



# Survey of Legal Employers on 2020-21 Recruiting

## SURVEY DUE DATE:

April  
16  
2021

If you have questions, please contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or [dtaylor@nalp.org](mailto: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 is collecting this information in two separate surveys. Data on the outcomes of 2020 summer programs was collected in fall 2020. This second survey gathers information on recruiting outcomes and lateral hiring.

Findings from this survey will be published in "Perspectives on 2020-21 Law Student Recruiting" this summer, providing you with the only benchmark resource available on these important topics. The survey asks for outcomes as of **April 1, 2021**; however, you do not need to wait to complete your survey if you have final figures prior to that date.

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.

## HOW TO COMPLETE THE SURVEY

Complete the survey online at: <https://survey.vovici.com/se/17CFEB601BA18E8F>.

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, email or print/save 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 new browser window.

Thank you for helping NALP to compile the only comprehensive report on recruitment activity. Your time and willingness to contribute to this report help to ensure a comprehensive report.

## 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. Also, if an activity such as lateral hiring occurred in an office or offices other than that submitting the survey, please specify in which office(s) the activity occurred where requested.

1. Is someone from your office registered to attend the 2021 NALP Legal Recruiting 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 Legal Recruiting Summit attendees:** As noted when you registered, completion of this survey is required for attending the Summit.

2. 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: LATERAL HIRING

How many lateral partners, associates, and other lawyers did you hire in 2019 and 2020? (Do not include laterals obtained as the result of a merger, or associates hired directly from a judicial clerkship and with no other legal experience.)

1. Number of lateral partners hired in calendar year:  
2019 \_\_\_\_\_ 2020 \_\_\_\_\_
2. Number of lateral associates hired in calendar year:  
2019 \_\_\_\_\_ 2020 \_\_\_\_\_
3. Number of other lateral lawyers (not included in the figures above) hired in calendar year:  
2019 \_\_\_\_\_ 2020 \_\_\_\_\_
4. The figures reported above reflect lateral hiring in:  
A single office (specify which one if different from the office submitting the survey), or firm has only one office  
All offices  
Multiple, but not all offices (specify which offices) \_\_\_\_\_

**Note:** If you did not recruit and interview current second-year and third-year law students in fall 2020 – spring 2021, please skip to Part III of the survey.

## PART II: RECRUITING

1. Report the number of schools at which lawyers from **your office** conducted on-campus interviews (in-person or virtually)\* either for your office specifically or on behalf of other offices as well. If none, enter “0.”  
\* Do not count any additional schools at which lawyers from other offices at your firm may have recruited on your behalf or at which your interview program was canceled. Also do not include schools for which interviews were consortia or job-fair based.  
Recruiting cycle for 2020 summer program \_\_\_\_\_  
Recruiting cycle for 2021 summer program \_\_\_\_\_
2. Regardless of which office the screening interview was for, report the total number of screening interviews (for 2Ls and 3Ls) conducted (in-person or virtually) **at the schools reported in item 1.**\*  
\*This figure may include interviews for positions at multiple offices and not just your office.  
Recruiting cycle for 2020 summer program \_\_\_\_\_  
Recruiting cycle for 2021 summer program \_\_\_\_\_
3. Report the number of job fairs or consortia at which lawyers from **your office** conducted interviews (in-person or virtually). If none, write “0.”  
Recruiting cycle for 2020 summer program \_\_\_\_\_  
Recruiting cycle for 2021 summer program \_\_\_\_\_

4. Regardless of how many offices the lawyers were interviewing on behalf of, do the figures reported in items #1-3 of this section reflect activity of lawyers from:

A single office or firm has only one office

All offices

Multiple, but not all offices (specify which offices) \_\_\_\_\_

**Recruiting Outcomes for 2Ls** (Students graduating in 2022 for summer 2021 program)

5. Will your office be hosting a summer program for 2Ls in 2021 (either virtually or in-person)?

Yes (please complete items #6-15 in this section)

No (please skip to item #16 in this section)

6. If yes, how are you planning to host your 2021 summer program?

100% in-person

100% virtual

Hybrid model (e.g., a combination of virtual and in-person, if possible)

Have not yet determined

Please report Fall 2020 – Spring 2021 recruiting outcomes, including both on-campus (conducted in-person or virtually) and those who applied through other means, for current second-year students (2Ls) **who have not worked for your organization previously**.

- Do not include current 1L (Class of 2023) students whom you may have interviewed.
- Do not include current 2L (Class of 2022) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2021) students whom you may have interviewed for a summer 2021 summer associate position.
- Do not include any graduates from classes prior to 2021 whom you may have interviewed for an entry-level position.
- If you have not completed making offers as of April 1, please report the number you have made and the outcomes. Questions #8-10 should add up to the number of extended callback invitations reported in question #7. Count each student only once in questions #8-10.
- “If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #7-10 blank and report only the number of offers made and the outcomes in questions #11-14.
- **Note: you need not wait until April 1** to complete this survey if you have final figures before that day.

**Current 2Ls**

(students graduating in 2022) for summer 2021 program

7. Number of callback invitations extended — should equal the sum of items #8-10 below (Count each student only once in items #8-10)	_____
8. Number of callback invitations declined (Also include here any invitations to which you received no response)	_____
9. Number of callback invitations accepted and subsequently canceled (Also include here any students who withdrew after scheduling a callback)	_____
10. Number of callback interviews conducted	_____

11. Number of offers made — should equal the sum of items #12-14 below	_____
12. Number of offers accepted	_____
13. Number of offers declined	_____
14. Number of offers with no response or response pending	_____

### Timing of Responses to 2L Offers

15. How many responses to offers to 2Ls were received in each time period below? Counts should add to the total number of offers reported in item #11 above and so will include declines as well as acceptances, and any offers to which you did not receive a response, if any. **Please enter “0” (zero) if no responses were received in a time period.**

Within 24 hours: \_\_\_\_\_

Within 2-7 days: \_\_\_\_\_

Within 8-14 days: \_\_\_\_\_

Within 15-22 days: \_\_\_\_\_

Beyond 22 days: \_\_\_\_\_

Never responded/Response pending: \_\_\_\_\_

*(Should be the same as the figure reported in item “#14” of column 1 on previous page.):*

### Recruiting Outcomes for 3Ls (students graduating in 2021 for associate positions)

16. Did your office recruit 3Ls (Class of 2021 students) who had not worked for you previously for associate positions?

Yes *(please complete items #17 – 24 in this section)*

No *(skip to item #25 in this section)*

Please report Fall 2020 – Spring 2021 recruiting outcomes, including both on-campus (conducted in-person or virtually) and those who applied through other means, for current third-year students (3Ls) who have not worked for your organization previously.

- Do not include current 1L (Class of 2023) students whom you may have interviewed.
- Do not include current 2L (Class of 2022) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2021) students whom you may have interviewed for a summer 2021 summer associate position.
- Do not include any graduates from classes prior to 2021 whom you may have interviewed for any entry-level position.
- If you have not completed making offers as of April 1, please report the number you have made and the outcomes. Questions #18 -20 should add up to the number of extended callback invitations reported in question #17. Count each student only once in questions #18-20.

- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #17-20 blank and report only the number of offers made and the outcomes in questions #21-24.
- Note: you need not wait until April 1 to complete this survey if you have final figures before that day.

17. Number of callback invitations extended <i>(should equal the sum of questions #18-20 below):</i>	_____
18. Number of callback invitations declined <i>(also include here any invitations to which you received no response):</i>	_____
19. Number of callback invitations accepted and subsequently canceled <i>(also include here any students who withdrew after scheduling a callback):</i>	_____
20. Number of callback interviews conducted:	_____
21. Number of offers made <i>(should equal the sum of questions #22-24 below):</i>	_____
22. Number of offers accepted:	_____
23. Number of offers declined:	_____
24. Number of offers with no response or response pending:	_____

## PRIOR YEAR DATA

25. Looking back at last year, i.e., recruiting for the summer 2020 program, how many offers were made to 2Ls for your summer 2020 program?

\_\_\_\_\_

## Recruiting Prior to OCI

26. Did your firm make any offers to rising 2L students (**who had not previously worked for you during their 1L summer**) for summer 2021 summer associate positions prior to the start of OCI **at any of the schools at which you recruit?**

Yes *(complete items #27-29 in this section)*

No *(skip to item #30 in this section)*

27. To whom were these offers made? *(check all that apply)*

Candidates of color

Local candidates

LGBTQ candidates

Top candidates

Candidates with disabilities

Candidates seen as 1Ls, but who were not offered a 1L summer position

Candidates who are first-generation college students

Other (please specify): \_\_\_\_\_

Candidates with a technical background

28. Please report the following figures about offers extended before OCI to rising 2L students who had not previously worked for you. How many offers were extended before OCI?

\_\_\_\_\_

29. Please report the following figures about offers extended before OCI to rising 2L students who had not previously worked for you. How many of these pre-OCI offers were accepted?

\_\_\_\_\_

### Additional Outreach

30. Did your office reach out to any law schools to solicit more 2L candidates after the completion of the school's OCI program?

Yes          No

31. If yes to question 30, how many schools did you reach out to?

\_\_\_\_\_

32. The figures reported in items #5-31 of Part II reflect recruiting activity for:

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

All offices

Multiple, but not all offices (specify which ones)

\_\_\_\_\_

### Social Media

33. Did your office use social media to position your law firm in front of students?

Yes          No

34. If yes, which social media did you use? (check all that apply)

Twitter

Facebook

LinkedIn

Instagram

Other (please specify):

\_\_\_\_\_

### Assessment Tools for Recruiting

35. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2021 program? Examples include writing assessments, personality assessments, psychometrics, Pymetrics, and Thine.

Yes (please complete items #36-37 below)

No (skip to Part III)

36. If yes in question #35, please list the assessment tools that your office/firm used. Examples include writing assessments, personality assessments, psychometrics, Pymetrics, and Thine.

\_\_\_\_\_

37. The Recruitment Tools Workgroup of the NALP JD Career Advisors Section would like to learn more about non-interview assessment tools that are used by firms. Are you willing to be contacted by the workgroup?

Yes            No

### III. 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.**

Organization: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

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

- |             |         |
|-------------|---------|
| 50 or fewer | 51-100  |
| 101-250     | 251-500 |
| 501-700     | 701+    |

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

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

Name of person completing the survey: \_\_\_\_\_

Email address of person completing the survey: \_\_\_\_\_

### SUBMIT YOUR COMPLETED SURVEY TO NALP BY April 16, 2021

Enter your responses via the online survey at: <https://survey.vovici.com/se/17CFEB601BA18E8F>.

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

**THANK YOU!**

**DUE APRIL 16, 2021**