



SURVEY OF LAW STUDENTS WHO INTERVIEWED WITH LAW FIRMS FOR A SUMMER 2022 POSITION — SUMMER/FALL 2021

NALP is conducting this 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 summer/fall on-campus interview/recruitment program this year. This includes interviews that took place either in-person or virtually.

Please take a few minutes to complete the survey. It will take less than 15 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. In order to submit your survey responses, select the "Done" button on the final page of the survey.

Items marked with a **red asterisk (*)** are required.

Thank you in advance for your participation in this important research study. Please submit your survey by **Friday, November 12, 2021**.

SCREENING QUESTION

***1. Did you participate in any initial screening interviews with law firms for a summer 2022 position? (Screening interviews may have taken place virtually or in-person at your law school or the law firm.)**

- Yes (*continue to question #2*)
- No (*end of survey*)

PART I. FORMAT OF YOUR INTERVIEWS

***2. What was the format of your screening interviews? (Select one.)**

- All of my screening interviews took place virtually (*skip to question #4*)
- All of my screening interviews were in-person (*skip to question #4*)
- I participated in both virtual and in-person screening interviews (*continue to question #3*)

3. You indicated that you had a mix of both in-person and virtual screening interviews. Overall, which format did you prefer? (Select one.)

- Virtual screening interviews
- In-person screening interviews
- I had no preference between the two formats

***4. Did any firms offer you the opportunity to choose between in-person and virtual screening interviews?**

- Yes (*continue to question #5*)
- No (*skip to question #6*)

5. You indicated that at least one firm offered you the choice between in-person and virtual screening interviews. When offered the choice, did you feel pressure from any firms to choose a particular format? (Select one.)

- Yes, I felt pressure to select in-person screening interviews
- Yes, I felt pressure to select virtual screening interviews
- Yes, I felt pressure to select a certain format, but it varied by firm
- No, I did not feel any pressure to select a particular screening interview format

6. Based on your screening interview experience, what format would you recommend that law firms use in the future for screening interviews? (Select one.)

- Virtual screening interviews only
- In-person screening interviews only
- The opportunity for candidates to choose between virtual and in-person screening interviews

***7. Did you receive and accept any callback invitations from these screening interviews?**

- Yes (*continue to question #8*)
- No (*skip to Part II*)

***8. What was the format of your callback interviews? (Select one.)**

- All of my callback interviews took place virtually (*skip to question #10*)
- All of my callback interviews were in-person (*skip to question #10*)
- I participated in both virtual and in-person callback interviews (*continue to question #9*)

9. You indicated that you had a mix of both in-person and virtual callback interviews. Overall, which format did you prefer? (Select one.)

- Virtual callback interviews
- In-person callback interviews
- I had no preference between the two formats.

***10. Did any firms offer you the opportunity to choose between in-person and virtual callback interviews?**

- Yes (*continue to question #11*)
- No (*skip to question #12*)

11. You indicated that at least one firm offered you the choice between in-person and virtual callback interviews. When offered the choice, did you feel pressure from any firms to choose a particular format? (Select one.)

- Yes, I felt pressure to select in-person callback interviews
- Yes, I felt pressure to select virtual callback interviews
- Yes, I felt pressure to select a certain format, but it varied by firm
- No, I did not feel any pressure to select a particular callback interview format

12. Based on your callback interview experience, what format would you recommend that law firms use in the future for callback interviews? (Select one.)

- Virtual callback interviews only
- In-person callback interviews only
- The opportunity for candidates to choose between virtual and in-person callback interviews

13. Did any firms ask you to complete an online assessment tool at any point in the recruiting process? Examples of assessment tools include personality assessments, psychometric assessments, and competency assessments. (Select one.)

- Yes
- No
- Not sure/can't recall

PART II. THE QUESTIONS BELOW ASK ABOUT THE START OF YOUR JOB SEARCH THIS PAST SUMMER/FALL.

***14. What resources most influenced your decision about which employers to apply to for screening interviews, that is preliminary interviews (in-person or virtual) for a summer 2022 job during summer/fall 2021 interviewing? (Select up to three resources that were most important to your decision-making.)**

- NALP Directory of Legal Employers
- Employer's website
- Chambers Guides
- HRC's Corporate Equality Index
- Top-Law-Schools.com
- Above the Law
- Vault rankings
- Am Law rankings
- US News & World Report
- Information received from my Career Services Office
- Information gathered at an in-person employer reception/event
- Information gathered at a virtual employer event
- Input from friends/acquaintances/classmates/alumni
- Other (please specify) _____

***15. What factors most influenced your decision about which employers to apply to for screening interviews for a summer 2022 job during summer/fall 2021 interviewing? (Select up to three factors that were most important in your decision-making process.)**

- Firm's commitment to diversity, equity, and inclusion
- Firm culture
- Firm's published hiring criteria
- Firm's reputation on campus
- Office location
- Alumni at the firm
- Firm's support for student organization activities
- Firm's participation in events and receptions (in-person or virtual)
- Specific practice area strengths
- Salary/compensation
- Benefits, including parental leave
- Firm's remote work policy
- Firm's commitment to pro bono
- Training opportunities
- Other (please specify): _____

*** 16. 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? _____

***17. Did you reach out directly to any employers (outside of your law school's on-campus interview/recruitment program) to arrange any screening interviews on your own?** (Select "yes" if you contacted a law firm(s) even if you were not successful in obtaining a screening interview this way.)

- Yes (continue to question #18)
- No (skip to Part III)

***18. Were you successful in obtaining one or more screening interviews via this direct outreach?**

- Yes (continue to question #19)
- No (skip to Part III)

19. You indicated that you received one or more screening interviews via direct outreach to employers. Did this have any impact on the number of screening interviews that you accepted through your law school's on-campus interview/recruitment program? (Select one.)

- No, it had no impact on the number of screening interviews that I accepted through my law school's OCI program
- Yes, I accepted fewer screening interviews through my law school's OCI program
- I am not sure or can't recall if it had an impact on the number of screening interviews that I accepted through my law school's OCI program

PART III. THE QUESTIONS BELOW ASK ABOUT YOUR EXPERIENCE WITH THE CALLBACK PROCESS.

20. 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? (Select one.)

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

21. If you accepted more than one callback interview, what was the most important factor in deciding in which order to schedule the interviews? (Select one.)

- The order in which I received the callback offers
- My level of interest in each employer
- My availability and what was most convenient for my schedule
- Other factor (specify) _____

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

- 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) _____

23. If you **canceled** any callback interviews that you had previously scheduled, why did you cancel? (Select all that apply.)

- 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) _____

***24. Did you participate in any social events with firms? (Select one.)**

- Yes, I participated only in virtual events (*continue to question #25*)
- Yes, I participated only in in-person events (*continue to question #25*)
- Yes, I participated in both in-person and virtual events (*continue to question #25*)
- No, I did not participate in any social events with firms (*skip to Part IV*)

25. When did you participate in these social events? (Select all that apply.)

- Prior to the start of my law school's on-campus interviewing program
- After interviewing with the law firm, but prior to receiving an offer for a 2022 summer associate position
- After receiving an offer for a 2022 summer associate position from the law firm

This question will only be shown to those that indicated that they participated in both types of events in #24.

26. You indicated that you participated in both in-person and virtual events with firms. In general, which format did you find most effective? (Select one.)

- Virtual events
- In-person events
- There was no difference in effectiveness between the two formats

27. Please include any additional comments about the social events that you participated in, such as the types of events that you found to be most or least effective in learning more about the law firms you were considering.

PART IV. THE QUESTIONS BELOW ASK ABOUT YOUR DECISION TO ACCEPT YOUR OFFER

***28. How many offers for summer associate employment did you receive? (Select one.)**

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

***29. Did you have contact with any employers prior to the start of the on-campus interview/recruitment program at your school?**

- Yes (*continue to question #30*)
- No (*skip to question #31*)

30. How many offers, if any, were extended to you 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 _____

***31. Did you follow any of the firms you were interested in on social media?**

- Yes (*continue to question #32*)
- No (*skip to question #33*)

32. If yes, which platforms did you use to follow these firms? (Select all that apply.)

- Twitter
- Facebook
- LinkedIn
- Snapchat
- Instagram
- Other (please specify) _____

33. If you received multiple offers, what most influenced your decision on which offer to accept? (Select up to three factors that were most important in your decision-making process.)

- The people I met during interviews
- The people I met before the interviews (e.g., during an informational meeting or a social event)
- Training opportunities
- Firm commitment to diversity, equity, and inclusion
- An intangible feeling
- Firm financials, e.g., profits per partner
- Reputation, ranking, or prestige of firm
- Firm commitment to pro bono
- Firm culture
- Type of work available
- Billable hours expectations
- Office location
- Compensation
- Benefits package
- Firm's remote work policy
- Alignment of my personal values with the legal and business values of the firm's clients
- Other (please specify) _____

***34. For the employer with which you ultimately accepted an offer, did you have any substantive communications or interactions prior to the screening interview? (Select one.)**

- Yes (continue to question #35)
- No (continue to question #35)
- I have not yet accepted an offer (skip to question #36)

35. For the employer with which you ultimately accepted an offer for summer associate employment, did you previously perceive that employer to be:
(Select one.)

- 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)

36. For the offer that you ultimately accepted, how many days after you received that offer did you accept it? (Select one.)

- Within 24 hours
- 2-7 days
- 8-14 days
- 15-22 days
- Beyond 22 days

37. Use this space to make any comments about any of the topics in this survey or to provide any other comments on your experiences.

SAMPLE