

Survey for Law Students Who Interviewed with Law firms for Summer 2014

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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 recruiting process.

Your school has agreed to participate in the survey process by distributing the survey to members of your 2L class who participated in your school's OCI process 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.

It is recommended that you use Internet Explorer, Firefox or Safari to complete the survey. Chrome is not recommended. 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.

Thank you in advance for your participation in this important research study! **Please submit your survey by DECEMBER 6, 2013.**

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

1.

1. What influenced your decision about which employers to apply to for screening interviews (whether by bidding for OCI or job fairs, writing letters, responding to job postings, or using personal contacts, etc.) for a 2L summer 2014 job during fall 2013 interviewing? Check the five factors that were most important to your decision-making.

AmLaw rankings

Chambers Guides

NALP Directory of Legal Employers

Employer's website

Vault rankings

Information received from my Career Services Office

Firm's participation in school events

Firm's reputation on campus

Input from friends/acquaintances

Firm's commitment to diversity

Firm's commitment to Pro Bono

Office location

Training opportunities

Employer reception

Firm culture

Other (please specify) _____

SAMPLE

2. 2. 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?

3. 3. 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

3a. Comment on your response above

4. 4. *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."

mThe interviews were all conversational

mThe interviews were mostly conversational

mThe interviews were about half conversational and half behavioral

mThe interviews were mostly behavioral

mThe interviews were all behavioral

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

5.

5. 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

6.

6. 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

was most convenient for travel purposes

Other basis (describe below)

m	m	m	m
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6a. Describe other basis

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

m They helped convince me to accept a callback invitation or an offer for summer employment

m Dinner events were nice but not influential

m Attending dinners made me less likely to accept a callback invitation or offer for summer employment

m I did not attend any such event

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

q I already had an offer for summer employment that I preferred

q I had no offers but already had "enough" callbacks scheduled

q I realized I was not interested in the firm

qI realized I was not interested in the location/geography

qOther (please specify) _____

(End of Page 5)

SAMPLE

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

9.

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

mNone

mOne

m2-3

m4-5

m6 or more

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

qOffice location

qReputation or prestige of firm

qSpecific practice area strengths

qThe people I met during interviews

qAn intangible feeling

qFirm financials, e.g., profits per partner

qCompensation/benefits package

qCallback or sell dinner/event

qOther (specify) _____

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

mYes

mNo

mI have not yet accepted an offer

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

mA reach (my credentials and background fall below the firm's hiring criteria)

mA match (my credentials and background meet the firm's hiring criteria)

mA safety (my credentials and background exceed the firm's hiring criteria)

13. 13. For the offer that you ultimately accepted:

On what date did you receive the offer? _____

On what date did you accept the offer? _____