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**ONRAMP FELLOWSHIP LAUNCHED TO PROVIDE WOMEN LAWYERS  
A RE-ENTRY PLATFORM IN THE LEGAL PROFESSION**

**Four Major Firms – Baker Botts, Cooley, Hogan Lovells, and  
Sidley Austin LLP – Sign On to Offer One-Year Training Fellowships**

The [OnRamp Fellowship](#) is an innovative, new program in the legal profession aimed at facilitating the re-entry of experienced women lawyers.

Recent NALP statistics highlight the leaky pipeline in law firms – the number of midlevel and senior female associates has dropped for four straight years. And although the gender breakdown of entry-level associates at most AmLaw 200 firms is typically 50/50, women represent only 16% of partners.

In their continuing efforts to attract and retain high-performing women lawyers, four major law firms – Baker Botts, Cooley, Hogan Lovells, and Sidley Austin – have signed on as the inaugural pilot participants for the OnRamp Fellowship in 2014.

Created by lawyer recruitment, development, and diversity veteran Caren Ulrich Stacy, the OnRamp Fellowship is a re-entry platform that matches experienced, women lawyers returning to the profession with law firms for a one-year, paid training contract. Through the Fellowship, returning women lawyers will have an opportunity to demonstrate their value in the marketplace while also increasing their experience, skills, and legal contacts.

*“This is a classic win-win situation for both returning lawyers and law firms,” said Ulrich Stacy. “Lawyers with the skills and the desire to return to and advance in the profession will be placed in law firms and given complex legal assignments while receiving ongoing feedback and support. The participating law firms gain access to highly-qualified talent while also increasing gender diversity in the profession as a whole.”*

*“We are honored to participate in the pilot of this valuable program, as it presents an excellent opportunity for talented women who left the practice of law to return to full-time*

*practice on a partnership track,” said Carter Phillips, chair of Sidley’s Executive Committee. “We hope that the OnRamp Fellowship will create a viable, consistent pipeline of female lateral candidates, something that will benefit the legal profession as a whole, as well as our own firm.”*

*“The goals of the OnRamp Fellowship align perfectly with Hogan Lovells’ commitment to the advancement and retention of women at all stages in their career,” said Co-CEO Warren Gorrell. “We are honored to be participating in this meaningful and impactful program.”*

The participating law firms will select from among qualifying applicants who have completed a rigorous screening process, which includes a personality, skills, values, and writing assessment as well as a behavioral interview. If selected for a Fellowship position, the returning lawyers are provided career-development support through:

- (1) Unlimited access to online CLE provided by PLI and ALI-CLE;
- (2) Training by specialists in negotiations, business development, and leadership; and
- (3) One-on-one coaching by legal-career counseling experts in the profession.

Baker Botts’ managing partner Andrew Baker stated, *“We are excited to be participating in the OnRamp Fellowship, both to augment our own talent pipeline with high-performing lawyers and to advance the careers of women returning to the profession. It is imperative that we, as a profession, continue to find innovative and effective ways of promoting diversity.”*

*“The OnRamp Fellowship is a potentially groundbreaking initiative that could profoundly impact the participating lawyers and law firms and ultimately the legal profession itself,”* said Cooley’s chief executive officer, Joe Conroy. *“We are thrilled to be one of the initial participants in the fellowship program.”*

Similar to the “Returnship” requirements at Goldman Sachs and other companies, OnRamp Fellowship applicants are required to have three years or more of experience and to have taken a hiatus of at least two years. Since one of the goals of the Fellowship is to increase the number of women in law firm leadership roles, applicants should have a strong interest in working for and advancing within a law firm environment. Selected fellows are expected to begin at the firms between late April 2014 and early May 2014.

Please contact the OnRamp Fellowship Founder, Caren Ulrich Stacy, for more details.

[www.OnRampFellowship.com](http://www.OnRampFellowship.com)

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### ***About the OnRamp Fellowship Founder***

*Caren Ulrich Stacy has more than 20 years of experience in lawyer recruitment, development, and diversity with law firms across the country, including Arnold & Porter, Cooley, Weil Gotshal & Manges, McGuireWoods, and Jenkens & Gilchrist.*

*A noted expert in the field of lawyer selection and development, Caren has contributed to more than 150 presentations and publications on legal talent management and authored several highly regarded books, including *Loyalty by Design: A Practical Guide for Developing an Effective Attorney Integration Program*.*

*Because of her leadership and innovation, Caren was awarded the NALP Mark of Distinction in 2009, elected as a fellow to the College of Law Practice Management in 2010, and appointed to serve on the Colorado Supreme Court Chief Justice's Commission on the Legal Profession in 2013.*

*Caren is currently an adjunct professor at the University of Denver Sturm College of Law and a principal with the legal talent consultancy Lawyer Development Strategies LLC.*

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