate v. Lexi for advice is an easy decision: Lexi wins!

Nathan Alder 4:11 PM
BTW, coaching has some crossover to a kind of mediation called "transformative mediation." There are kinds of mediation styles or formats (evaluative, facilitative, etc.) and the hot area now is ... transformative. Just like coaching. Also, guess what, there is a feature in mediation called "conflict coaching." Now mediators are being trained to be coaches re: conflict in resolution methods. So coaching is having its moment.

Gretchen Cady (she/her) 4:17 PM
Our firm has an internal Certified Professional Coach to help ensure we don't lose all human connection, especially with the hybrid work arrangements. It is an immensely popular resource with our attorneys

Cathy Petrecca (she/her) 4:27 PM
Judge Acosta also has a professionalism award named after him by the Oregon New Lawyers Division, and gives a great speech on professionalism every year when he hands off the award.

Amy Timmer 4:45 PM
Nate, please read my text

Amy Timmer 4:53 PM
My best friend, a lawyer, always started each matter by calling opposing counsel to introduce herself and talk about how they'd like to deal with each other and with issues throughout the case.

Sal 4:53 PM
Amy: I love that.

Nathan Alder 5:02 PM
Great judges! Great moderator -- thank you Jayne. Loved hearing from our judges panel. The advice from this panel is a wonderful guide for any lawyer.