

A MESSAGE FROM THE EDITOR-IN-CHIEF

It is a dynamic time for the legal profession. Law firms, big and small, are innovating the way they run their businesses and deliver their services, resulting in positive changes for both clients and attorneys.¹ On the one hand, firms are increasingly placing emphasis on delivering value to clients at a faster rate and for lower fees than ever before through adjustments to the types of services they offer and the manner in which they deliver them.² Lawyers, also, are benefitting as legal employers increasingly offer innovative approaches to schedule flexibility, discretionary billing rates, and attorney entrepreneurialism to appeal to the large market of viable legal candidates discontented with the traditional big firm model.³

On the *Hastings Law Journal*, we too continually fine-tune and innovate how we engage with authors and legal scholarship, support and mentor our membership, and contribute to the San Francisco and UC Hastings community to maximize the value delivered by our organization. For example, this year, the *Hastings Law Journal* transitioned to Scholastica to manage online article submissions to increase the ease and clarity with which we communicate with authors, and to streamline and systematize administrative processes for our editors. As a result, we aim to provide authors with a more efficient and valuable editing experience, and free up more time for editors to dedicate to thoughtful review and selection of the very best submissions in collaboration with the *Hastings Law Journal* Faculty Review advisors.

As well, we are proud to engage with UC Hastings and the San Francisco legal community in hosting two symposia this year. The first, “Advancing Equal Access to Justice: Barriers, Dilemmas, and Prospects,” was hosted this fall in conjunction with UC Hastings faculty and the Stanford Center on the Legal Profession. California Supreme Court Chief Justice Tani Cantil-Sakauye delivered the keynote address for the multi-day conference that also honored Distinguished Professor Emeritus and former Associate Justice Joseph Grodin. The *Journal* will publish the papers generated from the interactive panels, break-out discussion groups, and extensive empirical studies in a special issue in June 2016. Thank you in particular to Professors Mark Aaronson, Joseph Grodin, and Nancy Stuart for the

1. See Joan C. Williams, Aaron Platt & Jessica Lee, *Disruptive Innovation: New Models of Legal Practice*, 67 HASTINGS L.J. 1, 9 (2015).

2. *Id.* at 9–11; see also Leigh McMullan Abramson, *Law Firms Are Learning: Work-Life Balance Isn't Just for Moms*, ATLANTIC (Sept. 24, 2015), <http://www.theatlantic.com/business/archive/2015/09/lawyers-work-life-balance-men/407011/>.

3. Williams, Platt & Lee, *supra* note 1, at 12–21.

opportunity to collaborate on this important and impressive initiative. The *Journal's* participation would not have been possible without the efforts of Executive Symposium Editor, Gregory Berlin, and Executive Articles Editor, Claire Lesikar.

The *Journal* also looks forward to its second symposium, "The Status of Antidiscrimination Law and Litigation in the United States," that will address the use of stereotyping evidence in employment discrimination cases, litigating gender discrimination cases in the tech industry, and contemporary procedural barriers to litigating discrimination cases. Many thanks to Professors Reuel Schiller, Joan Williams, and Morris Ratner for guidance and support in planning and hosting this symposium, as well as to the symposium team for months of efforts to pull it all together.

Finally, and perhaps most importantly, I want to thank the entire team of the *Hastings Law Journal* for the hard work, positive attitudes, and dedication that make this *Journal* excellent on so many levels. Of particular note, thank you to the Volume 67 executive board: Gregory Berlin, Jennifer Hom Chen, Ivana Dukanovic, Benjamin Haber, Mira Karageorge, Elizabeth Lee, and Claire Lesikar. Thanks also to our engaged alumni board and faculty advisors for sharing their time, institutional knowledge, and industry expertise. I am further grateful for the support of Tom McCarthy, the UC Hastings Director of Scholarly Publications, and for the mentorship from the leadership of Volume 66.

It is with pride and enthusiasm that I present Volume 67 of the *Hastings Law Journal*.

Lesley Rae Hamilton
Editor-in-Chief