

Perspectives on Fall 2004 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 annually 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 in 2004, providing comparisons with fall 2003 from the perspective of both schools and employers. This information was gathered in the “Fall and Summer Roundup” and “Three Important Questions” surveys to employers and schools, respectively. The second part of the report provides information on the outcomes of 2004 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2004 Recruiting Season.”

Note: As in prior years, this report does not document every aspect of recruiting nor include every category of hires. Hiring of current first-year (Class of 2007) students and current third-year (Class of 2005) students for summer associate positions is not included. Documentation of hires from the Class of 2004 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2005 *NALP Bulletin*.

Signs of Market Expansion — But with Regional Variations . . .

Based on information provided by NALP members about fall 2004 recruiting, the market for entry-level legal employment is continuing to expand, albeit slowly and with great regional variation. During fall 2004, virtually every marker for measuring the pace at which law firms recruit law school students showed modest gains or no change from the previous year. Rates of on-campus interviewing, resume bundling, and participation in job fairs generally either increased or at least remained relatively constant. Both the average number of offers and the offer rate for 2005 summer associate positions were up, and the size of summer classes in 2004 was comparable to that in 2003. Additionally, among employers who recruited third-years, the volume of third-year hiring increased modestly.

This expansion, however, has not been universal, with some local markets contracting while others expanded, and — even more than regional differences — the pace of growth has sometimes varied dramatically from city to city within a region. Overall, the Northeast and West/Rocky Mountain Regions as a whole both hosted larger summer programs in 2004 than in 2003 and also made more offers on average for the upcoming summer program compared with the prior year; the Mid-Atlantic Region, meanwhile, showed a pickup in hiring for the upcoming summer program. The Philadelphia, Washington, D.C., and San Francisco markets all generally showed signs of expansion. Similarly, it is the mid-sized firms of 101-250 lawyers that have shown the greatest capacity for expanding entry-level hiring, increasing summer class sizes, and expanding their third-year hiring during the last year.

Fall 2004 Recruiting Activity

■ Law School Perspective

A total of 137 law schools, about three-quarters 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 2003.

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 2004 compared with fall 2003. About 38% reported a change of less than 5%, and the remainder reported a decrease of 5% or more. With respect to bundling of resumes, schools were twice as likely to report an increase of more than 10% (41%) than to report a decrease of more than 10% (21%).
- Schools in the Southeast Region were most likely to report an increase of 5% or more in the number of employers, and schools in the Northeast were least likely to do so. Schools in the Mid-Atlantic and West/Rocky Mountain Regions were most likely to have seen relatively little change in the number of employers. Schools in the Northeast and Southeast were most likely to report an increase of more than 10% in resume bundling, with almost half doing so. Overall, about 21% of schools decreased bundling activity by more than 10%. Over half of schools reporting from the Mid-Atlantic Region had changed their number by less than 10%.
- Analysis by enrollment size shows that small schools were most likely to have increased their number of employers by 5% or more, and that medium-sized schools were most likely to report a decrease of 5% or more. About 20% 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 resumes were bundled by more than two to one. This figure was notably higher in the Southeast. Analyses of how individual schools are distributed on this measure show that for over 60% of the Mid-Atlantic schools, the ratio was less than 1.5.
- 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 53% participated in eight or more. In the Northeast, 61% of reporting schools participated in five or more job fairs, and 44% participated in eight or more. Among schools in the West/Rocky Mountain Region, in contrast, 44% participated in fewer than five job fairs. As was the case last year, only a few schools reported no job fair participation.
- About 61% of schools reported no change in job fair participation; this figure was somewhat higher among the largest schools. Schools in the Mid-Atlantic Region were most likely to have increased job fair participation.

Comparison of Fall 2004 and Fall 2003 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2004 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	27.5%	15.8%	22.2%	40.0%	25.0%	26.1%	36.2%	20.5%	25.0%
Change of less than 5%	38.2	42.1	44.4	31.4	36.1	43.5	36.2	29.5	50.0
Decrease of 5% or more	34.4	42.1	33.3	28.6	38.9	30.4	27.7	50.0	25.0
Number of schools reporting	131	19	18	35	36	23	47	44	40
# of employers for whom resumes were bundled:									
Increase of more than 10%	40.6%	47.4%	21.1%	48.5%	42.9%	36.4%	37.8%	34.1%	51.3%
Change 10% or less	38.3	31.6	57.9	33.3	31.4	45.5	42.2	43.2	28.2
Decrease of more than 10%	21.1	21.1	21.1	18.2	25.7	18.2	20.0	22.7	20.5
Number of schools reporting	128	19	19	33	35	22	45	44	39

Note: Canadian schools are included with the Northeast region or the West/Rocky Mountain region as appropriate.

Comparison of Employers on Campus and Resume Bundling Activity

	Total	NALP REGION					FALL 2004 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*	2.1	2.1	1.5	3.7	1.6	1.6	2.3	1.8	2.1
Distribution of schools on ratio of employers on campus to employers for whom resumes were bundled									
Less than 1.5	36.6%	47.8%	61.1%	8.6%	41.7%	40.9%	27.7%	40.4%	42.5%
1.5 - 3.0	27.6%	26.1%	16.7%	37.1%	25.0%	27.3%	27.7%	27.7%	27.5%
More than 3.0	35.8%	26.1%	22.2%	54.3%	33.3%	31.8%	44.7%	31.9%	30.0%
Median ratio	2.1	1.6	1.1	3.7	1.9	1.7	2.4	1.9	1.9
Number of schools	134	23	18	35	36	22	47	47	40

* Note: These 134 schools collectively reported 10,889 employers on campus and 5,305 employers for whom resumes were bundled. Canadian schools are included in the Northeast region or West/Rocky Mountain Region as appropriate.

Job Fair Participation, Fall 2004, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2004 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	36.5%	39.1%	21.1%	38.9%	36.1%	43.5%	57.1%	23.4%	26.8%
5-7	28.5	17.4	26.3	36.1	27.8	30.4	24.5	29.8	31.7
8 or more.....	35.0	43.5	52.6	25.0	36.1	26.1	18.4	46.8	41.5
Number of schools reporting									
	137	23	19	36	36	23	49	47	41
Change in # of Job Fairs Compared with Fall 2003									
Decrease.....	12.1%	5.3%	15.8%	11.4%	16.7%	8.7%	14.6%	13.6%	7.5%
No change.....	61.4	78.9	42.1	65.7	58.3	60.9	58.3	59.1	67.5
Increase	26.5	15.8	42.1	22.9	25.0	30.4	27.1	27.3	25.0
Number of schools reporting									
	132	19	19	35	36	23	48	44	40

Canadian schools are included in the Northeast region or West/Rocky Mountain Region as appropriate.

■ Employer Perspective

A total of 478 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 70% of firm responses from firms of more than 100 lawyers, firms of 50 or fewer lawyers represented a substantial minority of respondents, about 14%.

Nationwide, the median number of schools at which employers recruited was 7. About 29% of respondents visited more schools in 2004 compared to 2003; 46% visited the same number of schools.

- For firms of 50 or fewer lawyers and 51-100 lawyers, the medians were 2 and 5, respectively. The median was highest, 11, at firms of 251 or more lawyers. It is also the case that for small offices, regardless of overall firm size, the median was fewer than 3 schools.
- Firms of more than 250 lawyers were most likely to have increased the number of schools at which they interviewed, with more than one-third reporting an increase. In contrast, firms of 50 or fewer lawyers were most likely not to have 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 49% did so, a frequency almost twice that of employers in the Southeast and West/Rocky Mountain Regions. Employers in the Mid-Atlantic Region were most likely to have interviewed at more schools in 2004 compared with 2003. Employers in the Southeast and Midwest were most likely to have interviewed at the same number of schools. Decreases were most commonly reported by firms in the Northeast.

- Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, New York and Washington, D.C. firms were much more likely to have increased the number of schools visited than were firms in their respective regions as a whole; employers in Kansas City visited twice as many schools as average — a median of 14 compared to the regional median of 7 — but were also more likely to have decreased that number. Atlanta likewise differs from the Southeast as a whole, visiting a median of 11 schools, compared with the regional median of 5. Just under half of firms in the West/Rocky Mountain Region visited the same number of schools, but most of the firms reporting from Orange County did so, as did almost two-thirds of the firms reporting from Seattle.

Fall 2004 On-Campus Interviewing Activity and Comparison with Fall 2003, 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 2003		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
Total — All Employers	478	16.9%	24.3%	25.9%	32.8%	7.0	29.0%	25.2%	45.8%
Firms of 50 or fewer lawyers	67	53.7	28.4	17.9	0.0	2.0	9.1	19.7	71.2
Offices of 25 or fewer lawyers	18	61.1	33.3	5.6	0.0	2.0	5.9	23.5	70.6
Offices of 26-50 lawyers.....	22	31.8	45.5	22.7	0.0	4.0	9.1	22.7	68.2
Firms of 51-100 lawyers	68	13.2	42.6	33.8	10.3	5.0	21.2	27.3	51.5
Offices of 51-100 lawyers.....	35	11.4	42.9	40.0	5.7	5.0	23.5	20.6	55.9
Firms of 101-250 lawyers	118	10.2	20.3	34.7	34.7	8.0	30.2	23.3	46.6
Offices of 25 or fewer lawyers.....	5	80.0	20.0	0.0	0.0	2.0	0.0	0.0	100.0
Offices of 26-50 lawyers.....	6	66.7	16.7	0.0	16.7	2.0	16.7	33.3	50.0
Offices of 51-100 lawyers.....	13	7.7	53.8	23.1	15.4	5.0	46.2	0.0	53.8
Offices of 101 or more lawyers	44	2.3	15.9	47.7	34.1	8.0	30.2	20.9	48.8
Firms of 251-500 lawyers	69	8.7	21.7	18.8	50.7	11.0	36.2	26.1	37.7
Offices of 26-50 lawyers.....	7	57.1	42.9	0.0	0.0	2.0	28.6	14.3	57.1
Offices of 51-100 lawyers.....	16	6.3	62.5	25.0	6.3	4.0	43.8	37.5	18.8
Offices of 101 or more lawyers	21	0.0	4.8	19.0	76.2	14.0	33.3	28.6	38.1
Firms of 501 or more lawyers	148	12.2	17.6	22.3	48.0	10.0	36.1	28.5	35.4
Offices of 25 or fewer lawyers.....	18	50.0	33.3	16.7	0.0	2.5	5.9	23.5	70.6
Offices of 26-50 lawyers.....	23	4.3	43.5	43.5	8.7	6.0	52.4	14.3	33.3
Offices of 51-100.....	34	14.7	17.6	35.3	32.4	9.0	36.4	33.3	30.3
Offices of 101 or more lawyers	49	0.0	2.0	14.3	83.7	16.0	42.9	36.7	20.4
Government/Public Interest Employers	7	0.0	28.6	28.6	42.9	10.0	42.9	14.3	42.9

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 2003 and 2004 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2004 On-Campus Interviewing Activity and Comparison with Fall 2003, 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 2003		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
All Firms	471	17.2%	24.2%	25.9%	32.7%	7.0	28.8%	25.3%	45.9%
Northeast.....	74	6.8	13.5	31.1	48.6	10.0	28.8	34.2	37.0
Boston.....	10	20.0	0.0	40.0	40.0	10.0	20.0	30.0	50.0
Connecticut.....	10	0.0	20.0	60.0	20.0	7.0	11.1	66.7	22.2
New York City.....	41	0.0	12.2	17.1	70.7	13.0	39.0	29.3	31.7
Toronto.....	7	0.0	0.0	85.7	14.3	8.0	28.6	28.6	42.9
Mid-Atlantic.....	81	9.9	35.8	19.8	34.6	7.0	34.2	25.3	40.5
New Jersey.....	9	44.4	22.2	11.1	22.2	4.0	33.3	22.2	44.4
Philadelphia.....	11	18.2	27.3	18.2	36.4	8.0	20.0	20.0	60.0
Pittsburgh.....	6	16.7	66.7	0.0	16.7	4.0	16.7	33.3	50.0
Virginia.....	7	0.0	57.1	28.6	14.3	5.0	14.3	0.0	85.7
Washington, DC area.....	40	2.5	27.5	27.5	42.5	9.0	43.6	30.8	25.6
Southeast.....	99	24.2	32.3	17.2	26.3	5.0	27.1	21.9	51.0
Atlanta.....	11	9.1	18.2	18.2	54.5	11.0	9.1	54.5	36.4
Austin.....	6	66.7	33.3	0.0	0.0	2.0	16.7	0.0	83.3
Dallas.....	16	18.8	25.0	18.8	37.5	7.0	40.0	20.0	40.0
Houston.....	12	16.7	33.3	16.7	33.3	5.5	25.0	25.0	50.0
Miami.....	6	16.7	16.7	33.3	33.3	7.0	20.0	20.0	60.0
North Carolina.....	7	0.0	28.6	28.6	42.9	7.0	14.3	42.9	42.9
San Antonio.....	7	42.9	42.9	14.3	0.0	3.0	14.3	14.3	71.4
Tampa.....	5	0.0	40.0	40.0	20.0	8.0	40.0	20.0	40.0
Tennessee.....	7	42.9	42.9	14.3	0.0	3.0	57.1	0.0	42.9
Midwest.....	102	20.6	14.7	31.4	33.3	7.0	22.8	24.8	52.5
Chicago.....	21	4.8	9.5	33.3	52.4	11.0	42.9	23.8	33.3
Cincinnati.....	6	33.3	0.0	33.3	33.3	8.0	0.0	50.0	50.0
Cleveland.....	6	0.0	0.0	50.0	50.0	12.5	0.0	50.0	50.0
Columbus.....	5	20.0	40.0	0.0	40.0	5.0	20.0	20.0	60.0
Detroit.....	6	16.7	33.3	16.7	33.3	6.0	16.7	16.7	66.7
Kansas City, MO.....	6	0.0	0.0	33.3	66.7	14.0	16.7	50.0	33.3
Milwaukee.....	7	28.6	14.3	28.6	28.6	7.0	14.3	14.3	71.4
Minneapolis.....	12	0.0	0.0	50.0	50.0	10.5	50.0	8.3	41.7
St. Louis.....	7	14.3	14.3	42.9	28.6	7.0	42.9	28.6	28.6
West/Rocky Mountain.....	113	20.4	24.8	28.3	26.5	6.0	31.5	22.5	45.9
Denver.....	11	36.4	27.3	18.2	18.2	3.0	30.0	30.0	40.0
Los Angeles.....	26	0.0	26.9	38.5	34.6	9.0	44.0	32.0	24.0
Orange County, CA.....	7	14.3	14.3	71.4	0.0	6.0	14.3	0.0	85.7
Phoenix.....	8	12.5	12.5	50.0	25.0	9.0	50.0	25.0	25.0
Portland.....	6	33.3	16.7	16.7	33.3	5.0	33.3	33.3	33.3
San Francisco.....	18	0.0	33.3	22.2	44.4	9.5	44.4	5.6	50.0
San Jose area.....	8	12.5	12.5	37.5	37.5	9.5	37.5	25.0	37.5
Seattle.....	11	36.4	45.5	9.1	9.1	4.0	9.1	27.3	63.6

The number of offices reporting both 2003 and 2004 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 Mountain View. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Roanoke, and Richmond.

About 38% of responding employers participated in no job fairs, and 70% of employers participated in the same number of job fairs in 2003 and 2004.

- Almost three-quarters of firms of 50 or fewer lawyers and almost half of firms of 51-100 lawyers 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 2003 and 2004. Over half of the largest firms of 251 or more lawyers participated in the same number of job fairs, and about one-quarter participated in more.

- On a regional basis, firms in the Northeast were most likely to participate in job fairs, with 73% doing so. Firms in the Southeast and Midwest were most likely to have not changed their participation, and firms in the Northeast and West/Rocky Mountain Regions were most likely to have increased their participation, with about one-quarter reporting thus.
- Again, regional norms are not necessarily indicative of activity within a given city. For example, 69% of firms reporting from Dallas participated in two or more job fairs, whereas for the region as a whole the figure was just 30%. Likewise, 76% of firms in Chicago participated in two or more job fairs, a rate more

than twice that of the Midwest Region as a whole. In contrast, most offices in Pittsburgh, Austin, San Antonio, Columbus, and Phoenix did not participate in any job fairs.

- Firms in Dallas and San Francisco were most likely to participate in more job fairs in 2004 compared with 2003. All firms reporting from Austin, Houston, North Carolina, Detroit, and Phoenix maintained their level of participation or non-participation.

Fall 2004 Job Fair Participation and Comparison with Fall 2003, As Reported by Employers — By Type and Size

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2004			COMPARED TO 2003 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
Total — All Employers	478	38.3%	22.2%	39.5%	17.2%	12.9%	70.0%
Firms of 50 or fewer lawyers	67	73.1	10.4	16.4	6.3	1.6	92.2
Offices of 25 or fewer lawyers.....	18	77.8	11.1	11.1	0.0	0.0	100.0
Offices of 26-50 lawyers.....	22	54.5	18.2	27.3	13.6	4.5	81.8
Firms of 51-100 lawyers	68	45.6	27.9	26.5	10.6	13.6	75.8
Offices of 51-100 lawyers.....	35	42.9	37.1	20.0	8.8	14.7	76.5
Firms of 101-250 lawyers	118	31.4	28.8	39.8	14.0	10.5	75.4
Offices of 25 or fewer lawyers.....	5	100.0	0.0	0.0	0.0	0.0	100.0
Offices of 26-50 lawyers.....	6	83.3	16.7	0.0	0.0	16.7	83.3
Offices of 51-100 lawyers.....	13	53.8	15.4	30.8	23.1	7.7	69.2
Offices of 101 or more lawyers	44	20.5	25.0	54.5	18.6	7.0	74.4
Firms of 251-500 lawyers	69	29.0	14.5	56.5	24.6	20.3	55.1
Offices of 26-50 lawyers.....	7	71.4	28.6	0.0	0.0	28.6	71.4
Offices of 51-100 lawyers.....	16	37.5	31.3	31.3	25.0	6.3	68.8
Offices of 101 or more lawyers	21	14.3	9.5	76.2	38.1	14.3	47.6
Firms of 501 or more lawyers	148	30.4	23.6	45.9	24.1	15.2	60.7
Offices of 25 or fewer lawyers.....	18	61.1	27.8	11.1	23.5	11.8	64.7
Offices of 26-50 lawyers.....	23	43.5	30.4	26.1	18.2	18.2	63.6
Offices of 51-100.....	34	41.2	32.4	26.5	15.2	21.2	63.6
Offices of 101 or more lawyers	49	8.2	16.3	75.5	32.7	14.3	53.1
Government/Public Interest Employers	7	0.0	14.3	85.7	14.3	28.6	57.1

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 2003 and 2004 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2004 Job Fair Participation and Comparison with Fall 2003, As Reported by Employers — By NALP Region and City/State

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2004			COMPARED TO 2003 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
All Firms	471	38.9%	22.3%	38.9%	17.2%	12.6%	70.2%
Northeast	74	27.0	12.2	60.8	24.3	8.6	67.1
Boston	10	30.0	0.0	70.0	30.0	0.0	70.0
Connecticut	10	40.0	20.0	40.0	14.3	0.0	85.7
New York City	41	19.5	14.6	65.9	29.3	14.6	56.1
Toronto	7	14.3	0.0	85.7	16.7	0.0	83.3
Mid-Atlantic	81	44.4	16.0	39.5	19.0	16.5	64.6
New Jersey	9	44.4	11.1	44.4	11.1	22.2	66.7
Philadelphia	11	27.3	18.2	54.5	30.0	10.0	60.0
Pittsburgh	6	83.3	0.0	16.7	0.0	16.7	83.3
Virginia	7	42.9	42.9	14.3	0.0	28.6	71.4
Washington, DC area	40	45.0	15.0	40.0	23.1	17.9	59.0
Southeast	99	46.5	23.2	30.3	14.6	9.4	76.0
Atlanta	11	18.2	27.3	54.5	27.3	9.1	63.6
Austin	6	83.3	16.7	0.0	0.0	0.0	100.0
Dallas	16	12.5	18.8	68.8	33.3	20.0	46.7
Houston	12	58.3	16.7	25.0	0.0	0.0	100.0
Miami	6	50.0	16.7	33.3	16.7	16.7	66.7
North Carolina	7	28.6	28.6	42.9	0.0	0.0	100.0
San Antonio	7	85.7	14.3	0.0	0.0	14.3	85.7
Tampa	5	20.0	80.0	0.0	0.0	20.0	80.0
Tennessee	7	42.9	42.9	14.3	14.3	0.0	85.7
Midwest	102	37.3	27.5	35.3	6.9	10.9	82.2
Chicago	21	4.8	19.0	76.2	14.3	14.3	71.4
Cincinnati	6	50.0	33.3	16.7	0.0	33.3	66.7
Cleveland	6	16.7	33.3	50.0	0.0	16.7	83.3
Columbus	5	80.0	20.0	0.0	0.0	20.0	80.0
Detroit	6	33.3	33.3	33.3	0.0	0.0	100.0
Kansas City, MO	6	16.7	66.7	16.7	16.7	16.7	66.7
Milwaukee	7	28.6	42.9	28.6	0.0	14.3	85.7
Minneapolis	12	8.3	25.0	66.7	16.7	0.0	83.3
St. Louis	7	57.1	42.9	0.0	0.0	14.3	85.7
West/Rocky Mountain	113	36.3	28.3	35.4	23.4	17.1	59.5
Denver	11	18.2	36.4	45.5	10.0	20.0	70.0
Los Angeles	26	26.9	34.6	38.5	24.0	20.0	56.0
Orange County, CA	7	42.9	42.9	14.3	14.3	14.3	71.4
Phoenix	8	75.0	0.0	25.0	0.0	0.0	100.0
Portland	6	50.0	0.0	50.0	16.7	16.7	66.7
San Francisco	18	22.2	33.3	44.4	33.3	27.8	38.9
San Jose area	8	0.0	37.5	62.5	25.0	37.5	37.5
Seattle	11	45.5	36.4	18.2	27.3	9.1	63.6

The number of offices reporting both 2003 and 2004 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 Mountain View. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Roanoke, and Richmond.

Summer Program Characteristics

This year's survey asked new questions concerning the length and ending dates for summer programs for each of the past three years. Summer programs in 2004 were typically 10 to 12 weeks long, regardless of firm size, as was the case in 2002. Over two-thirds of offices reported summer programs of either 10, 11, or 12 weeks, although the lengths reported ranged from 4 to 18 weeks.

- On a regional basis, the Southeast and Midwest varied the most from the norm, with shorter programs, especially 6-week programs, much more common in the Southeast (31%); in the Midwest over half of firms reported holding a 12-week program.

- Cities in the Southeast where 6-week programs were common include Austin, Houston, and San Antonio. Many offices in the Southeast run two 6-week programs.

Most programs again ended in mid-August, as was the case in 2002 and 2003. The end dates reported ranged from June 18 to as late as September 24. It should be noted that end dates at a firm may vary from the reported end date depending on specific student circumstances. Some firms reported having no specific end date. The most common end date reported for 2004 was August 13, reported by 30% of firms.

Length of Summer 2004 Programs

	MOST COMMON PROGRAM LENGTHS AND % REPORTING EACH						Median Length	RANGE OF LENGTHS REPORTED (WEEKS)		# of Offices
	6 Weeks	8 Weeks	10 Weeks	11 Weeks	12 Weeks	13 Weeks		Minimum Length	Maximum Length	
Total — All Employers.....	7.2%	4.6%	21.3%	10.1%	36.8%	7.4%	12	4	18	497
By Firm Size										
50 or fewer lawyers.....	15.6	9.4	18.8	6.3	35.9	1.6	12	6	16	64
51-100 lawyers.....	5.9	2.9	33.8	7.4	29.4	10.3	11	6	16	68
101-250 lawyers.....	6.7	3.3	15.0	10.8	43.3	5.8	12	4	18	120
251-500 lawyers.....	14.1	4.2	12.7	14.1	32.4	11.3	12	6	15	71
501+ lawyers.....	2.4	4.2	23.5	10.8	38.6	8.4	12	5	17	166
By Office Size										
25 or fewer lawyers.....	10.3	15.5	25.9	3.4	29.3	1.7	10	4	16	58
26-50 lawyers.....	10.7	4.8	25.0	14.3	36.9	3.6	11	6	15	84
51-100 lawyers.....	10.3	2.8	24.1	9.0	31.7	9.0	11	5	16	145
101+ lawyers.....	2.8	2.2	11.7	11.7	45.3	11.2	12	6	18	179
By NALP Region and City/State										
Northeast.....										
Northeast.....	0.0	5.0	21.3	18.8	36.3	3.8	12	8	18	80
Boston area.....	0.0	0.0	10.0	30.0	50.0	0.0	12	10	14	10
Connecticut.....	0.0	7.1	28.6	28.6	28.6	0.0	11	8	12	14
New York City.....	0.0	6.8	22.7	13.6	43.2	4.5	12	8	18	44
Ontario.....	0.0	0.0	0.0	0.0	0.0	14.3	16	13	16	7
Mid-Atlantic.....										
Mid-Atlantic.....	0.0	2.3	31.0	13.8	27.6	16.1	12	8	17	87
New Jersey.....	0.0	0.0	50.0	30.0	10.0	10.0	11	10	13	10
Philadelphia.....	0.0	0.0	40.0	40.0	0.0	10.0	11	10	16	10
Pittsburgh.....	0.0	0.0	16.7	16.7	33.3	33.3	12	10	13	6
Virginia area.....	0.0	14.3	42.9	0.0	42.9	0.0	10	8	12	7
Washington, DC.....	0.0	2.2	20.0	8.9	33.3	20.0	12	8	17	45
Southeast.....										
Southeast.....	30.6	6.5	8.3	3.7	30.6	4.6	10	4	15	108
Atlanta.....	16.7	0.0	8.3	16.7	33.3	16.7	12	6	13	12
Austin.....	57.1	28.6	0.0	0.0	0.0	0.0	6	4	8	7
Dallas.....	40.0	6.7	6.7	0.0	6.7	6.7	8	6	15	15
Houston.....	46.7	0.0	6.7	0.0	13.3	6.7	6	5	14	15
Miami.....	0.0	0.0	28.6	0.0	57.1	0.0	12	9	12	7
North Carolina.....	0.0	14.3	14.3	0.0	57.1	0.0	12	8	12	7
San Antonio.....	100.0	0.0	0.0	0.0	0.0	0.0	6	6	6	7
Tampa.....	0.0	0.0	0.0	0.0	85.7	0.0	12	12	14	7
Tennessee.....	42.9	14.3	0.0	0.0	42.9	0.0	8	6	12	7
Midwest.....										
Midwest.....	1.9	2.8	15.1	4.7	52.8	8.5	12	6	16	106
Chicago.....	0.0	4.3	8.7	4.3	56.5	4.3	12	8	16	23
Cincinnati.....	0.0	0.0	33.3	16.7	33.3	0.0	12	10	16	6
Cleveland.....	0.0	0.0	16.7	0.0	50.0	16.7	12	10	14	6
Columbus.....	0.0	16.7	0.0	0.0	66.7	16.7	12	8	13	6
Detroit area.....	16.7	0.0	0.0	0.0	33.3	33.3	13	6	14	6
Kansas City.....	0.0	0.0	14.3	0.0	71.4	0.0	12	10	14	7
Milwaukee.....	0.0	0.0	14.3	0.0	57.1	14.3	12	10	14	7
Minneapolis.....	0.0	0.0	7.7	0.0	69.2	15.4	12	10	14	13
St. Louis.....	14.3	0.0	0.0	14.3	71.4	0.0	12	6	12	7
West/Rocky Mountain.....										
West/Rocky Mountain.....	0.9	5.3	32.5	12.3	35.1	5.3	11	5	15	114
Denver.....	0.0	0.0	36.4	0.0	63.6	0.0	12	10	12	11
Los Angeles area.....	0.0	4.0	36.0	24.0	28.0	4.0	11	8	14	25
Orange County, CA.....	0.0	0.0	14.3	28.6	42.9	14.3	12	10	13	7
Phoenix.....	0.0	0.0	37.5	0.0	25.0	25.0	12	10	14	8
Portland, OR area.....	0.0	0.0	0.0	20.0	40.0	0.0	12	11	15	5
San Francisco.....	0.0	5.0	45.0	10.0	20.0	10.0	11	8	14	20
San Jose area.....	0.0	0.0	37.5	0.0	25.0	0.0	11	5	14	8
Seattle.....	0.0	0.0	22.2	22.2	55.6	0.0	12	10	12	9

Note: Some offices reported that there is no fixed length to their program; they are excluded from this analysis. For offices reporting a range of lengths, the smaller figure, or the minimum number of weeks required, was used. For offices reporting that their program consists of two sessions, e.g., two 6-week sessions, the 6-week figure was used rather than the 12-week total. It should be noted that programs in Ontario are typically longer than 13 weeks. Only law firms are included in the analyses by size. Specific city information may include firms which have summer programs at 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 Mountain View. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Roanoke, and Richmond.

End Dates of Summer 2004 Programs

	MOST COMMON END DATES AND % REPORTING EACH						Median End Date	RANGE OF END DATES REPORTED		# of Offices
	July 2	July 30	August 6	August 13	August 20	August 27		Earliest End Date	Latest End Date	
Total — All Employers.....	2.6%	6.8%	25.4%	29.6%	11.3%	3.3%	08/13	06/18	09/24	453
By Firm Size										
50 or fewer lawyers.....	4.4	2.2	4.4	13.3	22.2	2.2	08/16	06/25	09/24	45
51-100 lawyers.....	0.0	1.6	24.6	32.8	13.1	6.6	08/13	06/25	09/15	61
101-250 lawyers.....	1.8	6.1	28.1	31.6	12.3	3.5	08/13	06/18	09/17	114
251-500 lawyers.....	8.7	14.5	21.7	23.2	8.7	1.4	08/06	06/18	09/15	69
501 + lawyers.....	1.3	7.6	31.8	33.8	8.3	3.2	08/13	06/18	09/09	157
By Office Size										
25 or fewer lawyers.....	4.4	2.2	22.2	13.3	15.6	2.2	08/13	06/18	09/03	45
26-50 lawyers.....	4.2	5.6	13.9	30.6	13.9	0.0	08/13	06/18	09/24	72
51-100 lawyers.....	3.8	7.6	31.8	24.2	9.8	5.3	08/06	06/23	09/17	132
101+ lawyers.....	1.1	8.9	25.7	37.4	10.1	3.4	08/13	07/02	09/10	179
By NALP Region and City/State										
Northeast.....										
Boston area.....	0.0	0.0	10.0	70.0	10.0	0.0	08/13	08/05	08/20	10
Connecticut.....	0.0	0.0	46.2	38.5	0.0	0.0	08/12	08/06	08/15	13
New York City.....	0.0	11.9	45.2	16.7	7.1	2.4	08/06	07/30	09/03	42
Ontario.....	0.0	0.0	0.0	0.0	33.3	50.0	08/27	08/20	09/03	6
Mid-Atlantic.....										
New Jersey.....	0.0	12.5	50.0	25.0	0.0	0.0	08/06	07/30	08/13	8
Philadelphia.....	0.0	25.0	62.5	12.5	0.0	0.0	08/06	07/30	08/13	8
Pittsburgh.....	0.0	0.0	33.3	33.3	16.7	0.0	08/09	08/02	08/20	6
Virginia area.....	0.0	16.7	50.0	16.7	0.0	0.0	08/06	07/23	08/13	6
Washington, DC area.....	0.0	11.4	27.3	31.8	6.8	9.1	08/13	07/23	09/09	44
Southeast.....										
Atlanta.....	0.0	38.5	23.1	15.4	7.7	7.7	08/06	07/05	08/27	13
Austin.....	50.0	0.0	0.0	0.0	33.3	0.0	07/02	06/18	08/20	6
Dallas.....	13.3	0.0	13.3	13.3	26.7	6.7	08/13	06/25	08/28	15
Houston.....	23.1	7.7	7.7	23.1	7.7	0.0	07/16	06/23	08/20	13
North Carolina.....	14.3	28.6	42.9	0.0	14.3	0.0	08/06	07/02	08/20	7
San Antonio.....	14.3	0.0	14.3	42.9	0.0	0.0	08/06	06/18	08/13	7
Tampa.....	0.0	0.0	33.3	50.0	0.0	0.0	08/13	08/06	08/15	6
Tennessee.....	14.3	0.0	42.9	0.0	0.0	0.0	08/06	06/25	08/15	7
Midwest.....										
Chicago.....	0.0	0.0	13.6	40.9	9.1	4.5	08/13	08/06	09/15	22
Cincinnati.....	0.0	0.0	0.0	20.0	20.0	0.0	08/13	08/10	09/01	5
Cleveland.....	0.0	0.0	33.3	50.0	16.7	0.0	08/13	08/06	08/20	6
Columbus.....	0.0	0.0	0.0	60.0	0.0	0.0	08/13	08/01	08/17	5
Detroit area.....	0.0	0.0	16.7	33.3	16.7	16.7	08/14	08/06	08/27	6
Kansas City.....	0.0	16.7	16.7	33.3	16.7	0.0	08/13	07/30	08/20	6
Milwaukee.....	0.0	0.0	14.3	42.9	14.3	0.0	08/13	08/06	09/03	7
Minneapolis.....	0.0	0.0	0.0	53.8	30.8	0.0	08/13	08/01	08/20	13
St. Louis.....	0.0	0.0	66.7	16.7	16.7	0.0	08/06	08/06	08/20	6
West/Rocky Mountain.....										
Denver.....	0.0	0.0	11.1	55.6	0.0	0.0	08/13	08/06	08/30	9
Los Angeles area.....	0.0	13.0	26.1	39.1	4.3	4.3	08/12	07/30	08/27	23
Orange County, CA.....	0.0	0.0	16.7	33.3	16.7	0.0	08/16	08/06	09/17	6
Phoenix.....	0.0	0.0	50.0	50.0	0.0	0.0	08/09	08/06	08/13	6
Portland, OR area.....	0.0	0.0	0.0	40.0	40.0	0.0	08/20	08/13	09/10	5
San Francisco.....	0.0	5.6	22.2	38.9	27.8	0.0	08/13	07/30	08/20	18
San Jose area.....	0.0	0.0	14.3	42.9	14.3	0.0	08/13	06/18	09/03	7
Seattle.....	0.0	0.0	0.0	10.0	10.0	10.0	09/03	08/13	09/24	10

Note: A small number of offices reported that their summer program has no set ending date; they are excluded from this analysis. The end dates reported by individual offices may or may not apply to the whole class, depending on the firm and specific student circumstances. Only law firms are included in the analyses by size. Specific city information may include firms which have summer programs at 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 Mountain View. Orange County includes offices in Irvine and Newport Beach. Virginia includes offices in Norfolk, Roanoke, and Richmond.

Outcomes of Summer Programs and Fall Recruiting

A total of 465 employers reported detailed information on the outcomes of their 2004 summer programs and/or of their 2004 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 lawyers, and 36% of respondents represented firms of 501 or more lawyers. Again, however, a substantial minority of respondents, about 13%, were firms of 50 or fewer lawyers. About one-third of respondents were from the Northeast and Mid-Atlantic Regions combined. The Southeast, the Midwest, and the West accounted for 24%, 20%, and 23% of respondents, respectively.

■ Outcomes of Summer 2004 Programs

Responding employers reported a combined total of 5,060 individuals from the Classes of 2004 and 2005 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. Most, 91%, of participants received an offer for an associate position — compared to 87% in 2003 — and 72% of these offers were accepted — compared to 77% in 2003. Figures for 2004 are thus very similar to those for 2003 and 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, once again matched the 90% mark seen in the late 90's and 2000. Despite the decline compared to 2003, acceptance rates continued to be well above the 66% rate of the late 1990s and 2000.

- Measured in terms of both the average and the median, summer class sizes were larger in the Northeast. Some cities with relatively large firms such as New York, Philadelphia, Atlanta, Dallas, and Chicago not surprisingly had summer programs which on average were far larger than for their respective region as whole. Programs in Pittsburgh, Miami, Denver, and Seattle were among those that were relatively small.
- Average class sizes increased with firm size, as did offer rates. Acceptance rates varied from 70% to 79%, depending on firm size. Offer rates were highest in the Northeast,

Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
Nationwide	5.0	11	91.0%	72.4%	465
By Number of Lawyers Firmwide					
50 or fewer.....	2.0	3	68.2	79.4	53
51-100.....	5.0	6	83.1	70.6	53
101-250.....	8.0	10	87.8	77.0	90
251-500.....	5.0	9	87.2	75.0	100
501+.....	7.0	17	95.3	70.4	168
By Number of Lawyers in Office					
25 or fewer.....	2.0	2	69.7	75.0	67
26-50.....	3.0	3	83.6	77.5	88
51-100.....	5.0	6	85.5	73.1	98
101+.....	14.0	20	94.8	70.9	137
By NALP Region and City/State					
Northeast.....	9.0	20	97.1	76.3	73
Boston.....	7.5	17	98.0	81.8	12
New York City.....	15.5	26	98.0	75.0	46
Mid-Atlantic.....	6.0	10	91.4	66.4	81
Baltimore.....	5.0	4	71.4	93.3	5
New Jersey.....	6.0	6	86.7	94.9	8
Philadelphia.....	15.5	15	89.7	86.7	8
Pittsburgh.....	3.5	7	83.7	75.0	6
Other VA locations.....	5.0	12	90.0	63.0	5
Washington, DC area.....	7.0	12	94.3	58.6	45
Southeast.....	5.0	9	81.7	64.6	117
Atlanta.....	11.0	17	88.2	66.2	19
Austin.....	3.0	4	77.1	48.1	8
Charlotte.....	6.0	12	89.8	73.6	5
Dallas.....	13.5	13	82.2	61.8	14
Houston.....	7.0	11	79.5	64.8	15
Louisiana.....	6.5	7	63.4	65.4	6
Miami.....	3.0	3	66.7	75.0	6
Tampa/St. Petersburg.....	1.5	2	100.0	75.0	6
Midwest.....	5.5	9	88.7	80.7	90
Chicago.....	9.0	13	94.4	78.3	21
Cincinnati.....	3.5	7	87.2	85.3	6
Cleveland.....	11.0	12	86.9	73.6	5
Columbus.....	9.0	10	88.0	72.7	5
Indianapolis.....	3.0	7	86.1	77.4	5
Kansas City.....	7.5	8	79.6	64.1	6
Michigan.....	4.0	6	80.4	87.8	9
Milwaukee.....	4.0	11	91.2	86.7	8
Minneapolis area.....	4.0	7	89.4	85.7	7
St. Louis.....	8.0	8	90.2	91.9	5
West/Rocky Mountain.....	5.0	9	93.0	72.4	104
Denver area.....	2.5	3	77.8	78.6	6
Los Angeles area.....	5.0	11	93.3	70.9	28
Orange County, CA.....	2.5	3	88.2	63.3	10
Phoenix.....	5.0	11	97.5	84.4	7
San Francisco.....	6.0	9	90.4	68.8	17
San Jose area.....	3.5	5	90.7	64.1	8
Seattle area.....	2.0	5	93.6	88.6	10

Note: Figures reflect participation by students in the Classes of 2004 and 2005 during the summer of 2004. Some Class of 2004 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 their summer program figures are 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, Palo Alto, and San Jose. Figures for other Virginia locations include Richmond, Norfolk, and Roanoke.

Acceptance Rates from Summer 2004 Program

(percent of offices in each range of acceptance rates)

and in Boston and New York specifically, and lowest in the Southeast, particularly in Miami and Louisiana. Acceptance rates varied by city and state, from less than 60% in Washington, D.C. and Austin, to over 90% in Baltimore, New Jersey, and St. Louis.

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 of offices reported acceptance rates of less than 67%; 29% reported acceptance rates between 67% and 99.9%; and 37% reported acceptance rates of 100%. The median acceptance rate was 80%, but in the smallest firms the acceptance rate was typically 100%, and in the largest firms it was often less than 67%.

- On a regional basis, firms in the Midwest were most likely to report acceptance rates of 100%, followed by firms in the Northeast. 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 71%, in the Southeast. Half or more of the offices in Washington, D.C., Atlanta, Dallas, Louisiana, and Kansas City reported acceptance rates of less than 67%, as did most of the offices in Austin and in the San Jose area. In a number of cities and states, such as Baltimore, New Jersey, Pittsburgh, Tampa, Indianapolis, Michigan, Minneapolis, St. Louis, Denver, and Seattle, acceptance rates were typically 100%.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
Nationwide	33.4%	29.2%	37.4%	80.0%	449
By Number of Lawyers Firmwide					
50 or fewer	23.9	6.5	69.6	100.0	46
51-100	35.8	22.6	41.5	75.0	53
101-250	23.6	36.0	40.4	87.5	89
251-500	30.2	33.3	36.5	81.7	96
501+	42.1	31.7	26.2	73.8	164
By Number of Lawyers in Office					
25 or fewer	35.1	3.5	61.4	100.0	57
26-50	29.4	8.2	62.4	100.0	85
51-100	34.7	30.6	34.7	75.0	98
101+	34.6	51.5	14.0	75.0	136
By NALP Region and City/State					
Northeast	23.6	47.2	29.2	83.1	72
Boston	33.3	41.7	25.0	84.9	12
New York City	22.2	60.0	17.8	79.2	45
Mid-Atlantic	41.8	25.3	32.9	75.0	79
Baltimore	0.0	20.0	80.0	100.0	5
New Jersey	12.5	0.0	87.5	100.0	8
Philadelphia	0.0	75.0	25.0	88.3	8
Pittsburgh	16.7	16.7	66.7	100.0	6
Other VA locations	40.0	40.0	20.0	69.7	5
Washington, DC area	62.2	20.0	17.8	62.5	45
Southeast	47.7	18.0	34.2	71.4	111
Atlanta	52.6	31.6	15.8	66.7	19
Austin	87.5	0.0	12.5	45.0	8
Charlotte	40.0	20.0	40.0	82.4	5
Dallas	64.3	7.1	28.6	60.8	14
Houston	46.7	33.3	20.0	71.4	15
Louisiana	66.7	0.0	33.3	53.6	6
Tampa/St. Petersburg	16.7	16.7	66.7	100.0	6
Midwest	15.3	35.3	49.4	95.7	85
Chicago	20.0	50.0	30.0	79.8	20
Cincinnati	16.7	33.3	50.0	95.5	6
Cleveland	0.0	80.0	20.0	77.8	5
Columbus	40.0	40.0	20.0	71.4	5
Indianapolis	20.0	20.0	60.0	100.0	5
Kansas City	50.0	33.3	16.7	68.3	6
Michigan	11.1	11.1	77.8	100.0	9
Milwaukee	0.0	50.0	50.0	92.9	8
Minneapolis area	0.0	28.6	71.4	100.0	7
St. Louis	0.0	40.0	60.0	100.0	5
West/Rocky Mountain	33.3	26.5	40.2	80.0	102
Denver area	20.0	20.0	60.0	100.0	5
Los Angeles area	25.0	46.4	28.6	80.0	28
Orange County, CA	50.0	0.0	50.0	83.3	10
Phoenix	28.6	28.6	42.9	92.1	7
San Francisco	47.1	23.5	29.4	70.0	17
San Jose area	75.0	0.0	25.0	66.7	8
Seattle area	0.0	30.0	70.0	100.0	10

■ First-year Participation in Summer Programs

Presence of First-Years in Summer Programs

Just over half of the responding firms reported that their summer 2004 program included one or more first-year (Class of 2006) students. The distribution of firms reporting that they employed one or more first-years is quite similar to that of responding firms as a whole, although the relative frequency of firms of 50 or fewer lawyers and firms in the West/Rocky Mountain Region is somewhat less than that of all respondents.

- These firms collectively employed 790 first-years, with a median of 2 and an average of 3 per firm. Measured by the median and the average, first-year presence is greatest in New York and Dallas. In most other cities, the typical number of first-years was one or two.
- Overall, 59% of these first-years received an offer to return for some or all of the summer 2005 program. This figure was notably lower in small firms, however, and on a city-by-city basis ranged from 15% in Philadelphia to 87% in Los Angeles.

	NUMBER OF 1Ls		% Receiving Offers to Return Next Summer	# of Offices
	Median	Average		
Nationwide	2.0	3	59.0%	258
By # of Lawyers Firmwide				
50 or fewer	2.0	2	32.7	22
51-100	1.0	2	60.0	29
101-250	2.0	3	57.6	57
251-500	2.0	4	58.6	57
501+	2.0	3	67.6	92
By # of Lawyers in Office				
25 or fewer	1.0	2	42.4	20
26-50	1.5	2	49.4	44
51-100	1.0	2	64.9	55
101+	2.0	4	62.7	89
NALP Region and City/State				
Northeast	2.0	3	52.7	44
Boston	1.5	2	50.0	6
New York	3.0	4	57.5	30
Mid-Atlantic	2.0	2	52.5	45
Philadelphia	2.0	3	15.4	5
Washington, DC area	1.5	2	60.9	26
Southeast	2.0	4	58.5	61
Atlanta	2.0	4	60.0	13
Dallas	4.5	5	60.5	8
Houston	1.0	2	56.3	7
Midwest	2.0	3	61.5	57
Chicago	2.0	2	76.2	11
Cincinnati	1.0	3	70.6	6
Michigan	1.0	2	75.0	6
Milwaukee	1.5	7	72.7	6
St. Louis	2.0	7	42.9	5
West/Rocky Mountain	1.0	2	70.4	51
Los Angeles area	1.0	2	87.0	14
Phoenix	1.0	1	75.0	5
San Francisco	2.0	2	85.0	9

Note: Figures reflect participation by students in the Class of 2006 during the summer of 2004. The number of employers reporting that their summer program included first-years 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 reported for multiple offices. Some city figures include a few offices in suburban locations.

■ Hiring for Summer 2005

A total of 422 employers reported issuing an average of 82 callback invitations each to second-year students, or a total of 34,741 callback invitations. The median figure was about half the average, 42, 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 five times the average in the Southeast. Nationwide, 76% 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 2003, when the average and median number of callback invitations were 74 and 37, respectively. Despite increases over the past four years, the volume of interviewing has not yet returned to the level in 2000, when the average was 95 and the median was 55.

- About 57% of callback interviews resulted in an offer, with employers averaging 34 offers each. The median number of offers was 13. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 lawyers or less, and somewhat higher in the largest firms. These percentages were also somewhat lower in the Mid-Atlantic and Midwest Regions 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 8, 10, and 12, respectively, and averages of 19, 20, and 29, respectively. This compares with a median of 37 and an average of 85 in the Northeast. It is also worth noting that the offer rate of 57% is somewhat higher than that of the previous three years, but still less than the 63% figure in 2000.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Washington, D.C., Atlanta, Dallas, Chicago, and Los Angeles reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Philadelphia, Baltimore, Austin, Miami, St. Louis, and Portland. Offer rates were highest in Atlanta and Dallas, at 68% and 67%, respectively, followed by New York, Houston, Los Angeles, and San Diego, at somewhat more than 60%. This contrasts with rates of 30% or less in New Jersey and St. Louis.
- Overall, just under one-third of offers were accepted, a figure that comports with recent years. A larger percentage of offers from firms in the Southeast were accepted — 42% — while acceptance rates were lower in the Northeast — 25%. Acceptance rates were highest at firms of 100 or fewer lawyers and at offices of 25 or fewer lawyers.
- At the city and state level, acceptance rates were lowest at firms in New York, Washington, D.C., and San Francisco, where between 21% and 27% of offers were accepted. Acceptance rates were highest in Virginia locations other than those in the Washington, D.C. area, Louisiana, Cincinnati, Columbus, Indianapolis, Kansas City, St. Louis, and Portland, where between 50% and 60% of offers were accepted.

Footnote to table on opposite page:

Note: Figures for callback invitations and outcomes are based on 422 employers issuing a total of 34,741 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 459 employers making a total of 15,548 offers. An additional 43 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 459 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, Palo Alto, and San Jose. Figures for other Virginia locations include Richmond, Norfolk, and Roanoke.

Outcomes of Callback Invitations to and Interviews of Class of 2006 Students for Summer 2005 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	42.0	82	75.8%	56.8%	13.0	34	31.2%	459
By Number of Lawyers Firmwide								
50 or fewer.....	9.0	11	87.4	39.5	4.0	4	46.5	44
51-100	24.0	31	81.2	44.8	7.0	11	42.0	51
101-250	59.5	76	75.5	51.7	17.0	28	31.5	88
251-500	35.5	55	83.2	49.1	12.0	23	35.1	103
501+.....	65.0	133	73.5	62.0	22.0	58	29.2	172
By Number of Lawyers in Office								
25 or fewer.....	8.0	10	81.1	43.6	3.0	4	41.9	71
26-50	17.5	27	74.5	44.1	6.0	9	33.5	85
51-100	37.0	47	77.7	46.6	13.0	16	35.5	97
101+.....	99.5	151	75.3	61.7	40.5	69	28.4	136
By NALP Region and City/State								
Northeast	125.0	208	70.1	61.1	37.0	85	25.0	70
Boston	90.0	128	72.3	52.2	24.0	48	32.8	13
New York City.....	198.0	278	69.8	62.9	53.0	116	23.9	45
Mid-Atlantic	61.0	80	79.5	51.0	21.0	33	30.6	82
Baltimore	32.0	35	93.8	32.5	7.0	11	48.1	5
New Jersey.....	46.0	50	85.1	30.6	9.5	13	43.8	8
Philadelphia.....	110.0	148	83.3	32.3	41.5	40	31.4	8
Pittsburgh	25.0	40	81.3	54.6	5.5	18	32.7	6
Other VA locations.....	46.0	76	61.4	60.8	13.0	23	55.2	5
Washington, DC area	71.5	87	78.4	60.0	25.0	41	27.5	47
Southeast	19.0	38	81.1	59.9	8.0	19	42.0	115
Atlanta	71.0	83	76.3	68.3	31.5	42	35.7	18
Austin.....	16.0	19	86.2	45.5	5.0	7	49.0	7
Charlotte.....	61.0	51	78.2	51.2	17.0	21	37.9	5
Dallas.....	70.0	63	82.2	67.2	25.0	35	39.8	15
Houston	31.5	48	82.4	62.5	11.0	24	46.5	13
Louisiana	13.5	14	96.3	53.8	11.5	13	50.6	6
Miami	21.5	24	86.0	34.1	6.5	7	38.1	6
Tampa/St. Petersburg	15.0	16	90.0	34.7	4.0	5	48.0	5
Midwest.....	38.0	54	79.7	48.6	10.0	20	37.8	86
Chicago	86.0	99	77.6	56.4	24.0	39	30.4	20
Cincinnati.....	18.0	34	75.9	43.4	5.0	11	57.1	5
Cleveland.....	44.0	64	89.7	44.9	12.0	26	37.2	5
Columbus	47.0	54	79.9	37.4	14.0	16	50.0	5
Indianapolis	23.0	23	86.0	46.3	6.0	9	60.5	5
Kansas City	33.5	38	86.9	40.6	13.0	13	54.5	5
Michigan	19.5	24	82.0	42.6	8.0	8	41.9	9
Milwaukee.....	37.0	84	70.8	53.4	13.0	32	35.8	8
Minneapolis area	55.5	57	80.4	48.4	20.5	22	39.8	6
St. Louis.....	43.0	40	92.5	27.8	5.0	10	53.2	6
West/Rocky Mountain	38.0	69	78.6	57.9	12.0	29	32.3	106
Denver area	8.0	20	91.9	50.5	5.0	9	47.8	5
Los Angeles area.....	51.0	81	75.7	63.5	16.5	36	32.0	28
Orange County, CA	20.0	22	84.5	47.6	8.5	9	32.6	10
Phoenix.....	38.0	52	82.1	51.2	18.0	21	47.0	7
Portland area.....	13.0	16	95.2	33.9	4.0	5	53.8	5
San Diego.....	78.0	322	78.6	62.2	31.0	157	34.1	5
San Francisco.....	58.0	87	77.2	54.4	22.0	33	21.8	19
San Jose area	38.0	39	79.1	53.7	14.0	16	31.5	8
Seattle area	19.0	28	89.6	49.5	4.0	11	36.6	9

(See footnote on opposite page.)

Acceptance Rates for Summer 2005 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about 41% of offices reported acceptance rates of less than 33%; 25% of offices reported acceptance rates between 33% and 49.9%; and 34% reported acceptance rates of 50% or more. The median acceptance rate was about 35%.

- 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 Baltimore, Virginia locations other than Northern Virginia, Louisiana, Cincinnati, Columbus, and Denver. In contrast, nearly all offices in New York and San Francisco reported acceptance rates of less than 33%, as did more than 60% of offices in Boston and Washington, D.C.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
Nationwide	41.3%	24.6%	34.1%	35.2%	455
By Number of Lawyers Firmwide					
50 or fewer	26.2	9.5	64.3	50.0	42
51-100.....	24.0	18.0	58.0	50.0	50
101-250.....	38.6	27.3	34.1	37.3	88
251-500.....	37.6	25.7	36.6	38.9	101
501+	53.8	28.3	17.9	32.1	173
By Number of Lawyers 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.....	80.0	10.0	10.0	25.8	70
Boston.....	69.2	30.8	0.0	27.3	13
New York City.....	91.1	4.4	4.4	24.7	45
Mid-Atlantic.....	46.3	30.5	23.2	33.3	82
Baltimore.....	0.0	40.0	60.0	60.0	5
New Jersey.....	25.0	37.5	37.5	41.4	8
Philadelphia.....	37.5	50.0	12.5	34.0	8
Pittsburgh.....	50.0	16.7	33.3	27.3	6
Other VA locations.....	20.0	20.0	60.0	54.0	5
Washington, DC area.....	61.7	23.4	14.9	28.3	47
Southeast.....	19.3	28.9	51.8	50.0	114
Atlanta.....	16.7	66.7	16.7	36.4	18
Austin.....	28.6	28.6	42.9	40.0	7
Charlotte.....	20.0	60.0	20.0	38.7	5
Dallas.....	33.3	33.3	33.3	38.5	15
Houston.....	15.4	30.8	53.8	50.0	13
Louisiana.....	16.7	0.0	83.3	62.7	6
Miami.....	33.3	33.3	33.3	41.0	6
Tampa/St. Petersburg.....	40.0	20.0	40.0	44.4	5
Midwest.....	26.2	33.3	40.5	41.5	84
Chicago.....	47.4	47.4	5.3	33.3	19
Cincinnati.....	20.0	0.0	80.0	58.8	5
Cleveland.....	20.0	60.0	20.0	37.5	5
Columbus.....	0.0	40.0	60.0	57.1	5
Kansas City.....	0.0	40.0	60.0	50.0	5
Michigan.....	22.2	55.6	22.2	40.0	9
Milwaukee.....	37.5	0.0	62.5	50.0	8
Minneapolis area.....	0.0	83.3	16.7	39.0	6
St. Louis.....	33.3	16.7	50.0	41.7	6
West/Rocky Mountain.....	47.6	18.1	34.3	33.3	105
Denver area.....	40.0	0.0	60.0	59.1	5
Los Angeles area.....	51.9	29.6	18.5	30.4	27
Orange County, CA.....	40.0	20.0	40.0	40.8	10
Phoenix.....	28.6	14.3	57.1	54.5	7
Portland area.....	40.0	20.0	40.0	33.3	5
San Diego.....	40.0	20.0	40.0	44.7	5
San Francisco.....	84.2	10.5	5.3	21.2	19
San Jose area.....	50.0	37.5	12.5	32.2	8
Seattle area.....	33.3	11.1	55.6	50.0	9

■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 172 employers, or about one-third of survey respondents. The median number of callback invitations was 4, and the average was 11. This level of activity is similar to that for 2003. However, compared with fall 2002, activity in each of the two most recent years has been 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 8 and an average of 16 callback invitations. Among cities and states, New York City, not surprisingly, along with Boston, reported the greatest volume. Nationwide, about 85% of callback invitations were accepted, a figure that was higher in small firms and in the Mid-Atlantic and Southeast Regions.

- About 46% of interviews resulted in an offer, with a median of 2 and an average of 4 offers made. This offer rate and volume is somewhat greater than in the two prior years, but not at the level of 2000, when the median and average were 3 and 7, respectively. Offer rates were lowest in the smallest firms and in the Mid-Atlantic Region. For example, about 54% of interviews conducted by firms of more than 500 lawyers resulted in an offer, compared with a figure of 35% in firms of 50 or fewer lawyers and 27% in firms of 51-100 lawyers. The figure of 40% in the Mid-Atlantic Region contrasts with 53% in the West/Rocky Mountain Region. Offer rates were highest by far in Atlanta, followed by Los Angeles. Offer rates were lowest in San Francisco.

Outcomes of Callback Invitations to and Interviews of Class of 2005 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	11	85.3%	46.2%	2.0	4	57.7%	172
By Number of Lawyers Firmwide								
50 or fewer.....	4.0	6	96.3	34.6	1.0	2	70.4	11
51-100.....	4.0	6	83.1	27.5	1.0	1	80.0	14
101-250.....	5.0	9	87.8	38.3	2.0	3	60.3	38
251-500.....	3.0	5	89.5	37.0	1.0	2	69.4	28
501+.....	5.0	14	85.1	53.9	2.0	6	53.8	79
By Number of Lawyers in Office								
25 or fewer.....	1.5	3	89.7	28.6	1.0	1	78.9	17
26-50.....	2.5	5	84.0	32.0	1.0	1	55.9	26
51-100.....	2.0	4	86.6	38.0	1.0	2	61.1	23
101+.....	6.5	11	86.6	47.9	3.0	4	56.1	71
By NALP Region and City/State								
Northeast.....	8.0	16	77.4	44.6	2.5	5	57.8	44
Boston.....	8.5	14	80.0	39.7	2.0	5	59.3	6
New York City.....	9.0	18	76.8	47.5	3.0	6	56.4	29
Mid-Atlantic.....	5.0	10	91.8	39.7	2.0	4	60.7	32
Washington, DC area....	4.0	9	90.7	47.4	2.0	4	51.4	19
Southeast.....	4.0	5	91.7	49.0	1.0	2	47.3	26
Atlanta.....	6.0	7	97.0	65.6	4.0	4	38.5	6
Midwest.....	6.0	8	86.9	43.5	2.0	3	59.8	28
Chicago.....	6.0	11	86.8	54.3	1.0	5	56.0	5
West/Rocky Mountain.....	3.0	13	89.2	52.9	1.0	6	57.7	42
Los Angeles area.....	4.0	9	84.9	58.9	3.0	4	45.5	11
San Francisco.....	4.0	5	80.5	36.4	1.0	1	41.7	9

Note: Figures for callback invitations and outcomes are based on 159 employers issuing a total of 1,774 callback invitations and do not include 13 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 172 employers making a total of 728 offers. An additional 313 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 172 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. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Palo Alto, and San Jose. Figures for other Virginia locations include Richmond, Norfolk, and Roanoke.

- About 58% of offers made to third-year students were accepted. On a regional basis, the acceptance rate was considerably lower in the Southeast. For individual cities, acceptance rates ranged from about 38% in Atlanta to 59% in Boston.

About 18% of offices reported acceptance rates of less than 25%, and 40% reported that their acceptance rate was 100%. Firms of 251-500 lawyers 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 67%.

- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 33% in the Northeast to over half in the Mid-Atlantic Region. The majority of offices reporting from Washington, D.C. had a 100% acceptance rate, but few in Los Angeles did.

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	17.8%	42.6%	39.5%	66.7%	129
By Number of Lawyers Firmwide					
50 or fewer	10.0	50.0	40.0	77.1	10
51-100	20.0	20.0	60.0	100.0	10
101-250	14.3	57.1	28.6	62.5	28
251-500	5.6	27.8	66.7	100.0	18
501+	24.6	42.6	32.8	55.6	61
By Number of Lawyers in Office					
25 or fewer	10.0	30.0	60.0	100.0	10
26-50	42.9	19.0	38.1	50.0	21
51-100	8.3	33.3	58.3	100.0	12
101+	14.8	50.8	34.4	61.5	61
By NALP Region and City					
Northeast	12.1	54.5	33.3	61.5	33
Boston	0.0	60.0	40.0	55.6	5
New York City	18.2	54.5	27.3	57.7	22
Mid-Atlantic	14.8	29.6	55.6	100.0	27
Washington, DC area	17.6	29.4	52.9	100.0	17
Southeast	35.0	30.0	35.0	55.0	20
Atlanta	20.0	60.0	20.0	42.9	5
Midwest	4.8	52.4	42.9	66.7	21
West/Rocky Mountain	25.0	42.9	32.1	63.2	28
Los Angeles area	25.0	62.5	12.5	47.3	8
San Francisco	33.3	33.3	33.3	37.5	6