



# Decoding Chaos

Key Takeaways from a Year of Precruiting  
(whew!)

# Panelists

**Adam Gratch**  
University of  
Wisconsin



**Cinnamon Baker**  
Perkins Coie



**Bryant Park**  
University of  
South Carolina  
Joseph F. Rice  
School of Law



**Ginny Mueller**  
McDermott Will &  
Emery



# Agenda

- Antitrust
- Icebreaker
- Pulse Survey Results
- Group Discussion: How can we, as employers and law schools, prepare students for the new recruiting timeline?
- Group Discussion: Start, Stop, Continue



ANTI TRUST

# Icebreaker: Getting to Know the Room



# Icebreaker: Processing Chaos





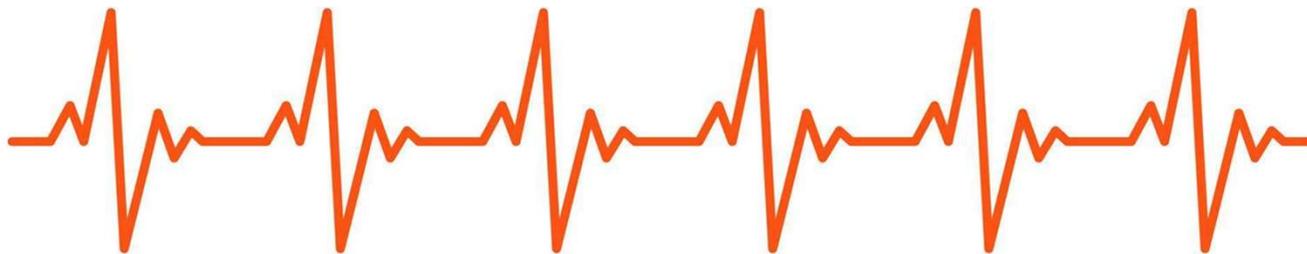




# Decoding Chaos: The Data

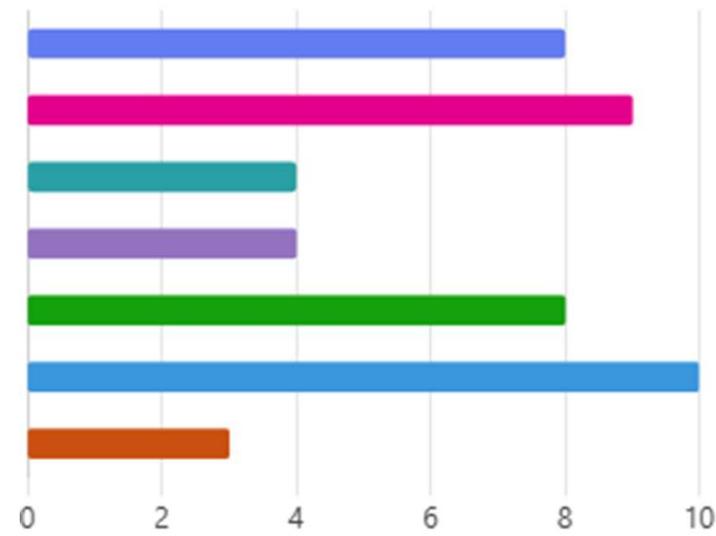
## **Pulse Surveys**

- Firms in November 2024
- Firms in March 2025
- Schools in March 2025

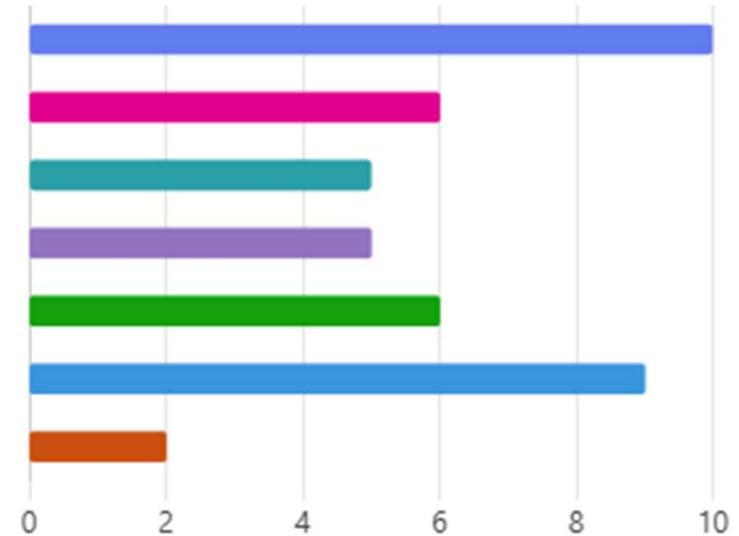


## Q: Firm Size

- More than 1,401
- 1,001 - 1,400
- 701 - 1,000
- 501-700
- 251-500
- 101-250
- 100 or fewer



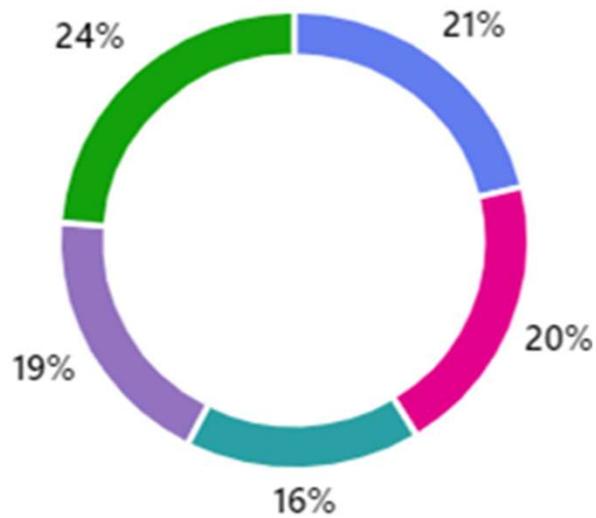
*Fall 2024*



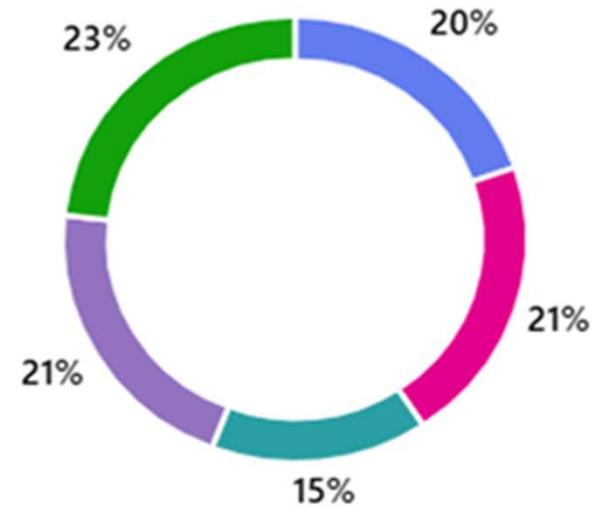
*Spring 2025*

## Q: Firm Region

- Mid-Atlantic Region
- Midwest Region
- Northeast Region
- Southeast Region
- West/Rocky Mtn Region

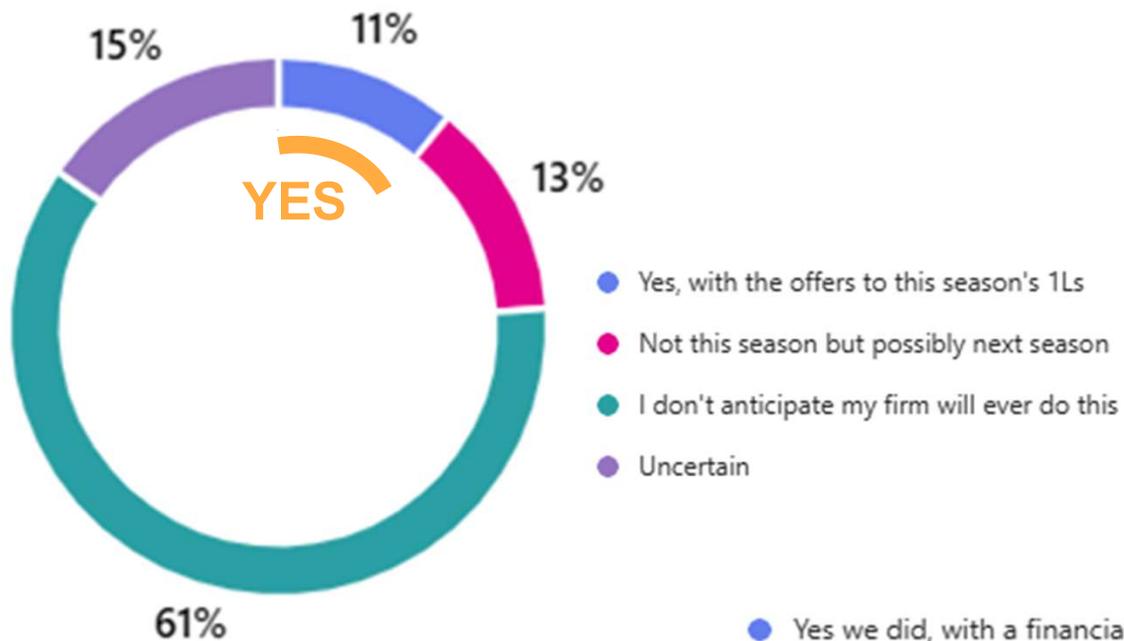


*Fall 2024*



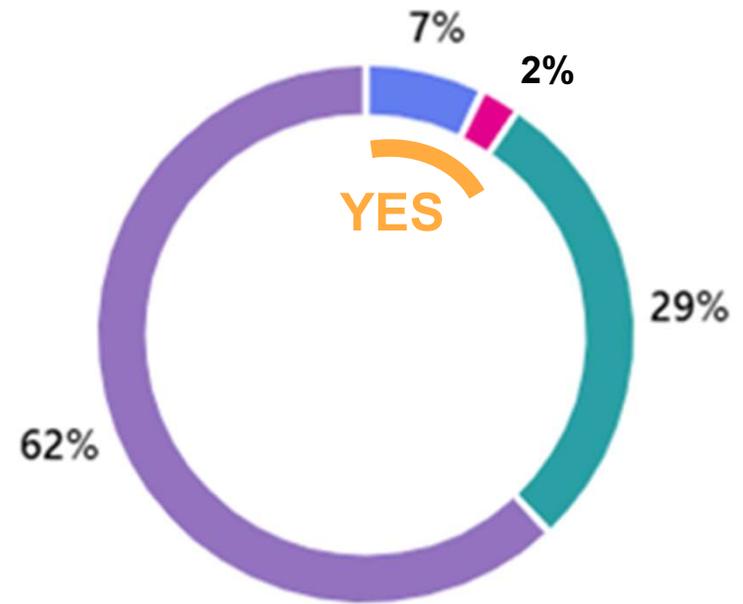
*Spring 2025*

# Q: Auto 2L offer with 1L offer?



Fall 2024

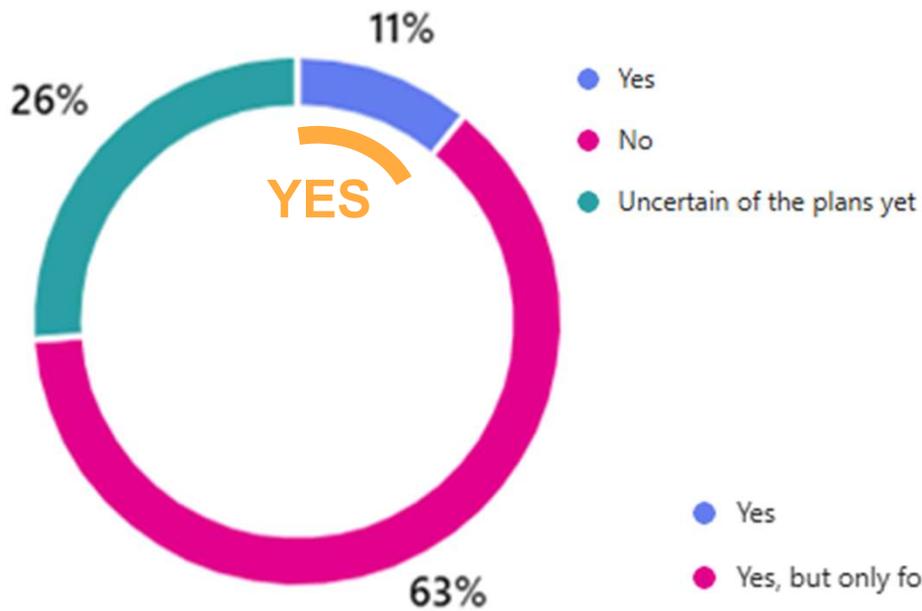
- Yes, with the offers to this season's 1Ls
- Not this season but possibly next season
- I don't anticipate my firm will ever do this
- Uncertain



Spring 2025

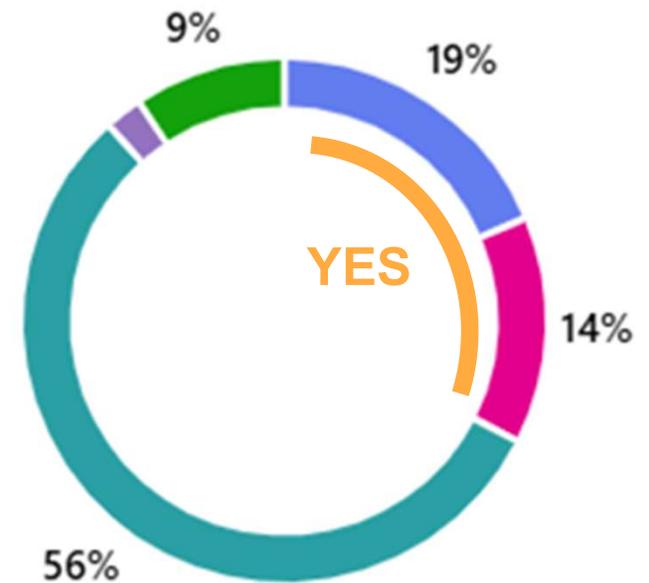
- Yes we did, with a financial incentive
- Yes we did but without a financial incentive
- We did not this season but might next year
- I don't anticipate my firm will ever do this

# Q: 2L offer before grades?



*Fall 2024*

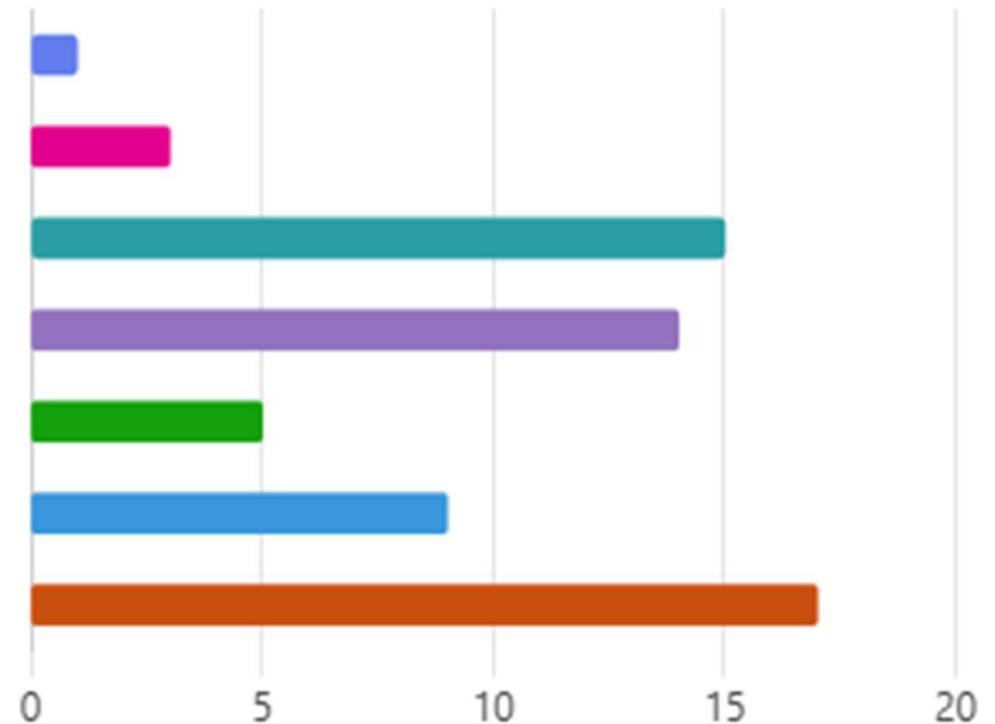
- Yes
- Yes, but only for certain schools
- No, most of the student's grades will need to be seen before an offer
- Not this year but possibly next year
- Uncertain



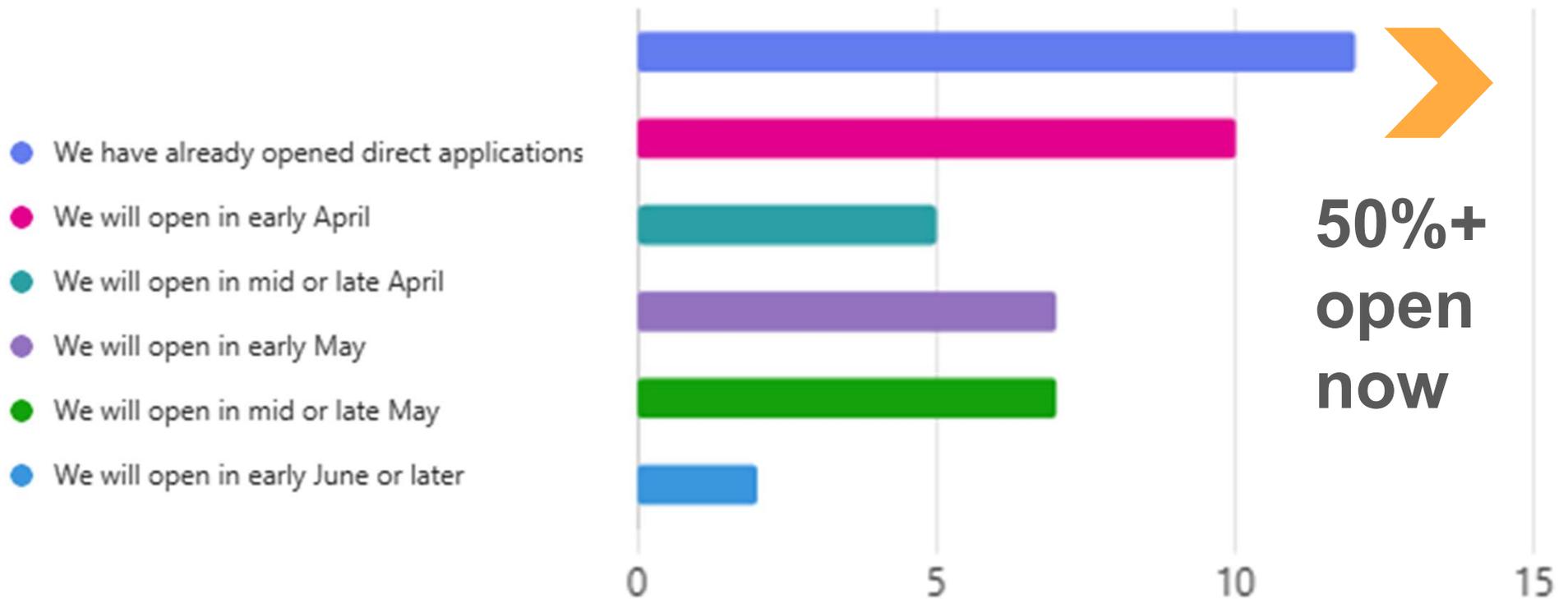
*Spring 2025*

## Q: 2L pipelines as of March '25?

- All or most of our incoming 1Ls have also accepted for their 2L summer with us
- All or most of our incoming 1Ls have an offer for 2L but (all or most) have not accepted yet
- We have not offered 2L positions to our incoming 1Ls but we anticipate making offers to all or most before mid-point this summer
- We have not offered 2L positions to our incoming 1Ls but we anticipate making offers to all or most by the end of this summer
- We have not opened our 2L applications yet but we are interviewing students
- We have not opened our 2L applications yet and we are not interviewing, but we are having preliminary conversations with some students
- We have not opened our 2L application yet and we are not engaging students beyond standard events and questions



## Q: *When opening direct applications?*

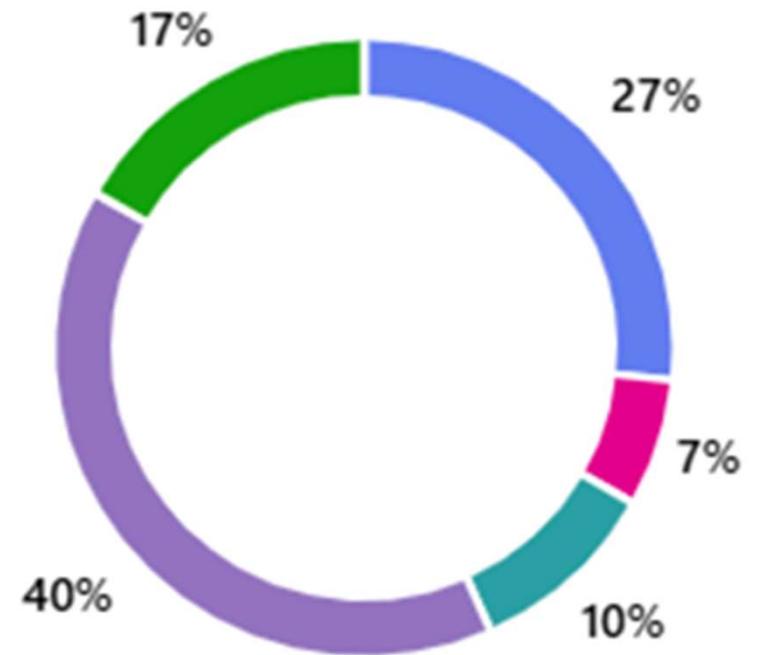


# Shifting Gears: Law School Survey Results (Spring 2025)



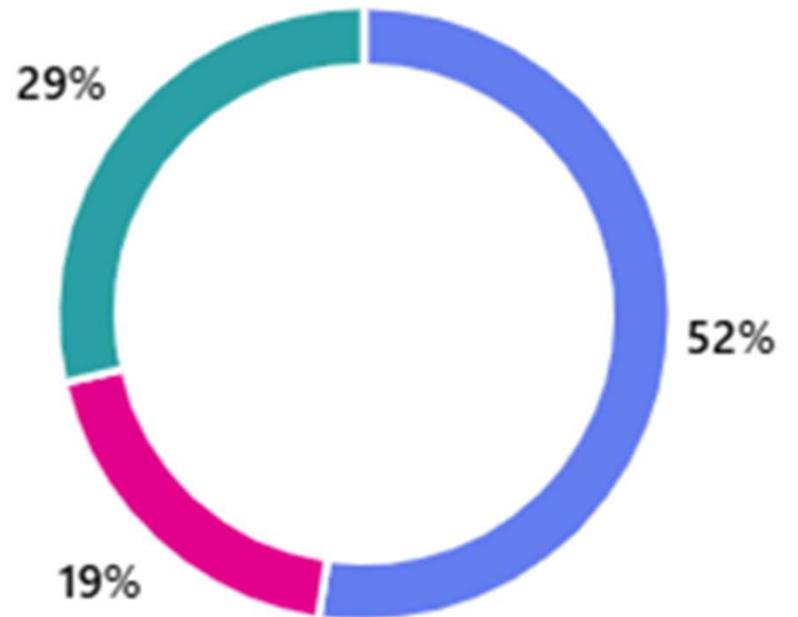
## Q: Law School Region?

- Mid-Atlantic Region
- Midwest Region
- Northeast Region
- Southeast Region
- West/Rocky Mtn Region



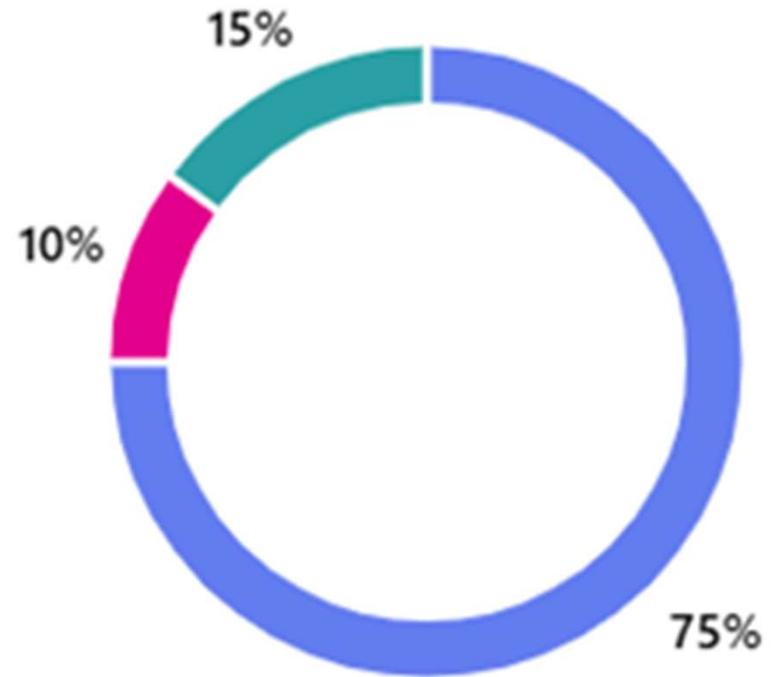
*Q: Auto 2L offer with 1L?*

- Yes
- No
- Unknown



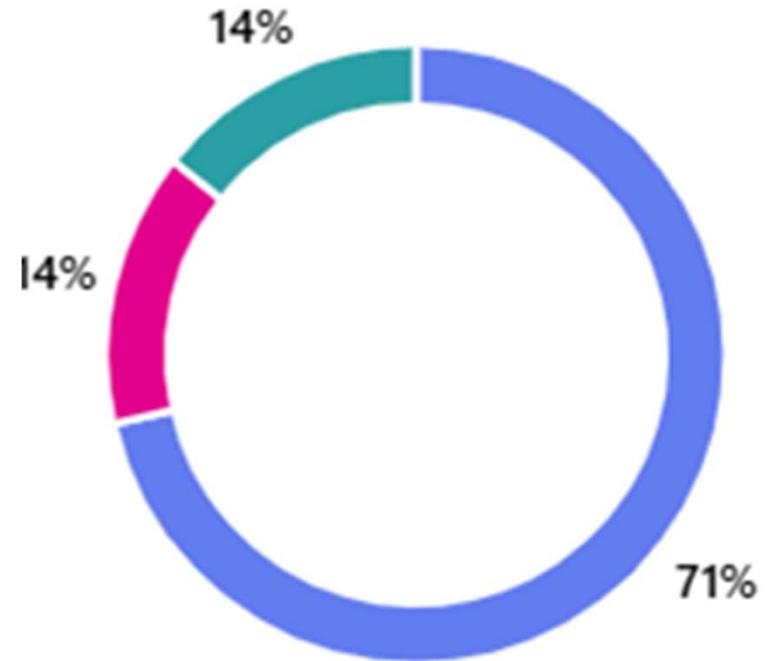
*Q: 2L offer before grades?*

- Yes
- No
- Unknown

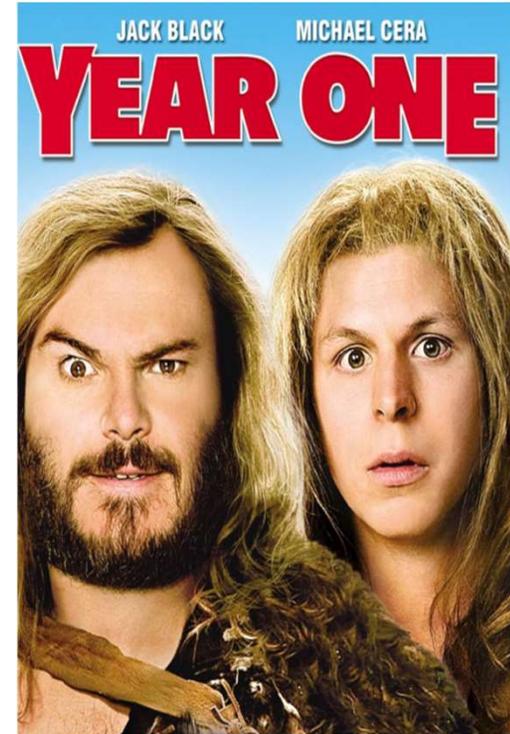
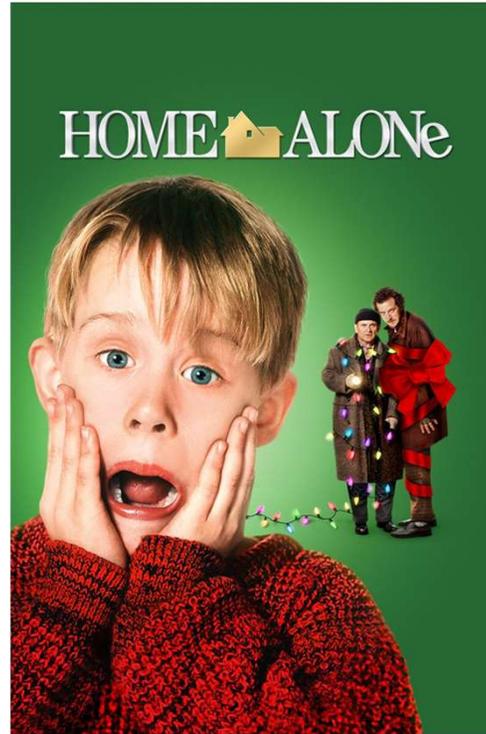
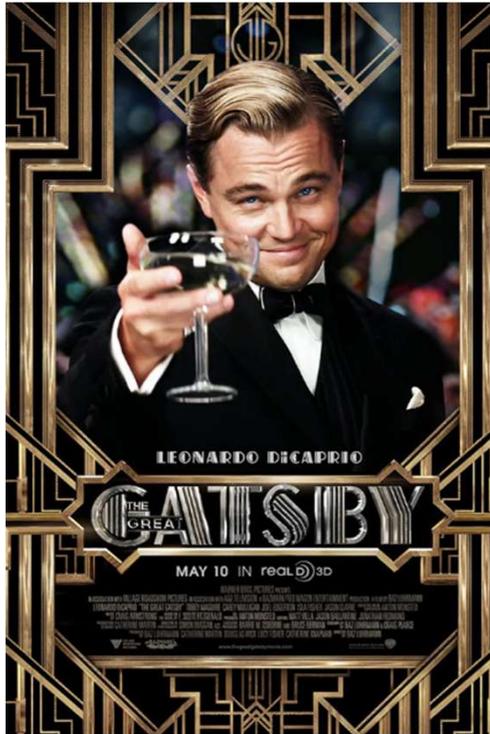


## Q: *Formal & Informal Precruiting for 2025*

- Our students have experienced both formal and informal activities
- Our students have only experienced informal activities
- Our students have not experienced any early activities this recruiting period, will be same as last year
- Unknown



*Q: Examples of Summer 2025 early recruiting?*



# NALP Perspectives on 2024 Law Student Recruiting

## Registrations

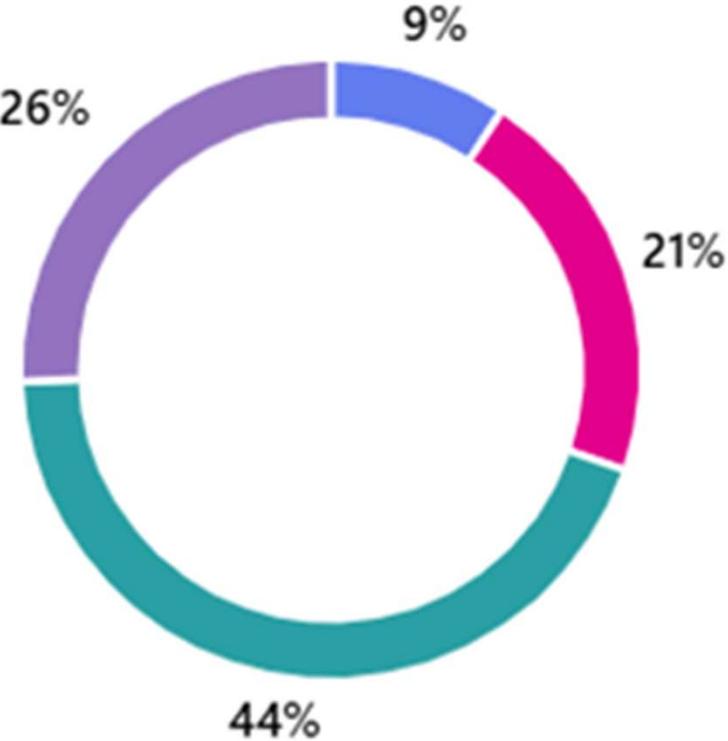
- **60%** of employers **decreased** the number of schools visited for the 2025 recruiting cycle compared to 2024
- **Nearly 40%** of employers **decreased** the number of job fairs/career conferences attended for the 2025 recruiting cycle compared to 2024

## Screenings

- **75%** of offices recruiting via OCI reported a **decline of *more than 10%*** in the number of OCI screenings
- **More than 33%** of offices recruiting via OCI reported a **decrease of *more than 50%*** in the number of OCI screenings

# Buh-Bye OCI?!

- We are cutting all OCI schedules this year
- We are significantly reducing OCI from last year
- We are somewhat reducing OCI from last year
- We are keeping the same OCI plan



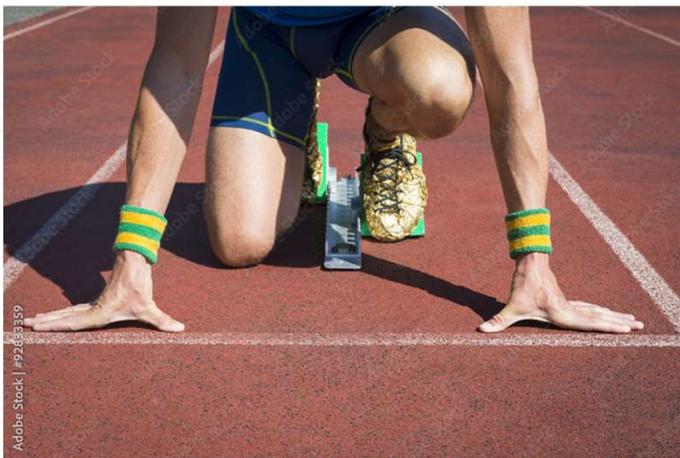
## Offer & Acceptance Rates - NALP Report

	<b>% of Offers Made</b>	<b>Offer Acceptance Rate</b>
<b>Outside of Law School Programs</b>	55.5%	63.8%
<b>Early Interview Program (EIP)</b>	20.3%	47.9%
<b>OCI</b>	24.1%	61.5%

## Group Discussion

How can we, as employers and law schools, prepare students for the new recruiting timeline?

# Group Discussion



# Key Takeaways from the Chaos

- Changes from fall to spring
- How to prepare students
- How schools have responded
- What we learned from each other