



Survey of Legal Employers on Summer 2020 Outcomes and First-Year Associate Plans

SURVEY DUE DATE:

October
16
2020

If you have questions, please contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or dtaylor@nalp.org.

As always, your data are completely confidential. No information about your organization specifically or that could be attributed to your organization will be published.

ABOUT THE SURVEY

Each year NALP asks you to provide information about the outcomes of your summer program, recruiting, and lateral hiring. Due to changes in the timing of OCI this year, NALP will collect this information in two separate surveys. This first survey will collect data on the outcomes of your summer program, along with information on your first-year associate start dates. A separate survey will go out in spring 2021 to gather information on recruiting outcomes and lateral hiring.

This survey asks for outcomes as of **October 1, 2020**, however you do not need to wait to complete your survey if you have final figures prior to that date.

HOW TO COMPLETE THIS SURVEY

Complete the survey online at <https://survey.vovici.com/se/17CFEB6009C628CA>.

This PDF has been made available to assist in compiling your figures, however, **all data must be submitted directly via the online survey.**

If you will be submitting a survey for more than one office, submit the first survey, print a copy of the report for your records, and then open, complete, and submit as many subsequent surveys as needed by pasting the survey link into a fresh browser.

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices of your organization reflected in NALP's database. NALP strongly encourages you to submit a separate survey for each office. **Office-specific surveys will provide the most consistent and comparable information for the analyses from this survey and allows us to report city-specific information, one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If office-specific information is not possible, please indicate where requested that the figures are for multiple offices.

If you use one of the commercially available recruiting packages such as viDesktop or Lawcruit, you already have easy access to most of the information needed to complete this survey. Please contact your provider if you have questions about reporting capabilities.

Thank you for helping NALP compile the only report on summer program outcomes. Your time and willingness to contribute help to ensure a comprehensive report.

Is someone from your office registered to attend the 2020 NALP Summer Outcomes Summit?

Yes — if yes, please read the note below and provide the information requested.

No, or unknown at this time (proceed to Part I of the Survey).

Special note to NALP Summer Outcomes Summit attendees: As noted when you registered, completion of this survey is required for attending the Summit.

Please provide the name of the person completing this survey in case follow-up is needed and as a cross-check with Summit attendees:

PART I: HISTORY AND LENGTH OF SUMMER PROGRAMS

In order to measure summer program activity over the past three years, please answer the following questions about your summer programs for 2Ls in 2018, 2019, and 2020.

If possible, please report office-specific information, rather than firm-wide or multi-office information. This will enable NALP to compile city-specific analyses on summer programs and will allow for the most consistent and comparable analyses of these data.

1. **SUMMER 2018:** (for 2L students graduating in 2019)

Did you host a summer program for 2Ls in 2018?

Yes (please also answer question #2)

No (skip to question #3 in this section of the survey)

2. If yes to question #1, how long was the program?
(Please report the full length of the program, not a minimum requirement.)

_____ weeks

3. **SUMMER 2019:** (for 2L students graduating in 2020)

Did you host a summer program for 2Ls in 2019?

Yes (please also answer question #4)

No (skip to question #5 in this section of the survey)

4. If yes to question #3, how long was the program?
(Please report the full length of the program, not a minimum requirement.)

_____ weeks

5. **SUMMER 2020:** (for 2L students graduating in 2021)

Did you host a summer program for 2Ls in 2020?

(Please select one option)

No, and we did not plan to host a summer 2020 program (skip to Part IV of the survey)

No, but we had planned and hired for a summer 2020 program but then canceled the program* (skip to Part III of the survey)

*Select this option if your office canceled your summer program, but still provided alternative programming for students who would have summered in your office

Yes (please also answer questions #6 and 7 and Part II of the survey)

6. If yes to question #5, how long was the program?
(Please report the full length of the program, not a minimum requirement.)

_____ weeks

7. What was the format of your 2020 summer program?

100% in-person

100% virtual

Hybrid (some in-person, some virtual)



PART II: OUTCOMES FOR OFFICES HOSTING A SUMMER 2020 PROGRAM

Outcomes for 2Ls

Please provide the following information about 2L summer 2020 associates, i.e., students who will graduate in December 2020 or May 2021 and who worked for your office/firm during summer 2020 (or summer 2019 as a 1L and received an offer for an associate position at that time.)

- Do not include 1L summer associates, i.e., students who will graduate in 2022 in those figures. Report 1Ls, if any, in questions #8-13.
- Do not include post-graduate 3Ls who worked for you last summer after graduating in 2020.
- If you have not finished making offers, report the number who have received offers and the outcomes as of October 1, 2020.
- In a multi-office firm where a student may have spent the summer in one office (either in-person or virtually) but received an offer from another office, the student and his/her/their response should be counted by the office where he/she/they spent the summer.
- In a multi-office firm where a student may have split time between two offices of the firm (either in-person or virtually), count the student only once. (It does not matter in which office.)

1. Number of students in program: _____
2. Number receiving offers to return as associates, regardless of start date: _____
3. Number of students for whom an offer decision has not been made: _____

Outcomes as of October 1, 2020 (acceptances, declines, and number not responding or pending (questions #4-6) must add up to the number of offers reported above in question #2).

4. Number accepting offers: _____
5. Number declining offers: _____
6. Number not responding or response pending: _____

7. Of those in your summer program who accepted an offer for full-time employment (reported in question #4 above), how many had also spent their 1L summer with your office/firm?

Outcomes for 1Ls

8. Did your summer 2020 program include 1Ls (students who will graduate in 2022) for all or part of the summer?

Yes (answer questions #9-14 below)

No (skip to question #14 in this section of the survey)

9. If yes to question #8, how many 1Ls worked this past summer?

10. How many received offers to return for all or part of summer 2021?

11. Of those 1Ls who received an offer to return for their 2L summer (summer 2021), how many accepted?

12. How many received offers for an associate position without having to return for summer 2021? (Do not count these individuals, if any, in questions #10 and 11 above.)

13. Do you condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?

Yes

No

14. The figures reported in Part II reflect our program(s) at:

A single office (specify which one if different from the office submitting the survey) or the firm has only one office

All offices (only select if all offices of your firm hosted a summer 2020 program, virtually or in-person)

Multiple, but not all offices (specify which offices, all of which should have hosted a summer 2020 program, virtually or in-person)

PART III: OUTCOMES FOR OFFICES CANCELING THEIR SUMMER 2020 PROGRAM

Outcomes for 2Ls

1. If you canceled your summer 2020 program, did you make offers to any of the 2Ls who were originally planning to summer at your office to return after graduation for full-time employment as an associate?

Yes (skip to questions #3-9 in this section of the survey)

No, but we offered some 2Ls an opportunity to return on a trial basis after graduation with the potential of being hired as a long-term, full-time associate (answer question #2 below)

No (answer question #2 below)

2. If either “no” option was selected in question #1, how many 2L students were originally scheduled to be in your 2020 summer program?

_____ (then skip to question #10 in this section of the survey)

Please provide the following information about the **2L summer 2020 associates who were originally hired to summer in your office/firm**, i.e., students who will graduate in December 2020 or May 2021 and who would have worked for your office/firm during summer 2020 (or did work in your office in summer 2019 as a 1L and received an offer for an associate position at that time.)

- Do not include 1L summer associates, i.e., students who will graduate in 2022 in those figures. Report 1Ls, if any, in questions #10-16.
- Do not include post-graduate 3Ls who worked for you last summer after graduating in 2020.
- If you have not finished making offers, report the number who have received offers and the outcomes as of October 1, 2020.
- In a multi-office firm where a student may have planned to spend the summer in one office but received an offer from another office, the student and his/her/their response should be counted by the office where he/she/they would have spent the summer.
- In a multi-office firm where a student may have planned to be split between two offices of the firm, count the student only once. (It does not matter in which office.)



3. Number of students originally scheduled in the program: _____

4. Number receiving offers to return as associates, regardless of start date: _____

5. Number of students for whom an offer decision has not been made: _____

Outcomes as of **October 1, 2020** (acceptances, declines, and number not responding or pending (questions #6-8) must add up to the number of offers reported above in question #4)

6. Number accepting offers: _____

7. Number declining offers: _____

8. Number not responding or response pending: _____

9. Of those from your canceled summer program who accepted an offer for full-time employment (reported in question #6 above), how many had also spent their 1L summer with your office/firm? _____

Outcomes for 1Ls

10. If you canceled your summer 2020 program, did you make offers to any 1Ls (students who will graduate in 2022) who were originally planning to summer at your office to return for an additional summer (2021)?

Yes (*skip to and answer questions #12-18 in this section of the survey*)

No, our planned summer 2020 program did not include any 1Ls (*skip to question #17 in this section of the survey*)

No, our planned summer 2020 program included 1Ls, but we did not make offers to any 1Ls to return for an additional summer (*answer question #11 below*)

11. If you did not make any offers to your 1Ls in question #10, how many 1Ls were originally scheduled to work this past summer?
_____ (*then skip to question #17 in this section*)

12. If yes to question #10, how many 1Ls were originally scheduled to work this past summer?

13. How many received offers to return for all or part of summer 2021?

14. Of those 1Ls who received an offer to return for their 2L summer (summer 2021), how many accepted?

15. How many received offers for an associate position without having to return for summer 2021? (Do not count these individuals, if any, in questions #13 and 14 above).

16. Do you condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?
Yes
No

Alternative Programming

17. Having made the decision to cancel, did you provide students — 2Ls and 1Ls (if any) with any alternative programming in place of your summer 2020 program?

Yes (*please describe*)

No

18. The figures reported in Part III reflect our program(s) at:

A single office (*specify which one if different from the office submitting the survey*) or the firm has only one office

All offices (*only select if all offices of your firm were originally planning to host a summer 2020 program*)

Multiple, but not all offices (*specify which offices, all of which should have been originally planning to host a summer 2020 program*)

PART IV: CLASS OF 2020 FIRST-YEAR ASSOCIATES

The information entered below regarding start dates should be specific to the office completing the survey. Firm-wide information should not be included. Please complete a separate survey for each office, particularly if your first-year associate start dates vary by office.

1. Will your office have any Class of 2020 first-year associates?

Yes (*answer questions #2-4 below*)

No (*skip to Part V of the survey*)

2. If yes to question #1, what is the start month for your Class of 2020 first-year associates? (*If you have staggered start dates, report the earliest scheduled start month.*)

September 2020

October 2020

November 2020

December 2020

January 2021

February 2021

Later than February 2021

The start date has not yet been established

3. If you adjusted your Class of 2020 start dates to a later month, did you offer a stipend or other cash payment to compensate for the change?

Yes

No

Not applicable/we did not adjust our first-year start dates

4. If you adjusted your Class of 2020 start dates to a later month, did you offer a salary advance to any associates?

Yes

No

Not applicable/we did not adjust our first-year start dates



PART V: ORGANIZATION DEMOGRAPHICS

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. Unidentified surveys will not be used.

1. Organization: _____

2. City: _____

3. State: _____

4. Firm Size for law firms only (# of lawyers):

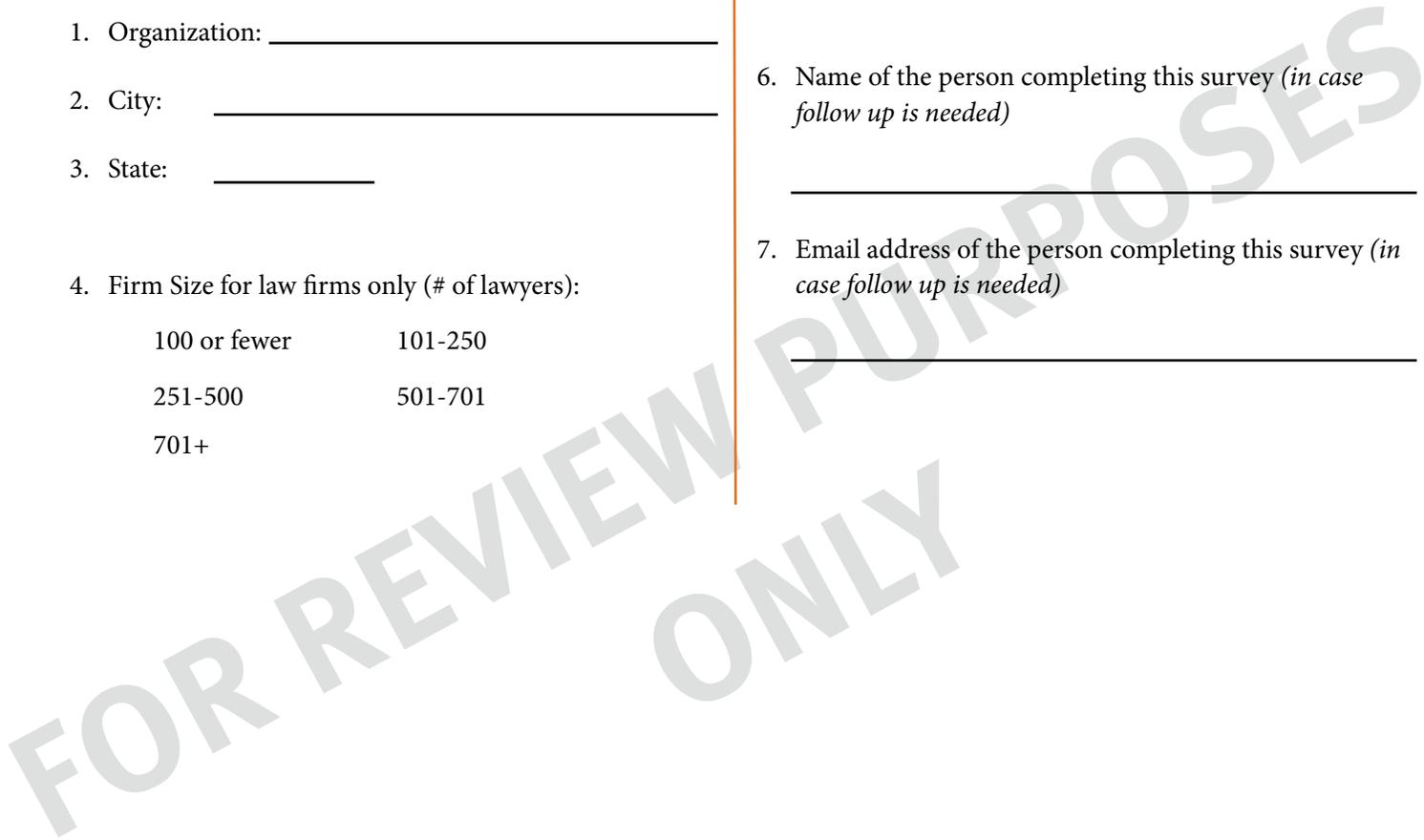
- 100 or fewer 101-250
- 251-500 501-701
- 701+

5. Office size for law firms only (# of lawyers):

- 25 or fewer 26-50
- 51-100 101-250
- 251-500 501+

6. Name of the person completing this survey (*in case follow up is needed*)

7. Email address of the person completing this survey (*in case follow up is needed*)



SUBMIT YOUR COMPLETED SURVEY TO NALP BY OCTOBER 16, 2020

Enter your responses via an online survey at <https://survey.vovici.com/se/17CFEB6009C628CA>

Thank you for helping NALP compile the only report on summer programs and fall recruitment activity. Your time and willingness to contribute to this report really make a difference.

THANK YOU!

DUE OCTOBER 16, 2020