

Perspectives on Fall 2002 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 continued weaknesses in the economy. 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 2001 from the perspective of both schools and employers. This information was gathered in the “What’s Happening This Fall” and “Three Important Questions” surveys to employers and schools, respectively. The second part of the report provides information on the outcomes of 2002 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2002 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 2005) students and third-year (Class of 2003) students for summer associate positions is not included. Documentation of hires from the Class of 2002 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2003 *Bulletin*.

Fall 2002 Recruiting Activity

■ Law School Perspective

A total of 108 law schools, about 60% 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 résumés, and on the number of job fairs or consortia in which the school participated. Most were also able to provide comparable figures for fall 2001.

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.

- The economic realities of 2002 are clearly reflected in the employer numbers reported by schools. Not quite one-quarter of schools — 24% — reported an increase of 5% or more in the number of employers on campus in fall 2002 compared with fall 2001. About 22% reported a change of less than 5%, and the remainder reported a decrease of 5% or more. With respect to bundling of résumés, almost as many schools reported a decrease of 10% or more (37%) as reported an increase of 10% or more (41%).
- Schools in the Southeast were most likely to report an increase of 5% or more in the number of employers, and least likely by far to report a decrease of 10% or more. Conversely, schools in the Mid-Atlantic states and the West were most likely to report a decrease of 10% or more in employer numbers, with about 40% doing so. At the same time, schools in the Southeast were also most likely to have increased bundling activity by 10% or more. In contrast most schools reporting from the Mid-Atlantic region had changed their number by less than 10% or decreased the number.
- Analysis by enrollment size shows that the majority of the largest schools (68%) reported a decrease in the number of employers on campus of 5% or more. At smaller schools, somewhat less than half reported declines of 5% or more. Just over one-third of schools, regardless of size, reported decreases of more than 10% in bundling activity.
- Overall, the volume of employers on campus exceeded the volume of employers for whom résumés were bundled by almost two to one. This figure was higher in the Southeast and lower in the Northeast, the Mid-Atlantic region, and at small schools. Analyses of how individual schools are distributed on this measure show that for 60% of the Northeast schools and for three-quarters of the Mid-Atlantic schools, the ratio was less than 1.5. In contrast, the percentage of schools falling into this category was less than half that in the Southeast.
- About 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 almost three-quarters participated in eight or more. In the Northeast, two-thirds of reporting schools participated in five or more job fairs, and over half participated in eight or more. Among schools in the West, in contrast, over half participated in fewer than five job fairs. As was the case last year, only a few schools reported no job fair participation.
- Half of schools reported no change in job fair participation. Among smaller schools, the figure was almost two-thirds. Schools in the Mid-Atlantic region, the West, and larger schools were most likely to have increased job fair participation. However, the largest schools and those in the Mid-Atlantic region were also most likely to have decreased participation.

Comparison of Fall 2002 and Fall 2001 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2002 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	24.8%	7.1%	23.1%	34.4%	22.2%	25.0%	36.8%	22.2%	12.9%
Change of less than 5%	21.9	28.6	15.4	28.1	14.8	18.8	15.8	30.6	19.4
Decrease of 5-9%	27.6	35.7	23.1	31.3	29.6	18.8	15.8	36.1	32.3
Decrease of 10% or more	25.7	28.6	38.5	6.3	33.3	37.5	31.6	11.1	35.5
Number of schools reporting	105	15	13	32	27	17	40	36	32
# of employers for whom résumés were bundled:									
Increase of more than 35%	22.3%	7.7%	23.1%	25.0%	26.9%	25.0%	25.0%	16.7%	25.8%
Increase of 10-35%	19.4	30.8	0.0	25.0	19.2	12.5	25.0	11.1	22.6
Change of less than 10%	21.4	23.1	53.8	18.8	7.7	18.8	13.9	33.3	16.1
Decrease of more than 10%	36.9	38.5	23.1	31.3	46.2	43.8	36.1	38.9	35.5
Number of schools reporting	102	13	13	32	26	16	36	36	31

Note: On-campus employer counts reported by schools may include firms conducting video or virtual (Treeba) interviews.

Comparison of Employers on Campus and Résumé Bundling Activity

	Total	NALP REGION					FALL 2002 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 résumés were bundled*	1.9	1.7	1.4	2.5	2.0	2.2	1.5	2.0	2.1
Distribution of schools on ratio of employers on campus to employers for whom résumés were bundled									
Less than 1.5	46.3%	60.0%	76.9%	28.1%	51.9%	41.2%	47.5%	41.7%	50.0%
1.5 - 3.0	20.4%	6.7%	23.1%	25.0%	22.2%	17.6%	12.5%	30.6%	18.8%
More than 3.0	33.3%	33.3%	0.0%	46.9%	25.9%	41.2%	40.0%	27.8%	31.3%
Median ratio.....	1.7	1.1	1.1	2.3	1.5	2.2	1.7	1.8	1.6
Number of schools	108	15	13	32	27	17	40	36	32

* Note: These 108 schools collectively reported 9,539 employers on campus and 4,941 employers for whom résumés were bundled.

Job Fair Participation, Fall 2002, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2002 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	34.6%	33.3%	15.4%	25.0%	37.0%	56.3%	51.3%	25.0%	25.0%
5-7	29.9	13.3	7.7	53.1	29.6	25.0	30.8	30.6	28.1
8 or more.....	35.5	53.3	76.9	21.9	33.3	18.8	17.9	44.4	46.9
Number of schools reporting	107	15	13	32	27	16	39	36	32
Change in # of Job Fairs Compared with Fall 2001									
Decrease.....	13.3%	14.3%	30.8%	12.5%	11.1%	6.3%	5.3%	11.1%	25.8%
No change.....	49.5	57.1	30.8	53.1	55.6	50.0	63.2	47.2	35.5
Increase	37.1	28.6	38.5	34.4	33.3	43.8	31.6	41.7	38.7
Number of schools reporting	105	14	13	32	27	16	38	36	31

■ Employer Perspective

A total of 503 employers provided information on their school visits and job fair participation. Most of these, about 97%, 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 17%.

Nationwide, the median number of schools at which employers recruited was 7. Somewhat more than one-quarter of respondents visited more schools in 2002 compared to 2001; the remainder were evenly split between those visiting fewer schools and those visiting the same number of schools.

- For firms of 50 or fewer attorneys and 51-100 attorneys, the medians were 3 and 5, respectively. The median was highest, 11.5, at firms of 251-500 attorneys. It is also the case that for small offices, regardless of overall firm size, the median was 5 or fewer schools.
- Firms of more than 100 attorneys were most likely to decrease the number of schools at which they interviewed, with about 2 in 5 reporting a decrease. 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. Almost half did so, a frequency more than twice that of employers in the Southeast. Employers in the Northeast, along with those in the Mid-Atlantic region, were also most likely to have interviewed at more schools in 2002 compared with 2001. Employers in the Midwest and West were most likely to have interviewed at fewer schools.
- Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, employers in Kansas City visited more schools than average—a median of 12 compared to the regional median of 8—but were also more likely to have decreased that number. Atlanta differs similarly from the Southeast as a whole, visiting a median of 8 schools compared with the regional median of 5. Firms in the San Francisco area, while still visiting more schools than the median of 6 for the region as a whole, were also most likely by far to have decreased the number of schools visited. The median for Phoenix firms was twice that of the region as a whole. Firms there were also twice as likely to have increased the number.

Fall 2002 On-Campus Interviewing Activity and Comparison with Fall 2001, 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 2001		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
Total — All Employers	505	13.9%	27.3%	25.5%	33.3%	7.0	26.6%	36.4%	37.0%
Firms of 50 or fewer attorneys	84	47.6	32.1	15.5	4.8	3.0	16.9	28.9	54.2
Offices of 25 or fewer attorneys	17	64.7	29.4	5.9	0.0	2.0	18.8	18.8	62.5
Offices of 26-50 attorneys	40	40.0	35.0	20.0	5.0	3.0	20.0	32.5	47.5
Firms of 51-100 attorneys	74	10.8	41.9	40.5	6.8	5.0	33.3	22.2	44.4
Offices of 26-50 attorneys	7	28.6	57.1	14.3	0.0	3.0	33.3	50.0	16.7
Offices of 51-100 attorneys	30	13.3	30.0	53.3	3.3	6.0	30.0	26.7	43.3
Firms of 101-250 attorneys	123	7.3	24.4	28.5	39.8	9.0	30.6	44.6	24.8
Offices of 25 or fewer attorneys	11	27.3	45.5	9.1	18.2	3.0	63.6	18.2	18.2
Offices of 26-50 attorneys	8	12.5	62.5	12.5	12.5	3.5	42.9	28.6	28.6
Offices of 51-100 attorneys	17	23.5	17.6	35.3	23.5	6.0	0.0	58.8	41.2
Offices of 101 or more attorneys	44	2.3	18.2	34.1	45.5	10.0	38.6	36.4	25.0
Firms of 251-500 attorneys	89	5.6	21.3	18.0	55.1	12.0	29.4	42.4	28.2
Offices of 25 or fewer attorneys	6	0.0	66.7	16.7	16.7	5.0	33.3	16.7	50.0
Offices of 26-50 attorneys	15	13.3	60.0	20.0	6.7	3.0	38.5	23.1	38.5
Offices of 51-100 attorneys	15	6.7	33.3	46.7	13.3	7.0	28.6	21.4	50.0
Offices of 101 or more attorneys	30	6.7	0.0	13.3	80.0	14.5	16.7	70.0	13.3
Firms of 501 or more attorneys	118	6.8	22.9	26.3	44.1	9.5	23.3	37.9	38.8
Offices of 25 or fewer attorneys	12	25.0	58.3	16.7	0.0	3.5	45.5	18.2	36.4
Offices of 26-50 attorneys	16	12.5	56.3	25.0	6.3	4.5	18.8	43.8	37.5
Offices of 51-100	34	8.8	26.5	44.1	20.6	7.0	15.2	42.4	42.4
Offices of 101 or more attorneys	42	0.0	0.0	21.4	78.6	16.0	21.4	38.1	40.5
Government/Public Interest Employers	13	0.0	15.4	23.1	61.5	15.0	22.2	44.4	33.3

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 2001 and 2002 information for the comparative analyses is somewhat smaller than the number shown in the first column. Employers may have included in their school count schools with which they conducted video interviews.

Fall 2002 On-Campus Interviewing Activity and Comparison with Fall 2001, As Reported by Law Firms — By NALP Region and City

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2001		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
All Firms	492	14.2%	27.6%	25.6%	32.5%	7.0	26.7%	36.3%	37.1%
Northeast	75	10.7	16.0	25.3	48.0	10.0	33.8	32.4	33.8
Boston	10	0.0	10.0	10.0	80.0	15.0	50.0	40.0	10.0
Connecticut	7	14.3	0.0	28.6	57.1	12.0	42.9	28.6	28.6
New York City	39	5.1	12.8	25.6	56.4	13.0	34.2	39.5	26.3
Toronto	6	33.3	0.0	50.0	16.7	9.0	33.3	16.7	50.0
Mid-Atlantic	83	8.4	20.5	33.7	37.3	9.0	31.7	35.4	32.9
Baltimore	5	0.0	60.0	20.0	20.0	5.0	20.0	60.0	20.0
Philadelphia	10	0.0	0.0	20.0	80.0	13.0	30.0	40.0	30.0
Pittsburgh	5	60.0	0.0	20.0	20.0	2.0	0.0	60.0	40.0
Virginia	11	0.0	45.5	36.4	18.2	6.0	27.3	27.3	45.5
Washington, DC area	41	4.9	17.1	39.0	39.0	9.0	40.0	30.0	30.0
Southeast	108	16.7	39.8	24.1	19.4	5.0	23.3	30.1	46.6
Alabama	5	20.0	20.0	20.0	40.0	6.0	0.0	50.0	50.0
Atlanta	15	0.0	33.3	33.3	33.3	8.0	13.3	40.0	46.7
Charlotte	7	0.0	28.6	28.6	42.9	8.0	28.6	28.6	42.9
Dallas	17	0.0	29.4	41.2	29.4	9.0	23.5	52.9	23.5
Houston	14	28.6	42.9	7.1	21.4	3.5	33.3	8.3	58.3
Miami	5	0.0	20.0	60.0	20.0	10.0	33.3	0.0	66.7
Midwest	108	14.8	27.8	22.2	35.2	8.0	28.6	41.0	30.5
Chicago	25	4.0	24.0	32.0	40.0	10.0	16.7	62.5	20.8
Columbus	9	11.1	22.2	22.2	44.4	10.0	44.4	11.1	44.4
Detroit	10	0.0	70.0	20.0	10.0	4.0	40.0	40.0	20.0
Kansas City, MO	7	0.0	14.3	14.3	71.4	12.0	16.7	66.7	16.7
Milwaukee	6	16.7	16.7	0.0	66.7	11.5	16.7	33.3	50.0
Minneapolis	13	15.4	15.4	30.8	38.5	9.0	50.0	16.7	33.3
Omaha	5	60.0	20.0	0.0	20.0	2.0	20.0	0.0	80.0
St. Louis	8	0.0	50.0	25.0	25.0	6.5	37.5	25.0	37.5
West/Rocky Mtn.	118	17.8	28.8	24.6	28.8	6.0	19.8	40.5	39.7
Denver	9	55.6	22.2	11.1	11.1	2.0	22.2	22.2	55.6
Los Angeles	33	0.0	33.3	33.3	33.3	7.0	18.2	42.4	39.4
Orange County, CA	5	0.0	40.0	40.0	20.0	6.0	20.0	40.0	40.0
Phoenix	8	12.5	0.0	12.5	75.0	12.5	37.5	37.5	25.0
Portland	6	16.7	33.3	33.3	16.7	5.5	16.7	50.0	33.3
San Francisco	13	7.7	30.8	15.4	46.2	8.0	18.2	72.7	9.1
San Jose area	13	15.4	38.5	23.1	23.1	5.0	23.1	46.2	30.8
Seattle	12	58.3	0.0	25.0	16.7	2.0	8.3	33.3	58.3

The number of offices reporting both 2001 and 2002 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, and Sunnyvale. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Virginia includes offices in Norfolk, Virginia Beach, Roanoke, and Richmond. Employers may have included in their school count schools with which they conducted video interviews.

A plurality of responding employers participated in no job fairs. Just over two-thirds of employers participated in the same number of job fairs in 2001 and 2002.

- About three-quarters of firms of 50 or fewer attorneys and 45% of firms of 51-100 attorneys did not participate in any job fairs. Likewise, the majority of small offices, regardless of firm size, participated in no job fairs.
- The majority of small firms and small offices participated in the same number of job fairs in 2001 and 2002. Over half of the largest firms of 501 or more attorneys likewise participated in the same number of job fairs, and about one-quarter participated in more.

- On a regional basis, firms in the Northeast and Mid-Atlantic region were most likely to participate in job fairs, with 72% and 67%, respectively, doing so. Firms in these two regions were also most likely to participate in two or more job fairs—52% and 42%, respectively. The Northeast also had the highest percentage by far of firms reporting an increase in the number of job fairs in which they participated (22%).
- Again, regional norms are not necessarily indicative of activity within a given city. For example, all firms reporting from Boston participated in two or more job fairs, whereas for the region as a whole, the figure was just over half. Likewise, 70-80% of firms in Phila-

delphia, Dallas, and Chicago participated in two or more job fairs, rates about twice those of their respective regions as a whole. In contrast, many offices in Connecticut (57%), Baltimore (60%), and Pittsburgh (80%) participated in no job fairs; for the Northeast and Mid-Atlantic regions as a whole, 28% and 33% of firms, respectively, did not participate in any job fairs.

- Firms in Dallas were most likely to participate in more job fairs in 2002 compared with 2001. All, or nearly all, of firms reporting from Connecticut, Toronto, Pittsburgh, Alabama, Miami, Virginia, Detroit, and Omaha, did not change their level of participation.

Fall 2002 Job Fair Participation and Comparison with Fall 2001, As Reported by Employers — By Type and Size

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2002			COMPARED TO 2001 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
Total — All Employers	505	40.7%	22.4%	36.9%	16.3%	15.6%	68.1%
Firms of 50 or fewer attorneys	84	75.0	11.9	13.1	4.9	7.3	87.8
Offices of 25 or fewer attorneys	17	82.4	5.9	11.8	6.3	6.3	87.5
Offices of 26-50 attorneys	40	70.0	17.5	12.5	5.0	7.5	87.5
Firms of 51-100 attorneys	74	44.6	27.0	28.4	11.1	12.5	76.4
Offices of 26-50 attorneys	7	42.9	14.3	42.9	0.0	16.7	83.3
Offices of 51-100 attorneys	30	23.3	33.3	43.3	20.0	10.0	70.0
Firms of 101-250 attorneys	123	34.1	30.9	35.0	15.6	14.8	69.7
Offices of 25 or fewer attorneys	11	63.6	36.4	0.0	18.2	0.0	81.8
Offices of 26-50 attorneys	8	87.5	12.5	0.0	0.0	0.0	100.0
Offices of 51-100 attorneys	17	29.4	35.3	35.3	23.5	29.4	47.1
Offices of 101 or more attorneys	44	25.0	29.5	45.5	18.2	15.9	65.9
Firms of 251-500 attorneys	89	28.1	19.1	52.8	18.8	18.8	62.4
Offices of 25 or fewer attorneys	6	66.7	16.7	16.7	0.0	0.0	100.0
Offices of 26-50 attorneys	15	80.0	20.0	0.0	0.0	15.4	84.6
Offices of 51-100 attorneys	15	20.0	26.7	53.3	28.6	21.4	50.0
Offices of 101 or more attorneys	30	10.0	26.7	63.3	13.3	26.7	60.0
Firms of 501 or more attorneys	118	34.2	22.2	43.6	23.9	21.2	54.9
Offices of 25 or fewer attorneys	12	75.0	16.7	8.3	0.0	27.3	72.7
Offices of 26-50 attorneys	16	50.0	31.3	18.8	31.3	25.0	43.8
Offices of 51-100	34	39.4	24.2	36.4	25.0	12.5	62.5
Offices of 101 or more attorneys	42	16.7	19.0	64.3	26.8	24.4	48.8
Government/Public Interest Employers	13	0.0	15.4	84.6	55.6	22.2	22.2

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 2001 and 2002 information for the comparative analyses is somewhat smaller than the number shown in the first column. Employers may have included in their school count schools with which they conducted video interviews.

**Fall 2002 Job Fair Participation and Comparison with Fall 2001,
As Reported by Law Firms — By NALP Region and City**
(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2002			COMPARED TO 2001 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
All Firms	492	41.8%	22.6%	35.6%	15.5%	15.5%	69.0%
Northeast.....	75	28.0	20.0	52.0	21.9	12.3	65.8
Boston.....	10	0.0	0.0	100.0	30.0	10.0	60.0
Connecticut.....	7	57.1	14.3	28.6	0.0	14.3	85.7
New York City.....	39	15.4	30.8	53.8	32.4	10.8	56.8
Toronto.....	6	16.7	0.0	83.3	16.7	0.0	83.3
Mid-Atlantic.....	83	32.5	25.3	42.2	13.4	24.4	62.2
Baltimore.....	5	60.0	20.0	20.0	20.0	40.0	40.0
Philadelphia.....	10	0.0	20.0	80.0	30.0	30.0	40.0
Pittsburgh.....	5	80.0	0.0	20.0	0.0	20.0	80.0
Virginia.....	11	54.5	18.2	27.3	9.1	0.0	90.9
Washington, DC area.....	41	24.4	36.6	39.0	10.0	27.5	62.5
Southeast.....	108	49.1	21.3	29.6	16.3	7.7	76.0
Alabama.....	5	60.0	20.0	20.0	0.0	0.0	100.0
Atlanta.....	15	26.7	33.3	40.0	13.3	20.0	66.7
Charlotte.....	7	28.6	14.3	57.1	28.6	0.0	71.4
Dallas.....	17	11.8	17.6	70.6	47.1	17.6	35.3
Houston.....	14	64.3	0.0	35.7	25.0	0.0	75.0
Miami.....	5	20.0	80.0	0.0	0.0	0.0	100.0
Midwest.....	108	44.4	21.3	34.3	12.4	16.2	71.4
Chicago.....	25	12.0	16.0	72.0	16.7	16.7	66.7
Columbus.....	9	66.7	22.2	11.1	0.0	22.2	77.8
Detroit.....	10	50.0	40.0	10.0	10.0	10.0	80.0
Kansas City, MO.....	7	57.1	14.3	28.6	16.7	16.7	66.7
Milwaukee.....	6	33.3	16.7	50.0	33.3	16.7	50.0
Minneapolis.....	13	38.5	23.1	38.5	0.0	33.3	66.7
Omaha.....	5	80.0	20.0	0.0	0.0	0.0	100.0
St. Louis.....	8	62.5	12.5	25.0	25.0	0.0	75.0
West/Rocky Mtn.....	118	47.9	24.8	27.4	15.0	17.7	67.3
Denver.....	9	55.6	22.2	22.2	11.1	11.1	77.8
Los Angeles.....	33	48.5	24.2	27.3	12.1	12.1	75.8
Orange County, CA.....	5	40.0	40.0	20.0	20.0	20.0	60.0
Phoenix.....	8	62.5	12.5	25.0	25.0	0.0	75.0
Portland.....	6	33.3	16.7	50.0	33.3	16.7	50.0
San Francisco.....	13	38.5	38.5	23.1	10.0	60.0	30.0
San Jose area.....	13	58.3	0.0	41.7	8.3	25.0	66.7
Seattle.....	12	33.3	33.3	33.3	25.0	16.7	58.3

The number of offices reporting both 2001 and 2002 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, and Sunnyvale. Orange County includes offices in Costa Mesa, 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 429 employers reported detailed information on the outcomes of their 2002 summer programs and of their 2002 fall recruiting. An additional 25 respondents reported lateral hiring only. All but a few responses were from law firms; of these law firm responses, about 70% were firms of more than 100 attorneys, and 30% of respondents represented firms of 501 or more attorneys. Again, however, a substantial minority of respondents, about 17%, 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 25%, 22%, and 20% of respondents, respectively.

■ Outcomes of Summer 2002 Programs

Responding employers reported a combined total of 4,233 individuals from the Classes of 2002 and 2003 participating in their most recent summer programs, with an average class size of 11. 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 81% of participants received an offer for an associate position—compared to 84% in 2001—and 74% of these offers were accepted—compared to 73% in 2001. Figures for 2002 thus represent the second consecutive year of decreased class sizes (from an average of 14 and a median of 8.5 in 2000, and an average of 12 and a median of 6 in 2001), decreased offer rates (from about 90% in 2000 and the late 90's), and increased acceptance rates (from about 66% in 2000 and the late 90's.) Offer rates in 2002, in fact, were similar to what they were after the summer of 1993—about 78%.

- 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, Atlanta, Dallas, and San Jose are notable for having summer programs which on average were far larger than for their respective region as whole. This was not true of Boston,

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
Total	5.0	11	80.9%	74.0%	401
By Number of Attorneys Firmwide					
50 or fewer	2.0	3	63.8	76.5	52
51-100.....	5.0	5	72.1	68.2	58
101-250.....	7.0	9	79.2	78.8	82
251-500.....	9.5	12	75.6	77.1	78
501+.....	7.0	16	87.0	71.7	127
By Number of Attorneys in Office					
25 or fewer	2.0	2	69.2	80.6	45
26-50.....	3.0	4	73.9	70.6	67
51-100.....	5.0	6	78.4	73.8	85
101+.....	15.5	21	85.5	73.6	128
By NALP Region and City					
Northeast	6.0	16	91.9	79.2	62
Boston area	8.5	16	95.3	80.5	8
Greenwich/Stamford, CT	3.0	3	64.7	90.9	5
Hartford.....	5.0	5	84.8	89.3	7
New York.....	13.0	24	93.3	78.2	33
Mid-Atlantic	6.0	9	78.3	71.8	72
Baltimore.....	4.0	4	81.0	94.1	5
New Jersey.....	4.0	5	78.6	86.4	6
Philadelphia area	11.0	11	75.3	86.6	8
Pittsburgh.....	5.0	9	83.7	72.2	5
Washington, DC area.....	6.5	10	78.0	67.1	38
Wilmington	5.0	5	84.6	86.4	5
Southeast.....	6.0	12	72.3	64.0	93
Alabama.....	7.0	9	70.5	61.3	5
Atlanta.....	12.0	25	81.3	78.4	10
Austin.....	6.0	8	63.3	48.4	6
Dallas.....	20.0	25	71.6	60.4	13
Houston.....	8.0	19	76.3	49.6	9
Miami.....	4.5	6	64.7	68.2	6
Tampa.....	2.0	3	92.9	69.2	5
Midwest.....	5.0	10	82.8	77.8	92
Chicago.....	10.0	13	90.5	67.5	22
Cincinnati.....	4.0	7	79.4	74.1	5
Indiana.....	2.0	5	77.8	91.4	9
Michigan.....	7.0	8	73.0	82.6	8
Milwaukee.....	6.5	19	74.5	82.0	8
Minneapolis area	6.0	11	83.8	85.5	7
Missouri.....	10.0	11	82.3	83.9	10
West/Rocky Mountain	5.0	7	78.7	77.7	82
Los Angeles area.....	6.0	8	82.5	78.8	15
Orange County, CA.....	4.0	5	92.6	76.0	6
Phoenix.....	6.0	10	69.9	76.5	7
Portland area	4.0	5	63.0	70.6	6
San Francisco area.....	5.0	7	81.7	78.6	18
San Jose area.....	16.0	19	78.6	73.9	6
Seattle area	2.0	7	75.0	74.4	8

Note: Figures reflect participation by students in the Classes of 2002 and 2003 during the summer of 2002. 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. Firms indicating that they recruit for multiple offices are excluded from the city figures if the reporting city and its suburban areas account for less than 75% of the firms attorneys. 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, Palo Alto, and San Jose. Figures for New Jersey exclude Haddonfield, which is included in the Philadelphia area.

Washington, D.C., and Los Angeles, however, where median class sizes were 8.5, 10, and 6, respectively.

- Average class sizes increased with firm size, as did offer rates. Acceptance rates varied from 68% to 79%, depending on firm size. Offer rates were highest in the Northeast, and in Boston and New York specifically, and lowest in the Southeast, particularly in Austin and Miami.

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 one-third each of offices reported acceptance rates of less than 67%, acceptance rates between 60% and 99.9%, and acceptance rates of 100%. The median acceptance rate was 80%, but in the smallest firms it was higher.

- On a regional basis, somewhat more than 40% of offices in all regions but the Mid-Atlantic and Southeast reported acceptance rates of 100%. Firms in the Southeast were also most likely by far to have reported acceptance rates of less than 67%. The median acceptance rate was also correspondingly lower, about 69% in the Southeast. Half or more of the offices in Alabama, Austin, and Houston, reported acceptance rates of less than 67%. Offices in Hartford, Greenwich/Stamford, Baltimore, Indiana, Portland, and Seattle are among those with median acceptance rates higher than their region as a whole and higher than other cities in their region.

Acceptance Rates from Summer 2002 Program

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
Nationwide	31.0%	31.0%	38.0%	80.0	387
By Number of Attorneys Firmwide					
50 or fewer	31.9	4.3	63.8	100.0	47
51-100	40.4	17.5	42.1	75.0	57
101-250	21.0	34.6	44.4	90.9	81
251-500	28.0	38.7	33.3	81.8	75
501+	35.0	39.8	25.2	76.5	123
By Number of Attorneys in Office					
25 or fewer	20.0	7.5	72.5	100.0	40
26-50	42.9	17.5	39.7	75.0	63
51-100	29.8	26.2	44.0	81.7	84
101+	28.9	53.1	18.0	77.0	128
By NALP Region and City					
Northeast	16.3	42.4	41.3	88.9	92
Boston	13.3	53.3	33.3	90.0	15
Hartford	0.0	42.9	57.1	100.0	7
New York	20.0	45.5	34.5	86.4	55
Mid-Atlantic	35.5	25.5	39.1	83.3	110
Baltimore	0.0	16.7	83.3	100.0	6
Philadelphia area	23.5	35.3	41.2	90.9	17
Richmond	66.7	33.3	0.0	60.6	6
Washington, DC area	46.4	25.0	28.6	71.4	56
Southeast	54.4	18.4	27.2	66.7	125
Atlanta	50.0	37.5	12.5	68.7	16
Austin	63.6	18.2	18.2	55.6	11
Dallas	62.5	18.8	18.8	60.0	16
Houston	80.0	13.3	6.7	58.8	15
Miami	25.0	12.5	62.5	100.0	8
Tampa/St. Petersburg	62.5	12.5	25.0	50.0	8
Midwest	24.0	34.6	41.3	81.8	104
Chicago	32.0	40.0	28.0	74.2	25
Cleveland	28.6	42.9	28.6	80.0	7
Columbus	20.0	20.0	60.0	100.0	5
Indianapolis	40.0	20.0	40.0	82.4	5
Kansas City	33.3	50.0	16.7	73.3	6
Milwaukee	11.1	55.6	33.3	84.6	9
Minneapolis	11.1	66.7	22.2	77.8	9
St. Louis	25.0	25.0	50.0	93.3	8
West/Rocky Mountain	27.8	31.6	40.6	80.0	133
Denver area	16.7	25.0	58.3	100.0	12
Los Angeles area	27.6	34.5	37.9	80.0	29
Orange County, CA	0.0	30.0	70.0	100.0	10
Phoenix	20.0	60.0	20.0	90.0	5
Portland area	42.9	14.3	42.9	75.0	7
San Diego	20.0	60.0	20.0	86.7	5
San Francisco	40.0	20.0	40.0	76.0	20
Seattle area	37.5	25.0	37.5	77.0	16

■ Hiring for Summer 2003

A total of 384 employers reported issuing an average of 60 callback invitations each to second-year students, or a total of 23,141 callback invitations. The median figure was smaller, 33, again indicating that some employers issued a large number of callback invitations. The average number of invitations was highest in the Northeast—over twice the average for the Mid-Atlantic region and over three times the average in the Southeast and West. Nationwide, over three-quarters of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is similar to that of 2001, when the average and median number of callback invitations were 60 and 33, respectively. Both 2002 and 2001, however, 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.

- About half of callback interviews resulted in an offer, with employers averaging 23 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 Southeast. Employers in the Southeast, Midwest, and West made the fewest offers, with medians of 7, 9 and 10.5, respectively, and averages of 18, 19, and 16, respectively. This com-

pares with figures about three times higher in the Northeast. It is also worth noting that the offer rate of 50% is similar to that for fall 2001, but a decline from about 63% in 2000.

- Some cities departed from their regional norm with respect to offers made. For example, firms in Washington, D.C., Chicago, and Phoenix reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true of Hartford, Baltimore, Philadelphia, New Jersey, Miami, and Missouri. Offer rates were highest in Atlanta, Austin, Dallas, and Houston, about two-thirds, compared with rates of 30% or less in Hartford, Greenwich/Stamford, and Miami.
- Overall, just over 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 — 47.2% — while acceptance rates were lower in the Northeast — 27.5%. Acceptance rates were highest at firms of 50 or fewer attorneys and at offices of 50 or fewer attorneys.
- At the city level, acceptance rates were lowest at firms in New York and the San Jose area, where about one-quarter of offers were accepted. Acceptance rates were highest in Greenwich/Stamford, Baltimore, Miami, and Missouri, where half or more of offers were accepted, followed by Pittsburgh, Houston, Tampa, and Indiana, where close to half of offers were accepted.

Outcomes of Callback Invitations to and Interviews of Class of 2004 Students for Summer 2003 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	33.0	60	78.5%	49.8%	11.0	23	35.1%	398
By Number of Attorneys Firmwide								
50 or fewer	9.0	11	87.0	36.9	3.0	3	61.2	50
51-100	24.0	28	84.0	36.1	7.0	9	44.4	58
101-250	41.0	52	80.8	43.2	15.0	18	36.4	81
251-500	34.0	63	77.1	50.0	12.0	24	36.7	82
501+	52.0	96	77.1	55.0	19.0	41	32.1	125
By Number of Attorneys in Office								
25 or fewer	8.0	10	83.9	42.9	3.0	3	41.7	47
26-50	16.0	18	79.7	42.9	5.0	6	42.7	73
51-100	37.0	43	79.2	40.7	11.0	14	37.5	82
101+	89.0	124	77.4	54.3	33.0	52	32.2	127
By NALP Region and City								
Northeast	55.0	131	71.9	49.0	19.5	46	27.5	64
Boston area	137.0	144	77.3	43.9	43.0	49	34.5	8
Greenwich/Stamford, CT	20.0	23	69.8	19.8	3.0	3	50.0	5
Hartford	34.0	33	89.2	29.1	10.0	9	40.0	7
New York	123.0	200	69.7	52.8	32.0	74	25.2	33
Mid-Atlantic	41.0	60	81.5	45.9	14.0	22	33.4	66
Baltimore	30.0	28	95.0	32.1	5.0	9	51.2	5
New Jersey	39.0	43	82.6	34.7	9.5	12	33.8	6
Philadelphia area	97.0	85	79.8	33.2	24.0	22	41.1	9
Pittsburgh	38.0	45	88.3	46.7	14.0	18	48.9	5
Washington, DC area	56.5	73	80.4	52.7	23.5	31	28.5	32
Southeast	19.0	39	82.5	57.5	7.0	18	47.2	96
Atlanta	91.0	102	86.4	62.6	50.0	55	42.1	9
Austin	11.5	15	79.3	63.0	6.5	8	43.5	6
Dallas	77.0	88	75.4	64.5	32.0	43	45.9	13
Houston	50.0	53	82.4	63.4	15.5	27	48.3	10
Miami	16.0	20	80.4	30.4	3.5	5	50.0	8
Tampa	14.0	20	92.0	40.2	7.0	7	48.6	5
Midwest	29.0	45	83.2	49.3	9.0	19	38.2	90
Chicago	57.0	84	82.5	55.9	23.0	38	31.9	22
Indiana	9.0	19	88.0	37.1	4.0	6	49.0	8
Michigan	26.5	32	87.3	43.6	8.5	12	42.7	8
Milwaukee	50.0	88	74.1	51.1	15.0	33	36.3	7
Minneapolis area	28.0	37	84.2	53.2	15.0	18	30.4	7
Missouri	31.0	41	90.4	35.0	10.0	13	57.4	11
West/Rocky Mountain	27.0	42	81.7	48.5	10.5	16	33.9	82
Los Angeles area	37.0	61	79.0	51.4	15.0	24	31.9	15
Orange County, CA	19.0	22	85.4	47.7	9.0	9	41.5	6
Phoenix	34.0	41	93.0	55.3	15.0	21	44.8	6
San Francisco area	31.5	42	81.9	45.1	12.5	16	31.1	18
San Jose area	45.5	86	75.2	51.1	20.0	33	26.8	8
Seattle area	14.5	22	93.1	48.0	2.5	10	35.1	10

Note: Figures for callback invitations and outcomes are based on 384 employers issuing a total of 23,141 callback invitations and do not include 16 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 398 employers making a total of 9,166 offers. An additional 49 offices, or about 11% of all survey respondents, reported that they did not recruit second-year students. Median and average offer figures are based on all 398 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. Firms indicating that they recruit for multiple offices are excluded from the city figures if the reporting city and its suburban areas account for less than 75% of the firms attorneys. 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, Palo Alto, and San Jose. Figures for New Jersey exclude Haddonfield, which is included in the Philadelphia area.

Acceptance Rates for Summer 2003 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about one-third each of offices reported acceptance rates of less than 33%, 27% of offices reported acceptance rates between 33% and 49.9%, and 40% reported acceptance rates of 50% or more. The median acceptance rate was about 41%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast. At the city level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in Baltimore, Indiana, Missouri, and Seattle. In contrast, three-quarters of offices in New York reported acceptance rates of less than 33%, as did over half of offices in Washington, D.C., Chicago, and Minneapolis.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
Nationwide	32.7%	27.4%	39.8%	41.3	394
By Number of Attorneys Firmwide					
50 or fewer	8.3	10.4	81.3	66.7	48
51-100	19.0	32.8	48.3	44.9	58
101-250	35.8	32.1	32.1	40.0	81
251-500	26.3	33.8	40.0	42.7	80
501+	51.2	24.8	24.0	32.1	125
By Number of Attorneys in Office					
25 or fewer	33.3	20.0	46.7	40.0	45
26-50	25.4	22.5	52.1	50.0	71
51-100	28.0	32.9	39.0	40.0	82
101+	48.4	34.4	17.2	33.3	128
By NALP Region and City					
Northeast	54.0	19.0	27.0	30.8	63
Boston area	37.5	37.5	25.0	37.3	8
Hartford	28.6	14.3	57.1	50.0	7
New York	75.8	21.2	3.0	24.6	33
Mid-Atlantic	37.3	26.9	35.8	35.7	67
Baltimore	20.0	20.0	60.0	60.0	5
New Jersey	33.3	33.3	33.3	42.2	6
Philadelphia area	33.3	22.2	44.4	42.6	9
Pittsburgh	20.0	20.0	60.0	50.0	5
Washington, DC area	56.3	25.0	18.8	28.9	32
Southeast	18.9	26.3	54.7	50.0	95
Atlanta	33.3	44.4	22.2	44.4	9
Austin	16.7	33.3	50.0	47.2	6
Dallas	15.4	30.8	53.8	50.0	13
Houston	20.0	60.0	20.0	43.5	10
Miami	12.5	12.5	75.0	50.0	8
Tampa	40.0	0.0	60.0	52.9	5
Midwest	28.4	27.3	44.3	43.7	88
Chicago	54.5	36.4	9.1	31.1	22
Indiana	25.0	0.0	75.0	70.3	8
Michigan	12.5	50.0	37.5	41.0	8
Milwaukee	14.3	71.4	14.3	34.4	7
Minneapolis area	57.1	28.6	14.3	28.0	7
Missouri	18.2	9.1	72.7	63.6	11
West/Rocky Mountain	33.3	35.8	30.9	36.4	81
Los Angeles area	46.7	46.7	6.7	34.9	15
Orange County, CA	33.3	0.0	66.7	53.6	6
Phoenix	0.0	83.3	16.7	39.6	6
San Francisco area	50.0	33.3	16.7	30.0	18
San Jose area	50.0	50.0	0.0	31.7	8
Seattle area	22.2	22.2	55.6	66.7	9

■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 154 employers, or just 25% of survey respondents. The median number of callback invitations was 4.5, and the average was 7. Compared with fall 2001, the level of activity was diminished not so much with respect to the volume of interviews per employer, but rather in terms of how widespread third-year interviewing was. About 43% of respondents the prior year reported interviewing third-year students. For fall 2000, about 33% of respondents reported third-year recruiting, and among those that did recruit, the level of activity was much higher, with the median and average number of callbacks about twice as high — 8 and 17, respectively.

By either measure, the level of activity was highest by far in the Northeast, with a median of 5 and an average of 10 callbacks. Among cities, New York, not surprisingly, and Chicago reported the greatest volume. About 90% of these callback invitations were accepted, a figure that varied some, but not a great deal, by size and region.

- About 30% of interviews resulted in an offer, with a median of 1 and an average of 2 offers made, as was the case for fall 2001. By comparison, the median and average number of offers was about three times greater for fall 2000, at 3 and 7, respectively. Offer rates were lowest in the smallest firms and in the Northeast. For example, about 34% of interviews conducted by firms of more than 500 attorneys resulted in an offer, compared with a figure of 25% in firms of 50 or fewer attorneys. The figure of about 22% in the Northeast contrasts with 38% in the West. Offer rates were highest by far in Chicago and Los Angeles, followed by Houston. Offer rates were lowest in Hartford.
- About 59% of offers made to third-year students were accepted. On a regional basis, the acceptance rate was considerably higher than average in the West and lower in the Northeast. For individual cities, acceptance rates ranged from about 37% in Houston and San Francisco, to 100%, or nearly all, in Hartford and Los Angeles.

Outcomes of Callback Invitations to and Interviews of Class of 2003 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.....	4.5	7	90.3%	30.3%	1.0	2	58.7%	154
By Number of Attorneys Firmwide								
50 or fewer.....	6.0	7	94.0	24.6	1.0	1	76.3	26
51-100.....	4.0	6	96.6	32.1	1.0	2	69.4	21
101-250.....	4.0	8	88.0	27.7	1.0	2	48.4	33
251-500.....	3.0	5	90.3	30.4	1.0	1	52.9	23
501+.....	5.0	7	88.3	34.0	1.0	2	56.3	50
By Number of Attorneys in Office								
25 or fewer.....	3.0	3	95.0	23.7	1.0	1	90.0	13
26-50.....	2.0	4	96.3	28.2	1.0	1	54.2	22
51-100.....	2.0	6	90.1	32.4	1.0	2	65.9	27
101+.....	6.0	9	87.5	32.5	1.5	2	53.3	62
By NALP Region and City								
Northeast.....	5.0	10	91.8	22.2	1.0	2	47.2	36
Hartford.....	3.0	4	90.0	11.1	0.0	0	100.0	5
New York.....	6.0	11	91.7	27.8	1.5	3	47.4	20
Mid-Atlantic.....	5.0	7	85.9	29.9	1.0	2	58.0	28
Washington, DC area.....	3.5	5	86.2	30.4	1.0	1	44.4	13
Southeast.....	4.5	5	90.6	35.4	1.0	1	51.4	24
Houston.....	4.0	5	94.4	41.2	1.0	2	37.5	5
Midwest.....	3.0	6	91.8	35.6	1.0	2	64.3	35
Chicago.....	8.0	11	77.8	51.0	2.0	4	57.7	7
Indiana.....	3.5	5	100.0	30.0	1.0	1	57.1	5
West/Rocky Mountain.....	4.0	6	90.0	38.2	1.0	2	71.4	31
Los Angeles area.....	5.0	5	91.9	52.9	1.0	3	77.8	7
San Francisco area.....	1.5	6	86.4	21.1	0.5	1	37.5	8

Note: Figures for callback invitations and outcomes are based on 146 employers issuing a total of 1,008 callback invitations and do not include 8 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 154 employers making a total of 283 offers. An additional 335 offices, or about 74% of all survey respondents, reported that they did not recruit third-year students. Median and average offer figures are based on all 154 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. Firms indicating that they recruit for multiple offices are excluded from the city figures if the reporting city and its suburban areas account for less than 75% of the firms attorneys. 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, Palo Alto, and San Jose. Figures for New Jersey exclude Haddonfield, which is included in the Philadelphia area.

About one-quarter of offices reported acceptance rates of less than 25%, but over 45% 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 rate was 75%.

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

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	24.6%	29.8%	45.6%	75.0	114
By Number of Attorneys Firmwide					
50 or fewer	10.5	15.8	73.7	100.0	19
51-100	0.0	46.2	53.8	100.0	13
101-250	42.3	11.5	46.2	58.3	26
251-500	31.3	31.3	37.5	50.0	16
501+	25.6	43.6	30.8	50.0	39
By Number of Attorneys in Office					
25 or fewer	0.0	12.5	87.5	100.0	8
26-50	26.7	20.0	53.3	100.0	15
51-100	10.0	35.0	55.0	100.0	20
101+	35.3	35.3	29.4	50.0	51
By NALP Region and City					
Northeast	40.7	18.5	40.7	50.0	27
New York	44.4	27.8	27.8	45.0	18
Mid-Atlantic	17.4	43.5	39.1	50.0	23
Washington, DC area	33.3	33.3	33.3	50.0	9
Southeast	31.3	43.8	25.0	50.0	16
Midwest	11.5	30.8	57.7	100.0	26
Chicago	16.7	33.3	50.0	86.4	6
West/Rocky Mountain	22.7	18.2	59.1	100.0	22
Los Angeles area	14.3	28.6	57.1	100.0	7