



# NALP Town Hall June Pulse Survey Results

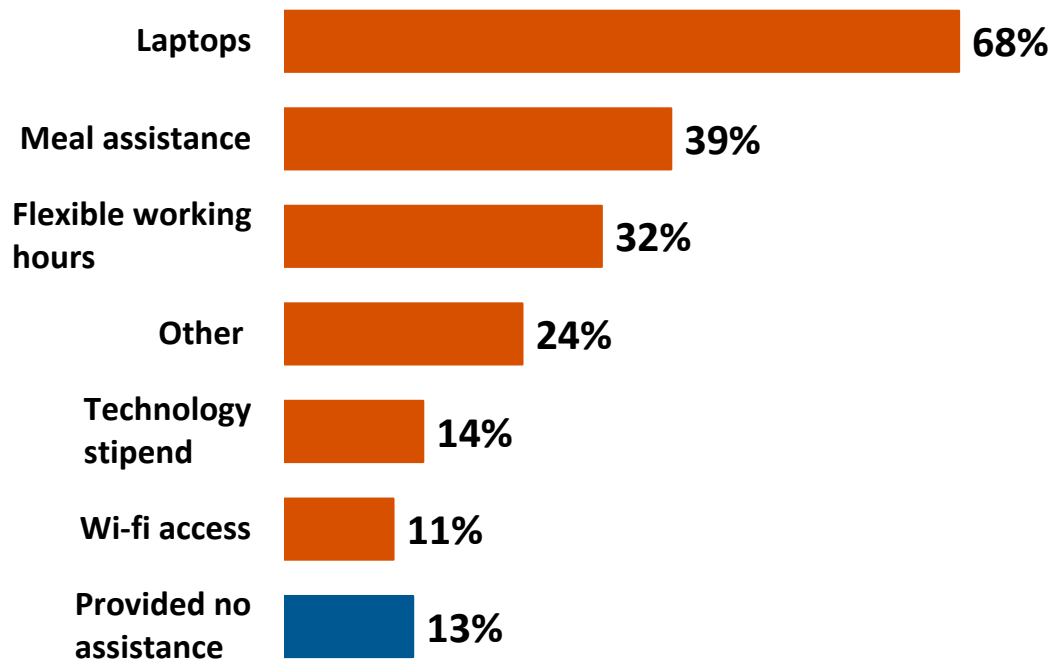
# Legal Employer Results

356 participating offices, 264 of which hosted a summer program in 2020

The vast majority of offices with fully or partially remote summer programs **(87%) provided resources or accommodations** to at least some of their summer associates in order to ensure that everyone could fully participate in the program

# What resources or accommodations has your office provided to summer associates?

Percentage of offices\* with fully or partially remote summer programs offering the following:



## Offices more likely to provide resources

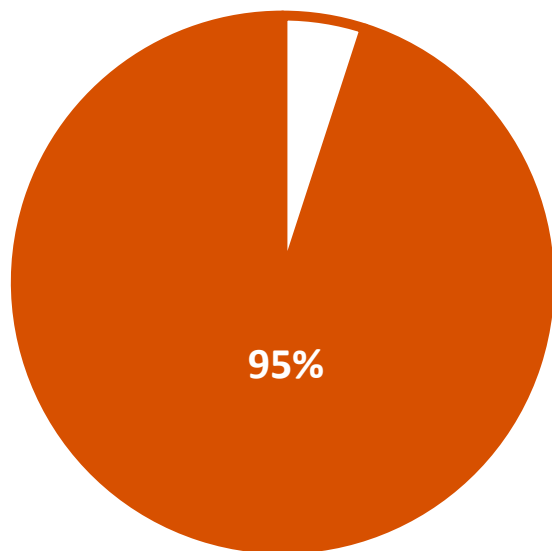
- Offices in firms of 251-500 attorneys (93%)
- Offices of 26-50 attorneys (91%)
- Offices in the Southeast (98%)

## Offices less likely to provide resources

- Offices in firms of 100 or fewer attorneys (75%)
- Offices in the Northeast (71%)

# Almost all offices with a summer 2020 program shortened the length (in weeks) of their program

## Offices with a shortened program



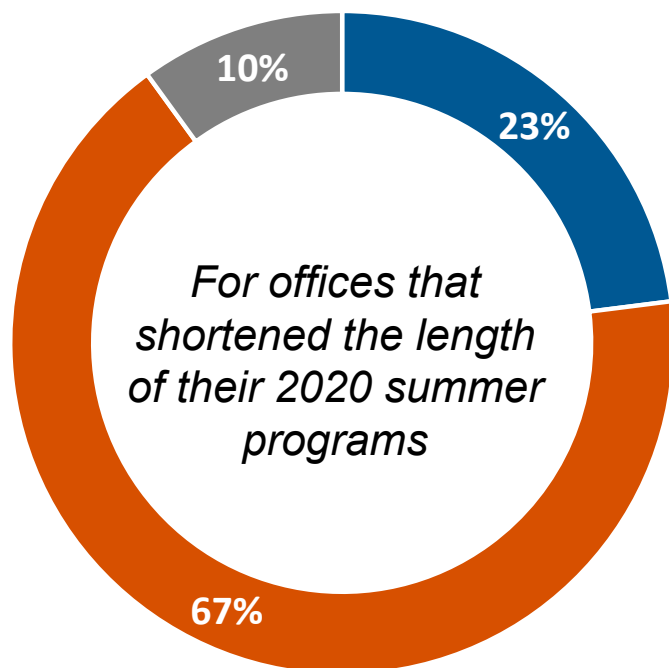
## Offices more likely to have shortened their program

- Offices in firms of 701+ attorneys (99%)
- Offices of 25 or fewer attorneys (100%)

## Offices less likely to have shortened their program

- Offices in firms of 100 or fewer attorneys (77%)

## How, if at all, did your office adjust the pay for your 2020 summer associates?



- Paid full amt. based on # of wks. originally scheduled
- Paid a pro-rated amt. based on the reduced # of weeks now working
- Paid an amt. determined on some other basis

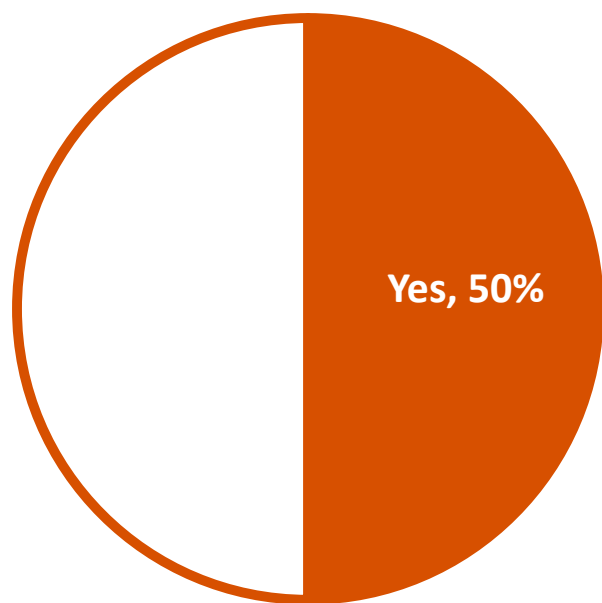
### Offices more likely to pay the full amount:

- Offices in firms of 701+ attorneys (35%)
- Offices of 251+ attorneys (49%)
- Offices in the Northeast (35%)

### Offices less likely to pay the full amount:

- Offices in firms of 251-500 attorneys (6%)
- Offices of 25 or fewer attorneys (0%)
- Offices in the Midwest (14%)

# Has your office\* established a start date for your Class of 2020 first-year associates?



*\*For those offices with Class of 2020 first-year associates*

## Offices more likely to respond "Yes"

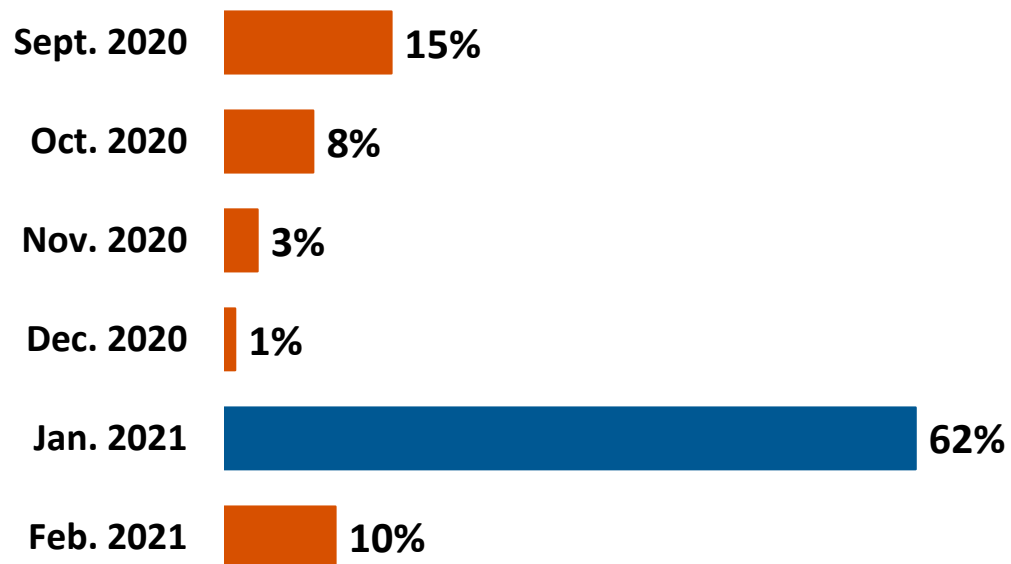
- Offices in firms of 100 or fewer attorneys (77%)
- Offices of 101-250 attorneys (59%)
- Offices in the Midwest (68%)

## Offices less likely to respond "Yes"

- Offices in firms of 701+ attorneys (39%)
- Offices of 251+ attorneys (33%)
- Offices in the West/RM region (39%)

# If yes, when are Class of 2020 first-year associates now scheduled to start in your office?

For offices that have determined start dates



**Note:** No offices reported a start date beyond Feb. 2021.



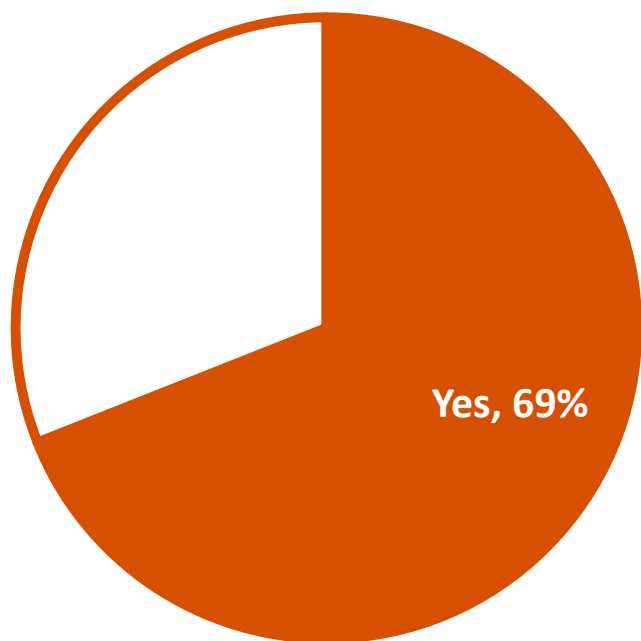
## Offices more likely to report "January"

- Offices in firms of 501-700 attorneys (88%)
- Offices in the Midwest (68%)

## Offices less likely to report "January"

- Offices in firms of 100 or fewer attorneys (10%)
- Offices in the Southeast (52%)

If your office has deferred start dates for Class of 2020 associates, are you offering a stipend or other cash payment?



*For those offices with deferred start dates for Class of 2020 first-year associates*

### **Offices more likely to respond "Yes"**

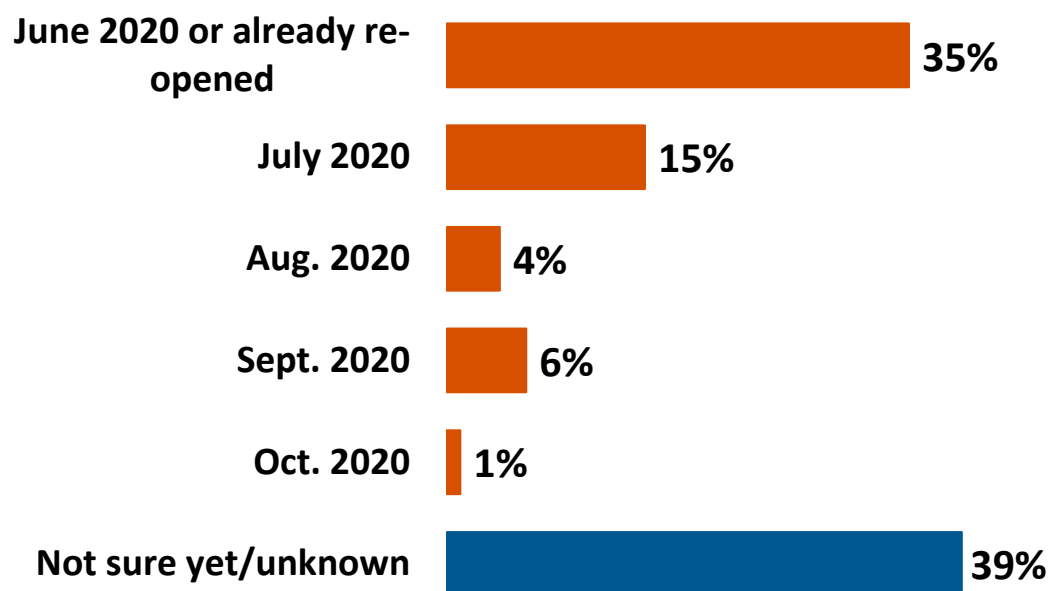
- Offices in firms of 501-700 attorneys (93%)
- Offices of 251+ attorneys (83%)
- Offices in the Mid-Atlantic (79%)

### **Offices less likely to respond "Yes"**

- Offices in firms of 101-250 and 251-500 attorneys (64% each)
- Offices of 51-100 attorneys (56%)
- Offices in the Southeast (62%)

# Consistent with state and/or local government guidance, when does your office plan to begin partially re-opening?

## Re-opening dates by month for all offices



**Note:** No offices reported a start date beyond Oct. 2020 or planned to remain a fully virtual office.



## Offices more likely to report “not sure yet/unknown”

- Offices in firms of 501-700 attorneys (53%)
- Offices in the West/RM region (52%)

## Offices less likely to report “not sure yet/unknown”

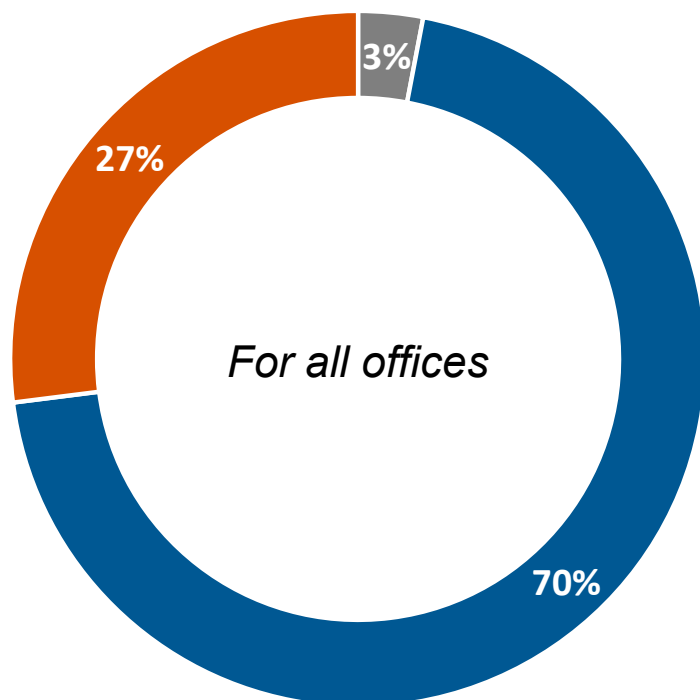
- Offices in firms of 101-250 attorneys (28%)
- Offices in the Southeast (17%)

## There were differences in lateral hiring

Lateral **associate** hiring **decreased** in most offices (70%)

But lateral **partner** hiring **remained about the same** in most offices (54%)

## How did the volume of lateral **associate** hiring in your office from Mar. 1 – May 31, 2020 compare to this period in 2019?



■ Increased ■ Decreased ■ About the same

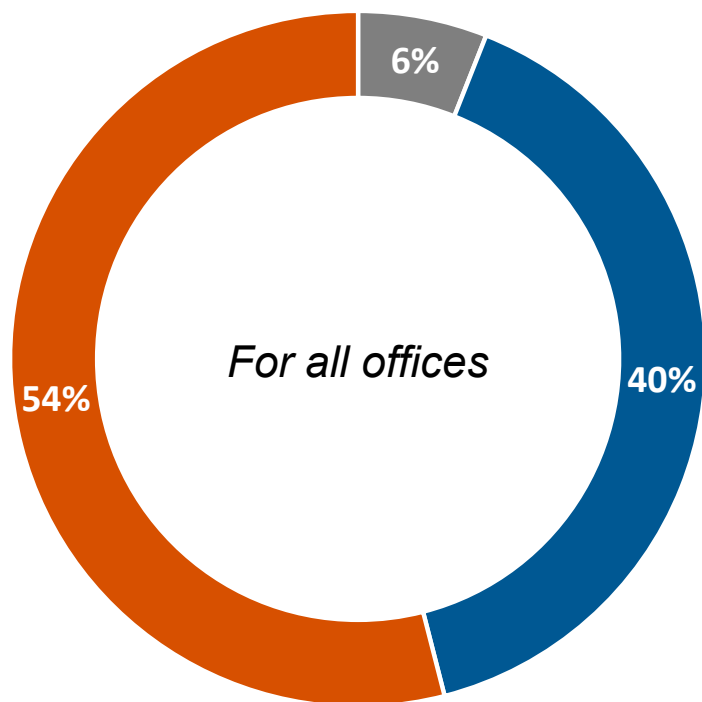
### Offices more likely to respond “volume decreased”

- Offices in firms of 701+ attorneys (78%)
- Offices of 251+ attorneys (85%)
- Offices in the Midwest and West/RM regions (73% each)

### Offices less likely to respond “volume decreased”

- Offices in firms of 100 or fewer attorneys (28%)
- Offices of 25 or fewer attorneys (54%)
- Offices in the Southeast (63%)

## How did the volume of lateral **partner** hiring in your office from Mar. 1 – May 31, 2020 compare to this period in 2019?



■ Increased ■ Decreased ■ About the same

### Offices more likely to respond "volume decreased"

- Offices in firms of 251-500 attorneys (61%)
- Offices in the Midwest (45%)

### Offices less likely to respond "volume decreased"

- Offices in firms of 100 or fewer attorneys (22%)
- Offices of 25 or fewer attorneys (32%)
- Offices in the West/RM region (35%)

The **majority (62%)** of offices reported **salary reductions and/or delays in partner draws** since March 1, 2020

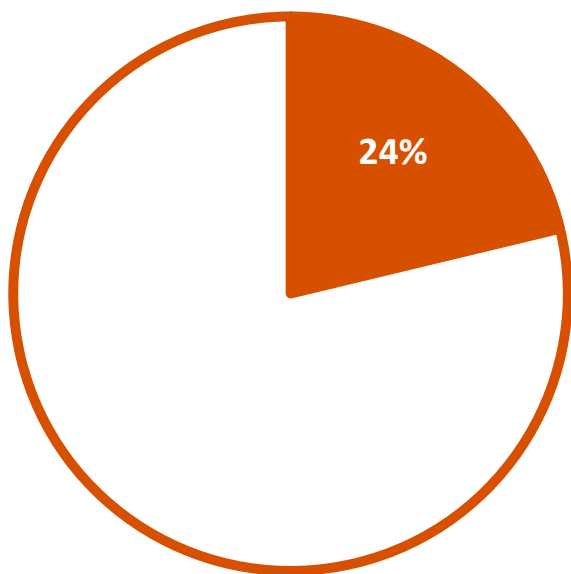
# In offices reporting salary reductions and delays in partner draws, which groups have been impacted?

Percentage of offices with salary reductions and/or delays in partner draws reporting the following groups have been impacted:



Most offices that reduced the salary of some or all of their lawyers did not reduce the weekly pay rate for their 2020 summer associates in comparison to the originally planned amount

Percentage of offices\* that reduced 2020 summer associate weekly pay



\* Of offices that reduced the salary of some or all of their lawyers



### Offices more likely to reduce their 2020 summer associate weekly pay rate

- Offices in firms of 251-500 attorneys (58%)
- Offices of 25 or fewer attorneys (36%)
- Offices in the Northeast (29%)

### Offices less likely to reduce their 2020 summer associate weekly pay rate

- Offices in firms of 501-700 or 701+ attorneys (13% each)
- Offices of 51-100 attorneys (11%)
- Offices in the Southeast (14%)

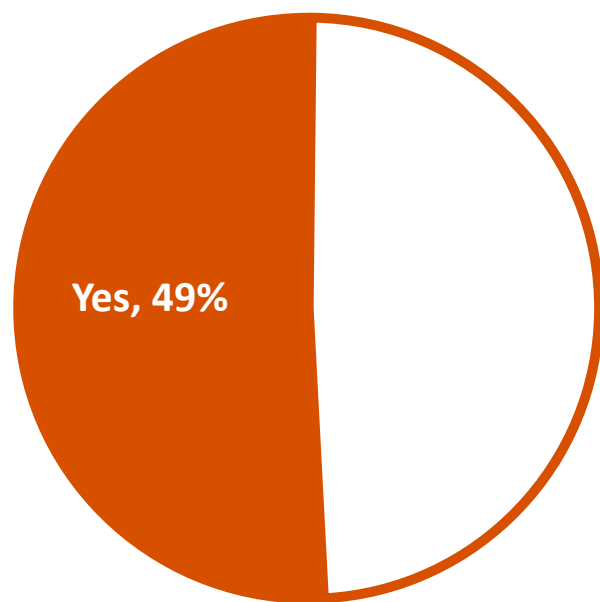


# Law School Results

## 167 participating schools

## Are you aware of any of your Class of 2020 grads having post-graduate employment offers rescinded due to COVID-19?

All Schools



### Schools more likely to respond "Yes"

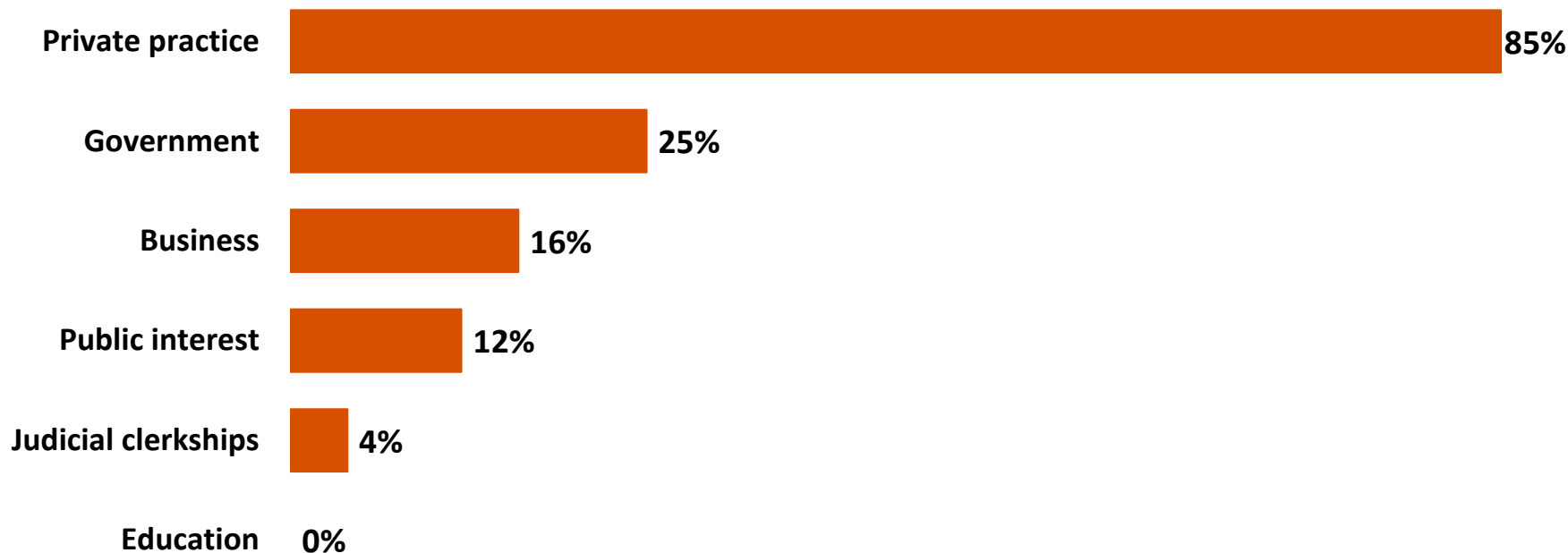
- Private schools (54%)
- Schools in the Southeast (58%)
- Schools with JD enrollments of 751+ students (61%)

### Schools less likely to respond "Yes"

- Public schools (40%)
- Schools in the Midwest (36%)
- Schools with JD enrollments of fewer than 350 students (33%)

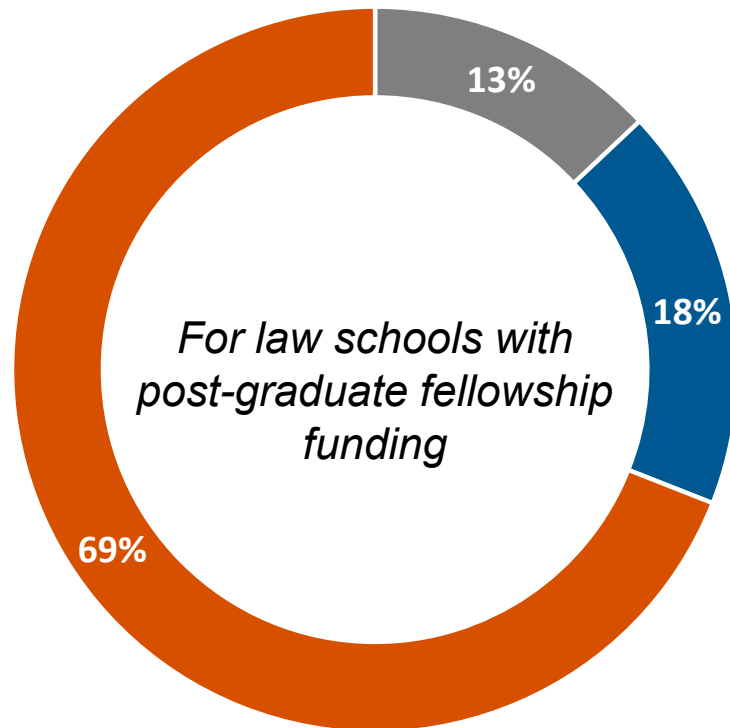
# In which of the following employment sectors have Class of 2020 grads reported rescinded offers?

Percentage of law schools\* indicating graduates with rescinded offers in each of the following:



*\* Percentages add up to more than 100% because multiple employment sectors could be reported. Percentages are calculated based on the number of schools reporting graduates with rescinded offers.*

# How does your school's post-graduate fellowship funding for the Class of 2020 compare to the Class of 2019?



■ Increased ■ Decreased ■ Remained the same

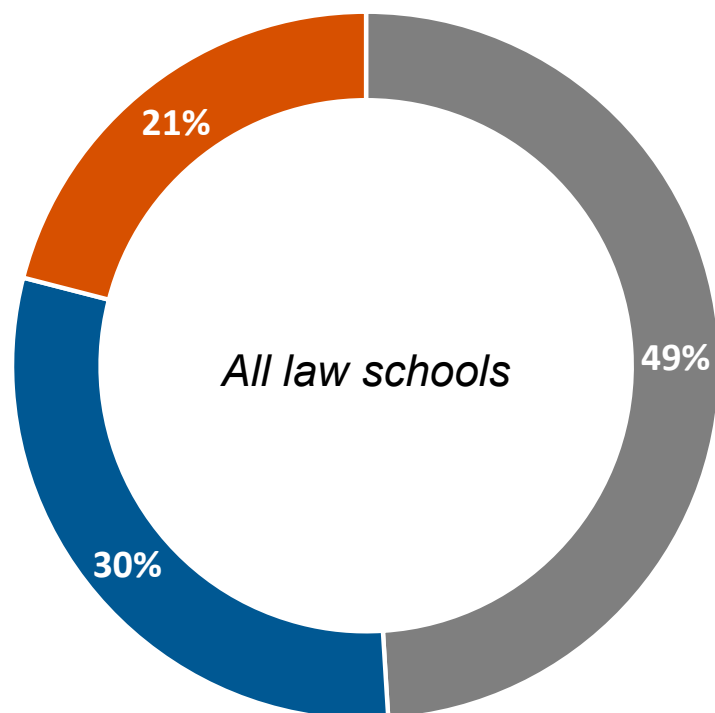
## Schools more likely to respond "funding increased"

- Schools in the Midwest (26%)
- Schools with JD enrollments of 550-750 students (21%)

## Schools less likely to respond "funding increased"

- Schools in the Mid-Atlantic (0%)
- Schools with JD enrollments of fewer than 350 students (7%)

## Has your CSO or law school invested\* in new or increased technology to support increased virtual meetings?



■ Yes   ■ No   ■ Still under consideration



### Schools more likely to respond "Yes"

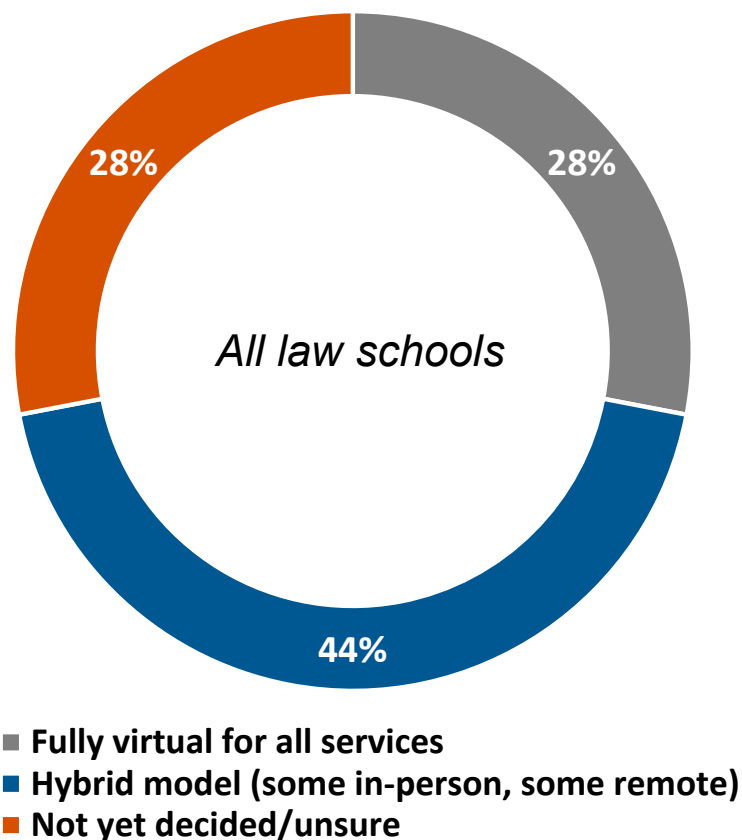
- Schools in the Northeast and West/RM regions (56%)
- Schools with JD enrollments of 751+ students (54%)

### Schools less likely to respond "Yes"

- Schools in the Midwest (36%)
- Schools with JD enrollments of 550-750 students (47%)

*\*Note: Includes schools that have decided to make such an investment before the fall 2020 semester begins.*

## Consistent with state and/or local government guidance, how does your CSO plan to operate in fall 2020?



### Schools more likely to respond "Fully virtual for all services"

- Schools in the Northeast (37%)
- Schools with JD enrollments of 751+ students (42%)

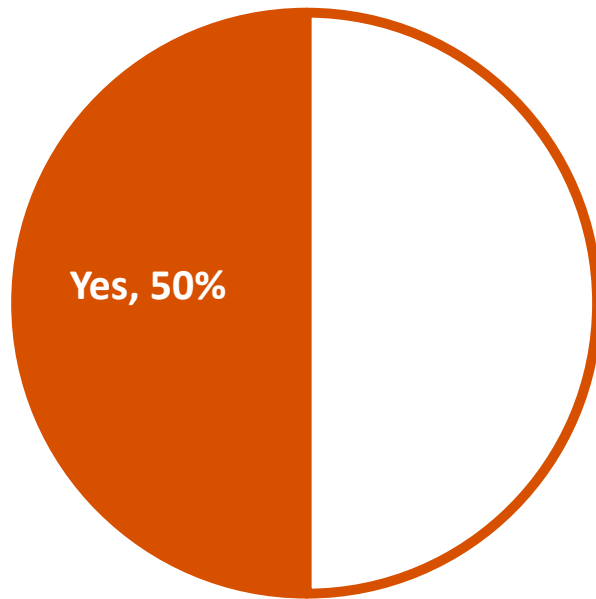
### Schools less likely to respond "Fully virtual for all services"

- Schools in the Southeast (20%)
- Schools with JD enrollments of fewer than 350 students (15%)

*Note: No law schools selected the option of fully in-person for all services.*

# Has your CSO experienced any budget cuts between March 15, 2020 – June 30, 2020?

## All Schools



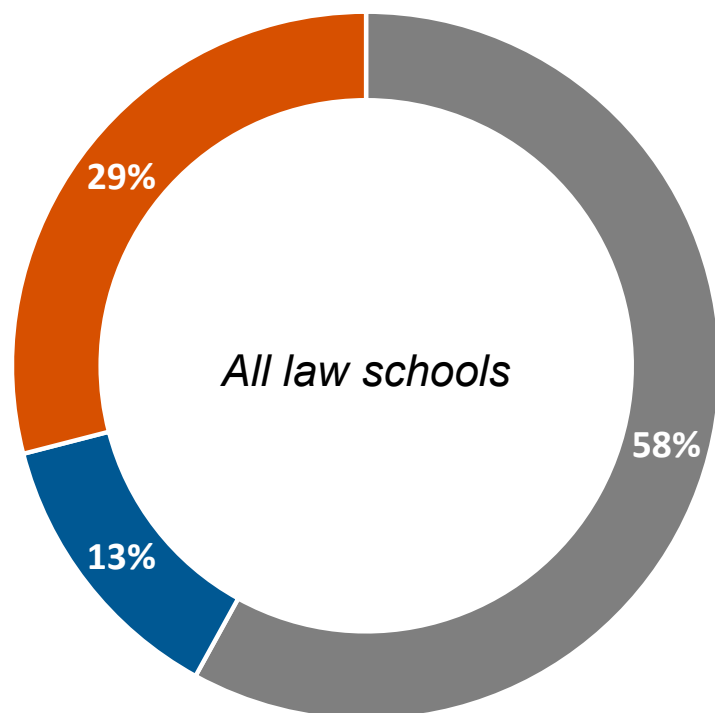
## Schools more likely to respond "Yes"

- Private schools (57%)
- Schools in the West/RM region (64%)
- Schools with JD enrollments of 350-549 students (65%)

## Schools less likely to respond "Yes"

- Public schools (38%)
- Schools in the Midwest (41%)
- Schools with JD enrollments of 751+ students (39%)

## Do you anticipate any CSO budget cuts between July 1, 2020 – June 30, 2021?



■ Yes   ■ No   ■ Still under consideration

### Schools more likely to respond "Yes"

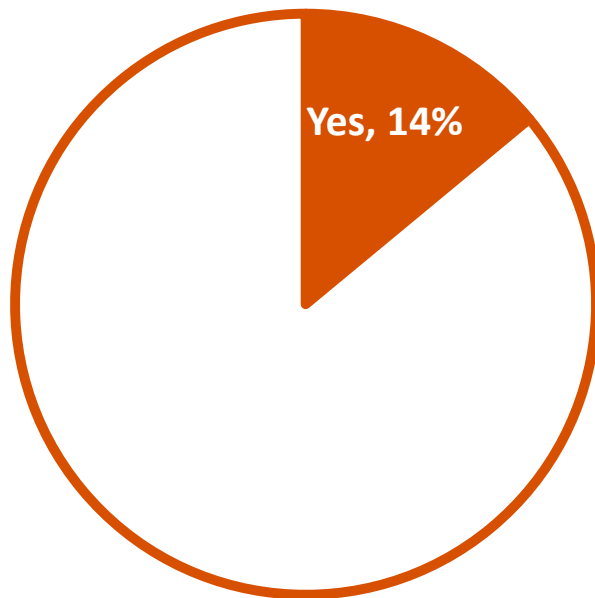
- Private schools (63%)
- Schools in Midwest (64%) and Northeast (63%)
- Schools with JD enrollments of 350-549 students (65%)

### Schools less likely to respond "Yes"

- Public schools (51%)
- Schools with JD enrollments of fewer than 350 students (53%)

# Have any staff in your CSO been furloughed or laid off since March 15, 2020?

All Schools



## Schools more likely to respond "Yes"

- Private schools (18%)
- Schools in the Southeast (18%)

## Schools less likely to respond "Yes"

- Public schools (9%)
- Schools in the Mid-Atlantic (5%)



Full survey results available at:  
[www.nalp.org/2020\\_pulse\\_surveys](http://www.nalp.org/2020_pulse_surveys)