

Perspectives on Fall 2003 Law Student Recruiting

Introduction

Fall recruiting experiences are a topic of great importance both to law schools and to legal employers, particularly as activity in the employment market for entry-level and summer associates is affected by the economy as a whole. As a service to members and the legal profession, NALP reports on:

- the level of employer activity on campus,
- employer and school participation in job fairs, and
- outcomes of summer programs and of fall recruiting.

The first part of this report details recruitment activity on campus and at job fairs, providing comparisons with fall 2002 from the perspective of both schools and employers. This information was gathered in the “What’s Happening This Fall” and “A Few Important Questions” surveys to employers and schools, respectively. The second part of the report provides information on the outcomes of 2003 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2003 Recruiting Season.” As in prior years, therefore, this report does not document every aspect of recruiting nor include every category of hires. Hiring of first-year (Class of 2006) students and third-year (Class of 2004) students for summer associate positions is not included. Documentation of hires from the Class of 2003 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2004 *Bulletin*.

Fall 2003 Recruiting Activity

■ Law School Perspective

A total of 88 law schools, about half of NALP's law school members, provided information on the number of employers participating in on-campus interviewing (OCI), the number of employers for whom they bundled resumes, and on the number of job fairs or consortia in which the school participated. Most were also able to provide comparable figures for fall 2002.

Because schools do not count employers on a uniform basis, only changes in employer counts were measured, and not absolute levels of activity. Job fair participation is measured both in terms of change and absolute levels.

- Just over one-quarter of schools — 28% — reported an increase of 5% or more in the number of employers on campus in fall 2003 compared with fall 2002. A plurality reported a change of less than 5%, and the remainder reported a decrease of 5% or more. With respect to bundling of resumes, just about as many schools reported a decrease of 10% or more (31%) as reported an increase of 10% or more (33%).
- Schools in the Southeast and West/Rocky Mountain region were most likely to report an increase of 5% or more in the number of employers, but also just about as likely to report a decrease of 5% or more. Schools in the Mid-Atlantic region were most likely to have seen relatively little change in the number of employers. Schools in the Northeast were most likely to report a decrease of 10% or more in employer numbers, with about 43% doing so. Schools in the Midwest were most likely to have increased bundling activity by 10% or more. As was the case with employer numbers, most schools reporting from the Mid-Atlantic region had changed their number by less than 10%.
- Analysis by enrollment size shows that a plurality of schools reported a change in the number of employers of less than 5%, regardless of size. Large schools were most likely to report a decrease of 5% or more. One-third of schools, regardless of size, reported changes of less than 10% in bundling activity.
- Overall, the volume of employers on campus exceeded the volume of employers for whom resumes were bundled by 60%. This figure was notably higher in the Southeast. Analyses of how individual schools are distributed on this measure show that for 64% of the Northeast schools and for over three-quarters of the Mid-Atlantic schools, the ratio was less than 1.5. In contrast, very few schools in the Southeast fell into this category.
- Almost two-thirds of schools participated in five or more job fairs and over one-third participated in eight or more. Regional contrasts are notable. Most schools reporting from the Mid-Atlantic region participated in five or more job fairs, and 69% participated in eight or more. In the Northeast, 71% of reporting schools participated in five or more job fairs, and half participated in eight or more. Among schools in the West/Rocky Mountain region, in contrast, not quite half participated in fewer than five job fairs. As was the case last year, only a few schools reported no job fair participation.
- Over half of schools reported no change in job fair participation. Among smaller schools, the figure was two-thirds. Schools in the Mid-Atlantic region were most likely to have increased job fair participation.
- Virtual interviews are not common. Just 14 schools reported that any employers conducted virtual interviews, and the number was typically one or two.

Comparison of Fall 2003 and Fall 2002 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2003 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of employers on campus:									
Increase of 5% or more.....	27.6%	28.6%	8.3%	36.4%	23.1%	36.4%	36.7%	25.0%	20.0%
Change of less than 5%.....	40.2	28.6	66.7	31.8	50.0	27.3	40.0	40.6	40.0
Decrease of 5% or more.....	32.2	42.9	25.0	31.8	26.9	36.4	23.3	34.4	40.0
Number of schools reporting.....	87	14	13	22	26	11	31	32	25
# of employers for whom resumes were bundled:									
Increase of more than 10%.....	32.6%	28.6%	16.7%	36.4%	44.0%	18.2%	30.0%	25.0%	45.8%
Change 10% or less.....	36.0	21.4	75.0	13.6	40.0	45.5	36.7	34.4	37.5
Decrease of more than 10%.....	31.4	50.0	8.3	50.0	16.0	36.4	33.3	40.6	16.7
Number of schools reporting.....	86	14	12	22	25	11	30	32	24

Comparison of Employers on Campus and Resume Bundling Activity

	Total	NALP REGION					FALL 2003 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
Ratio of volume of employers on campus to volume of employers for whom resumes were bundled*.....	1.6	1.5	1.3	2.9	1.6	1.4	1.6	1.5	1.8
Distribution of schools on ratio of employers on campus to employers for whom resumes were bundled									
Less than 1.5.....	39.1%	64.3%	76.9%	4.5%	36.0%	45.5%	32.3%	34.4%	54.2%
1.5 - 3.0.....	29.9%	14.3%	23.1%	40.9%	40.0%	9.1%	22.6%	40.6%	25.0%
More than 3.0.....	31.0%	21.4%	0.0%	54.5%	24.0%	45.5%	45.2%	25.0%	20.8%
Median ratio.....	2.1	1.2	1.0	3.6	1.8	1.7	2.9	2.2	1.2
Number of schools.....	87	14	13	22	25	11	31	32	24

* Note: These 87 schools collectively reported 6,379 employers on campus and 3,885 employers for whom resumes were bundled.

Job Fair Participation, Fall 2003, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2003 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of Job Fairs or Consortia									
Fewer than 5	37.5%	28.6%	7.7%	45.5%	42.3%	45.5%	58.1%	25.0%	28.0%
5-7	28.4	21.4	23.1	40.9	23.1	36.4	22.6	25.0	40.0
8 or more.....	34.1	50.0	69.2	13.6	34.6	18.2	19.4	50.0	32.0
Number of schools reporting	88	14	13	22	26	11	31	32	25
Change in # of Job Fairs Compared with Fall 2002									
Decrease.....	9.2%	7.1%	8.3%	9.1%	11.5%	9.1%	3.3%	15.6%	8.0%
No change.....	54.0	71.4	33.3	54.5	50.0	54.5	66.7	43.8	52.0
Increase	36.8	21.4	58.3	36.4	38.5	36.4	30.0	40.6	40.0
Number of schools reporting	87	14	12	22	26	11	30	32	25

■ Employer Perspective

A total of 463 employers provided information on their school visits and job fair participation. Most of these were law offices. Although these findings represent for the most part the experiences of larger firms, with just over two-thirds of firm responses from firms of more than 100 attorneys, firms of 50 or fewer attorneys represented a substantial minority of respondents, about 15%.

Nationwide, the median number of schools at which employers recruited was 7. One-quarter of respondents visited more schools in 2003 compared to 2002; 45% visited the same number of schools.

- For firms of 50 or fewer attorneys and 51-100 attorneys, the medians were 2 and 5, respectively. The median was highest, 10, at firms of 251 or more attorneys. It is also the case that for small offices, regardless of overall firm size, the median was fewer than 4 schools.
- Firms of more than 100 attorneys were most likely to have increased the number of schools at which they interviewed, with somewhat more than one-quarter reporting an increase. In contrast, firms of 100 or fewer attorneys were most likely to have not changed the number of schools visited, and least likely to have visited fewer schools.
- On a regional basis, the median number of schools ranged from 5 in the

Southeast to 10 in the Northeast. Employers in the Northeast were also most likely to interview at 11 or more schools. About 46% did so, a frequency more than twice that of employers in the West/Rocky Mountain region. Employers in the Northeast and Midwest were most likely to have interviewed at more schools in 2003 compared with 2002. Employers in the Southeast were most likely to have interviewed at the same number of schools. Decreases were most commonly reported by firms in the Mid-Atlantic and West/Rocky Mountain regions.

- Regional averages are not necessarily indicative of activity on the part of employers in a given city or state within that region. For example, Philadelphia firms were much more likely to have increased the number of schools visited than were firms in the Mid-Atlantic region as a whole; employers in Kansas City visited more schools than average — a median of 11 compared to the regional median of 7 — but were also more likely to have decreased that number. Atlanta and Charlotte likewise differ from the Southeast as a whole, visiting a median of 12 and 11 schools, respectively, compared with the regional median of 5. Most firms reporting from Denver visited the same number of schools; half the firms reporting from Portland visited more schools.

Fall 2003 On-Campus Interviewing Activity and Comparison with Fall 2002, As Reported by Employers — By Type and Size

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2002		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
Total — All Employers	463	17.9%	24.6%	27.4%	30.0%	7.0	25.1%	30.1%	44.8%
Firms of 50 or fewer attorneys	69	60.9	27.5	7.2	4.3	2.0	17.6	25.0	57.4
Offices of 25 or fewer attorneys	12	91.7	8.3	0.0	0.0	2.0	16.7	25.0	58.3
Offices of 26-50 attorneys	20	45.0	35.0	15.0	5.0	3.0	10.0	40.0	50.0
Firms of 51-100 attorneys	83	13.3	47.0	33.7	6.0	5.0	19.3	26.5	54.2
Offices of 51-100 attorneys	33	6.1	45.5	36.4	12.1	5.0	24.2	27.3	48.5
Firms of 101-250 attorneys	93	4.3	26.9	36.6	32.3	7.0	26.4	33.0	40.7
Offices of 25 or fewer attorneys	5	40.0	40.0	20.0	0.0	3.0	0.0	20.0	80.0
Offices of 51-100 attorneys	6	0.0	66.7	16.7	16.7	5.0	16.7	33.3	50.0
Offices of 101 or more attorneys	28	0.0	21.4	39.3	39.3	8.5	23.1	42.3	34.6
Firms of 251-500 attorneys	73	12.3	11.0	27.4	49.3	10.0	29.2	31.9	38.9
Offices of 25 or fewer attorneys	6	50.0	50.0	0.0	0.0	2.5	16.7	33.3	50.0
Offices of 26-50 attorneys	6	33.3	33.3	33.3	0.0	4.5	33.3	0.0	66.7
Offices of 51-100 attorneys	14	14.3	14.3	64.3	7.1	7.5	30.8	23.1	46.2
Offices of 101 or more attorneys	18	5.6	0.0	27.8	66.7	13.0	33.3	38.9	27.8
Firms of 501 or more attorneys	135	10.4	14.8	28.1	46.7	10.0	29.8	31.3	38.9
Offices of 25 or fewer attorneys	20	35.0	35.0	30.0	0.0	3.5	27.8	33.3	38.9
Offices of 26-50 attorneys	23	13.0	34.8	47.8	4.3	6.0	17.4	30.4	52.2
Offices of 51-100	29	10.3	10.3	55.2	24.1	7.0	14.3	35.7	50.0
Offices of 101 or more attorneys	42	0.0	0.0	9.5	90.5	16.0	38.1	31.0	31.0
Government/Public Interest Employers	10	30.0	30.0	20.0	20.0	4.0	20.0	40.0	40.0

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2002 and 2003 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2003 On-Campus Interviewing Activity and Comparison with Fall 2002, As Reported by Employers — By NALP Region and City/State

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2002		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
All Firms	453	17.7%	24.5%	27.6%	30.2%	7.0	25.2%	29.9%	44.9%
Northeast.....	68	13.2	20.6	20.6	45.6	10.0	29.4	27.9	42.6
Boston.....	14	21.4	7.1	0.0	71.4	15.0	21.4	42.9	35.7
Connecticut.....	10	10.0	20.0	50.0	20.0	7.0	30.0	50.0	20.0
New York City.....	29	6.9	10.3	20.7	62.1	13.0	44.8	20.7	34.5
Mid-Atlantic.....	85	16.5	17.6	34.1	31.8	7.0	18.8	35.3	45.9
Baltimore.....	6	33.3	16.7	33.3	16.7	5.5	16.7	33.3	50.0
New Jersey.....	8	12.5	25.0	50.0	12.5	6.0	0.0	25.0	75.0
Philadelphia.....	8	12.5	0.0	37.5	50.0	12.0	62.5	25.0	12.5
Pittsburgh.....	9	33.3	33.3	11.1	22.2	5.0	11.1	55.6	33.3
Virginia.....	11	9.1	45.5	18.2	27.3	5.0	9.1	36.4	54.5
Washington, DC area.....	36	11.1	5.6	38.9	44.4	9.0	22.2	33.3	44.4
Southeast.....	102	17.6	37.3	18.6	26.5	5.0	20.4	25.5	54.1
Alabama.....	5	40.0	20.0	40.0	0.0	4.0	0.0	40.0	60.0
Atlanta.....	13	0.0	30.8	7.7	61.5	12.0	53.8	15.4	30.8
Austin.....	5	60.0	20.0	20.0	0.0	2.0	50.0	0.0	50.0
Charlotte.....	5	0.0	20.0	20.0	60.0	11.0	25.0	50.0	25.0
Dallas.....	19	5.3	26.3	21.1	47.4	9.0	22.2	22.2	55.6
Houston.....	13	23.1	38.5	0.0	38.5	4.0	7.7	30.8	61.5
Miami.....	7	28.6	28.6	42.9	0.0	5.0	14.3	28.6	57.1
Nashville.....	5	40.0	40.0	20.0	0.0	3.0	0.0	40.0	60.0
Tampa.....	5	0.0	40.0	40.0	20.0	6.0	40.0	40.0	20.0
Midwest.....	87	18.4	23.0	26.4	32.2	7.0	31.0	23.8	45.2
Chicago.....	15	0.0	20.0	26.7	53.3	12.0	60.0	6.7	33.3
Cincinnati.....	5	0.0	0.0	40.0	60.0	14.0	20.0	40.0	40.0
Cleveland.....	5	0.0	0.0	20.0	80.0	12.0	0.0	60.0	40.0
Columbus.....	7	14.3	14.3	42.9	28.6	8.0	42.9	0.0	57.1
Detroit.....	5	0.0	60.0	20.0	20.0	5.0	60.0	0.0	40.0
Grand Rapids.....	5	20.0	60.0	20.0	0.0	5.0	0.0	60.0	40.0
Kansas City, MO.....	6	0.0	33.3	16.7	50.0	11.0	33.3	50.0	16.7
Milwaukee.....	7	28.6	14.3	14.3	42.9	7.0	16.7	0.0	83.3
Minneapolis.....	6	16.7	0.0	66.7	16.7	7.0	0.0	40.0	60.0
West/Rocky Mtn.....	110	20.9	20.9	36.4	21.8	6.0	27.5	35.8	36.7
Denver.....	6	66.7	16.7	0.0	16.7	2.0	16.7	0.0	83.3
Los Angeles.....	26	3.8	30.8	46.2	19.2	6.0	23.1	42.3	34.6
Orange County, CA.....	7	0.0	14.3	57.1	28.6	8.0	28.6	28.6	42.9
Phoenix.....	8	12.5	0.0	50.0	37.5	9.5	12.5	50.0	37.5
Portland.....	8	0.0	12.5	75.0	12.5	8.5	50.0	37.5	12.5
San Francisco.....	15	6.7	33.3	33.3	26.7	6.0	28.6	35.7	35.7
San Jose area.....	12	25.0	16.7	33.3	25.0	7.5	33.3	50.0	16.7
Seattle.....	11	36.4	18.2	18.2	27.3	5.0	27.3	36.4	36.4

The number of offices reporting both 2002 and 2003 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities, and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, Menlo Park, Mountain View, San Jose, and Sunnyvale. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Virginia Beach, Roanoke, and Richmond.

A plurality of responding employers participated in no job fairs. Not quite two-thirds of employers participated in the same number of job fairs in 2002 and 2003.

- Over three-quarters of firms of 50 or fewer attorneys and more than half of firms of 51-100 attorneys did not participate in any job fairs. The majority of small offices, regardless of firm size, also did not participate in job fairs.
- The majority of small firms and small offices participated in the same number of job fairs in 2002 and 2003. Over half of the largest firms of 501 or more attorneys participated in the same number of job fairs, and about one-third participated in more.

- On a regional basis, firms in the Northeast and Mid-Atlantic region were most likely to participate in job fairs, with 68% and 62%, respectively, doing so. Firms in these two regions were also most likely to participate in two or more job fairs — 49% and 39%, respectively. It was the West/Rocky Mountain region, however, that had the highest percentage of firms reporting an increase in the number of job fairs in which they participated (33%).
- Again, regional norms are not necessarily indicative of activity within a given city or state. For example, 79% of firms reporting from Boston participated in two or more job fairs, whereas for the region as a whole, the

figure was just under half. Likewise, 87% of firms in Philadelphia and Chicago participated in two or more job fairs, rates more than twice those of their respective regions as a whole. In contrast, most offices in Miami, Columbus, Grand Rapids, and Orange County did not participate in any job fairs.

- Firms in Denver were most likely to participate in more job fairs in 2003 compared with 2002. All firms reporting from Miami, Minneapolis, and Nashville maintained their level of participation.

Fall 2003 Job Fair Participation and Comparison with Fall 2002, As Reported by Employers — By Type and Size (in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2003			COMPARED TO 2002 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
Total — All Employers	463	41.3%	21.9%	36.8%	24.0%	13.9%	62.1%
Firms of 50 or fewer attorneys	69	78.3	14.5	7.2	11.8	5.9	82.4
Offices of 25 or fewer attorneys	12	83.3	8.3	8.3	8.3	0.0	91.7
Offices of 26-50 attorneys	20	70.0	20.0	10.0	15.0	10.0	75.0
Firms of 51-100 attorneys	83	54.2	25.3	20.5	13.3	12.0	74.7
Offices of 51-100 attorneys	33	48.5	36.4	15.2	15.2	15.2	69.7
Firms of 101-250 attorneys	93	33.3	21.5	45.2	26.4	14.3	59.3
Offices of 25 or fewer attorneys	5	60.0	20.0	20.0	20.0	0.0	80.0
Offices of 51-100 attorneys	6	50.0	16.7	33.3	16.7	0.0	83.3
Offices of 101 or more attorneys	28	21.4	28.6	50.0	34.6	7.7	57.7
Firms of 251-500 attorneys	73	21.9	23.3	54.8	29.2	23.6	47.2
Offices of 25 or fewer attorneys	6	83.3	16.7	0.0	16.7	33.3	50.0
Offices of 26-50 attorneys	6	50.0	33.3	16.7	0.0	0.0	100.0
Offices of 51-100 attorneys	14	28.6	21.4	50.0	46.2	7.7	46.2
Offices of 101 or more attorneys	18	11.1	22.2	66.7	38.9	33.3	27.8
Firms of 501 or more attorneys	135	32.1	23.1	44.8	32.3	13.8	53.8
Offices of 25 or fewer attorneys	20	80.0	10.0	10.0	15.8	15.8	68.4
Offices of 26-50 attorneys	23	50.0	31.8	18.2	23.8	4.8	71.4
Offices of 51-100	29	34.5	37.9	27.6	28.6	10.7	60.7
Offices of 101 or more attorneys	42	14.3	16.7	69.0	40.5	16.7	42.9
Government/Public Interest Employers	10	20.0	20.0	60.0	30.0	10.0	60.0

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2002 and 2003 information for the comparative analyses is somewhat smaller than the number shown in the first column.

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(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2003			COMPARED TO 2002 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
All Firms	453	41.8%	21.9%	36.3%	23.9%	14.0%	62.2%
Northeast.....	68	32.4	19.1	48.5	26.9	13.4	59.7
Boston.....	14	14.3	7.1	78.6	46.2	7.7	46.2
Connecticut.....	10	40.0	30.0	30.0	20.0	10.0	70.0
New York City.....	29	17.2	20.7	62.1	27.6	24.1	48.3
Mid-Atlantic.....	85	37.6	23.5	38.8	24.7	15.3	60.0
Baltimore.....	6	50.0	0.0	50.0	33.3	0.0	66.7
New Jersey.....	8	25.0	12.5	62.5	12.5	25.0	62.5
Philadelphia.....	8	12.5	0.0	87.5	50.0	0.0	50.0
Pittsburgh.....	9	55.6	22.2	22.2	0.0	11.1	88.9
Virginia.....	11	54.5	18.2	27.3	0.0	18.2	81.8
Washington, DC area.....	36	36.1	38.9	25.0	33.3	19.4	47.2
Southeast.....	102	47.5	21.8	30.7	15.5	17.5	67.0
Alabama.....	5	60.0	40.0	0.0	40.0	20.0	40.0
Atlanta.....	13	7.7	23.1	69.2	30.8	23.1	46.2
Austin.....	5	100.0	0.0	0.0	0.0	0.0	100.0
Charlotte.....	5	20.0	40.0	40.0	25.0	25.0	50.0
Dallas.....	19	15.8	10.5	73.7	27.8	22.2	50.0
Houston.....	13	61.5	23.1	15.4	7.7	15.4	76.9
Miami.....	7	85.7	14.3	0.0	0.0	0.0	100.0
Nashville.....	5	40.0	40.0	20.0	0.0	0.0	100.0
Tampa.....	5	40.0	40.0	20.0	20.0	20.0	60.0
Midwest.....	87	44.8	20.7	34.5	19.0	11.9	69.0
Chicago.....	15	6.7	6.7	86.7	33.3	20.0	46.7
Cincinnati.....	5	0.0	60.0	40.0	20.0	20.0	60.0
Cleveland.....	5	20.0	60.0	20.0	40.0	20.0	40.0
Columbus.....	7	71.4	14.3	14.3	28.6	0.0	71.4
Detroit.....	5	60.0	20.0	20.0	0.0	20.0	80.0
Grand Rapids.....	5	80.0	20.0	0.0	20.0	20.0	60.0
Kansas City, MO.....	6	33.3	33.3	33.3	33.3	33.3	33.3
Milwaukee.....	7	28.6	42.9	28.6	16.7	0.0	83.3
Minneapolis.....	6	16.7	16.7	66.7	0.0	0.0	100.0
West/Rocky Mtn.....	110	42.7	23.6	33.6	32.7	11.8	55.5
Denver.....	6	0.0	50.0	50.0	83.3	16.7	0.0
Los Angeles.....	26	42.3	26.9	30.8	26.9	15.4	57.7
Orange County, CA.....	7	71.4	14.3	14.3	0.0	14.3	85.7
Phoenix.....	8	62.5	25.0	12.5	12.5	12.5	75.0
Portland.....	8	12.5	25.0	62.5	37.5	25.0	37.5
San Francisco.....	15	33.3	13.3	53.3	46.7	6.7	46.7
San Jose area.....	12	33.3	16.7	50.0	41.7	16.7	41.7
Seattle.....	11	36.4	45.5	18.2	36.4	9.1	54.5

The number of offices reporting both 2002 and 2003 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, Menlo Park, San Jose, and Sunnyvale. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Virginia Beach, Roanoke, and Richmond.

Outcomes of Summer Programs and Fall Recruiting

Outcome of Summer Programs

A total of 414 employers reported detailed information on the outcomes of their 2003 summer programs and/or of their 2003 fall recruiting. All but a few responses were from law firms; of these law firm responses, about three-quarters were from firms of more than 100 attorneys, and one-third of respondents represented firms of 501 or more attorneys. Again, however, a substantial minority of respondents, about 13%, were firms of 50 or fewer attorneys. About one-third of respondents were from the Northeast and Mid-Atlantic regions combined. The Southeast, the Midwest, and the West accounted for 21%, 20%, and 26% of respondents, respectively.

■ Outcomes of Summer 2003 Programs

Responding employers reported a combined total of 3,924 individuals from the Classes of 2003 and 2004 participating in their most recent summer programs, with an average class size of 10. The median class size was 5. The fact that the average is considerably above the median, especially in the larger firms, indicates the presence of some relatively large programs. About 87% of participants received an offer for an associate position — compared to 81% in 2002 — and 77% of these offers were accepted — compared to 74% in 2002. Figures for 2003 are thus very similar to those for 2002 with respect to class size, and in contrast to an average of 14 and a median of 8.5 in 2000, and an average of 12 and a median of 6 in 2001. The overall offer rate, however, approached the 90% mark seen in the late 90's and 2000. Acceptance rates continued to be well above the 66% rate of the late 90's and 2000.

- Measured in terms of both the average and the median, summer class sizes were smaller in the West. Some cities with relatively large firms such as New York, Philadelphia, and Atlanta, are notable for having summer programs which on average were far larger than for their respective region as whole. The relatively high figures for Charlotte are also noteworthy. Programs in St. Louis and Seattle were relatively small.

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
Nationwide	5.0	10	87.0%	77.0%	387
By Number of Attorneys Firmwide					
50 or fewer.....	2.0	3	64.5	75.6	40
51-100.....	4.0	4	74.8	77.3	47
101-250.....	6.0	8	80.0	77.8	89
251-500.....	5.0	10	85.8	81.7	73
501+.....	7.0	16	91.9	75.4	137
By Number of Attorneys in Office					
25 or fewer.....	2.0	2	70.0	73.2	41
26-50.....	3.0	3	81.2	80.0	72
51-100.....	5.0	6	81.9	75.7	99
101+.....	13.0	20	91.0	76.3	122
By NALP Region and City/State					
Northeast.....	8.0	18	94.5	78.4	65
Boston.....	14.0	19	93.2	78.9	7
Hartford.....	5.0	6	75.0	95.2	5
New York City.....	18.0	25	96.4	78.5	39
Mid-Atlantic.....	6.0	9	84.8	74.6	68
New Jersey.....	5.0	6	77.4	85.4	10
Philadelphia.....	14.0	12	93.8	86.7	9
Other VA locations.....	5.5	9	77.3	55.2	8
Washington, DC area.....	6.0	9	84.9	68.4	29
Southeast.....	5.0	10	77.7	70.0	79
Atlanta.....	12.0	21	86.8	72.0	13
Charlotte.....	13.0	11	70.9	62.5	7
Dallas.....	8.0	14	73.3	68.2	11
Houston.....	5.0	9	82.1	62.3	9
Miami.....	5.0	5	78.1	88.0	6
Tampa/St. Petersburg.....	4.0	5	78.6	81.8	6
Tennessee.....	5.0	8	71.1	63.0	5
Midwest.....	5.0	9	85.7	80.2	80
Chicago.....	9.0	17	90.7	79.4	20
Columbus.....	3.5	9	81.1	93.0	6
Indianapolis.....	3.0	6	93.1	92.6	5
Kansas City area.....	5.0	13	85.7	85.2	5
Michigan.....	5.0	7	76.9	80.0	8
Minneapolis area.....	5.0	7	87.2	65.9	7
St. Louis.....	2.0	4	70.4	73.7	7
Wisconsin.....	4.0	5	82.6	89.5	5
West/Rocky Mountain.....	4.0	7	87.7	80.7	95
Los Angeles area.....	5.0	10	88.6	82.1	28
Orange County, CA.....	4.0	6	89.8	75.0	8
Phoenix.....	5.0	4	77.3	64.7	5
Portland area.....	3.0	4	83.3	93.3	5
San Francisco area.....	5.0	7	84.9	86.1	16
San Jose area.....	7.0	8	98.0	79.6	6
Seattle area.....	2.0	4	89.7	84.6	7

Note: Figures reflect participation by students in the Classes of 2003 and 2004 during the summer of 2003. Some Class of 2003 students may have participated during the prior summer and received a permanent offer at that time. The number of employers reporting a summer program is shown in the last column. Information by size of firm reflects law firms only. Average figures are rounded to the nearest whole number. City figures may include firms indicating that they recruit for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Mountain View, Palo Alto, and San Jose. Figures for other Virginia locations include Richmond, Norfolk, Roanoke, and Virginia Beach.

Acceptance Rates from Summer 2003 Program

(percent of offices in each range of acceptance rates)

- Average class sizes increased with firm size, as did offer rates. Acceptance rates varied from 73% to 80%, depending on firm size. Offer rates were highest in the Northeast, and in Boston and New York City specifically, and lowest in the Southeast, particularly in Charlotte and Tennessee. Acceptance rates varied by city and state, from less than two-thirds in Charlotte, Tennessee, Houston, and Phoenix to well over 90% in Hartford, Columbus, Indianapolis, and Portland.

A different perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices reporting this information. This procedure, unlike that of the previous analysis which is based on volumes, gives equal weight to each office. For example, the acceptance rate for a small firm has equal weight with that of a very large firm. About 30% each of offices reported acceptance rates of less than 67%, and acceptance rates between 67% and 99.9%. A plurality reported acceptance rates of 100%. The median acceptance rate was 83%, but in the smallest firms the acceptance rate was typically 100%.

- On a regional basis, firms in the West/Rocky Mountain region were most likely to report acceptance rates of 100%, followed by firms in the Midwest. Firms in the Southeast were most likely to have reported acceptance rates of less than 67%. The median acceptance rate was also somewhat lower, about 78%, in the Southeast. Half or more of the offices in Charlotte, Tennessee, and Virginia outside of the Washington, D.C. area reported acceptance rates of less than 67%. In a number of cities, such as Hartford, Miami, Indianapolis, Los Angeles, and Seattle, acceptance rates were typically 100%.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
Nationwide	28.5%	29.9%	41.6%	83.3	375
By Number of Attorneys Firmwide					
50 or fewer	37.1	0.0	62.9	100.0	35
51-100	28.9	13.3	57.8	100.0	45
101-250	30.2	31.4	38.4	83.3	86
251-500	21.1	39.4	39.4	90.5	71
501+	29.2	36.5	34.3	81.8	137
By Number of Attorneys in Office					
25 or fewer	33.3	3.0	63.6	100.0	33
26-50	29.2	6.9	63.9	100.0	72
51-100	30.9	24.7	44.3	83.3	97
101+	27.0	50.0	23.0	79.6	122
By NALP Region and City/State					
Northeast	31.7	38.1	30.2	81.8	63
Boston	42.9	28.6	28.6	81.8	7
Hartford	0.0	20.0	80.0	100.0	5
New York City	26.3	52.6	21.1	82.6	38
Mid-Atlantic	30.3	31.8	37.9	80.0	66
New Jersey	10.0	40.0	50.0	91.7	10
Philadelphia	22.2	55.6	22.2	81.3	9
Other VA locations	62.5	12.5	25.0	63.3	8
Washington, DC area	35.7	28.6	35.7	75.0	28
Southeast	36.8	25.0	38.2	78.5	76
Atlanta	41.7	41.7	16.7	70.5	12
Charlotte	57.1	28.6	14.3	61.5	7
Dallas	36.4	54.5	9.1	75.0	11
Houston	33.3	22.2	44.4	80.0	9
Miami	16.7	16.7	66.7	100.0	6
Tampa/St. Petersburg	16.7	33.3	50.0	91.7	6
Tennessee	60.0	0.0	40.0	66.7	5
Midwest	23.7	30.3	46.1	92.3	76
Chicago	15.8	52.6	31.6	81.4	19
Columbus	0.0	33.3	66.7	100.0	6
Indianapolis	0.0	40.0	60.0	100.0	5
Kansas City area	20.0	40.0	40.0	95.0	5
Michigan	25.0	37.5	37.5	84.5	8
Minneapolis area	28.6	14.3	57.1	100.0	7
St. Louis	33.3	16.7	50.0	85.7	6
Wisconsin	20.0	0.0	80.0	100.0	5
West/Rocky Mountain	22.3	26.6	51.1	100.0	94
Los Angeles area	10.7	35.7	53.6	100.0	28
Orange County, CA	28.6	14.3	57.1	100.0	7
Phoenix	40.0	20.0	40.0	75.0	5
Portland area	20.0	0.0	80.0	100.0	5
San Francisco area	18.8	37.5	43.8	88.8	16
San Jose area	33.3	50.0	16.7	84.4	6
Seattle area	0.0	28.6	71.4	100.0	7

■ Hiring for Summer 2004

A total of 355 employers reported issuing an average of 74 callback invitations each to second-year students, or a total of 26,340 callback invitations. The median figure was smaller, 37, again indicating that some employers issued a large number of callback invitations. The average number of invitations was highest by far in the Northeast, over four times the average in the Southeast and Midwest. Nationwide, 78% of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is somewhat higher than in 2002, when the average and median number of callback invitations were 60 and 33, respectively. The last three years, nonetheless, are in contrast to an average of 95 and a median of 55 in 2000, suggesting considerable moderation in recruiting in fall 2001 that carried over into 2002, and that has not yet entirely reversed.

- Just over half of callback interviews resulted in an offer, with employers averaging 29 offers each. The median number of offers was 11. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 attorneys or less, and somewhat higher in the largest firms. These percentages were also somewhat lower in the Mid-Atlantic region and somewhat higher in the Northeast and Southeast. Employers in the Southeast, Midwest, and West/Rocky Mountain regions made the fewest offers, with medians of 7, 7 and 12, respectively, and averages of 19, 18, and 9, respectively. This compares with a median of 29 and an average of 74 in the Northeast. It is also

worth noting that the offer rate of 53% is similar to that for fall 2001 and fall 2002, but a decline from about 63% in 2000.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Washington, D.C., Atlanta, Houston, Chicago, and the San Jose area reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true of Hartford, New Jersey, Miami, St. Louis, and Portland. Offer rates were highest in Atlanta and Houston, at 70% and 65%, respectively, followed by New York City at 60%. This contrasts with rates of 30% or less in New Jersey, Indianapolis, Kansas City, St. Louis, and Portland.
- Overall, just under one-third of offers were accepted, a figure that trends with recent years. A larger percentage of offers from firms in the Southeast were accepted — 44% — while acceptance rates were lower in the Northeast — 25%. Acceptance rates were highest at firms of 100 or fewer attorneys and at offices of 25 or fewer attorneys.
- At the city and state level, acceptance rates were lowest at firms in New York City, Miami, and the San Francisco and San Jose areas, where one-quarter or less of offers were accepted. Acceptance rates were highest in Austin, Virginia locations other than those in the Washington, D.C. area, Charlotte, Tampa, Tennessee, Indianapolis, Michigan, St. Louis, and Denver, where half or more of offers were accepted.

Outcomes of Callback Invitations to and Interviews of Class of 2005 Students for Summer 2004 Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Nationwide	37.0	74	77.7%	52.9%	11.0	29	31.4%	392
By Number of Attorneys Firmwide								
50 or fewer	10.0	13	83.2	35.6	3.0	4	50.3	41
51-100	20.0	23	86.3	38.5	6.0	7	49.0	43
101-250	45.0	60	80.2	44.0	12.0	20	36.1	88
251-500	42.0	67	81.1	47.6	11.0	24	32.2	76
501+	55.0	114	75.4	58.9	22.0	50	28.8	143
By Number of Attorneys in Office								
25 or fewer	11.0	15	79.5	38.6	3.0	4	41.5	45
26-50	16.0	22	78.9	40.6	5.0	7	37.8	77
51-100	32.5	42	80.3	43.3	10.0	14	34.4	95
101+	88.0	145	76.6	59.0	34.0	63	28.3	121
By NALP Region and City/State								
Northeast	118.5	191	71.6	57.0	29.0	74	25.0	64
Boston	107.5	143	72.8	43.2	30.5	45	36.4	8
Hartford	45.0	55	81.1	35.0	15.0	16	38.5	5
New York City	204.0	264	71.0	60.3	66.0	110	23.2	38
Mid-Atlantic	45.0	67	81.1	46.9	13.5	24	32.1	66
New Jersey	54.5	59	84.1	27.2	9.5	12	37.5	10
Philadelphia	103.0	99	86.0	39.3	36.5	33	36.7	8
Other VA locations	13.5	22	91.6	47.5	5.0	10	52.9	7
Washington, DC area	58.0	84	76.6	55.6	22.0	34	26.7	29
Southeast	19.5	39	83.0	58.8	7.0	19	43.8	78
Atlanta	83.0	93	82.6	70.0	42.0	46	40.8	13
Austin	20.0	18	86.7	53.8	6.0	8	50.0	5
Charlotte	54.0	46	84.7	51.8	21.0	20	53.9	7
Dallas	67.0	62	79.2	55.1	20.0	26	40.3	11
Houston	17.0	34	77.5	65.0	6.0	17	48.0	9
Miami	22.0	26	93.5	44.4	6.0	10	25.0	7
Tampa/St. Petersburg	12.0	23	80.3	37.2	4.0	7	51.4	5
Tennessee	19.0	30	89.3	50.0	5.0	13	56.7	5
Midwest	26.0	44	86.9	47.8	7.0	18	37.1	83
Chicago	66.0	84	85.0	58.6	24.0	42	30.4	21
Columbus	32.5	42	85.3	38.8	8.0	14	43.4	6
Indianapolis	17.0	18	95.6	26.7	4.0	5	52.2	5
Kansas City area	37.0	36	93.3	28.7	7.0	10	47.9	5
Michigan	28.0	35	84.0	39.0	8.5	12	55.4	8
Minneapolis area	20.0	34	89.5	41.8	11.0	17	36.2	8
St. Louis	24.0	26	94.9	20.0	4.5	5	53.3	6
Wisconsin	18.0	30	81.3	37.8	7.5	10	44.8	6
West/Rocky Mountain	35.0	53	79.9	49.8	12.0	19	32.3	101
Denver area	27.0	21	89.4	40.9	10.0	8	52.6	5
Los Angeles area	54.0	78	77.5	54.3	15.0	30	32.5	28
Orange County, CA	22.0	24	86.5	53.2	10.0	11	43.4	9
Portland area	12.0	24	94.2	26.3	4.0	5	45.2	6
San Francisco area	52.0	82	75.2	45.6	15.5	27	25.8	16
San Jose area	53.0	73	83.7	56.2	25.5	34	24.9	6
Seattle area	15.0	24	89.8	43.0	4.0	9	45.5	10

Note: Figures for callback invitations and outcomes are based on 355 employers issuing a total of 26,340 callback invitations and do not include 37 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 392 employers making a total of 11,215 offers. An additional 38 offices, or about 9% of all survey respondents, reported that they did not recruit second-year students. Median and average offer figures are based on all 392 employers who recruited second-year students, even though a few ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing second-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include firms indicating that they recruit for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Mountain View, Palo Alto, and San Jose. Figures for other Virginia locations include Richmond, Norfolk, Roanoke, and Virginia Beach.

Acceptance Rates for Summer 2004 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about 35% of offices reported acceptance rates of less than 33%, 29% of offices reported acceptance rates between 33% and 49.9%, and 37% reported acceptance rates of 50% or more. The median acceptance rate was about 40%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast and Midwest. At the city and state level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in Virginia locations other than Northern Virginia, Atlanta, Austin, Charlotte, Michigan, Wisconsin, and Denver. In contrast, over three-quarters of offices in New York reported acceptance rates of less than 33%, as did over half of offices in Boston, Washington, D.C., Miami, San Francisco, and the San Jose area.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
Nationwide	34.7%	28.5%	36.8%	39.5	389
By Number of Attorneys Firmwide					
50 or fewer	15.0	15.0	70.0	63.3	40
51-100	19.0	23.8	57.1	56.7	42
101-250	26.1	36.4	37.5	40.6	88
251-500	36.0	28.0	36.0	36.7	75
501+	49.7	28.7	21.7	33.3	143
By Number of Attorneys in Office					
25 or fewer	25.0	22.7	52.3	50.0	44
26-50	29.3	20.0	50.7	50.0	75
51-100	34.7	29.5	35.8	40.0	95
101+	47.1	36.4	16.5	33.3	121
By NALP Region and City/State					
Northeast	55.6	28.6	15.9	28.6	63
Boston	62.5	25.0	12.5	26.9	8
Hartford	0.0	100.0	0.0	40.0	5
New York City	78.4	18.9	2.7	24.2	37
Mid-Atlantic	33.3	31.8	34.8	37.5	66
New Jersey	20.0	40.0	40.0	40.1	10
Philadelphia	37.5	25.0	37.5	36.9	8
Other VA locations	0.0	28.6	71.4	61.5	7
Washington, DC area	55.2	27.6	17.2	29.4	29
Southeast	25.6	28.2	46.2	42.0	78
Atlanta	23.1	23.1	53.8	51.0	13
Austin	20.0	20.0	60.0	57.1	5
Charlotte	28.6	0.0	71.4	55.9	7
Dallas	18.2	45.5	36.4	41.9	11
Houston	22.2	33.3	44.4	40.0	9
Miami	57.1	42.9	0.0	25.0	7
Tampa/St. Petersburg	0.0	40.0	60.0	50.0	5
Tennessee	0.0	60.0	40.0	41.2	5
Midwest	18.3	31.7	50.0	46.4	82
Chicago	38.1	42.9	19.0	33.8	21
Columbus	0.0	50.0	50.0	46.4	6
Indianapolis	0.0	20.0	80.0	50.0	5
Kansas City area	20.0	40.0	40.0	42.9	5
Michigan	0.0	0.0	100.0	58.6	8
Minneapolis area	25.0	37.5	37.5	40.8	8
St. Louis	0.0	40.0	60.0	50.0	5
Wisconsin	16.7	33.3	50.0	58.9	6
West/Rocky Mountain	43.0	24.0	33.0	37.3	100
Denver area	0.0	20.0	80.0	60.0	5
Los Angeles area	40.7	37.0	22.2	33.3	27
Orange County, CA	11.1	22.2	66.7	50.0	9
Portland area	50.0	0.0	50.0	44.4	6
San Francisco area	68.8	12.5	18.8	24.6	16
San Jose area	100.0	0.0	0.0	22.2	6
Seattle area	30.0	20.0	50.0	46.1	10

■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 140 employers, or about one-third of survey respondents. The median number of callback invitations was 4, and the average was 9. Compared with fall 2002, activity was both higher and more widespread — in 2002 about 25% of respondents recruited third-years, extending a median of 4.5 and an average of 7 callback invitations. In fall 2000, about the same percentage of respondents reported third-year recruiting as in fall 2003, but the level of activity was much higher, with the median and average number of callbacks at 8 and 17, respectively.

By either measure, the level of activity was highest by far in the Northeast, with a median of 7 and an average of 17 callbacks. Among cities and states, New York City, not surprisingly, along with New Jersey and San Francisco, reported the greatest volume. Nationwide, about 87% of callback invitations were accepted, a figure that varied some, but not a great deal, by size and region.

- About 39% of interviews resulted in an offer, with a median of 1 and an average of 3 offers made, similar to fall 2002. By comparison, the median and average number of offers was considerably higher for fall 2000, at 3 and 7, respectively. Offer rates were lowest in the smallest firms and in the Midwest. For example, about 50% of interviews conducted by firms of more than 500 attorneys resulted in an offer, compared with a figure of about half that in firms of 50 or fewer attorneys. The figure of 31% in the Midwest contrasts with 49% in the Southeast. Offer rates were highest by far in the San Jose area, followed by Atlanta. Offer rates were lowest in San Francisco.
- About 65% of offers made to third-year students were accepted. On a regional basis, the acceptance rate was considerably higher than average in the Midwest and lower in the Northeast and West/Rocky Mountain regions. For individual cities and states, acceptance rates ranged from about 25% in San Jose, to 89%, in New Jersey and San Francisco.

Outcomes of Callback Invitations to and Interviews of Class of 2004 Students for Associate Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Nationwide	4.0	9	87.2%	39.1%	1.0	3	64.7%	140
By Number of Attorneys Firmwide								
50 or fewer	4.0	7	87.7	18.3	1.0	2	67.9	15
51-100.....	4.0	8	94.3	27.3	1.0	2	81.0	13
101-250.....	8.0	10	88.9	29.4	1.0	2	66.7	35
251-500.....	3.5	5	89.5	40.4	1.0	2	60.5	23
501+.....	4.0	8	87.0	50.4	1.0	4	65.1	53
By Number of Attorneys in Office								
25 or fewer	5.5	6	80.0	25.0	1.0	1	37.5	7
26-50.....	3.0	4	93.4	30.6	1.0	1	80.0	28
51-100.....	2.0	5	94.8	26.6	1.0	1	62.5	27
101+.....	6.0	10	88.7	45.0	2.0	4	66.2	57
By NALP Region and City/State								
Northeast.....	7.0	17	84.8	42.5	2.0	6	60.5	36
New York City	6.5	19	84.4	50.2	2.0	8	58.6	21
Mid-Atlantic.....	4.0	7	90.4	33.8	1.0	2	73.1	26
New Jersey	11.0	11	94.3	38.0	1.0	3	89.5	6
Washington, DC area....	3.5	5	80.6	44.8	1.0	1	57.1	10
Southeast	3.0	4	91.0	49.4	1.0	2	65.9	24
Atlanta.....	5.0	6	89.7	65.4	3.0	3	70.0	6
Midwest	3.5	5	90.8	31.3	1.0	2	75.5	29
Chicago.....	3.0	6	93.8	32.8	1.0	2	75.0	11
West/Rocky Mountain.....	4.5	6	86.9	34.6	1.0	2	61.1	25
San Francisco area	8.0	8	92.9	23.1	2.0	2	88.9	5
San Jose area.....	3.0	3	100.0	70.6	1.0	2	25.0	5

Note: Figures for callback invitations and outcomes are based on 127 employers issuing a total of 1,097 callback invitations and do not include 12 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 140 employers making a total of 399 offers. An additional 290 offices, or about two-thirds of all survey respondents, reported that they did not recruit third-year students. Median and average offer figures are based on all 140 employers who recruited third-year students, even though some ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing third-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include firms indicating that they recruit for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. The San Jose area includes Menlo Park, Mountain View, Palo Alto, and San Jose.

About 23% of offices reported acceptance rates of less than 25%, but a plurality reported that their acceptance rate was 100%. Small firms were least likely to report acceptance rates of less than 25%, and also most likely to report 100% acceptance rates. The median acceptance rate was 75%.

- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 25% in the Northeast to over half in the Southeast and Midwest.

Acceptance Rates for Third-Year Hiring

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 25%	25-99.9%	100%		
Nationwide	22.9%	36.2%	41.0%	75.0	105
By Number of Attorneys Firmwide					
50 or fewer	18.2	36.4	45.5	83.3	11
51-100	0.0	44.4	55.6	100.0	9
101-250	25.0	32.1	42.9	73.3	28
251-500	37.5	25.0	37.5	63.3	16
501+	22.5	40.0	37.5	66.7	40
By Number of Attorneys in Office					
26-50	16.7	16.7	66.7	100.0	18
51-100	27.8	27.8	44.4	77.5	18
101+	22.4	42.9	34.7	60.0	49
By NALP Region and City					
Northeast	25.0	50.0	25.0	50.0	28
New York City	23.5	64.7	11.8	50.0	17
Mid-Atlantic	29.4	41.2	29.4	80.0	17
Washington, DC area	50.0	12.5	37.5	16.7	8
Southeast	18.2	27.3	54.5	100.0	22
Atlanta	0.0	66.7	33.3	66.7	6
Midwest	15.8	26.3	57.9	100.0	19
Chicago	22.2	22.2	55.6	100.0	9
West/Rocky Mountain	26.3	31.6	42.1	75.0	19
San Jose area	60.0	20.0	20.0	0.0	5