

Survey of Law Students Who Interviewed With Law Firms for a Summer 2015 Position

NALP is conducting this short survey to help law school career services professionals and law firm recruiting professionals improve the effectiveness of the fall on-campus interview/recruitment process.

Your school has agreed to participate in the survey by distributing the survey to you and other members of your 2L class who participated in your school's fall on-campus interview/recruitment program this year.

Please take a few minutes to complete the survey. It will take less than 10 minutes of your time. The survey is hosted on a secure website and complete confidentiality is guaranteed. NALP never releases any research data that could be used to identify an individual or organization. We do not identify participants by name, response, or outcomes.

If you need to go back to a previous page while working on the survey, use the 'Previous Page' button at the bottom of each page, NOT the back arrow in your browser. There is no need to click the 'Save' button unless you need to pause your work on the survey and return to it later. In this case click on the 'Save' button. This will save the answers you have entered so far and provide a link to complete the survey later. Be certain to make a note of this link so that you can use it later. It is not necessary to click on the 'Save' button to simply move through the survey.

Items marked with a red asterisk (*) must be answered.

Thank you in advance for your participation in this important research study! **Please submit your survey by DECEMBER 1, 2014.**

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Part I. The questions below ask about the start of your job search this past fall.

***1.** What resources most influenced your decision about which employers to apply to for screening interviews, that is preliminary interviews on campus (or in other facilities off the law school campus, such as hotel space) or in the firm's office for a 2L summer 2015 job during fall 2014 interviewing? Check the three resources that were most important to your decision-making.

- Am Law rankings
- Chambers Guides
- Employer's website
- HRC's Corporate Equality Index
- Information received from my Career Services Office
- Input from friends/acquaintances/classmates/alumni
- Information gathered at an employer reception/event
- NALP Directory of Legal Employers
- Vault rankings
- Other (please specify) _____

***2.** What factors most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2015 job during fall 2014 interviewing? Check the three factors that were most important in your decision-making process.

- Alumni at the firm
- Firm's reputation on campus
- Firm's participation on campus in events and receptions
- Firm's commitment to diversity
- Firm's commitment to pro bono 5
- Firm culture
- Office location
- Specific practice area strengths
- Training opportunities
- Other(please specify) _____

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SAMPLE

* 3. Screening interviews [Report only whole numbers below, without dashes, words, or other characters. You may enter 0 (zero).]

How many screening interviews did you have in total?

Of these, how many were on-campus interviews (including off-site space that may have been designated for that purpose) rather than preliminary interviews at the firm? _____

4. *In general*, at your screening interviews, which of the following employer representatives did you find most effective? (Choose one.)

- An attorney from the firm who is also an alum of my law school
- A partner or senior attorney from the firm
- An associate from the firm
- A recruiting professional from the firm
- There was not much difference

Comment on your response above

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SAMPLE

5. *In general* would you characterize your screening interviews as 'conversational' or 'behavioral'? A 'conversational' interview primarily consists of general discussion and resume review, whereas a 'behavioral' interview consists of the interviewer asking about past actions, for instance framing a question with language such as "Tell me about a time that you had to lead a group of diverse people."

- The interviews were all conversational
- The interviews were mostly conversational
- The interviews were about half conversational and half behavioral
- The interviews were mostly behavioral
- The interviews were all behavioral

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Part II. The questions below ask about your experience with the callback process.

6. If you were offered one or more callback interviews, *in general*, how much did your interaction(s) with the screening interviewer(s) influence your decision to accept or decline the callback?

- A great deal
- Somewhat
- Only a little bit
- Not at all

7. If you accepted more than one callback interview, how did you decide in which order to schedule them? Please rank those that apply, with 1 being the top reason (you do not have to rank them all).

	1	2	3	4
Based on the order in which I received the callback offers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on my level of interest in each employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on my availability and what was most convenient for travel purposes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other basis (describe below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Describe other basis

8. *In general*, how did dinner events influence your opinion of the hosting firm?

- They helped convince me to accept a callback invitation or an offer for summer employment
- Dinner events were nice but not influential
- Attending dinners made me less likely to accept a callback invitation or offer for summer employment
- I did not attend any such event

9. If you declined one or more callback invitation(s), why did you decline it/them? (Check all that apply.)

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- I already had an offer for summer employment that I preferred
- I had no offers but already had "enough" callbacks scheduled
- I realized I was not interested in the firm
- I realized I was not interested in the location/geography
- Other (please specify) _____

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Part III. The questions below ask about your decision to accept your offer.

10. How many offers for summer associate employment did you receive?

- None
- One
- 2-3
- 4-5
- 6 or more

11. How many offers, if any, were extended prior to the start of the On-Campus Interview/Recruitment program at your school?

[Report a single whole number below, without dashes, words, or other characters. You may enter 0 (zero).]

Number _____

12. In general, following an offer, what sort of communication and/or follow-up from the firm would be welcome or expected? (Check all that apply.)

- Email from recruitment professional
- Email from associate who interviewed you
- Email from partner who interviewed you
- Email from hiring partner
- Text from someone at the firm
- Phone call from someone at the firm
- US mail from someone at the firm
- Other (please specify) _____

13. If you received multiple offers, what most influenced your decision on which offer to accept? Check up to three answers.

- Callback or sell dinner/event
- Compensation/benefits package
- Firm financials, e.g., profits per partner
- Firm commitment to pro bono
- Firm commitment to diversity
- An intangible feeling
- Office location
- The people I met during interviews
- Reputation or prestige of firm
- Specific practice area strengths

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- Scholarship/bonus
- Training opportunities
- Other (please specify) _____

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14. For the employer with which you ultimately accepted an offer, did you have any substantive communications or interactions prior to the screening interview?

- Yes
- No
- I have not yet accepted an offer

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15. For the employer with which you ultimately accepted an offer for summer associate employment, did you previously perceive that employer to be:

- A reach (my credentials and background fall below the firm's hiring criteria)
- A match (my credentials and background meet the firm's hiring criteria)
- A safety (my credentials and background exceed the firm's hiring criteria)

16. For the offer that you ultimately accepted, how many days after you received that offer did you accept it?

- Within 24 hours
- 2-7 days
- 8-14 days
- 15-21 days
- 28 days
- After 28 days

17. On what date did you accept your offer?

Date in mm/dd/yyyy format _____

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