



2017 National Report:

Survey for Law Students Who Interviewed with Law Firms for Summer 2017

1. What resources most influenced your decision about which employers to apply to for screening interviews? Check the three resources that were most important to your decision-making. *Multiple responses permitted. Based on 796 responses.*



| Response | Frequency | Count |
|---|-----------|------------|
| Employer's website | 46.7% | 372 |
| Vault rankings | 45.1% | 359 |
| NALP Directory of Legal Employers | 41.8% | 333 |
| Input from friends/acquaintances/classmates/alumni | 41.2% | 328 |
| Chambers Guides | 35.6% | 283 |
| Information received from my Career Services Office | 21.6% | 172 |
| Information gathered at an employer reception/event | 11.7% | 93 |
| Above the Law | 11.2% | 89 |
| Top-Law-Schools.com | 5.5% | 44 |
| Am Law rankings | 4.1% | 33 |
| US News & World Report | 4.0% | 32 |
| HRC's Corporate Equality Index | 0.4% | 3 |
| Other | 6.0% | 48 |
| | | 796 |

Select Student Narrative Responses

- What resources most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2017 job during Fall 2016 OCI?
- I applied for every job.
- Is this a serious question? No one “chooses” what firms to apply to, they carpet-bomb the geographic location they want to be in.
- I applied everywhere so I don’t end up broke and unemployed.
- Bloomberg Law
- Rankings related to women such as 50 Best Law Schools for Women

2. What factors most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2017 job during fall 2016 interviewing? Check the three factors that were most important in your decision-making process. *Multiple responses permitted. Based on 796 responses.*



| Response | Frequency | Count |
|---|-----------|------------|
| Specific practice area strengths | 65.1% | 518 |
| Firm culture | 63.2% | 503 |
| Office location | 59.3% | 472 |
| Firm's reputation on campus | 31.5% | 251 |
| Training opportunities | 19.6% | 156 |
| Firm's commitment to diversity | 12.1% | 96 |
| Firm's commitment to pro bono | 9.9% | 79 |
| Firm's participation in on campus events and receptions | 7.7% | 61 |
| Alumni at firm | 6.3% | 50 |
| Other | 7.9% | 63 |
| | | 796 |

Select Student Narrative Responses

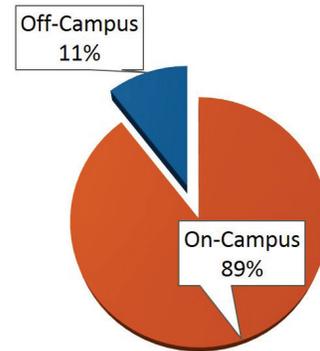
- Salary/Pay/Compensation
- GPA cutoff/range/requirement
- Early responsibility
- Benefits such as maternity and paternity leave
- I looked at how many women were in high positions at the firm
- Flexibility to move between offices later in career
- Where they weren't snobs or stuff

3. Screening Interviews – Aggregate

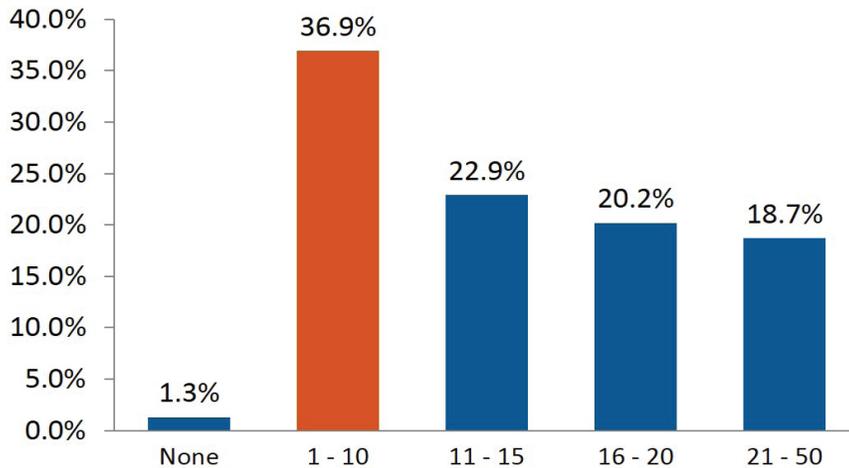
Total # of Screening Interviews Reported *Based on 796 responses.*

| | |
|--|--------|
| Total # of Screening Interviews Reported | 11,031 |
| # of Screening Interviews Conducted On-Campus* | 9,874 |
| % of Screening Interviews On-Campus | 89.5 |

*Includes any off-site space, e.g. hotel rooms that may have been used



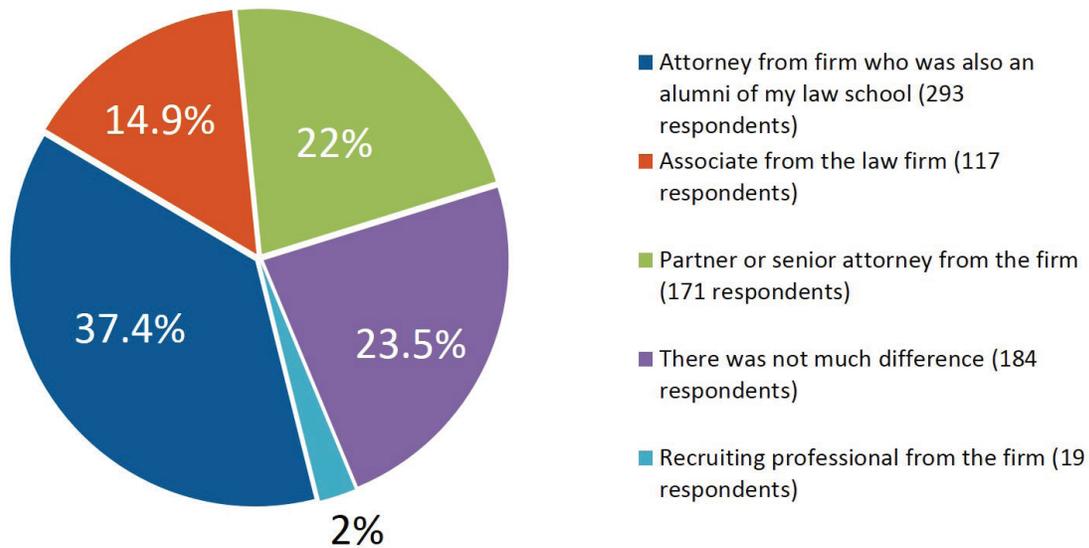
Number of Screening Interviews Per Student *Based on 796 responses.*



| # of Screening Interviews | % of Students Reporting this Number |
|-----------------------------|-------------------------------------|
| None | 1.3% |
| 1-10 | 36.9% |
| 11-15 | 22.9% |
| 16-20 | 20.2% |
| 21-50 | 18.7% |
| Median number per student: | 13.5 |
| Average number per student: | 13.9 |
| Mode: | 15 |

The mode (the most frequently reported value) was reported by 5.8% of respondents.

4. In general, at your screening interviews, which of the following employer representatives did you find most effective? *Based on 784 responses.*

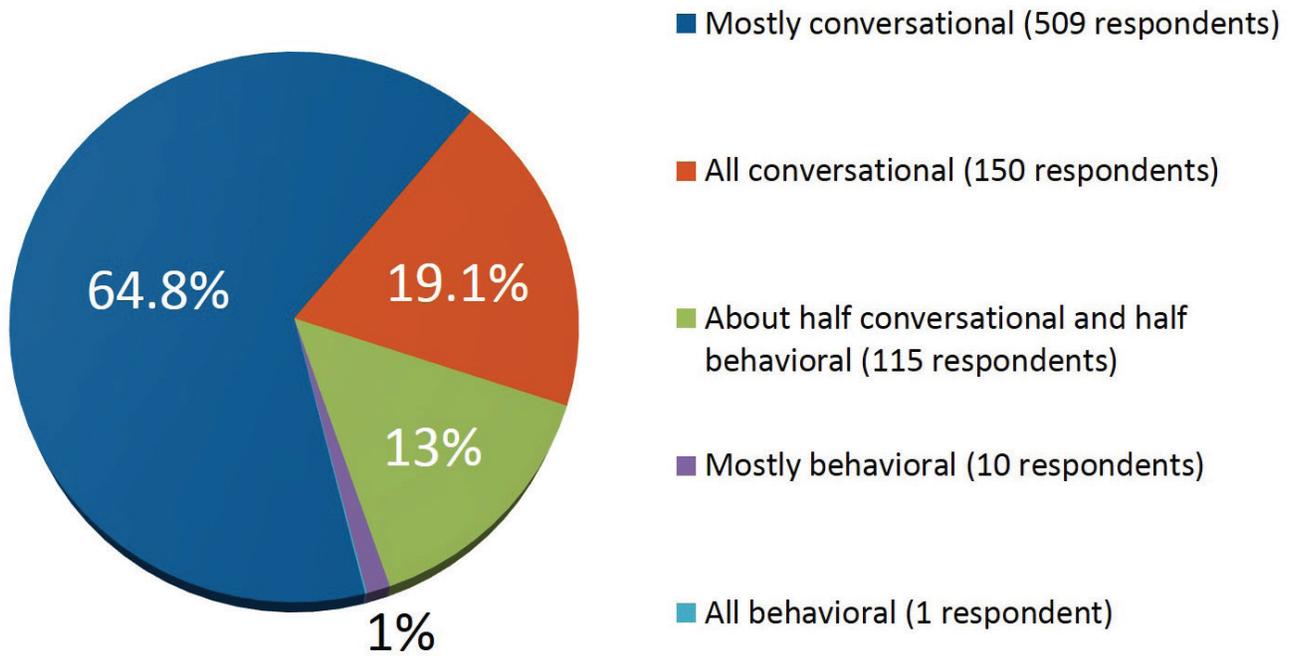


Select Student Narrative Responses

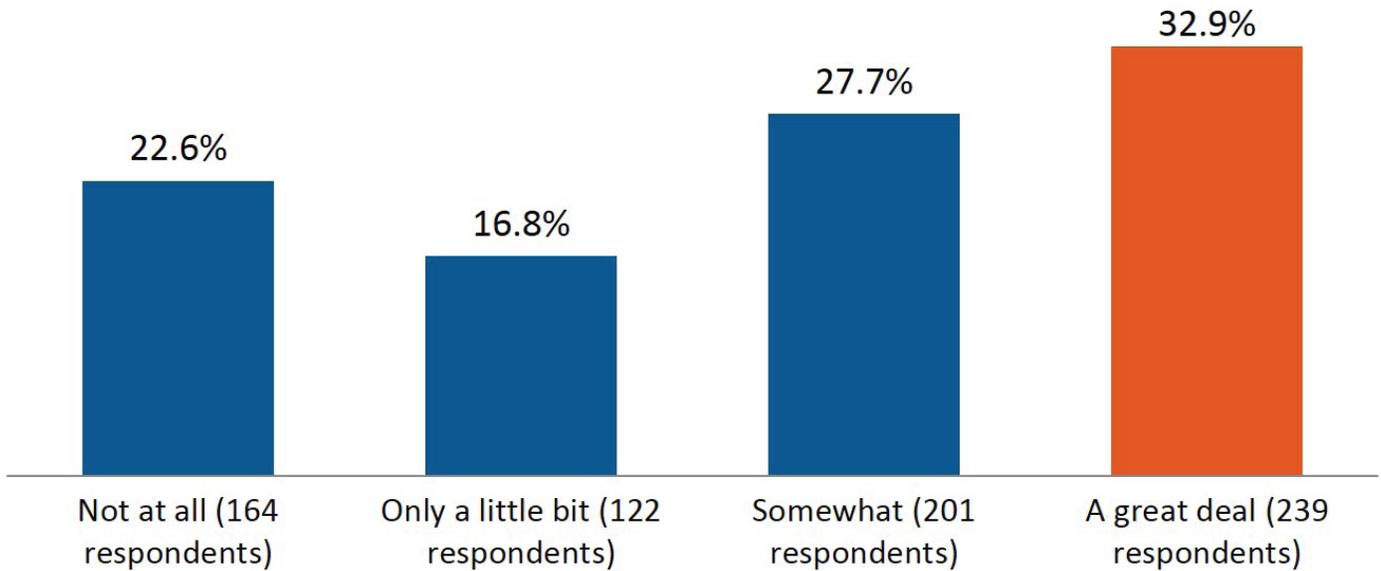
Comment on your choice for the most effective employer representatives.

- I think it is important to get an idea of the firm from a variety of perspectives, so it is better to speak with people at different levels.
- Recent hires were often the most candid about real life at the firm.
- The recruiting professional seemed much more interested in having conversations than the attorneys. The attorneys seemed to be there because they were forced.
- I did not feel the associates were prepared or knew what they were doing.
- I felt partners who had started at the firm were by far the most effective interviewers.
- Partners tended to be excited and knowledgeable. Associates tended to be less interested.
- I personally preferred having at least one woman interviewer who could speak to the culture of women at the firm.
- It was all equally stressful and uninspiring.

5. In general would you characterize your screening interviews as ‘conversational’ or ‘behavioral’? *Based on 785 responses.*



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? *Based on 726 responses.*



7. If you accepted more than one callback interview, how did you decide in which order to schedule them? *Respondents were asked to rank their choice(s).*

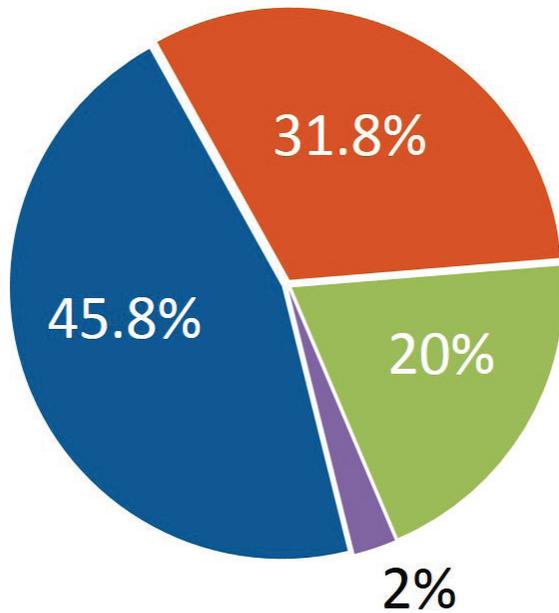
| | | 1 | 2 | 3 | 4 | Total | Mean |
|---|-------|-----|-----|-----|----|-------|-------|
| Based on the order in which I received the callback offers | Count | 299 | 144 | 91 | 56 | 590 | 1.837 |
| Based on my level of interest in each employer | Count | 167 | 163 | 157 | 37 | 524 | 2.122 |
| Based on my availability and what was most convenient for travel purposes | Count | 92 | 209 | 194 | 48 | 543 | 2.365 |
| Other basis | Count | 34 | 7 | 4 | 65 | 110 | 2.909 |

Select Student Narrative Responses

If you accepted more than one callback interview, how did you decide in which order to schedule them?

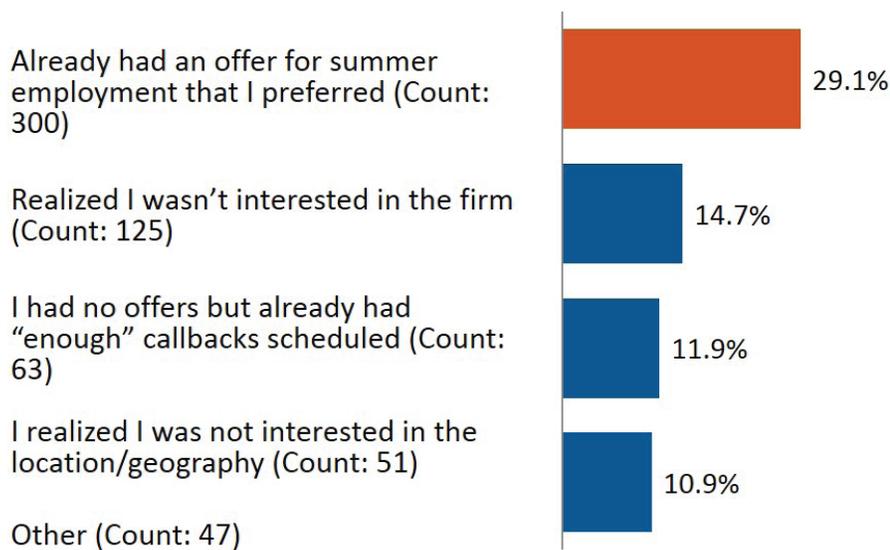
- I scheduled all of my callback interviews as soon as I practically could/at the earliest possible date.
- Larger class size meant I could delay interviews. Smaller class size meant I had to strike quickly.
- I based the order on the probability that I would receive an offer.
- The firm’s availability/I took what I could get.
- Desire to schedule all callbacks before the start of classes

8. In general, how did dinner events influence your opinion of the hosting firm? *Based on 749 responses.*



- I did not attend any such event (343 respondents)
- Were nice but not influential (238 respondents)
- Helped convince me to accept a callback invitation or summer employment (149 respondents)
- Made me less likely to accept a callback invitation or summer employment (19 respondents)

9. If you declined one or more callback invitation(s), why did you decline it/them? *Respondents were allowed to choose multiple responses. Based on 430 responses.*



Select Student Narrative Responses

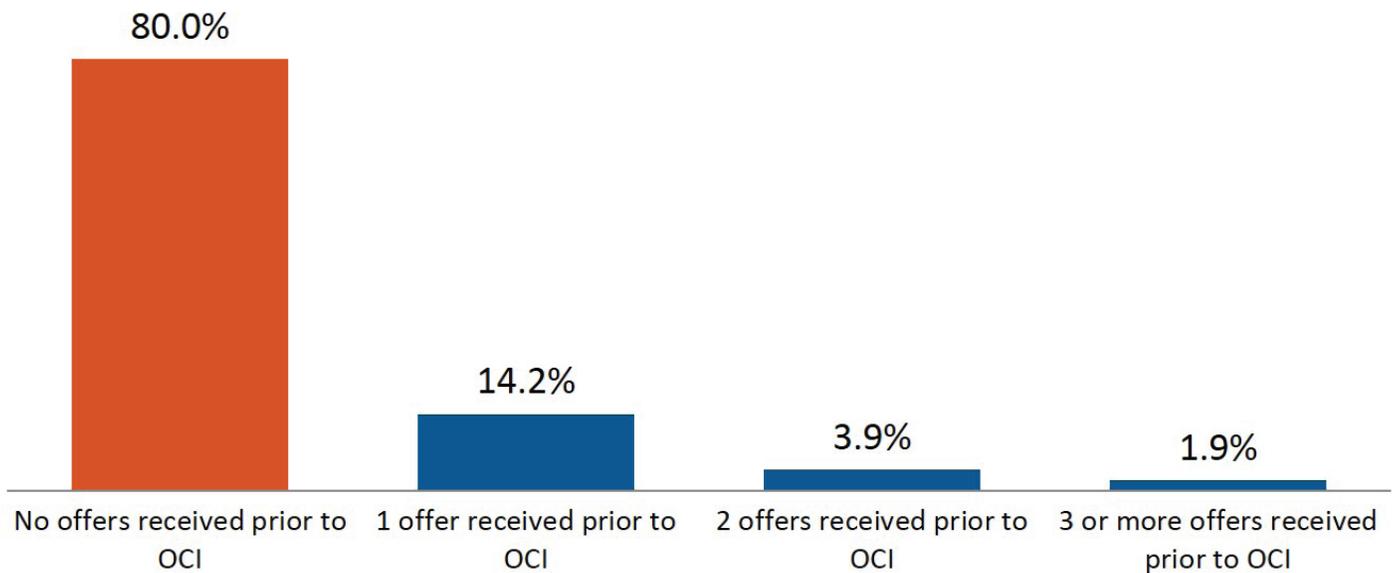
If you declined one or more callback invitation(s), why did you decline it/them?

- I was really turned off by one of the firm's attorneys.
- The screener made me uncomfortable.
- The interviewer was patently offensive; he scoffed at the fact that I served in the military but not in a combat zone. His behavior was ill-informed and odd.
- One firm did not pay market (\$180,000)/Did not compensate well.
- The only firm I rejected a call back for was because they were unresponsive when I tried to schedule a call back multiple times.

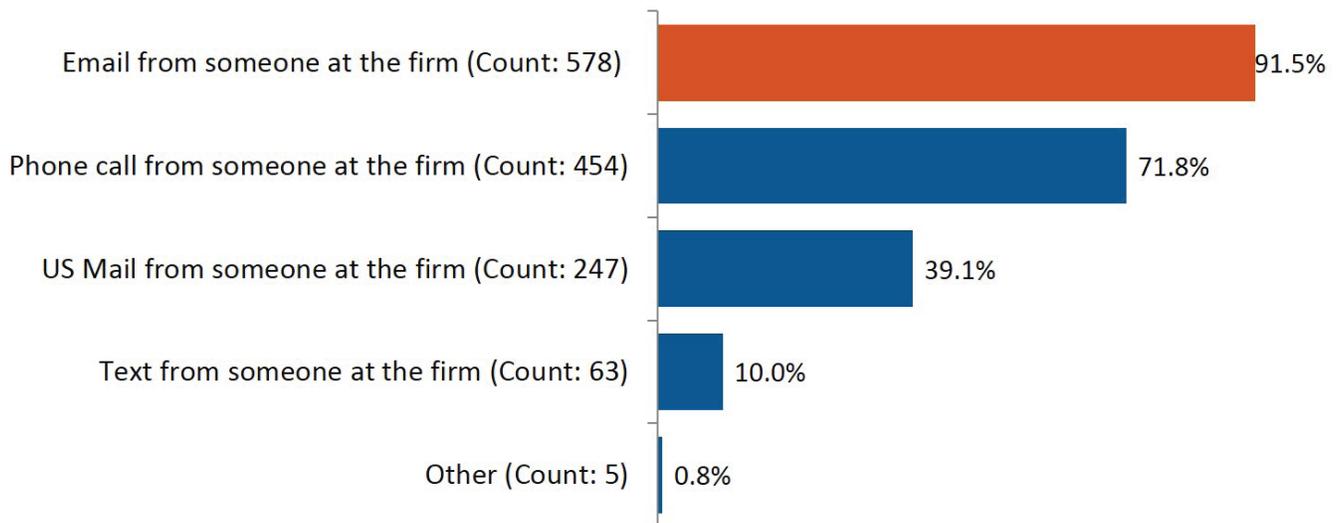
10. How many offers for summer associate employment did you receive? *Respondents could only choose a single response. Based on 781 responses.*



11. How many offers, if any, were extended to you prior to the start of the On-Campus Interview/ Recruitment program at your school? *Percentage of students with at least one offer reporting. Figures are based on 636 students who reported receiving one or more offers and who also reported the number of offers received before OCI.*



12. In general, following an offer, what sort of communication and/or follow-up from the firm would be welcome or expected? *Respondents were allowed to choose multiple responses. Based on 632 responses.*

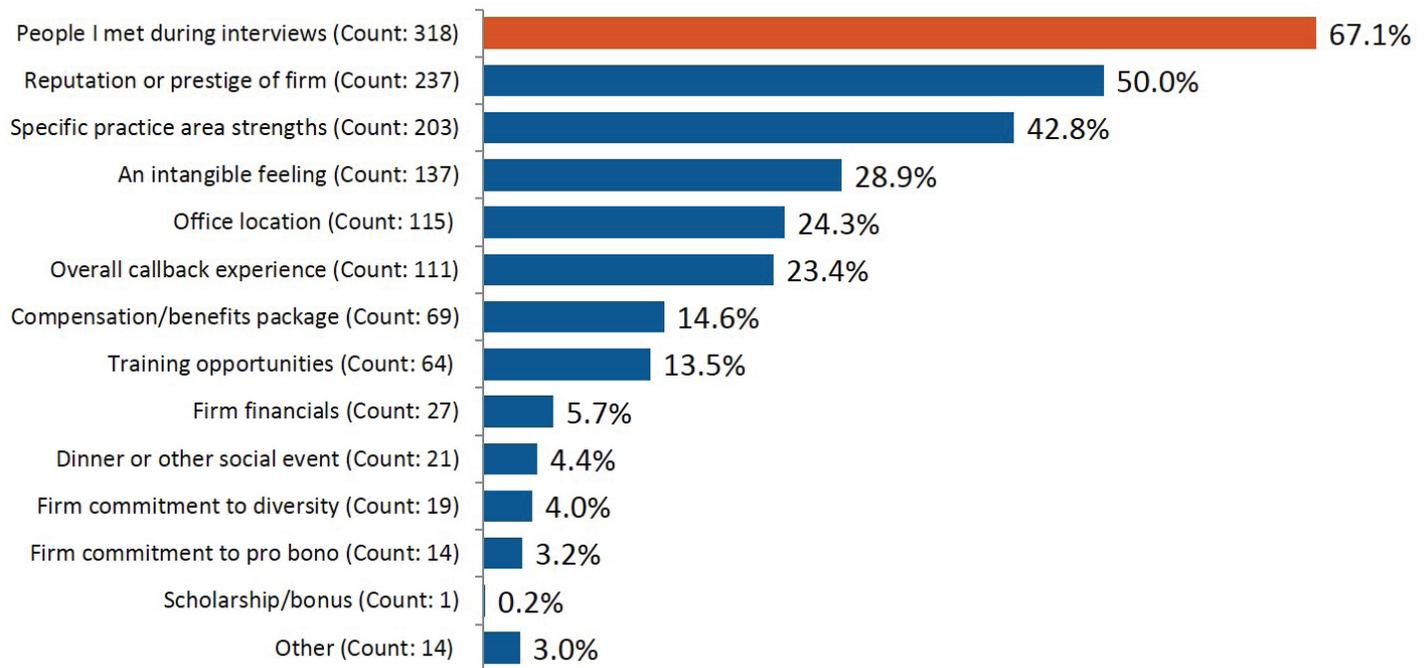


Select Student Narrative Responses

Following an offer, what sort of communication and/or follow-up from the firm would be welcome or expected?

- Mailings of swag are really annoying because it's typically junk you feel bad about throwing away.
- Phone calls are awkward, since you are put on the spot to discuss, and frankly, I don't answer unknown numbers anyhow.
- One firm sent me candy in the week after my offer, which seemed above and beyond, and felt personal.
- Lunch/dinner/event invitations

13. If you received multiple offers, what most influenced your decision on which offer to accept? Check up to three answers. *Respondents were allowed to select multiple responses (up to three). Based on 474 responses.*

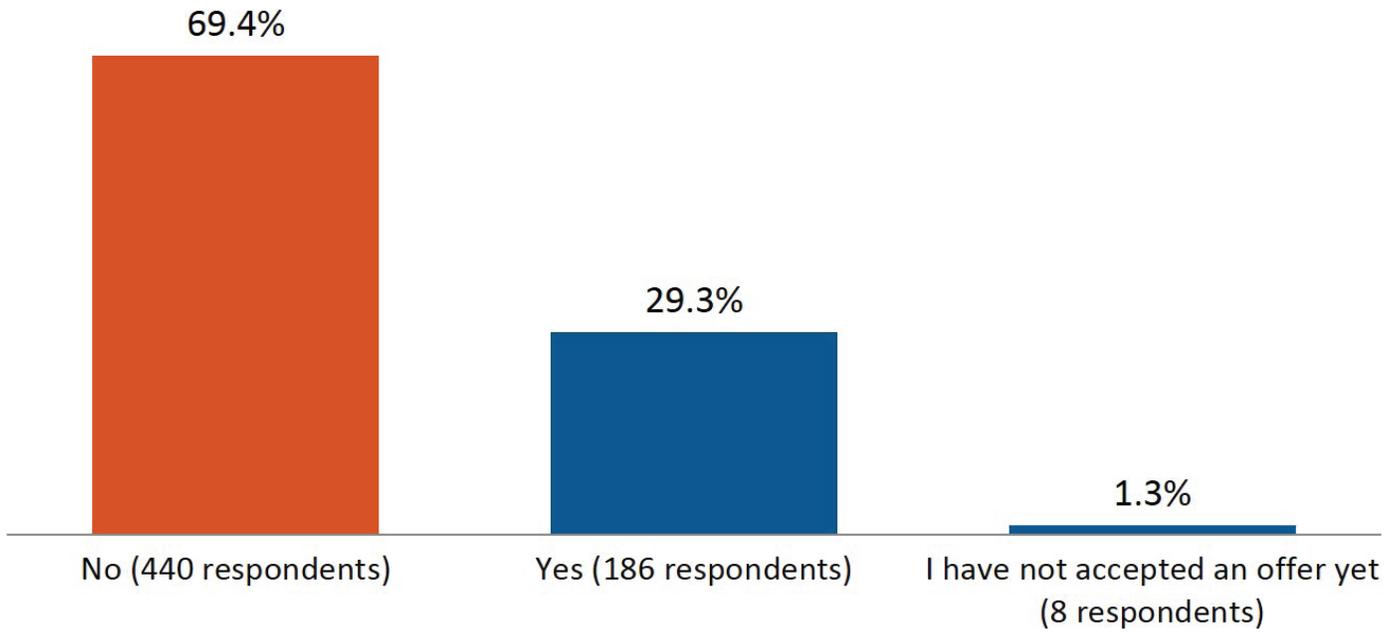


Select Student Narrative Responses

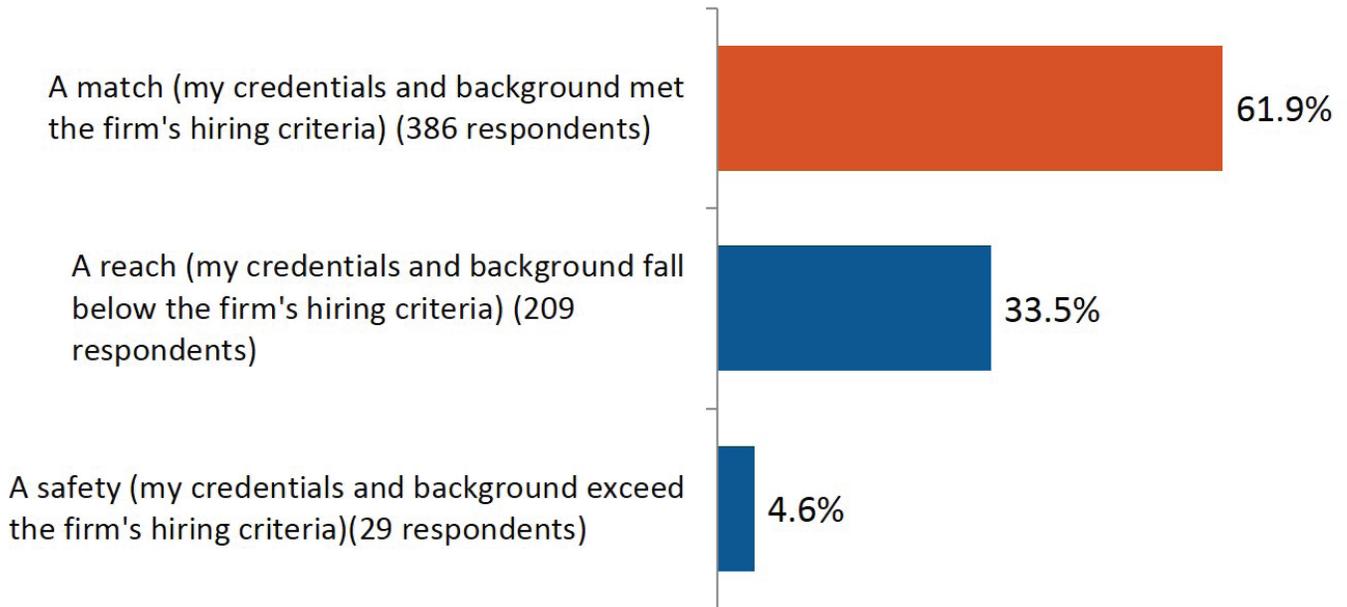
If you received multiple offers for a summer associate position, what most influenced your decision on which offer to accept?

- Firm ranking
- Office culture
- Type of work available
- Happiness/satisfaction of current employees
- Annual billing/hours requirement

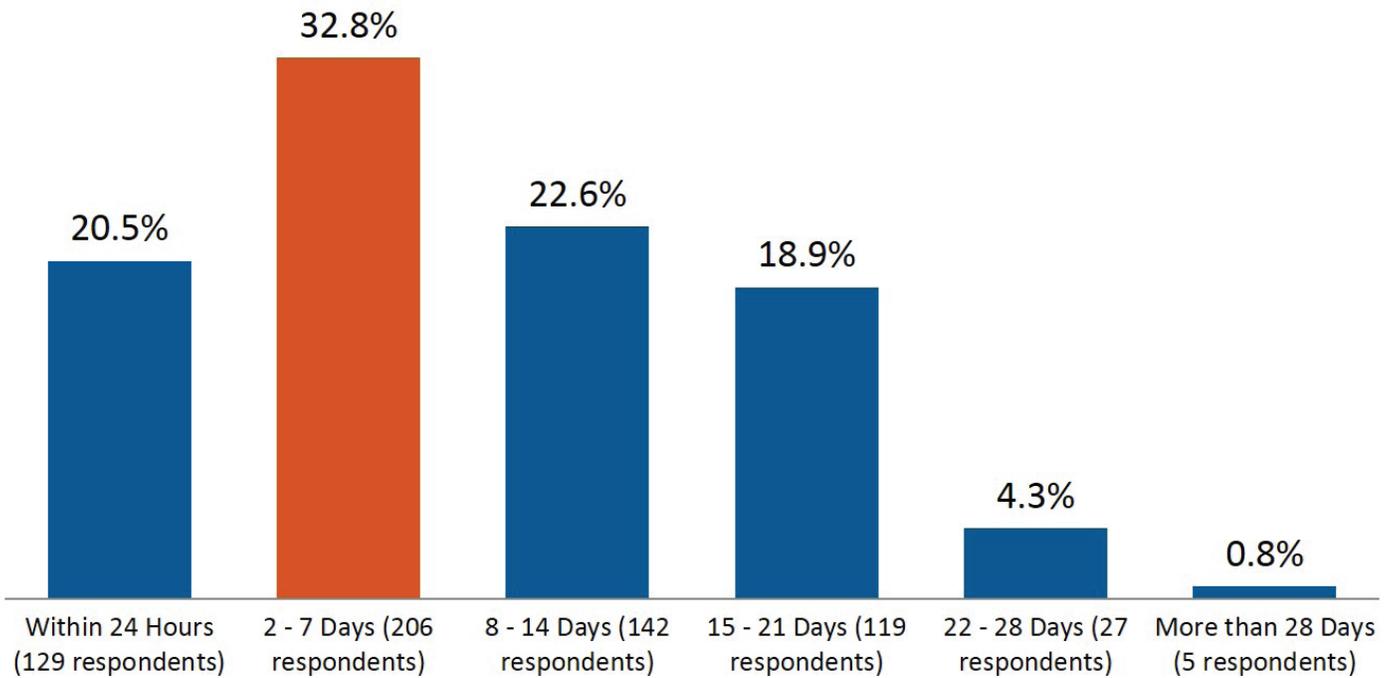
14. For the employer with which you ultimately accepted an offer, did you have any substantive communications or interactions prior to the screening interview? *Based on 634 responses.*



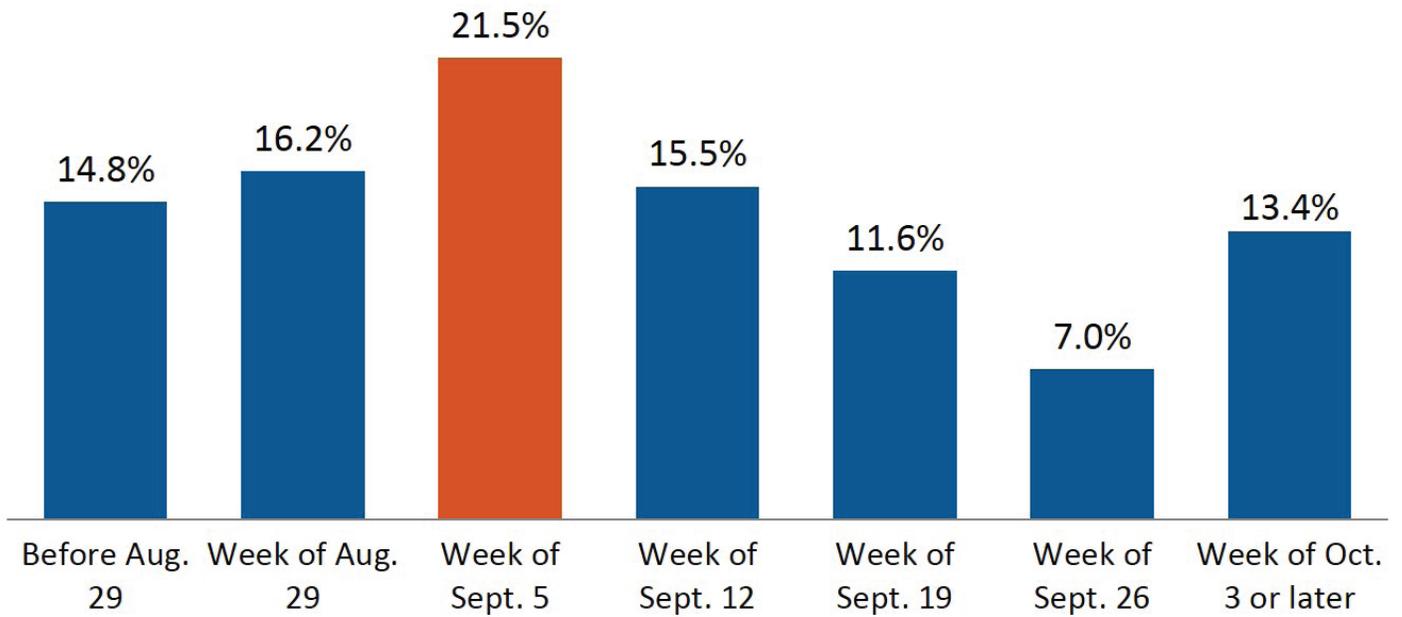
15. For the employer with which you ultimately accepted an offer for summer associate employment, did you previously perceive that employer to be: *Based on 624 responses.*



16. For the offer that you ultimately accepted, how many days after you received that offer did you accept it? *Respondents could only choose a single response. Based on 628 responses.*



17. On what date did you accept your offer? *Figures are based on 501 students reporting the day on which they accepted their offer.*



Final Thoughts - Select Student Narrative Responses

Schools that participated in this survey project will receive the complete set of narrative responses from their students. These select responses are chosen to highlight the impact that the OCI process has on some students, and the impact that individual lawyers can have on students in the recruiting process.

- My experience was miserable, and I would not wish it on anyone. God help the poor souls who find themselves working in BigLaw.
- I attended several diversity job fairs. In retrospect the big law firms that attended those fairs did not seek to recruit, but instead to create a façade of social awareness and sensitivity.
- I was told that “flats were dicey” for women in law firm interviews. This seemed preposterous to me, but I did 11 screening interviews in heels and received 9 callbacks from that group. Of the 9 screening interviews I did in flats, I received 2 callbacks.
- I was asked many bizarre questions, including who my first choice celebrity parents would be. It made me very uncomfortable.
- I found the process to be very discouraging and harmful on a very personal level.
- Out of all of my pre-screening interviews, only six were with female interviewers, and two were from minority groups. Not a single male interviewer was non-white. I am a female ethnic minority law student. Looking back I don’t think I had much of a chance to succeed in these law firm interviews to begin with.
- I had very much enjoyed all of the people I met throughout the process and some of my favorite people from my school received offers. However, at the dinner I realized the stark culture dichotomy between transactional and litigation attorneys. I realized I had met almost exclusively with transactional attorneys, and I didn’t like the old school boys club vibe I got from the attorneys in the litigation group. I ended up choosing another firm with a culture that I knew would be in sync with my style, regardless of what practice group I ended up in.
- Working hard to prepare for these interviews, knowing that I am a well-qualified candidate, and then not getting a single callback almost made me drop out of law school. I have so much resentment towards the entire big firm system as a result that I cannot stand the thought of ever being a practicing attorney.
- OCI is legitimately the worst possible experience and worst possible way of conducting this process. It is grotesque that this process focuses on a tiny fraction of the students and puts them on a fast track to success based so heavily on the 1L year. This runs counter to logic where it is the 2L year in which students are able to grow and succeed in roles that actually suggest likelihood of success.
- I think the lack of diversity really hurts firms in getting top diverse candidates. The fact that most firms I interviewed with or had callbacks with did not have one African American attorney I could meet with proves to me that diversity was not important to them and made me go with a firm that really was interested in the value of diversity.
- Presence at Lavender Law was huge. I ended up accepting an offer with a firm I interviewed with there rather than at OCI.
- I felt that once they found out I was a mother they completely lost interest in me. Some of the firms even flew me out, but when they found out I was a mother....